

Friday, January 17th, 2014

TO: BRANCHES & FACILITIES

The Future of Our Union

It is my opinion that one of the most important tasks for me to undertake as President is to plan for the future. This includes serious assessment of the need for, and the timing of, any structural or personnel changes that are needed to ensure the continued success of our union. Over the past few months I have spoken to a number of people including the Board of Directors about their ideas of the future, personal goals and ambitions, as well as reviewing my own thoughts on these subjects.

Our union is currently in a very stable position. We do not have any large projects on the near-term horizon and our collective agreement at NAV Canada has a little more than 2 years to run before expiration. This is an opportunity that has seldom presented itself and has led me to have serious discussions with the Board of Directors and others regarding the future direction of our union.

It is with all these things in mind that I have personally come to the decision, for reasons that I will set out below, to resign as President of CATCA effective May 01, 2014.

My reasons are as follows:

Firstly, a change of leadership needs to be orderly. There are many day-to-day issues that are best explained by a period of overlap that the timing of my decision will provide. CATCA is, after all, a business that has a number of moving parts that need to be understood.

Secondly, the simple fact that we have only one project underway (classification review) and one grievance at the national level means it is the perfect time to allow my successor to grow into the position in a time of relative calm.

Thirdly, and most importantly, there are viable successors.

A subsequent notice will lay out all the dates and timings for elections as identified in the policy manual. My choice of May 01 is merely governed by the need for elections and to provide an effective handover time.

It has been an amazing and personally fulfilling 13 years for me - first as EVP and then President. There have been remarkable changes in our industry, profession and our company. It has been my great honour and privilege to have played whatever small part in what has transpired.

The experiences that I have enjoyed in various forums ranging from the CIRB hearings on our right to strike in 2001, to having the opportunity to address the ILO on behalf of our profession worldwide in 2013, from the mundane government hearings on CAR's changes to the development of a viable and effective collaborative approach to equipment and cultural change in our workplaces has provided so many experiences for me that I would never have imagined 20 years ago.

The ultimate duty as President is labour relations and collective bargaining. We have successfully negotiated 12 collective agreements with 3 different employers. The experiences with the Contract Committees are ones I will remember and draw on forever. The evolution of a truly unanimous team is a challenge that brings with it a sense of accomplishment that I am extremely proud of. Thank you, Yves Langlois, for giving me that opportunity!

Establishing and maintaining a climate of trust, respect and best practices in labour relations is a tangible Example of Commitment and belief in a better way to succeed that I am very proud of. Our success has been noticed by others, as a series of requests to speak about our experiences in various forums attests.

Working with the amazing group that has made up the RVPs over the past 13 years has made work pleasure and life easy. Thank you, all.

That doesn't mean there have not been disagreements. Quite the contrary. Fierce debates take place and at the end of the day the decisions are made. Healthy debate is what has and must govern us. Shake hands and lead.

While it may seem a little unusual that I would decide to step down with 2 years remaining in my term, it is simply the perfect time for a change. I have made this decision with the best interests of the union at heart and my expectation that my departure will be the opportunity for new and exciting ideas that will power us into the future.

Best wishes to each of you.

Sincerely,

Greg Myles