



May 14, 2016

To: Regional Vice Presidents
Branches and Facilities

Improvement to Care and Nurturing Leave

CATCA has succeeded in negotiating an interim relaxation of the “minimum 9-week” rule for Care and Nurturing Leave (C&N) in one specific challenging situation:

- “Where your youngest child will start school in the same year when leave is requested.”

Effective immediately, Controllers in this situation will be allowed to take C&N leave from August 1 until the date when the child begins school. All other rules continue to apply – including the possibility that leave might be denied for legitimate operational requirements.

There will also be a further exception to the application deadline date for this year (2016) only. Members who wish to take advantage of this new provision (leave from August 1 to start-of-school date) must **apply no later than May 23, 2016**.

This is a temporary change until the bargaining team has an opportunity to study whether we should seek to negotiate the change on a permanent basis. In the interim, please refer any questions to your Regional Vice President.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President