



Discussion Topics to Renew the Collective Agreement

between

NAV CANADA

and the

Canadian Air Traffic Controllers Association

CATCA UNIFOR Local 5454

December 11, 2018

1. Hours of Work - Articles 16 and 20, Appendix G

Hours of work provisions and traffic requirements should align to create meaningful schedules. A review of the following scheduling practices will take place during bargaining:

- The opportunity for formally imbedding employee preferences in our scheduling practices (Article 16);
- New software for Scheduling;
- The streamlining of shift cycles within units and specialties (17/11 vs 34/22) (Article 16);
- Appendix G Arrangements (Appendix G);
- Practices related to Ab Initio qualification and the creation of new shift cycles (Article 16.02 (h));
- Hours of work in the training environment for new employees (Article 16);
- Better alignment of control and non-control schedules pertaining to temporary assignments (Article 16.03 (e) (4));
- Time off in Lieu of Overtime provisions (Article 20); and

2. Leave - Articles 24, 26 and 27

Management would like to ensure that leave programs are consistent and meet the needs of employees while aligning with the scheduling requirements of the workplace. This will require a comprehensive review of the following:

- The current retirement sick leave program, its effectiveness, and the potential for re-designing it into a program that further reduces ad hoc sick leave and manages overtime (Article 24); and
- The interrelationship between care and nurturing leave and other leave provisions provided for in the agreement (Article 26 and 27);

3. Staffing – Article 32, LOU 2017-03

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. The Seniority Bid program is an important input into this discussion. During the course of negotiations, management wishes to discuss:

- Continuing the Seniority Bid Moratorium (LOU 2017-03);
- Deferral periods for jobs subject to the competitive processes (Article 32);
- Clarity around deployment between ATC 6 Towers and ACC positions (Article 32); and
- Expanding hybrid control/non-control roles;

4. Rates of Pay and Duration – Articles 17, 19, 21, 40, 43, Appendix A

During collective bargaining, management will:

- Table a financial proposal designed to effectively address the total compensation package arrangements offered to employees covered by the agreement (Articles 17, 19, 40, Appendix A);
- Introduce a new standby premium to optimize service coverage at specific times and in specific units where required (Article 21), and
- Collaborate with the Union to determine the most appropriate renewal period (Article 43).

5. Canada Pension Plan Changes - Article 35

Management would like to discuss the impact of legislative changes to Canada Pension Plan (CPP) effective January 1, 2019.

6. Fam Flight Program – Appendix C and Article 29

Management would like to discuss ways to use the Fam Flight Program to provide more meaningful career development opportunities for air traffic controllers.

7. Technology and Levels of Service

Technology is changing the way we deliver service. Management would like to discuss the future of service delivery and the implications for the bargaining unit members. These discussions will include but not be limited to:

- Different service delivery models than those currently in place today;

LETTERS OF UNDERSTANDING (LOUs)

We have reviewed the LOUs with the intent of evaluating whether 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 following removal, review or modification:

- LOU 1999-06 – Maintenance of Salary
 - Discuss the renewal to make more current
- LOU 2011-01 – Travel and Relocation Expense
 - Revise to incorporate shipment of goods
- LOU 2011-02 - Weekend Worker Trial
 - Management would like to discuss the value of the Weekend Worker Program

- LOU 2011-04 – Advisory Committee for Enhancement of Shift Schedules
 - Delete - no longer used
- LOU 2011-06 – Staffing of Part-Time UPS Positions – National Trial
 - Expand, rewrite
- LOU 2017-02 – Summer Overtime
 - Discuss the renewal of this letter
- LOU 2017-04 – End of Career Leave Program Trial
 - Discuss the renewal of this letter

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

Errors and omissions excepted.