



## Member Spotlight

Volunteerism plays an important part in the function of our union. At the grassroots level we rely on volunteers to communicate and create the CATCA community. As a national organization we represent ATCs in very different work environments, but in the end we are united by a duty to provide safe services to the flying public. With so many volunteers it is sometimes difficult to recognize each individual, but we must take the time to say thank you, because without these members we would not be able to be so effective, or create such a strong sense of solidarity. Please take the time to recognize your local volunteers; they have given up one of their most valuable resources, their time.

This month we would like to highlight one of our longest standing volunteers, Scott Roger.

Scott Roger has been a CATCA member since November of 1990, he originally qualified at the Winnipeg ACC and is currently a DSC. Scott was active at the local level, holding almost every local position; most notable he served as Winnipeg ACC Chair from 2000 to 2003 and was also on the CATCA Bargaining Committee during that time. He also served for many years on the CATCA Board of Trustees, playing an important part in overseeing, making suggestions, and monitoring the finances of the organization. He is currently involved as a member of A.C.E.S since September 2011. Scott has been a major contributor not only to our organization but our industry and field, his leadership and commitment is a priceless asset.

When we asked Bryan Healy, Vice-President Prairie Region about Scott's involvement with the union he said "Scott's experience is second to none, as I have learned. He is someone you can rely upon and he never shies away from providing an honest and constructive answer regardless of whether or not the message is favorable or unfavorable. His judgment is trusted because he has the ability to separate fact from opinion and delivers solid advice each and every time we ask. Thank you Scott". Bryan has enjoyed working with Scott since being elected.

Have a local event you would like to share?

Have some pictures of your unit? Please send in any local news you would like to share and we will post it on Facebook and Tweet it to the country!



Greg Myles awarding the award of Merit in 2010



Showcase of a longterm volunteer... continued



Scott with other members of the YWG ACC delegation to CATCA 2010  
From left: Pat McCallum, Scott Roger, Steve Malloy, and Randy Hepner

Greg Myles, our president also had this to add about him: Scott has been a stalwart of CATCA since I first met him and he has been a tireless worker who is a clear asset to our union. Scott has served on our bargaining team and has provided me with invaluable advice and support over the many years we have worked together. As one of our original members of the Board of Trustees Scott was instrumental in establishing the role and practices of the Trustees as we started down the road to financial accountability and responsibility that has resulted in our current solid financial standing and dues that are 25% lower than 1999.

Scott is also a genius when it comes to shift schedules. I have called on him many times most recently to work on the A.C.E.S committee which is a truly unique undertaking in shift scheduling.

In 2010 I was pleased to, on behalf of the Union, present Scott with the Award of Merit our highest recognition.

We are always looking for more volunteers; if you are interested about any available opportunities please contact your local branch chair.



CATCA's 2010 & 2011 Award of Merit Winners - Abe Rosner & Scott Roger



## The Disclosure Policy Update from the YCC

### Disclosure Policy

Most controllers know that NAV Canada has a disclosure policy, but sometimes what is really considered confidential information can be less clear.

In this day and age, nothing is more natural than sharing information online. While it is easy to forget the confidential character of some material when one is exposed to it on a regular basis, all NAV Canada employees are obligated to respect the Disclosure Policy.

The publication of confidential information related to the Company, whether inadvertent or intentional, could lead to disciplinary measures and even termination of employment.

The Disclosure Policy states that "all news releases, including releases of material information, will be issued by NAV Canada's Communications department." It is important to remember that only authorized spokespersons for the Company are allowed to issue statements to the media, and that includes providing commentary via social media online.

### What is Confidential Information?

If you've read the Disclosure Policy, you already know that the definition of confidential information is fairly vague. While it emphasizes the confidential character of financial data, the policy is not as clear on how that affects the daily work of controllers.

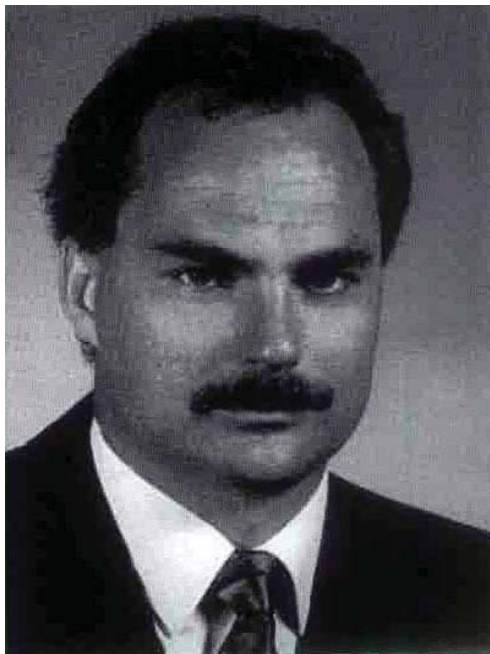




## Throw back – What was CATCA talking about 20 years ago!

As some of you may remember CATCA published a print version of this newsletter. It is interesting to reflect on where we were, and what issues are still the same. In the Spring of 1992, the CATCA National Office was located on Cumberland Street in Ottawa, we had a full time President, a full time Vice President, a full-time Secretary-Treasurer, 8 full time office staff, a part-time Vice President, and 11 part time Regional Directors. Needless to say the organizational structure has dramatically changed.

Our main headline was “Membership Involvement”, the article outlined our 17 working groups and tasks forces that were currently working on a variety of issues varying that range from chemical dependency to Job Sharing to the CATCA '93 convention, to name a few. There were a total of 105 volunteers participating at the national level on committees or working groups, which didn't include all of the Branch Executives and Stewards who were serving at the local level. Similar to today, we had about 10 % of our membership volunteering for the Union but we were still looking to recruit new members. Volunteerism is what has made our organization viable and relevant since its inception.



John Redmond - The CATCA President in 1992

### The Disclosure policy..continued



Not all events happening at work are considered confidential. But restricted material could include any information, not yet public, relating to an accident, an operating irregularity or other ATC incident.

In fact, most information about our operations, and not just military or VIP operations are subject to confidentiality. Further confidential information would include material about other employees, customers or the company's computer systems and operational material. Basically, you can consider that any information about the Company that is not publicly known and which could affect the Company's operations and affairs, should be considered confidential. NAV Canada employees should always use their judgment to ensure that no comments or photographs are posted via social media or other forms of communication that could potentially damage the reputation of the Company and its employees.

Do you know your YCC representative?

Find out who they are today at [www.catca.ca](http://www.catca.ca)



## Throw back..continued

Each volume of the CATCA News also included a message from the president, and several updates from the regional directors. John Redmond, many of you will remember John from the role he commenced in 2004 as the chair of our triennial convention, was reporting on issues such as Transport Canada's plan to modernize the Air Navigation System. The National Executive and Board of Directors had created an ANS Modernization Committee that they were using to consult with regarding the upcoming implementation. The government was also facing the need to reducing its budget; CATCA was working on an in depth briefing "Enhanced Air Traffic Control", a concept that would provide the aviation community a high level of service, while allowing Transport Canada to reduce expenditures. CATCA played an active role in shaping policy, and ensuring that the government would continue to support the highest level of quality and efficiency of service.

Lastly, there was an article about Health & Safety, that article discussed the Critical Incident and Stress Debriefing program. Mike Dooling, a long term CATCA volunteer who was interviewed for the piece, was also one of the first three ATCs to be trained in debriefing for Critical Incident Stress.

Looking back it is easy to draw on some of the similarities to what our members are still facing in the workplace. The implementation of new procedures, policy, or technology is still relevant as our industry is constantly striving for improvements to safety and efficiency. Although we no longer primarily bargain with Transport Canada, we are still faced with some of the same realities today.

I hope you enjoyed our throw back to 1992!

Have something that  
you would like to see us talk about in  
the next issue?

Let us know!

[catca@catca.ca](mailto:catca@catca.ca)

## The Disclosure policy..continued



As employees, we are not permitted to initiate or participate in any activity that discusses NAV Canada's confidential or material information. The Disclosure policy states that "Individuals are prohibited from participating in, hosting or linking to chat rooms or bulletin boards and discussing NAV Canada matters in these forums. This prohibition is intended to protect the Company from the liability that could arise from the well-intentioned, but sporadic, efforts of individuals to correct rumours or defend the Company."

As Air Traffic Controllers we are all very proud of our profession, and we also like to share information about our job to people outside of the workplace. However, care should always be taken: A lot of the information we are exposed to in our job is considered confidential by the Company.

"Any individual who violates this policy may face disciplinary action up to and including termination of employment with the Company without notice." Don't take a risk, be smart. If you learned about information through work, do not discuss or disclose it publicly.

For more information, you can find the Corporate Disclosure Policy on the Employee portal of the main intranet page.

We are currently looking  
for a volunteer for the VFR Pacific position.

Interested?

Talk to Scott Shields, Regional Vice-President for the  
Pacific Region: [sdshields@telus.net](mailto:sdshields@telus.net)