

June 2012 Issue 3

CATCA NEWS



CATCA Convention 2013 Update

LOCATION

Join us in beautiful sunny Saskatoon for CATCA's triennial convention from April 17-19, 2013. We will gather at the Radisson Saskatoon for an informative and productive meeting. In keeping with CATCA tradition, we are offering a great opportunity for delegates and their families to renew acquaintances and make new friends during all of our special social activities.

Rick Marsh, Convention Director and his team are working tirelessly to ensure CATCA 2013 is a huge success. Rick is the local expert, he is planning a great program for everyone to enjoy. We are going to appreciate some local flavor at the Western Development museum – be sure to bring your cowboy boots! We are also going to host the business session at the world class convention center TCU Place.

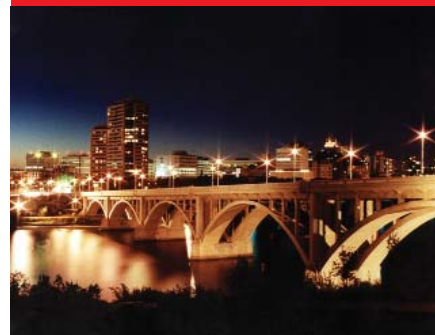
Planning on bring your family? The beautiful river biking would sure to be a fun way to explore the city and enjoy some fresh prairie breeze. We will have bikes available at the hotel for you to take out whenever you feel inspired. Our host hotel also has an indoor waterslide, a newly renovated lobby and bar, as well as it is minutes to many local pubs and downtown attractions.

As we continue to plan a productive meeting and some really exciting social activities for you and your families. You will be able to see updates on the CATCA website, you will see the business and companion programs; be able to make your hotel reservation and register for the meeting all from the CATCA website. Check back often!

The Prairie Region will be hosting a memorable event that you will not want to miss. We look forward to seeing you there!

CATCA Convention

Check
CATCA.CA
for updates!



Broadway bridge and Saskatoon skyline at night
Source: Photograph, Jay Van Doornum



Rob Allan Retires

After more than 10 years of service as Regional Vice President of the Atlantic Region, Rob Allan will be retiring on June 30, 2012. In September 2001 Rob was elected as the first regional Vice President representing the members of the Atlantic Region including the Non Operational members from the NCR and the TC members. Rob has participated in the successful negotiation of 6 collective agreements, where the teams made significant gains in wage, benefits, schedules, and premiums as well hundreds if not thousands of individual member's problems. Rob has created an atmosphere of consultation and collaboration that was unheard of before his tenure and is now a model for the rest of us. He has played an integral part in the transition of CATCA from the old structure and has defined the job of RVP through dedication to member's needs, sense of fair play and his demand that all parties treat each other with respect. Rob is the ultimate team player who demands the same from his colleges. His hard work has helped to raise the Association's profile and stature both within NAV CANADA and as a role model to other labour organizations.



We wanted to take this opportunity to hear it from Rob, lessons learned and what he has planned for the future.

CATCA: What has been the highlight of your role with CATCA?

Rob: There have been many highlights over the past 10 and a half years – it seems every day brings its own sets of challenges and accomplishments. I think the biggest for me would be to characterize CATCA's steady rise from the very dark place we were in in 2001, to where we are today – in a strong position to solve problems on behalf of our members on a daily basis, without having to resort to the grievance and arbitration process each and every time there is an issue. The relationship between CATCA and Nav Canada has matured to the point where participants on both sides of the table want to solve problems, as opposed to the old way of doing business. With our strong leadership in place now nationally, regionally and locally we are well suited to tackling some of the tough issues on our horizon to the benefit of our entire membership.

CATCA: Is there anything that you would have done differently?

Rob: There have been many times I've reflected on how I resolved a particular issue and thought that I might have

done better. Each case is a learning experience and as long as I always maintained focus on the best interest of the member(s) involved, I felt that I continually learned from my mistakes and that the knowledge better equipped me to handle the next issue.

CATCA: What do you feel have been the major accomplishments of CATCA in the last decade?

Rob: Four successive, successful CATCA/Nav Canada contract ratifications has to be at the top of the list. To have such fantastic support from the members when it comes time to seek their ratification on such huge issues is always gratifying. Our members are educated, committed, concerned and are a force to be reckoned with. This puts CATCA in a position with NAV Canada that is unmatched by any other bargaining unit in the company. Additionally, having the foresight to include pension protection in our Collective Agreement in 2008 was a monumental gain and is going to help us tremendously in the near future when pension reform becomes the hottest topic in recent history.

CATCA: What do you see in CATCA's future?

Rob: Over the next short while, CATCA (from the President to the most junior member) will be dealing with a very challenging set of issues – pension reform and how that reform might affect our next round of collective bargaining. It is absolutely imperative that everyone maintain focus and allow the Board of Directors the opportunity to find a solution to the problem, and hopefully keep pensions off the bargaining table. If that is not possible, then we will deal with it at the right time as a strong and capable group of Air Traffic Controllers. In the meantime, Greg Myles, in my opinion, is the most capable person to lead us through this immensely complex issue. Greg, with the support of the Board of Directors will, if possible, bring a solution to the problem which will give us a pension plan that is as good as or better than the current plan and a solution that solves the current problems. My last requests of the membership would be to have patience while the Board works through this significant, complicated task and give anything presented to you for ratification fair consideration. As well, I would urge everyone to provide your President, Board of Directors and Contract Committee with all the support they need should we not be able to reach a resolution prior to bargaining. I'm proud to have played a small part in the growth of the "new" CATCA and I would love to see us continue to build on the strength and solidarity in the future.

Rob Allan Retires....continued page 3



CATCA **NEWS**

CATCA: What's next for you?

Rob: Krista and I purchased property recently on the Saint John River system, so I'll be busy with my chainsaw and tractor clearing way for a driveway and house. I'll have lots of liquid refreshment handy should anyone like to drop by!

We would like to take this opportunity to wish Rob god luck in his future endeavors, and may he enjoy a long, happy, and healthy retirement. Thanks Rob!



Regional Vice President Elections Prairies, St-Laurent and Atlantic Regions

The following members have been nominated for the following Regions:

Atlantic Region

Robert Evans – St. John's Tower
Gary Roach – Moncton ACC

St-Laurent Region

Jonathan Daoust – Montreal ACC
Éric Vézina – Montreal ACC

Prairie Region

James Krause – Edmonton ACC
Charley Langston – Winnipeg ACC

Voting for each of the above Regional Vice-President positions will begin Wednesday June 13, 2012 and close Wednesday June 27, 2012 at 12:00 ET.



Be sure to vote
by June 27th!



Update from the YCC

Union Representatives are chosen by other members in their workplace to be an on-the-spot representative of CATCA.



Their role

CATCA Union Representatives (also known as stewards) represent their colleagues in dealings with the employer. Union Reps are volunteers that provide advice on employment matters directly to colleagues.

They are there to:

- build CATCA membership by promoting the benefits of the union membership and distributing information about issues of importance
- discuss any concerns you have with the employer and consult with other members in the unit about relevant issues
- accompany you to disciplinary or grievance hearings
- talk to the employer to try and find agreements to resolve any workplace issues
- engage with your employer to develop best practice in various workplace areas, such as health and safety.

You can ask a union rep to go with you to a meeting with the employer where you have the right to be accompanied, for example meetings where:

- the employer wishes to discuss a disciplinary charge against you
- you wish to raise a grievance with the employer.

With rights comes responsibility. Union Representatives need to act in good faith and do the best they can for their work colleagues either as individuals or as a group.

- being available to accompany members to meetings with the employer where they feel they need support or representation
- reflecting back to the RVPs both the issues and problems.

Why union Reps are important

Union Delegates are very important. They play a critical role by:

- increasing union membership, thereby helping to achieve better outcomes for members

- providing information and advice and the views and aspirations of members in the unit.

Union Representatives can also make a very important contribution to creating productive and rewarding workplaces. Most members of CATCA want to make their unit better. They want it to be a good place to work, and if they are given the chance, will mostly be willing to apply their firsthand knowledge and expertise to doing so.

The Union Rep can be a conduit for this feedback to management, working with them to create good solutions that work for members and improve their jobs, and which add value for the employer.

We are not going to solve the problems of today using the same thinking with which we created them. Union Reps can play a key role in creating the new thinking we need to solve the problems of tomorrow.

So? Union Reps are a great asset for you: they are the link between you and CATCA as well as you and management. Whether you need information or representation, they will gladly provide you assistance.

So next time, don't hesitate: Get a CATCA Rep!

