

Letter of Understanding

between

Canadian Air Traffic Control Association (CATCA/Unifor 5454)

and

NAV CANADA

Re: The "9 consecutive days" rule

WHEREAS Article 20.04 of the collective agreement provides that: "Except in an emergency, no operating employee shall work more than ... nine (9) consecutive days; and

WHEREAS the Union considers that this article requires that in any period of ten (10) consecutive calendar days, at least one calendar day must be entirely free of any work; and

WHEREAS the Company strives to provide such work-free calendar day, but considers that a 24-hour period of rest may be acceptable;

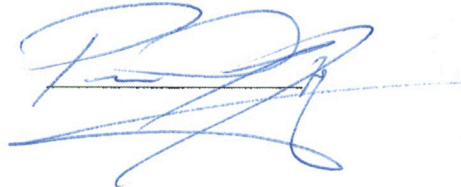
THEREFORE the parties agree to apply this rule in the following way:

The Company will provide one full calendar day off work in any period of ten consecutive calendar days, except where the employee voluntarily waives that requirement. In the latter case, a minimum period of 24 hours off work shall be provided.

For the Company



For the Union



SIGNED at Ottawa this 30 day of September, 2016.