

August 31, 2015

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

### **CONTRACT EXTENSION**

Over the past few months, we have been communicating to members the potential difficulties that surround the next round of collective bargaining. The most notable is the lack of a decision from OSFI on the pension plan issue and the subsequent wage reopener that would be triggered if the OSFI decision were favourable.

After weeks of discussion culminating in a day-long meeting in Ottawa on August 28th, it was unanimously decided by the CATCA Board of Directors to pursue an extension to our current collective agreement. The extension would be no longer than 12 months, and would maintain the current agreement as is, except for a negotiated wage increase. Members should be aware that although the CATCA Board of Directors has agreed to this approach, we must now seek the agreement of NAV Canada and explore whether or not an agreement can be reached on a suitable wage increase for the extension period.

The CATCA Board of Directors has mandated the President and Executive Vice President to approach the company in an attempt to negotiate an extension term and an associated economic increase. If an extension term and a wage increase can be negotiated with the company, those terms will be brought to the current bargaining committee for approval. If the bargaining committee then recommends the negotiated terms, those terms will then be put before CATCA's membership for ratification.

We intend to begin the process of negotiating an extension without delay and we will inform members of our progress.

If you have questions or concerns, please contact your Regional Vice President.

On Behalf of the Board of Directors,

Peter Duffey  
President

Doug Best  
Executive Vice President