

Discussion Topics to Renew the Collective Agreement

Between

NAV CANADA

And the

***Canadian Air Traffic Controllers Association
CATCA UNIFOR Local 5454***

***Submitted by NAV CANADA
November 2, 2016***

1. RATES OF PAY - ARTICLE 43 and Related APPENDICIES

Management will table a financial proposal during the course of the collective bargaining session which takes into account following:

- Base economic increases to ensure protection against inflation;
- Additional possible total compensation adjustments based on productivity enhancements;
- Compensation adjustments to match corporate priorities in the areas of Staffing and Training;
- Unique recognition for units and specialties where the complexity/density of the work is different than the norm;
- Salary protection for movements within the bargaining unit in areas not currently contemplated.

In the context of a longer agreement, a force majeure clause would be discussed.

2. HOURS OF WORK, OVERTIME AND LEAVE

Management would like to realign workplace practises to increase work-life balance, look at opportunities to reduce the number of hours worked, while ensuring employees' schedules align with requirements. This will require a comprehensive review of the following:

- Work schedules that more effectively match our requirements and promote work-life balance for employees (Article 16);
- The appropriate balance between payment for time worked beyond a regular schedule, and the granting of time off (Article 20);
- The interrelationship between Care and Nurturing Leave, and other leave provisions provided for in the agreement. (Article 26);
- Annual leave program that is more easily and consistently managed and aligned with employee preferences (Article 27).

3. SEVERANCE PAY – ARTICLE 34

The current cash value of the Severance Pay provision to CATCA employees is \$66,000,000. Most bargaining units at NAV CANADA have already received payment of their accrued benefit, and this has been well received by their members. Management would like to eliminate the cost of carrying the liability and pay the employees to remove the current entitlement.

4. STAFFING – ARTICLE 32

Improving staffing levels in ACCs and Towers is a NAV CANADA priority. Understanding the inputs that contribute to successful training outcomes is a primary focus and the subject of consultations taking place across Canada with employees, training supervisors, training school staff and management. The Seniority Bid program is an important input into this discussion.

Management would like to discuss improving the current program by aligning it with our staffing and training goals through the following changes:

- Introducing a Development Program for career paths in Air Traffic Control;
- Designing a Tower Progression Program to improve qualification success rates;
- Redesigning the Seniority Bid Program.

5. TRAINING – ARTICLE 29

Certain destinations set out in the Familiarization Flights Program have limited or eliminated the opportunity for employees to visit their operations.

Management is proposing to recreate the Familiarization Flights Program to provide meaningful opportunities for employees to visit operations that align with our corporate and service delivery priorities, and expand the program to other aviation-related locations and events.

6. WORK OF THE BARGAINING UNIT- ARTICLE 5

As systems, processes and technologies evolve, so too do the requirements, skills and qualifications for positions in the bargaining unit. Some CATCA roles have the same statement of work and description that they did twenty-years ago or more, creating overlaps.

Management proposes a joint study on the overlap of roles and responsibilities within the bargaining unit and between bargaining units, with the dual goal of providing clarity to employees and improving system efficiency.

7. NAV CANADA JOINT COUNCIL AGREEMENTS - ARTICLE 39

This article lists a number of NCJC items that the parties brought over from the NJC in 1996. Several have not been discussed in the intervening 20 year period and in our view, are not relevant to our business. We would like to discuss the removal or consolidation of these items.

8. OTHER

- Management would like to discuss a modification to the method of distribution of employee pay stubs.
- A review of contract language for non-operating employees needs to be undertaken to ensure our recent agreement is captured correctly.

LETTERS OF UNDERSTANDING (LOUs)

We have reviewed the LOUs with the intent of determining whether the parties need to continue to include them in the collective agreement as letters, incorporate them into the body of the agreement, or remove them completely. Many provide useful guidance and interpretation on our intent. Others may have outlived their usefulness. We propose the removal, review or modification:

a) *LOU 2011-01, LOU2013-01, LOU2013-02*

- LOU 2011-01 - Voluntary alternate assistance with travel and relocation expenses (not used)
- LOU 2013-01 - Leave Donation (not used)
- LOU 2013-02 - Establishing a Group RRSP (established)

b) *LOU 2011-02- Weekend Worker Trial*

Management wishes to review our experience with the voluntary weekend worker trial

NAV CANADA further reserves the right to submit further issues if they arise during the course of collective bargaining.