



# NEWS

CATCA CONTINUES ITS INTERVIEWS WITH ITS LONGEST SERVING MEMBERS.  
*TERRY REA, FROM YVR*

**1. Why did you decide to become a controller?**

I always loved trains, ships, and planes ever since childhood. Visited YVR in High School, then took the test right after graduation in 1967- passed the entrance exam, interview, and medical- the rest is history!

**2. If you hadn't been a controller, what would you have done instead?**

I probably would have taken university courses to become a pharmacist, like my Dad.

**3. Where has been your favourite place to work and why?**

YXY - fun times at age 18, and YVF at age 21 for same reason- in the prime of life!

**4. Is there a particular tower/ACC you wish you had had the chance to work at? If so, why?**

YYZ Tower- I know the job would be interesting there. And also YHC Tower (I may still finish up there!)

**5. Why was CATCA needed?**

To bring much needed attention to our very unique career needs, and lessen the stress of mandatory shift work.

**6. Where do you see the future of air traffic control?**

Unfortunately, I see more technical changes, which may be more efficient but will eliminate the many good jobs we have enjoyed.

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## Terry Rea in YXE Tower, 1969

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**7. What is your fondest memory working in either a tower or an ACC?**

Probably the camaraderie and fun social life with co-workers!

**8. Was there a particularly difficult on-the-job instance that comes to mind?**

Trying to accommodate the Goodyear Blimp for a flyby (doing 30 knots) with the Air France Concorde long final behind him (190 knots!) - YVR - EXPO 1986.

**9. What are the biggest challenges facing air traffic controllers today?**

Continually changing rules, regulations, and procedures; often directed as an over-reaction; plus constant equipment changes and updates, so we really can't get used to anything!

**10. How does it feel being (one of) our longest serving member(s)?**

Old! (age 64).

**11. In your opinion, what is the greatest contribution CATCA has made to the field of air traffic control?**

Wages, benefits and much needed time off.

**12. What has been the greatest technological advance in the field of air traffic control?**

ASDE Ground Radar – we used to control the traffic in thick fog with zero visibility, based solely on radio reports and extreme concentration for keeping the 'picture' in our heads!

**13. Has there been a personal instance where CATCA has directly helped you?**

Never required it, but CATCA has helped us all over the years!

**14. What advice do you have for someone interested in pursuing a career as a controller?**

Great job if you can handle the stress of shiftwork

**15. In your opinion, what has been the biggest "win" in CATCA's history and why?**

Several lucrative contracts and seniority bidding.

**16. Any personal thoughts, memories or opinions you would like to share?**

Now in my 46th and final year, too many fun, and funny, memories to write about. As I approach retirement, I will miss the job and all my co-workers past and present.

CATCA continues to expand its social networking reach. Join us and get in touch with members from across the country!

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## Saskatoon 2013

Another convention has come and gone. The 4th Triennial Convention of the Canadian Air Traffic Control Association, CAW Local 5454 held in Saskatoon was a great success! For a lot of people it was their first time in Saskatoon, a city that is really starting to boom. The general opinion heard was how friendly and hospitable Saskatoon was. Everyone - from the hotel staff to the bus drivers - took care of our every need and want. And the food was fantastic! Whether you were a "meat and potatoes" kind of person or a connoisseur with a penchant for fine wines, there was something for everyone. It was a wonderful time enjoyed by all.

Thank you to all who attended – delegates, observers and guests. It would not have been the same without you. Special thanks go out to Rick, Corey and Paul. Their tireless efforts leading up to and during the convention ensured its success. They made sure everyone got to and from the airport and hotel and they provided a fun and interesting companion program. Thank you to the YCC for helping out with a little bit of everything – registration, airport buses, voting card sign-in – you guys were a big help. And we also have to acknowledge YXE Tower as a whole. This was the first convention hosted solely by a small control tower and YXE ( 11 members) did a wonderful job! The entire tower pulled together, working extra shifts and hours, to ensure that Rick, Corey and Paul could focus on providing us with a convention to remember. CATCA 2013 was a convention to remember – see you all in Halifax in 2016!



## Collective Bargaining Update

This particular round of collective bargaining was very different from previous rounds, as we were required to be very strategic in every move we took throughout the process. There were 18 months of planning, research, dozens of membership meetings and strategy sessions with our contract committee and resources at CAW.

We were acutely aware that pensions would be on the table and this was, of course, the primary focus of the team's efforts. As a result of this focus, we were required to do something a little different than most contracts - we planned the end first. This was a critical decision for us, as it gave us some assurances of which process and under which rules the bargaining would conclude. As it turns out, we were right in our assumptions and predictions and bargaining was concluded by a binding arbitration decision rendered on April 8th.

I will not tell you that I am pleased with the outcome, because I am not. I am, however, very pleased that we were able to take control of the agenda and not allow this round and critical issues like pensions to fall into the hands of the government, given their recent history. The feedback I am receiving leads me to believe that the vast majority of the membership understands that the pension problems we face today are significant and that reform is necessary.

We are now focusing our efforts on implementing these changes in the collective agreement. To that end you can expect your branch chairs to be attending regional briefings that will be jointly held with management regarding TOIL in the next few weeks. Some of the other issues that need further clarification will be resolved over the summer, with an eye on having this completed before September.

I would like to take this opportunity to express my appreciation for the efforts of those who helped in this round. To Jim Stanford, economist at CAW, Ron Smith, Director of transportation CAW, and our contract committee (all of whom had significant roles to play in getting this round completed) – Thank you again for a difficult job well done.

by Greg Myles, President



## Update from the YCC



The Young Controllers Council (YCC) has had a busy fall and winter. There have been several structural and council position changes, a new initiative to get newer controllers across the country involved in and aware of their union, and much discussion on a topic the whole council is passionate about: training.

The members of the YCC are generally all at points in their lives where there is much change happening; new houses, moving, marriages, children, and more. Because of this, the council has had several changes to its executive positions. We had to bid farewell to Michael Carriere, the former chair of the YCC. Although everyone was reluctant to see Michael go, and his presence on the YCC will be missed, we fully expect he will continue to have a bright and contributing future with the union and will continue to be heavily involved. Michael's position as chair of the YCC has been filled by Nick Jordan, a long-standing YCC member from Calgary Tower, who vacated his position as secretary. Our new secretary is Royce Copley, from Edmonton ACC, another experienced member of the YCC. Les Boutilier, from Toronto ACC, remains vice-chair. The council is confident that our new leadership will continue to allow us to pursue our goals and initiatives. Another member has graduated from the YCC and is well on her way to a great future with CATCA. Genevieve St-Pierre, the bilingual tower rep, has been a leader in the YCC since 2009 and has decided to step down and focus on her role as the branch chair of YUL Tower. Gen has inspired our members to work harder and is behind our first video, 'Get Involved.' She has twice been a valuable

member of the contract committee and we will hear more great things about her in the future. We are pleased to welcome the new rep for the bilingual towers, Louis Bellefeuille, from St-Hubert (YHU) Tower!

The YCC has adopted a few new methods to interact, in an effort to streamline communication as well as make projects easier to work on between meetings. These changes include leaving Basecamp (our former online platform on which we discussed projects and ideas) for a phpBB board as well as adopting a new teleconferencing system on which we have the ability to use video conferencing that gives us a more face-to-face vibe in our meetings. The consensus of the council after using these new formats for a bit of time has been that both of these changes have been positive ones.

One of the main concerns of the Young Controllers Council has been the involvement of new members; we feel it is important to get new members involved with and aware of CATCA and realize the many things their union does for them. In the fall 2012 meeting in Ottawa, the council identified that young union members were not being as active in the union as they could be. The council saw a need to reach out and generate union interest in the younger demographic. This sparked a new campaign to involve these younger union members, entitled "Shift Happens!"

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# CATCA **NEWS**

We discussed posters, t-shirts, and a video; avenues we believe appeal to younger members. We are proud to say we have accomplished the video and poster initiatives with mostly positive feedback, and we introduced our t-shirt avenue of the "Shift Happens!" initiative in Saskatoon.

As newer and younger members of CATCA, the members of the Young Controllers Council have all gone through training relatively recently, and the experiences of training have varied from individual to individual. Because we have all gone through and/or seen the many aspects of training, it is a topic that we are all very passionate about. Additionally, as the newest members of CATCA who have most recently gone through training, we have insight and feedback on the training system that both the company and union will not be able to get from the more senior controllers. In the fall 2012 meeting, the Young Controllers Council had the opportunity to meet with Maggie Martin, Director of Operational Training at NAV Canada. She gave a very informative presentation on training, including how individuals are chosen, success rates, how the company reaches its target number of controllers, cost of training, and more.

It is our belief that while business is a top priority, there are areas of training that can be improved to benefit both NAV Canada and the trainee, while boosting employee morale and confidence in the training system. The Young Controllers Council recently presented a report to the company, which discussed a number of issues including course frequency, training supervision, QTP revision, technological resources, and the heavy financial burden placed upon trainees. We met with Maggie Martin again in Saskatoon to discuss the report with her and get feedback on the company's views of the problems and potential solutions suggested in the report.

Since the creation of the Young Controllers Council, we have learned that our council's positive effects and involvement have more long-term significance than short-term effects. One needs only look at the number of former YCC members who have gone on to continue significant involvement in the union at their local branch levels (Michael Carriere, Gen St-Pierre and Chris Wonnacott being great examples). With our new "Shift Happens!" initiative and focus on contributing to improving the training system, we expect to continue to draw more attention from newer controllers and promote involvement in the union, both now and in the future.

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