

50<sup>ANS</sup>  
YEARS

# CATCA



# NEWS



## Convention Update

Greetings from Saskatoon!

With just over two months to go, the real work begins!

First, a few reminders. By now all necessary forms should have been submitted to National Office. If you have not done so already, please submit your forms so they can be processed. The deadline for campaign advertising to be published in the convention booklets is March 15. Please e-mail your ads to me directly. [rmartians@sasktel.net](mailto:rmartians@sasktel.net).

Our companion program is intended to allow those coming to have ample opportunity to relax and enjoy our city's river valley either by bicycle or by foot, or to indulge in any number of nearby spas or cafes. The Edgewater Spa is just a short walk away for those who choose to indulge themselves, with Saskatoon's finest coffee shop just across the street. Advance bookings can be made through their website, [www.edgewaterspa.ca](http://www.edgewaterspa.ca). The host hotel is in downtown Saskatoon, close to wonderful shopping and dining districts. We have a tour of one of Canada's foremost scientific facilities, The Canadian Light Source, and one of Canada's most scenic university campuses for the companions to enjoy.

Breakfasts at the hotel are included, registration fee \$150.00.

Please consider coming along.

See you soon!

Rick Marsh  
Convention Organizer

The convention  
countdown is on! Make  
sure you are registered  
and your branch has  
submitted all required  
documents!



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The Voice of Canada's Air Traffic Controllers



## Interview with CATCA's Longest Serving Members: James Legein

Why did you decide to become a controller?

I had been in the Canadian Armed Forces for 8 years working as a PAR (Precision Approach Radar) Controller. A contract position became available for Precision Approach Radar Controllers with Transport Canada. The civilian career offered better remuneration and more long term benefits.

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

At age 25, I was tiring of military life and probably would have tried to educate myself in some other field. I imagine it would have had something to do with aviation as I have always had a passion for it.

Where did you train and start?

I started in Ottawa in the fall of 1971 on a short conversion course to civilian qualifications as a PAR Controller. I then moved to Vancouver to work in YVR Centre. Later I did the complete ATC course at TCTI in 1976. Upon completion of that I worked in Pitt Meadows, Vancouver Tower and eventually back to Vancouver ACC all within 3 years. My goodness, that was a lot of training!

Where has been your favourite place to work and why?

I would say I enjoyed Vancouver Tower the most. It is a room of windows with the utmost spectacular scenery. Vancouver ACC is devoid of any windows.

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

I would have like to have had a chance at a Terminal endorsement. The work is very interesting & fast paced.

Why was CATCA needed?

Prior to CATCA, government employees had only just gained representation in the late '50's. That was under PSAC (Public Service Alliance Canada). The Federal Gov't was very autocratic and politically driven. Controllers' needs were not necessarily viewed to be any different than that of the clerical staff. The skills & responsibilities of Controllers were not well known or recognized. CATCA changed that. We represented ourselves & only ourselves and we were very successful in affecting changes in the way we were treated. Similar situations occurred in many other countries and that has created a great fraternity amongst fellow Air •Traffic Control officers.

## CATCA National Convention



### Update from the YCC

Every three years, CATCA holds its triennial convention. The conventions are held to allow the membership of the association an opportunity to change the bylaws and policies that guide CATCA and how it does business. The next national convention will be held in Saskatoon from April 17-19th 2013.

#### WHY SASKATOON?

The bylaws regarding convention location were changed at the Niagara Falls convention in 2010. Previously, Branches were responsible for organizing and fund-raising to host convention in their location. What that meant was that unless you had a large unit with a significant number of staff, you couldn't host. Small units like towers did not have the ability to organize convention because it represented a financial burden and logistic nightmare.

A proposal was brought forward at the convention in Niagara Falls in 2010 that changed the policy around convention. The proposal was for CATCA to provide funding to the branch hosting convention so that fund raising would no longer be required. The delegates at convention 2010 voted in favour of that change and as a result, smaller units could now host convention without worrying about the problems associated with fund raising.

#### HOW TO TAKE PART?

There are many ways to get involved: every Branch sends delegates, official observers and member observers. You can also contribute at the Branch level by developing By-laws (new or amendments), Resolutions, Policies, becoming a delegate, or participating in fund-raising activities for convention.

A delegate is a member designated to vote on behalf of a Branch. The number of delegates allowed for every Branch is determined as follows: each Facility is entitled to send one delegate. Branches are entitled to one delegate for the first thirty members and one more for each additional thirty members or part thereof.

Every Branch is responsible to establish a policy for the selection of delegates to the Convention and the distribution of votes amongst such delegates.



# CATCA **NEWS**

## James Legein Interview... continued

What is the biggest change to CATCA that you have seen? We have morphed from a standard union model to a much more sophisticated & representative enterprise. With the advent of NAV Canada the anti-union attitude was clearly evident in the first round of negotiations. We stood our ground, were patient and did not give the government cause to legislate. Of all the unions in NAV Canada we have benefited the most – we have survived.

Is there anything you would have had CATCA do differently?

Not that I can think of. We have acted intelligently and have been very adaptive in an increasingly corporate, anti-union atmosphere.

Where do you see the future of air traffic control?

It will be increasingly automated - meaning fewer people required, less decision making. The more complex jobs i.e. towers and terminals will last the longest. As Air Traffic Control becomes Air Traffic Management, the skills required will be different and we will have to adapt.

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

Nothing specific but I have always enjoyed the camaraderie of the group - something that is often missing in most other workplaces.

What are the biggest challenges facing air traffic controllers today?

Dealing with the never-ending effort to diminish their worth. I believe the Board of Directors of NAV Canada looks upon the profession as a necessary evil till "HAL" takes over. How does it feel being our longest serving member? Wonderful, although I can do without constantly being asked "when are you going to retire?" I have thoroughly enjoyed my career & being around my colleagues.

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

CATCA has defined what being an Air Traffic Controller is about. The result is some specialized benefits and considerations specific to our profession. I might add that when I started, many controllers "burned out" prior to retirement age. CATCA negotiated an Early Retirement Package which has helped many people.

## Update from the YCC...continued

Each Branch or Facility will have one vote for every eight active members or portion thereof, based upon the number of Active Members shown on the membership roll for the previous January. Transportation, per diem and hotel accommodations (for half a hotel room) are paid by CATCA National.

An official observer is a member who attends the sessions at the Convention but is not allowed to vote on behalf of a Branch. Each Branch or Facility is entitled to at least one official observer, and the Branches with more than three delegates are allowed one more official observer for each additional three delegates or portion thereof. Being an official observer is a great way to get to know how conventions work and to make contact with many members throughout the country. Transportation is the only fee paid by CATCA National.

Branches can also send member observers at the member's or the Branch's expense.

CATCA's National Executive can also invite guests to attend some of the sessions: for example, members that are part of a committee may be invited for sessions relating to their work.

Of course, not all CATCA members can attend convention, but one of the best ways to participate is to discuss CATCA's Policies in your units, and submit any change you think may be valid. Make sure your delegates know how important the issue is to you; they will be your ambassador and carry your arguments to the rest of the membership!

### LOOK OUT FOR THE YCC!

The Young Controllers Council intends to be more visible than ever this year at convention. As you probably have noticed in your workplace, CATCA's membership has undergone serious demographic changes in the last few years. In 2013, newer controllers are the majority! Indeed, more than 50% of our members now have 15 years of seniority or less... More than ever, our opinions are important and we have a voice. We have the power to change things, and it's all happening in Saskatoon! So join us, let's inject some new ideas into that democratic process from CATCA's newest members. And while we're at it, let's have some fun too!

Details about the 2013 Convention has already been sent to your Branch and further information about proposals submissions will follow in the next weeks.

For more information about the 2013 Saskatoon Convention, go to:

[http://www.catca.ca/public/catca\\_convention.cfm](http://www.catca.ca/public/catca_convention.cfm)



# CATCA **NEWS**

James Legein Interview... continued

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

No single item stands out, but when one sits at a Centre Control Position you most definitely become aware of all the different devices that have been designed to aid us. Many of these technological changes have come about as a result of controller input. I do believe there are risks from being overly dependent on the system, plus the assumption that workload will decrease is not always the situation. Since the thrust of the Company is to decrease costs we have to be careful not to get overwhelmed. Workload issues were one of the prominent factors that created CATCA.

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

Yes. On occasion management has been overly strident in pursuing certain issues to which CATCA has stood behind me causing them to take a more even-handed approach.

Which conventions did you attend? Any particularly fond memories?

I have worked on three convention committees for Vancouver, and have been a delegate on two occasions - once in St. John's in 1992 & prior to that as a delegate in Vancouver. Since the inception of CATCA, I have always tried to attend all CATCA meetings as well as serve on the local executive. Shortly after being employed by Transport Canada we went on strike for 11 days. It definitely was not a desirable way of resolving work issues & had a huge impact on everyone. I have always encouraged my fellow colleagues to be very supportive of CATCA & become involved, given that I have a historical perspective of what has transpired in past years.

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

Surviving the onslaught in the first round of negotiations with NAV Canada - a watershed event!

Many of our controllers are not aware of just what it is CATCA does. In your opinion, how does CATCA directly benefit its members?

From the viewpoint of an En-route Controller, most of my colleagues are either aware of CATCA's various functions or certainly would consult CATCA to gain information or an answer. This is possibly not the case in some of the outlying units but I know the Regional VP's make every effort to spread the "gospel". The local executive members have always been very responsive & have produced results.

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

It has been a great 50 years! I remember being 17 years old at Boot Camp & being asked if I would like to work in a Control Tower, to which I said, "what would I be doing?" After a short explanation I decided it might be fun. Our son James, who is a Vancouver Terminal Controller, came to the same conclusion after a few years of commercial flying. He also serves on the local executive and on the Board of Trustees.

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

Get an education first so you have a Plan B. Experience has shown us that there is greater success for young people in their mid-20's versus starting at an earlier age. And from what I understand, the years spent at university are usually a highlight of one's life.

What will you miss most about being an air traffic controller?

I think I will miss the people most since we are an intelligent group. There is always an interesting dialogue going on around the workplace.

What advice do you have for future members?

Be adaptive, look over the horizon.





## Coughlin's Q&A

FAQs: optional life and critical illness

What is CATCA Plan+ group life insurance?

This is a term life insurance plan offered to CATCA members and staff and to their families to help protect against the unexpected. This plan is designed to supplement the insurance you have through work or other sources.

What benefits are included in the CATCA Plan+ group life insurance?

You can insure yourself and your spouse to a maximum of \$500,000, which also includes accidental death and dismemberment insurance (AD&D) at no additional cost. All your eligible children can also be insured for \$5,000 each at a monthly family rate of \$0.65. In addition, upon approval of CATCA Plan+ group life insurance for yourself, you are automatically insured for a free \$5,000 critical illness benefit.

Can I use the CATCA Plan+ group life insurance coverage instead of mortgage insurance?

CATCA Plan + group life insurance coverage is a sensible alternative to mortgage insurance through the banks. With bank-sponsored mortgage insurance, your insurance coverage shrinks over time while your premiums remain unchanged. Plus, most bank products offer a "one size fits all" approach to underwriting. CATCA Plan+ group life insurance offers preferred rates for non-smokers, women and those who live a more healthy lifestyle.

What happens when I retire from CATCA?

The coverage under the CATCA Plan+ group life insurance remains in effect even after retirement until you reach the age 70, provided you pay your premiums on a monthly basis.

What is CATCA Safe Landing critical illness insurance?

CATCA Safe Landing critical illness insurance will provide a lump sum benefit of up to \$150,000 on the confirmed diagnosis of one of the following 16 covered illnesses: heart attack; cancer; stroke; coronary artery by-pass surgery; blindness; paralysis; multiple sclerosis; Alzheimer's disease; amyotrophic lateral sclerosis; coma; deafness; Parkinson's disease; severe burns; aorta surgery; benign brain tumor; and major organ failure.

Can I apply for CATCA Safe Landing critical illness insurance for myself and my spouse?

CATCA Safe Landing critical illness insurance is offered in units of \$10,000 to a maximum of \$150,000 for both you and for your spouse.

What methods of payment are available for CATCA members?

Convenient payroll deductions can be made from your pay on a monthly basis. You can also choose from monthly pre-authorized payments from your banking institution or from quarterly, semi-annual and annual invoicing at no extra cost.

How do I know if I am eligible to apply?

If you are an active member of CATCA and you are currently actively at work, you are eligible to apply for the CATCA Plan+ group life insurance.

Where can I find the application forms for CATCA Plan+ group life insurance and CATCA Safe Landing critical illness insurance?

You can visit the following web-site to download the application forms:  
[www.coughlin.ca/catca-accta](http://www.coughlin.ca/catca-accta).

Who can I contact for more information or if I have questions?

Coughlin & Associates Ltd. is the plan administrator for both CATCA Plan+ group life insurance and CATCA Safe Landing critical illness insurance and can be reached by telephone or email: Toll-free number: 1-888-613-1234 ext 288 or, e-mail: [catca@coughlin.ca](mailto:catca@coughlin.ca)