

# **Themes for Collective Bargaining**

**between**

**NAV CANADA**

**and**

**CATCA UNIFOR Local 5454**

**Submitted by CATCA UNIFOR Local 5454**

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*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 on rates of pay and premiums.

The Union would additionally like to discuss the following:

- Correction of increments for those left behind on last contractual change.
- Acting pay should apply with no "waiting period"
- The addition of premium levels for ATCP that remove the "glass ceiling".
- OJT pay for supervisors actively training new supervisors.
- Continuation of the 2.25 overtime period. Introduction of 2.25 O/T on stat holidays, weekends, shift extensions and the Christmas period.
- A mechanism to provide immediate payment of a percentage of death benefits to a member's family.

## 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. There have recently been mutual benefits demonstrated at several units across the country with the introduction of better working schedules through the appendix G program. The union seeks to make these mutually beneficial changes available to all members on a permanent basis.

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

- The implementation of a 5/4 schedule and all the scheduling issues that surround such an implementation.
- Expansion of appendix G to include all CATCA members.
- Clarification that overtime shall not unwillingly cause an employee to work 2 shifts on the first day of their scheduled cycle.
- Review and revision of language surrounding the weekend worker program and permanent inclusion into the collective agreement.
- Subject to agreement on schedules, a clause to be introduced that would limit the amount of shifts a controller can be scheduled to work midnights. Example – no more than 40% of your shifts will be midnights.

Besides patterns of work and rest days, controller's 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 and MOS**

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. The union will table a sliding scale for sick leave payout that will act as a retention incentive.

In addition, the Union has an interest in discussing:

- Removal of the requirement to obtain medical certificates for short absences.
- When Sick leave certificates are required, any licensed medical professional may sign.
- MOS – the ability of an individual to trigger MOS at their choice and removal of the simultaneous “burning” of other earned leave credits.
- The ability to use sick leave at 50% of banked value as leave prior to retirement.

### **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:

- Increase to quantum of vacation leave and reduction of “milestones” (qualifying years of service).
- When a day of annual leave is booked, it will ensure the full calendar day is free from scheduled work.
- Ability to carry TOIL into the following calendar year to June 15, then an agreed automatic payout.
- The introduction of a TOIL leave program outside the summer months where controllers may take guaranteed TOIL leave up to 3 months once every 10-year period.
- Introduce the ability to bid one cycle of TOIL leave in conjunction with the annual leave program.
- Removal of trial on EOC TOIL and permanent inclusion into the collective agreement. The union also proposes to increase the size of the leave bank to one year.
- Removal of references to attend the funeral from article 26.02.
- Increase quantum of leave in 26.02 (b) (death of the employee’s son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt or uncle) to three days

### **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 introduction of flexible scheduling options for employees with parental or dependant responsibilities.
- The inclusion of ATCP in maternity top up.
- Increase quantum of leave in 26.04 (birth or adoption leave) to 4 days.
- Include wording in the collective agreement that mirrors Canada Labour code on compassionate care leave.
- Include wording in the collective agreement to reflect federal changes in parental leave to 18 months.
- Allow employees utilizing maternity/parental leave to carry over an unlimited amount of leave credits to be utilized immediately before or after the period of maternity/parental leave.

### **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 to regional level at a minimum.
- Change the quanta in 32.11 (deferral quanta) to a percentage of staff.
- Remove the once-per-career limit on transfer down bids.
- Change the TMU staffing process to a seniority bid.
- Penalties for deferred training opportunities.

### Other Items

The Union would also like to discuss the following:

- The union would like to discuss an overhaul to the FAM flight guidelines to make it a meaningful program again and include more stringent expectations of members taking a FAM flight.
- The union asks that any member performing control duties, who is the subject of a disciplinary investigation, be removed from work and placed on administrative leave.
- The union seeks a commitment that the company will open discussions through the NCJC Allowances committee on housing allowances for high cost urban centres.
- Include prescription sunglasses in LOU 2017-01
- Increase self-funded leave opportunities to 5 in a career and the reduction in the minimum period of from 6 months to 3 months to be taken outside the summer months.
- Review and amend the list of arbitrators.
- Introduction of a wellness spending account.
- Ability for members to directly deposit end of year payouts (leave, TOIL, Lieu etc) directly into GSP.



### **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. We also wish to discuss the future of controlling Canadian airspace remaining within the borders of Canada.

### **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.