

# **Themes for collective bargaining**

**between**

**NAV CANADA**

**and**

**CATCA UNIFOR Local 5454**

**Submitted by CATCA UNIFOR Local 5454**

November 2, 2016

*NOTE: This document is submitted, without prejudice, for the purpose of presenting interests and broad themes of discussion only. It is not intended to be exhaustive with respect to the Union's specific bargaining proposals.*

## **Pay, Overtime and Premiums**

The Union will table a proposal for fair annual increases in rates of pay and ATC premium and raise the need to improve premiums. We believe NAV CANADA's success has been due in large part to the efforts of our membership. In this round of collective bargaining, the Union wishes to make clear that enhanced salary increases are the appropriate recognition for those efforts.

The Union would like to discuss the following:

- Expand the time frames where weekend premium is paid and include weekend premium where travel is required on a weekend.
- Reduce the number of shifts required to be eligible for a higher midnight premium.
- Acting pay should apply with no "waiting period"
- Include the ATC Premium as part of normal pay.
- Increase overtime rates on statutory holidays and shift extensions.
- Provide a meal allowance on ad hoc overtime shifts and extensions.
- Include all applicable premiums on overtime shifts.
- We would like to table a proposal on a new increment table.

## Schedules

Both parties have sought over recent years to find a balance between the demands of service delivery and cost containment on one hand, and the personal, family, and social demands on air traffic controllers on the other. Although much progress has been made in the way work is scheduled, the Union and its members believe that more opportunities for accommodating these sometimes conflicting demands are attainable and mutually beneficial.

The Union would like to discuss the following topics in relation to shift cycles and hours of work:

- Protection of previously scheduled vacation when selecting new cycles.
- Reduction in hours of work.
- Improved access to weekends off.
- No overtime infringement on days of leave.
- A minimum of 2 consecutive days scheduled rest.

Besides patterns of work and rest days, controllers value and expect as much stability and predictability as possible in their actual shift times. To help meet those expectations, we would like to discuss more lead time on publication of schedules and more restrictions on changes to the published hours.

## **Sick Leave**

The Union believes that the concept of payment for unused sick leave, negotiated in previous rounds has proven mutually beneficial and we have an interest in building on that success. We will propose that the payout provision upon retirement be increased to 100% of unused leave. The Union would also like to discuss the removal of the requirement of 20 years' completed service to receive such payouts.

In addition, the Union has an interest in discussing:

- Removal of the requirement to obtain medical certificates for short absences.
- Adding nurse practitioner and optometrist as eligible health care professionals who can certify absence.
- MOS – the ability of an individual to trigger MOS at their choice and removal of the simultaneous “burning” of other earned leave credits.

## **Paid Leave and related issues**

While it is obvious that increasing the quantum of paid leave available to employees directly increases costs to the Company, we believe it is equally clear that it is an essential part of maintaining and enhancing employee engagement.

The Union has an interest in discussing:

- The provision of a reasonable number of “personal days” to allow leave on short notice.
- One additional holiday to recognize a variety of statutory holidays as celebrated in most provinces (Family Day, Louis Riel Day, etc.).
- Increase to quantum of vacation leave and reduction of “milestones” (qualifying years of service).
- Enhanced birth/adoption leave.
- Ability to bank work on holidays in TOIL banks.

The Union will also table a proposal on TOIL in an attempt to provide a mutually beneficial solution to the associated scheduling problems.

## **Family Related Leave Issues**

Work-life balance for young families has become a key issue for our membership. The Union would like to discuss the following points surrounding family related leave issues:

- The ability to utilize leave credits contiguous to maternity leave.
- Removal of the requirement to provide proof of application for EI before supplementary employment benefits are paid.
- Top up of the supplementary employment benefit to 100%
- For parental leave, removal of the requirement to provide 15 weeks' notice of the expected date of birth or adoption.
- 5 weeks of unpaid paternity leave, in addition to current entitlements.

## **Staffing – Article 32**

Fair and equitable access to all bargaining unit positions is vitally important to our membership. We have refined the staffing process over the years and we believe some amendments are necessary to keep the program mutually beneficial. These include:

- Standardize the area of selection for competitions.
- Discuss the rules surrounding “penalties” (periods of ineligibility to participate in bids).
- Remove the once-per-career limit on transfer down bids.
- Increase the number of sites a person may bid for.
- Term employees will be considered for permanent positions only when no indeterminate employees in the national bargaining unit are interested or available.
- Discuss the concept of tower DSC's.

## **Training**

The Company and the Union share an interest in air traffic controllers achieving and maintaining the highest level of proficiency and professionalism within a safety-sensitive context. We regularly hear from our members how highly they value the need to receive more meaningful recurrent training. The Union wishes to discuss a number of topics which we feel will be useful in achieving that goal:

- Regular refresher training in a classroom setting with local input into subject matter.
- Discussion about the current format of CBT.

The Union and the Company share a concern about staffing levels in units across the country. There needs to be a concerted effort to address these issues.

## **Classification**

The Union believes there are significant problems with the current classification that need to be immediately addressed. We realize there is a committee working on potential solutions for counting issues, but we feel there are other significant issues that can and must be addressed in this round of collective bargaining. The Union will table a proposal in that regard.



## **Other Items**

The Union would also like to discuss the following:

- Paid time to attend pre-retirement seminars.
- A commitment that special projects will not be run in summer months at any unit where staffing levels are below the target 100%.
- Payment for eyeglasses where required by a licence restriction.
- Company-subsidized retiree dental plan.
- Review and amend the list of arbitrators.
- Removal of LOU 2003-05 (Gander ICAO Shift Assignments) from the collective agreement.

## **Contract language**

There are terms and clauses in the collective agreement which are ambiguous, unclear, or obsolete. The Union believes both parties, as well as individual managers and employees, could benefit greatly from a mutual clean-up effort. We will provide an initial list of such issues in the days to come.

## **Future of ATC facilities**

The Union is concerned about the potential for closure of ATC facilities and the conversion of control towers to remote airport services. We wish to discuss the feasibility of a moratorium on such changes during the term of the upcoming collective agreement.