



## Scholarship follow-up – Where is Mathew Way today?

Each fall CATCA awards two scholarships, The W. Christopher Lilwall and Eric Paraskevopoulos Memorial Scholarship Award Program provides financial assistance to children of Active Members of the Union who are undertaking ATC training or in pursuit of full-time post-secondary education. In 2006, Mathew Way, Son of John Way from Fredericton Tower, won the academic scholarship to attend Osgood Hall Law School at York University. We took this opportunity to see how he has been doing post-graduation.

>>> CATCA: How did the CATCA Scholarship program help you?

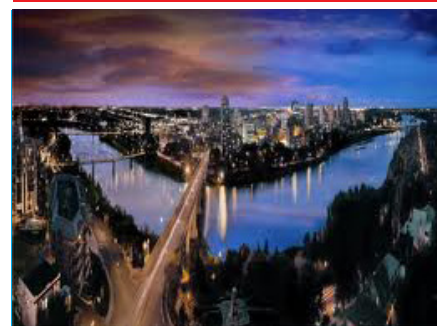
The most immediate effect of the CATCA scholarship program's assistance was monetary. Even as a law student, who could theoretically look forward to a decent income after graduation, paying for my education necessitated drawing upon a variety of resources: tuition alone for my JD and mandatory articling courses was a little shy of \$50,000; competition for a shrinking pool of summer and articling jobs was fierce; and, in my opinion, the more lucrative fields of law tended to diverge from those fields offering concrete assistance to most individuals (as opposed to a privileged few individuals or corporate 'persons'). Every dollar of the CATCA scholarship not only helped me pay tuition, cover books, buy pasta and sustaining beverages, and take advantage of opportunities to study abroad, but has paid and continues to pay exponential dividends for me post-graduation.

These dividends were (and are) not only monetary. Being chosen to receive the CATCA scholarship also provided support in less tangible, but no less important, ways. The path to practicing labour and employment (or any other field of) law was long and at times downright arduous. It was not only encouraging to know that CATCA felt it worthwhile to support my aspirations, but a desire to fulfill what I presumed to be legitimate expectations on your part serves as a powerful

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## CATCA Convention

Check  
[CATCA.CA](http://CATCA.CA)  
for updates!



Saskatoon City skyline



## Calgary Tower, Restructuring

by James Krause

Summer is universally accepted as construction season for airports and this year proves to be no exception for the Prairie Region. Major projects are currently under way at many airports in the region.

Winnipeg recently opened their new terminal building, and the old one is slowly being ripped apart. Since the new layout has left the controllers with reduced sight lines, different solutions are being investigated. A camera system is currently pending installation. Various other field improvements are constantly challenging controllers by interfering with traffic flow.

Edmonton International Airport's new tower building is expected to be completed by the end of October. In the meantime, the futuristic-looking building is blocking critical sight lines and remote video feed had to be installed to ensure that hidden areas can be monitored safely.

Villeneuve Airport's ambitious project of runway extension is only waiting for final approval before breaking ground, with an anticipated opening in summer 2013. Following the completion of this project and the installation of an ILS for the extended runway, Edmonton City Center airport's closure is scheduled. CATCA will of course be working with the company to secure our members' futures.

But the largest project in the region is without a doubt that of Calgary International Airport. The major expansion includes the construction of a much needed and overdue parallel runway with related infrastructures and a new control tower directly across the field from the current tower. As of February 2013, controllers will have to deal with major changes in operational procedures, but also with the challenges of a new vantage point. The new tower is much higher than the current one and is being constructed between the current 16/34 and the soon to be completed parallel runway. So after 30 years or more of facing east we will turn around and face West! Hopefully the view isn't to distracting.

The Calgary parallel runway construction makes an airspace re-optimization a natural offshoot to take advantage of the operational and capacity changes that will take place with the opening of the new runway. The project team, based in EG ACC, is working under tight timeframes to efficiently re-design airspace that will affect almost all the sectors within the YEG ACC and of course YYC Tower.





## Where is Mathew Way today....continued from page 1

powerful motivator to make the most of the opportunities your support made possible. Being able to list "CATCA Scholarship Recipient" on my resume was a boost to my prospects: speaking from personal experience, that's the sort of CV line that can kickstart meaningful conversations with potential employers during hiring interviews.

I remain especially grateful for one particularly important example of how CATCA Scholarship aided me in both material and tangential ways. While seeking loopholes in the Bankruptcy and Insolvency Act to enable directors to escape debts owed to employees in respect of wages and termination benefits might be a perfectly respectable way to spend a summer and finance one's education, I much preferred to pursue a lower paying position where I could apply my knowledge and enthusiasm on behalf of my community. Thanks substantially to the cumulative financial assistance provided by the CATCA Scholarship, I was able to afford to pursue summer employment with the Ontario Ministry of Labour rather than a Bay Street Firm. Thanks to a positive interview, which included a discussion sparked by the aforementioned CV line, I obtained such a position.

My summer with the Ministry confirmed I was on the right track with my education and professional aspirations while providing unparalleled professional development experience. Revising the statutes prescribing baseline employment conditions applicable to many in Ontario (though by no means all; notable exceptions include mushroom growers and Crown summer students) and the acts setting out the legal framework protecting workers who chose to organize and demand respect, representation in workplace governance, and just (rather than minimal) remuneration impressed upon me the fragile nature of Unions' rights in Canada and the importance of constant vigilance and political action to protect what we have already won. The opportunities to help prosecute those who chose to ignore or evade these labour and employment laws provided immeasurable job satisfaction, as I could finally begin to apply my legal knowledge in a concrete and direct way to right individual wrongs.

To summarize subsequent events: this summer position led to an exceptional articling position. From there, I was able to transition to an in-house position with a Canadian Union. The CATCA Scholarship was an integral part of making this all happen. Thank you.

>>> CATCA: Since your graduation what have you been doing?

Immediately after graduating Osgoode Hall, I spent a summer indulging my love of history while becoming engaged to my fiancée in England (who was then completing her MA). I returned to the proverbial grindstone for my articling period back on this side of the pond with a Union-side law firm specializing in labour and employment law, Sack Goldblatt Mitchell LLP, and was called to the Bar of Upper Canada in June 2011. I then continued working with SGM over the summer as an associate, until I was able to return to the Maritimes thanks to an opening with the Professional Institute of the Public Service of Canada in Halifax. I currently have the pleasure of serving the Institute as a Labour Relations Officer, assisting members in Nova Scotia, New Brunswick, PEI, and Newfoundland and Labrador with all manner of workplace issues.

>>>> CATCA: What words of wisdom do you have for our new recipients this year?

I'm not certain about words of wisdom, but I do have three thoughts stemming from my past experiences:

1. I would emphatically encourage you to continue making your studies the top priority while you are in school. A solid transcript starts paying dividends quickly, especially if one wishes to pursue post-graduate studies; more importantly, this is an opportunity to review and engage with topics in depth without many of the external pressures that will start demanding time and attention post-graduation.







2. That said, I would also suggest taking time out of your busy schedules where you can to collaborate with interesting people on engaging projects. Such endeavors look good on resumes, help create links within and between your communities, and can provide practical hands-on experience. They can also be remarkably good fun.

3. If you want to bring about productive change (or prevent destructive change): organize. Find a group and become involved. If there is no group, get one started. While an individual can accomplish much by himself or herself, a team of dedicated individuals pursuing a common goal is exponentially stronger.

>>>> CATCA: What do you have planned for your future?

My desire to professionally represent unionized employees, either as staff or as counsel, remains undimmed. I greatly enjoy living on the East Coast, and so I expect for the foreseeable future to continue serving with PIPSC in the Atlantic Regional Office. My current developmental goal is to learn French; looking forward long term, I would like to improve my teaching credentials. To this end, if all goes according to plan, I would like to take a year off at some point in my career to pursue an LLM at the London School of Economics or a BCL from Oxford. Finally, my fiancée and I intend to marry at some point in the next half-dozen years or so (once we are both on the same continent again).

>>>> CATCA: Any final words?

To the members and staff who support the CATCA Scholarship Program: thank you again for your support. It made a real difference to me, and I'm certain your continued support will make an equally substantial impression on this year's recipients and those chosen in years to come. To all: do good, fear naught, and have fun.



YYZ ACC

## Where has the Time Gone?

It was eleven years ago when Rob Allan was elected as CATCA's original Regional Vice President Atlantic. Rob has dedicated his last eleven years contributing to the cause making CATCA a stronger Union and NAV Canada a much better place to work. He has represented his members very well and will be missed by CATCA! We at CATCA wanted to take this opportunity to thank Rob for his long time service and wish him well in retirement.

Along with Rob stepping down are two others Regional Vice Presidents, Yves Langlois and Bryan Healy. Both were elected three years ago as Regional Vice Presidents, Yves in the St. Laurent region and Bryan to the Prairie region. Just as Rob did they did. Their perpetual work making life better for the members at CATCA. We at CATCA want to thank both for their devotion and wish them an easy transition back to work in their respective work places.

Another departure to the CATCA family is that of Mary Catharine Breadner. MC has worked at National office since 2008 and will be greatly missed. Her enthusiasm and keenness were second to none. MC will be attending Simon Fraser University in BC this fall enrolled in a Health Sciences PhD program. We at the CATCA family wish her the best in her studies and in her continued career.

## New Faces for CATCA

CATCA would like to welcome to the Board our newly elected Regional Vice Presidents, Gary Roach (Atlantic), Jonathan Daoust (St. Laurent), and James Krause (Prairie). The three elected members have their work cut out replacing their former colleagues but with their experience and work ethic will represent their members well.

At the National office we would like to welcome Karin Watson. Karin brings a wealth of experience and knowledge in several fields that will allow her to blossom as a member of the CATCA team.



Update from the YCC



## The Influence of Media

### The Media and Information

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 you are exposed to it on a regular basis, you should know that as a NAV Canada employee, you should always respect the Disclosure Policy. The disclosure of confidential information related to our company, whether inadvertent or intentional, can lead to disciplinary measures.

### The freedom of the internet

You've probably seen many discussion forums related to aviation and a great number of people post freely on those websites. There have even been cases where management proceeded with an inquiry after certain pictures and comments were posted online by plane-spotters. Members should remember that posting comments about your workplace or your job as a controller can lead to possible disciplinary actions. Do not comment about NAV Canada or your job as an air traffic controller on public chat forums.

If people or companies outside of NAV Canada post inappropriate information on the internet or through other mediums, NAV Canada will take action to have that information removed. In some cases, our company may pursue legal actions.

While our company monitors the web for inappropriate material and information, all employees are encouraged to bring to the attention of our company any media coverage or online content they feel is erroneous or could damage the reputation of NAV Canada or its employees.

### How about ATC frequencies?

Although legislation is not clear on the confidentiality of ATC communications, NAV Canada considers them private. Our company has requested Industry Canada to restrict the availability of ATC frequencies, but to this day have not had success in this regard. Media outlets are free to broadcast whatever they choose within the limits of the law.

When NAV Canada is aware that ATC communications are being rebroadcast by media or internet sites, our company, using whatever legal means available, will endeavor to have that audio removed from distribution.

Despite its efforts, our company still faces challenges dealing with the wide spread use of scanners all over North America and the great number of websites that specialize in making this information available.

After the 2005 Air France crash in Toronto, communications and images of the crash were widely broadcast by so many media outlets, it was virtually impossible for our company to stop. Since 2005, our company has made headway with certain media outlets who have agreed to stop broadcasting controller conversations.

In any case, you should always remember that although NAV Canada considers ATC frequencies private, you never know who may be listening and how those communications could be used. Standard phraseology, maintaining a professional attitude, and avoiding extraneous comments on the frequencies are all things you can do to protect yourself from unwanted consequences.

If you come across a post or other communication on the Internet that discusses NAV Canada's confidential material, please report these discussions to your manager or to a member of the Executive Management Committee (EMC), Communications Committee or Disclosure Committee.

