

June 23, 2014

**TO: BRANCHES AND FACILITIES  
REGIONAL VICE PRESIDENTS**

### **National Seniority Bid – Phantom Bids**

In past years the national seniority bid process allowed members to bid on locations they wanted to transfer to, even if the locations were not advertised as part of the national bid process. Bidding on locations that had no advertised opportunities was subsequently termed “phantom bidding”.

CATCA has received many complaints about phantom bids. Your bargaining committee began the work to eliminate phantom bids in 2010 and we have continued to work on this issue outside collective bargaining. We have listened to our members and with the employer's agreement we have eliminated the ability to phantom bid from this year's national seniority bid. This year, members will only be permitted to bid on locations that have advertised training opportunities. Any bids made for non-advertised locations will be disregarded.

Members should note that if a requirement arises for a non-advertised tower opportunity after the national bid has been completed, an interim bid will be run.

In the case of ACC opportunities arising after the national bid concludes, NAV Canada may or may not run an interim bid based on the rule of offering 50% of ACC training opportunities nationally to our members.

The elimination of phantom bids will place all members on an equal footing and eliminate perceived advantages that were generating complaints from our membership.

In Solidarity;

Peter Duffey  
President

Doug Best  
Executive Vice President