



November 10, 2016

Bargaining Bulletin No. 3: Bargaining opens in Ottawa, Nov 2-9, 2016

Just one day after the Company marked its 20th anniversary, CATCA and NAV Canada bargaining teams met in Ottawa to usher in our eighth round of collective bargaining since 1996.

The meeting opened with greetings and introduction of the members of both committees. Leading the negotiations for NAV Canada is Elizabeth Cameron, Vice-President of Labour Relations, accompanied by her team:

- Trevor Johnson – AVP Service Delivery, Operations
- Anthony MacKay – Director of Flight Operations
- M-P Berman – MACCO YWG ACC
- James Marasa – YVR Shift Manager
- Sylvain Guindon – Labour Relations Manager
- Jacques Emond – Legal Counsel
- George Donovan – Assistant General Counsel
- Helle Ottosen – Director, Operations Finance
- Paul Estes – Manager, Operations Finance
- Dustin Abbott – Labour Relations Researcher
- Karen Donovan-Bhoi – Labour Relations Advisor, Administration

In her opening remarks, Elizabeth Cameron described the progress made by both sides in building a collaborative working relationship and the benefits that relationship has brought for employees and the Company. She went on to highlight the Company's very strong financial performance and embrace of technology, all of which serves to showcase NAV's private model on the international stage. She closed by setting out the Company's priorities in bargaining:

- Appropriate compensation
- Supporting the training environment
- Work-life balance
- Improved efficiency

Replying on CATCA's behalf, President Peter Duffey also spoke to the positive changes in recent years and the recognition of employees as stakeholders. He said the whole world now knows of NAV Canada's reputation for safety, innovation, and financial success – but that what needs more recognition is the decisive role played by Air Traffic Controllers in driving those achievements. Moving far more traffic with far fewer Controllers than in 1996 and working tirelessly to help overcome staffing shortages and avoid delays – all this has been key to ensuring safe service delivery and boosting revenues.

Peter summarized his comments by indicating since they have done the heavy lifting, it is time for Controllers to share fully in the financial rewards they have helped achieve.

Both sides then exchanged and explained documents outlining the main themes of their proposals.

- [NAV proposal](#)
- [CATCA proposal](#)

Please note that as always, these documents do not reflect detailed or final contract proposals. For the next seven days, meetings continued to flesh out proposals, with initial agreement in principle being reached on some items.

Both sides will meet again in Ottawa during the week of November 28. In the meantime, while actual bargaining proceedings are confidential, if you have any questions or concerns about the process, please address them to your Regional Vice President. We appreciate the support and patience of all our members as your elected representatives work their way through this crucial round of bargaining.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President