

LETTER OF UNDERSTANDING 2016-04

BETWEEN:

NAV CANADA

(THE EMPLOYER)

AND:

CANADIAN AIR TRAFFIC CONTROL ASSOCIATION, Unifor Local 5454

(THE UNION)

RE: Progressive Training Partial Qualification

This letter applies to employees receiving on-job training for the purpose of achieving full qualification in a unit or specialty. Such employees will receive a "progressive training partially qualification" when they are deemed qualified to work independently (i.e. without supervision by an on-job instructor) in one or more, but not all, positions or sectors in the unit/specialty in question.

This letter shall not apply to employees:

- cross training within the same unit; or
- training for a position at a lower ATC or ATCP level; or
- training for a position as a Gander Oceanic controller


The parties hereby agree:

1. Once an employee has received a progressive training partial qualification, the employee will be paid at the ATC and ATCP level corresponding to the unit in which they are working, whether or not they are working independently or continuing their training in the specialty or unit.
2. The increment date of a partially qualified employee shall be set as the date when they are first assigned to work independently, and it shall not be changed upon full qualification.
3. Effective April 1, 2016, unless otherwise agreed to by the union and the employer, partially qualified employees who have been assigned to work independently shall resume training under OJI supervision no later than twelve (12) months after first working independently, and shall continue such training without further interruption until completion. Employees who received a progressive training partial qualification prior to April 1, 2016 shall not be subject to the the resumption of their training within 12 months, however, the employer shall make all reasonable effort to complete their training as soon as practicable.
4. If employees have bid from another unit and are unsuccessful in obtaining full unit qualification, then upon exercising their return rights (Art. 32.14), they shall be treated for all compensation purposes (salary, ATCP, and increment date) as if they had never worked independently pursuant to this letter.

AGREED TO this 12th day of April 2016.



For the Company
Elizabeth Cameron
Assistant Vice President
Labour and Employee Relations


For the Union
Peter Duffey
President
Canadian Air Traffic Control Association