



September 14th, 2015

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

ONE YEAR TENTATIVE AGREEMENT

At a meeting on Friday September 11th in Ottawa, we reported to the CATCA bargaining committee our progress in seeking a one-year contract extension. After 2 weeks of negotiating wages, it was the CATCA Board of Director's belief that a 2.5% was the maximum increase achievable. After much deliberation and debate, all 20 members of the team said they would support and recommend such a deal. We are grateful for that discussion and the unity that emerged from it.

Today, a tentative agreement was finalized with NAV Canada. If approved by membership vote, it would run from April 1, 2016 to March 31, 2017, with no changes except a 2.5% increase on all salaries and ATC premiums.

This was a difficult decision, and one that was weeks in the making. With no decision yet from OSFI, and NAV still facing the risk of massive liabilities to the pension fund, it had become clear that now is the wrong time for full-scale bargaining. Besides being unable to get NAV's best offer in a climate of uncertainty, there is the very real threat of facing further or different concession demands on pensions or other areas of compensation. The tentative agreement unanimously approved by the bargaining team gives time for the situation to resolve, while providing real wage gains based on all current inflation forecasts.

The next step will be up to the members. Ratification meetings will begin tomorrow. Please click [HERE](#) for dates and times, locations TBD. The purpose of that tour will be to listen to you and answer your questions and concerns to the best of our ability. Our common aim, as always, is to secure the best interests of air traffic controllers today and in the future.

On Behalf of the Board of Directors,

Peter Duffey
President

Doug Best
Executive Vice President