



March 30, 2019

To: Branches & Facilities

2019 By-law Amendments and Proposed Resolutions

As required by Section II, article 20.4 of the [Union By-laws](#), attached is a list of amendments to the By-laws of the Association, which will be voted on at the upcoming Triennial Convention in Banff. As outlined in Section I, article 10.8 of the [Policy Book](#), a list of proposed resolutions is also included.

Each amendment and proposal is shown in its original wording as submitted to the National Office. Next week, an adapted version of the amendments and proposals will be distributed. This adaptation will be done in the “Be it resolved that...” format to conform to the procedures in Robert’s Rules of Order.

Please ensure that all your members have the opportunity to study these amendments and proposals, and to discuss them at a Branch Meeting prior to Convention. We ask that members download or print both documents for their reference during Convention.

The members should be reminded that, in accordance with the [By-laws](#), the attached amendments are the only ones that may be voted on at the 2019 Convention, in accordance with Section II, article 20.6.

If you have any questions or concerns, please do not hesitate to contact the National Office.

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President

BY-LAW AMENDMENTS

CATCA Convention 2019
English submissions - original format

Submission Type	By-law Amendment
Reference	Section 1
Paragraph	Section 1 Foundational and Section 2 Bylaw 3.1
Subject Matter	CATCA Union Independence
Proposed Wording	<p>Be it resolved that the CATCA executive be directed to enter into discussions with UNIFOR to formally remove CATCA from membership within UNIFOR by 2020, and</p> <p>Be it further resolved that CATCA utilize its own membership funds realized from the decertification from UNIFOR for the purpose of building internal staff capacity to meet the needs of CATCA.</p>
Rationale	<p>[Removal of all UNIFOR References]</p> <ul style="list-style-type: none"> - Whereas the Canadian Air Traffic Controllers Association (CATCA) was officially incorporated as a non-profit organization in 1962, aimed at promoting the safety and efficiency of the system and the well-being of its members, and - Whereas after nearly 40 years of independence, in 2001 CATCA ceased to be an independent professional association and certified its membership within the Canadian Auto Workers (CAW), and - Whereas the CAW merged into UNIFOR in 2013 becoming a local within the largest private sector union in Canada, and - Whereas the current CATCA Mission statement is “To promote the status, working conditions, compensation and security of the membership and to promote aviation safety”, and - Whereas the guiding principles of CATCA describes the Association as “a democratic organization”, and - Whereas the resulting membership of CATCA within UNIFOR now costs local members 51% of their union dues pay deductions to be transferred directly to UNIFOR, and - Whereas UNIFOR activity has not served to measurably advance the CATCA Mission Statement in “promot[ing] the status, working conditions, compensation and security of the membership and to promote aviation safety”, and - Whereas UNIFOR, in identifying that it felt the governance of the Canadian Labour Congress (CLC) did not adequately represent the interests of UNIFOR, motivated UNIFOR to remove itself from the CLC, and - Whereas UNIFOR, without democratically consulting with its membership by referendum, plebiscite, survey, or any data gathering tool has used considerable CATCA member funds for many activist campaigns of questionable value and possible damage to the reputation and professional stature of CATCA,
Region	Prairie Region
Branch	Edmonton ACC
Submitter's name	Anthony Waggott
CATCA office held	Secretary
Email	yegsecretary@gmail.com
Date of meeting	2019-03-22
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-25 15:19

CATCA Convention 2019
English submissions - original format

Submission Type	By-law Amendment
Reference	Section 2 - 7
Paragraph	7.8 d (new)
Subject Matter	Executive Board Term Limits
Proposed Wording	Shall not have served two consecutive terms in the same position immediately preceding the election.
Rationale	Limiting office terms ensures that elected members remain in touch with the realities of the membership. This policy would promote ongoing development and succession of the Executive Board..
Region	Central Region
Branch	Operational System Requirements (Ottawa TSC)
Submitter's name	Hayward (Fred) Cosgrove
CATCA office held	Chair
Email	fred.cosgrove.47@gmail.com
Date of meeting	2019-02-27
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-12 6:31

CATCA Convention 2019
English submissions - original format

Submission Type	By-law Amendment
Reference	Section II: By-Law
Paragraph	7.18
Subject Matter	RVP Election Regional Restriction
Proposed Wording	Ability to run for RVP of a region without living in that specific region.
Rationale	The ability to run in a region that has no candidates running in that region.
Region	Prairie Region
Branch	Springbank Tower (Foothills Branch)
Submitter's name	Matt Wang
CATCA office held	Vice-Chair
Email	mattwangq@gmail.com
Date of meeting	2019-03-04
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-04 21:09

CATCA Convention 2019
English submissions - original format

Submission Type	By-law Amendment
Reference	Section 2
Paragraph	9.10 Duties of Office (Vice-Chairperson)
Subject Matter	Vice Chairperson responsibilities
Proposed Wording	Union By-Law amendment to section 9.10 (page 13), Vice Chairperson responsibilities to add the words "and Health" after Safety and before Committee
Rationale	<p>Correction to the wording to accurately reflect the meaning.</p> <p>This clause references the Safety and Health Committee. (there is no reference to a safety committee in any of our documents)</p>
Region	Pacific Region
Branch	Vancouver Tower
Submitter's name	Charly Stratton
CATCA office held	Chair
Email	catcayvrtower@gmail.com
Date of meeting	2019-03-28
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-29 0:18

CATCA Convention 2019
English submissions - original format

Submission Type	By-law Amendment
Reference	New
Paragraph	
Subject Matter	Classification
Proposed Wording	Classification revamp, dissolve the current classification process, institute a new VFR classification process comprised exclusively of current VFR controllers.
Rationale	<ul style="list-style-type: none"> - VFR controllers have the expertise to classify VFR facilities - the current system is non representative of actual workload in towers
Region	Prairie Region
Branch	Springbank Tower (Foothills Branch)
Submitter's name	Matt Wang
CATCA office held	Vice-Chair
Email	mattwangq@gmail.com
Date of meeting	2019-03-04
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-04 21:09

POLICY RESOLUTIONS

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	10.1
Subject Matter	Convention Delegates
Proposed Wording	<p>Amend 10.1 to read</p> <p>The Executive Vice President or an alternate as designated by the Executive Board shall notify each Branch in each year in which a National Convention is to be held of the number of delegates and the number of delegation votes to which they are entitled pursuant to the National Office records. The Branch Secretary shall advise the Executive Vice President/alternate not later than one month prior to Convention, the name of each delegate and the number of votes each is entitled to cast pursuant to By-law 15.4. (Conv. 1981/Conv. 1999). Name changes may be permitted for delegates within one month of convention, however, any costs incurred as a result of the change in delegate (including but not limited to non-refundable airfare), shall be paid by the branch requesting the change.</p>
Rationale	<p>National office needs to have the names of delegates at least one month prior to convention. Currently, there is no restriction on informing us. Last minute changes create workload and last minute flight cancellations cost the association money.</p>
Region	n/a
Branch	Executive Board
Submitter's name	Executive Board
CATCA office held	Executive Board
Email	catca@catca.ca
Date of meeting	2018-03-26
Minutes sent	n/a
Entry Date	2019-03-28

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	10.2
Subject Matter	Official Observers
Proposed Wording	<p>Revise wording to;</p> <p>Each Branch/Facility shall be entitled to at least one (1) official observer. Branches with more than three (3) delegates shall be allowed one (1) additional official observer for each additional three (3) delegates or portion thereof. The Union will fund travel for the selected official observers consistent with SECTION II: 4.2. (Conv. 1993). The Branch Secretary shall advise the Executive Vice President/alternate not later than one month prior to Convention, the name of each official observer. Name changes may be permitted for official observers within one month of convention, however, any costs incurred as a result of the change in observer (including but not limited to non-refundable airfare), shall be paid by the branch requesting the change.</p>
Rationale	Same rationale as delegates.
Region	n/a
Branch	Executive Board
Submitter's name	Executive Board
CATCA office held	Executive Board
Email	catca@catca.ca
Date of meeting	2018-03-26
Minutes sent	n/a
Entry Date	2019-03-28

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	10.8
Subject Matter	Convention Resolutions
Proposed Wording	<p>Revise wording to;</p> <p>10.8 Convention Resolutions</p> <p>Resolutions should be submitted to the National Office at least sixty (60) days prior to the National Convention to allow time for translation and compilation. They will subsequently be circulated to the Branches/Facilities not later than thirty (30) days prior to the Convention. Resolutions not circulated to branches prior to convention may still be submitted provided they are provided to the Executive Vice President (or delegated alternate) not later than one week prior to convention. These late resolutions must have been passed at a Board Meeting or a Branch/Facility Meeting, or a Branch Council Meeting and will require one-third vote of convention delegates in favour of being brought before the assembly. Resolutions from the floor of the Convention dealing with the policy of the Union must be presented in writing to the Executive Vice President or alternate within twenty-four (24) hours of the opening of the Convention. These resolutions will require a one-third vote in favour before being brought before the assembly. (Conv. 1991)</p>
Rationale	<p>We need some time limit to prepare last minute resolutions and the day before convention is not reasonable. Change to a week prior.</p>
Region	n/a
Branch	Executive Board
Submitter's name	Executive Board
CATCA office held	Executive Board
Email	catca@catca.ca
Date of meeting	2018-03-26
Minutes sent	n/a
Entry Date	2019-03-28

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	11.7, 11.12, Or maybe it needs to be a whole new paragraph
Subject Matter	Pay Increase Rate in Collective Bargaining
Proposed Wording	<p>During bargaining, the National Bargaining Committee shall seek a percentage increase for the top of the scale ATC 7.</p> <p>Whatever that dollar figure is, the same dollar increase shall be applied to all ATC grades.</p> <p>Same format for the ATC premium.</p>
Rationale	<p>Since it seems that ATC grades are here to stay for the non complex towers (everyone but the big 4).</p> <p>The rational being that it will stop the growth of an income differential between ATC1's and ATC6's (ACC Controllers and Complex Towers)</p> <p>Based on the 2018 rates An ATC 1 (level 10) Grade 1 makes \$113,979.00 An ATC 6 (level 10) Grade 15 makes \$ 191,019.00 Income differential in 2019 \$77,040.00</p> <p>*Assuming 4% growth year after year to 2030*</p> <p>An ATC 1 (level 10) Grade 1 makes \$175,465 An ATC 6 (level 10) Grade 15 makes \$294,064 Income differential in 2030 \$118,599.00</p> <p>We believe that the difference between the top and the bottom is more than high enough now in 2019, and don't believe the spread in the next 10 years should surpass the current max pay rate for a Grade 1 level 1 tower.</p>
Region	Atlantic Region
Branch	Fredericton Tower
Submitter's name	Mark Squires
CATCA office held	Chair
Email	cyfc.catca@gmail.com
Date of meeting	2019-02-28
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-02-28 18:53

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	11.11 ATC Duties
Subject Matter	Part-time/Reduced time work
Proposed Wording	It is the Union's position that all ATC duties be performed by full-time, indeterminate ATC employees. (Conv. 1991) Part-time/reduced time shall be allowed if initiated by CATCA and is in the best interest of the membership.
Rationale	<p>The demographic and needs of CATCA members have changed a lot since 1991. There are many members who would utilise part-time or reduced time work for different reasons like: retirement transition, caring for aging parents, short term family needs or long-term family needs.</p> <p>CATCA members may have spouses who have demanding careers as well. This can make it overwhelming for both partners to work full-time causing distractions while working.</p>
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Maureen Murdoch
CATCA office held	Secretary
Email	moepottinger@gmail.com
Date of meeting	2019-03-12
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-29 0:41

Submission Type	Policy Resolution
Reference	2 Finances
Paragraph	2.1
Subject Matter	Dues rebate
Proposed Wording	Branches and Facilities which have less than 40 members receive a fixed amount of \$240.00 and Branches with 40 or more members receive \$6.00 per member. This monthly amount to be paid every three months beginning in January of each year.
Rationale	There has not been an increase in the amount of dues rebated to the larger units in a long period of time. Inflationary pressures have crept up on these units. Currently the only way a larger unit gets an increase in funds is by an increase in members. National receives an increase not only from an increase in members, but also every time that we achieve an increase in salary as our union dues are tied to a percentage of our income.
Region	Atlantic Region
Branch	Moncton ACC
Submitter's name	Michael Wissink
CATCA office held	Steward
Email	qmacunion@gmail.com
Date of meeting	2019-03-11
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-12 10:10

Submission Type	Policy Resolution
Reference	2 Finances
Paragraph	2.1
Subject Matter	Branch/Facility Rebates
Proposed Wording	Section 2.1, to strike the first sentence and replace with, "Branches and facilities which have 20 members or less receive a fixed amount of \$225.00, those with 21 to 55 members receive a fixed amount of \$275.00, those with 56 or more members receive \$5.00 per member."
Rationale	To adequately fund middle sized branches/facilities (with 21 to 55 members); to enable these middle sized units to more adequately fund convention attendance for their size unit. Example: the current system provides a branch of 10 members and a branch of 41 members the same amount.
Region	Pacific Region
Branch	Vancouver Tower
Submitter's name	Charly Stratton
CATCA office held	Chair
Email	catcayvtower@gmail.com
Date of meeting	2019-03-28
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-28 23:43

Submission Type	Policy Resolution
Reference	2 Finances
Paragraph	7.1 & 7.2
Subject Matter	NATIONAL EXECUTIVE AND VICE PRESIDENT SALARIES
Proposed Wording	Section 7.1 and 7.2 (page 42); 7.1 to strike out 26% and replace with 60%, 7.2 to strike out 13% and replace with 40%.
Rationale	<p>To provide an appropriate salary to the National Executive and Vice-President positions, to encourage all eligible members to apply without having to take a pay cut. While we don't want members applying for these positions based on salary alone (your vote for the Executive can eliminate that), we do feel it's important to pay an appropriate wage in order to get the best candidates in these very important positions to represent us in the best way possible.</p> <p>While there are some perks of these jobs there is also significant amounts of time spent away from home, making themselves available day or night as our needs arise and tirelessly coordinating with our Employer to ensure our rights are being upheld.</p> <p>The current salaries are based on highest salary and premium but do not allow for a calculation of overtime. The President's salary proposal was calculated based on working a moderately high amount of overtime, the Vice-President's salaries was calculated based on working a moderate amount of overtime.</p>
Region	Pacific Region
Branch	Vancouver Tower
Submitter's name	Charly Stratton
CATCA office held	Chair
Email	catcayvtower@gmail.com
Date of meeting	2019-03-28
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-29 0:12

Submission Type	Policy Resolution
Reference	Nouveau
Paragraph	SECTION II: FINANCES
Subject Matter	National Executive Pay
Proposed Wording	<p>Policy Book</p> <p>SECTION II: FINANCES</p> <p>7. NATIONAL EXECUTIVE AND VICE PRESIDENT SALARIES</p> <p>7.1 President's Salary</p> <p>Top ATC salary, including ATC premium and supervisory bonus, where applicable, plus 28% (formerly 26%) effective July 1, 2019. To calculate the top ATC salary, take one of the following salaries: Either an operational controller including ATC premium and supervisory bonus or non-op salary including supervisory bonus, whichever is higher. (Convention 2004)</p> <p>7.2 Executive Vice President and Regional Vice President Salaries</p> <p>Top ATC salary, including ATC premium and supervisory bonus, where applicable, plus 15% (formerly 13%) effective July 1, 2019. To calculate the top ATC salary, take one of the following salaries: Either an operational controller including ATC premium and supervisory bonus or non-op salary including supervisory bonus, whichever is higher. (Convention 2019)</p>
Rationale	<p>Controllers and supervisors who work as many hours as VPs are paid better because their overtime is paid at 2x their hourly rate, and even at 2.25x for the 2 previous summers. This 2% will help make up the difference.</p>
Region	St Laurent Region
Branch	Montreal ACC
Submitter's name	jonathan daoust
CATCA office held	Chair
Email	catca.yul@gmail.com
Date of meeting	2019-03-21
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-21 11:10

Submission Type	Policy Resolution
Reference	New
Paragraph	SECTION II: FINANCES
Subject Matter	EVP salary
Proposed Wording	<p>7.2 Executive Vice President Top ATC salary including ATC premium and supervisory bonus where applicable plus 19.5%. To calculate the top ATC salary, take one of the following salaries: Either an operational controller including ATC premium and supervisory bonus or non-op salary including supervisory bonuses whichever is higher effective July 1, 2004.</p> <p>7.3 Regional Vice Presidents Salaries Top ATC salary including ATC premium and supervisory bonus where applicable plus 13%. To calculate the top ATC salary, take one of the following salaries: Either an operational controller including ATC premium and supervisory bonus or non-op salary including supervisory bonuses whichever is higher effective July 1, 2004. (Conv. 2004)</p>
Rationale	<p>The EVP salary bonus should reflect the job description. The EVP is no longer a secretary treasurer. Although he doesn't have the ultimate status and responsibility that the president has, he still should be paid to a higher level than the RVPs.</p> <p>** If the other resolution from Montreal is adopted to increase the president's and RVP bonuses to 28% and 15% respectively, this resolution should reflect these changes and the EVP bonus should be at 21.5%.</p>
Region	St Laurent Region
Branch	Montreal ACC
Submitter's name	jonathan daoust
CATCA office held	Chair
Email	catca.yul@gmail.com
Date of meeting	2019-03-21
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-21 22:24

Submission Type	Policy Resolution
Reference	3 Communications & Public Relations
Paragraph	New - Addition of 1.13 CATCA Website structure/use
Subject Matter	CATCA Internal Communications
Proposed Wording	Be it resolved that CATCA will investigate the cost and logistics of expanding the CATCA website in order to allow local branches to have their own site within the CATCA website. This site would allow local members, as well as the National Board of Directors, to view local policies, minutes, notices, information and contacts.
Rationale	There is no uniform CATCA website for branch information on a National level. It would increase access for local members to local and national policies, while maintaining security and privacy by utilizing the CATCA website member login procedures. It would lead to increased engagement in our union on a local and national level.
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Maureen Murdoch
CATCA office held	Secretary
Email	moepottinger@gmail.com
Date of meeting	2019-03-12
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-29 0:36

Submission Type	Policy Resolution
Reference	4 Committees
Paragraph	2.1 CATCA Board of Trustees
Subject Matter	Board of Trustees
Proposed Wording	2.1 The Board of Trustees shall be elected by the membership and consist of a Chairperson and not less than two other members.
Rationale	The role of the BoT is to review the financial position of the Union. Essentially a watchdog of the Executive Board, it is disingenuous for them to be appointed by those that they are to oversee. The BoT should be accountable to the membership and not the Executive Board.
Region	Central Region
Branch	Operational System Requirements (Ottawa TSC)
Submitter's name	Hayward (Fred) Cosgrove
CATCA office held	Chair
Email	fred.cosgrove.47@gmail.com
Date of meeting	2019-02-27
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-12 6:27

Submission Type	Policy Resolution
Reference	4 Committees
Paragraph	New- Addition of sub-point 9. CATCA/Nav Canada Joint Women's Committee
Subject Matter	CATCA/NAV CANADA Joint Women's Committee
Proposed Wording	Be it resolved that CATCA will pursue Nav Canada in establishing a joint CATCA/Nav Canada Women's Committee.
Rationale	<p>In an industry and union predominantly made up of men, women in CATCA are finding it challenging to have our voices, concerns, interests and needs heard and represented adequately by both CATCA and Nav Canada. A Women's Committee would help assist in addressing these issues outside of collective bargaining.</p> <p>In NAV CANADA's Employment Equity and Diversity Policy it states that Nav Canada will work towards improving designated group representation while supporting diversity. One of these groups referred to is women. The policy also states that Nav Canada will utilize consultation and collaboration in order to achieve their Employment Equity and Diversity Objectives. For these reasons, as well as the fact that for the past 5 years Nav Canada has funded a joint council with the ATSAC FSS Women, it's our belief that CATCA should pursue Nav Canada in creating a joint council, made up of CATCA Women, at Nav Canada's expense.</p>
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Maureen Murdoch
CATCA office held	Secretary
Email	moepottinger@gmail.com
Date of meeting	2019-03-12
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-29 0:52

Submission Type	Policy Resolution
Reference	New
Paragraph	
Subject Matter	UNIFOR
Proposed Wording	Propose a union affiliation change: to no longer be with Unifor or to see if another union could serve us better.
Rationale	Pay less and/or benefit from better services.
Region	St. Laurent Region
Branch	Montreal ACC
Submitter's name	Jonathan Daoust
CATCA office held	Chair
Email	catca.yul@gmail.com
Date of meeting	2019-03-18
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-18 15:02

Submission Type	Policy Resolution
Reference	New
Paragraph	
Subject Matter	Wage Gap between pay grades
Proposed Wording	Whereas the “wage gap” between ATC pay levels has been increasing for 20 years and will continue to do so if nothing is done, therefore be it resolved that the CATCA executive will endeavor to develop a plan to keep the gap from increasing during the next round of bargaining. All present in favour and motion carried.
Rationale	To control the increasing wage disparity between ATC pay levels which if left unchecked will benefit the higher paid levels more than the lower levels with continued percentage pay increases.
Region	Atlantic Region
Branch	Moncton Tower
Submitter's name	Peter Bryant
CATCA office held	Chair
Email	pbryant6335@gmail.com
Date of meeting	2019-03-18
Minutes sent	I acknowledge that the branch minutes have been emailed to convention@catca.ca for a proposed By-Law amendment.
Entry Date	2019-03-26 19:46