



SETTLEMENT HIGHLIGHTS

Pay and duration: Two-year agreement, with increases on salary and ATC premium as follows: April 1, 2017 – 4%. April 1, 2018 – 4%, with back-pay to April 1 2017 for current and retired members.

Hours of work: A return to the 34-hour work week effective December 4, 2017.

Premium increases: Evenings: \$10 to \$12. Midnights: \$20 to \$30. Weekends: from \$1.75 to \$2.50 per hour. Expand premium hours from 2200 Friday to 0600 Monday, and include travel on weekends. Operational Language Premium: \$800 to \$1000

Overtime and TOIL: For 2017 & 2018 only and the period June 15 – September 15 only, all overtime worked will be paid out at 2.25 the hourly rate. If a member chooses to bank the time, it will be banked at 2 times hourly rate. For 2017 & 2018 only and the period June 15 – September 15 only, no requests to use TOIL will be allowed. Members with 20 years' service will be able to voluntarily bank up to six (6) months of TOIL for use at end of career.

Severance: 1. All current members will have 3 months after ratification to request a payout of all their accrued severance, plus a bonus of \$5,000 – and forfeit any future severance. This is absolutely voluntary. 2. Severance remains, totally unchanged, for all other current and future members. New hires will continue to enjoy the severance benefit.

Gain sharing: CATCA and NAV Canada commit during the closed period to explore a possible model.

Higher pay on up-bids: Members assigned to a higher salary grade will now keep their same increment level when they transition to the higher pay scale.

Sick leave payout: Removal of the 20-year service requirement.

Maternity leave: Increase employment insurance salary top-up benefit from 93% to 100%.

Care & Nurturing: Restrictions on current bidding options for the summer months.

Ab initios: Ab initios will be assigned to a 5:2 schedule until they begin on-the-job training.

Postponement of national bids: There will be a two-year suspension of the National Bid program. National bids will resume in June 2019 for the 2020 training opportunities.

Miscellaneous: 1. Increase birth/adoption leave from 1 to 2 days. 2. Company will make every reasonable effort to: (a) not assign overtime just before or just after annual leave; (b) guarantee at least 2 consecutive days off without overtime; (c) protect member's leave pick when they transition to a new cycle. 3. Tower Progression Program trial for Toronto and Winnipeg Towers. 4. Additional \$225 for glasses for licenced controllers every 2nd year where required by an LVC. 5. Paid time off for retirement seminars.