



July 18, 2019

**To: Regional Vice Presidents
Branches & Facilities**

Fatigue Safety Action Group (FSAG)

As members have been made aware, Transport Canada has mandated NAV Canada to address fatigue-related issues, specifically as they relate to scheduling practices.

NAV Canada has formed a working group with the three unions representing safety-sensitive positions: CATCA, CANSA (formerly 1016) and ATSAC. The first meeting of the FSAG group took place in Ottawa July 8 and 9, 2019 with President, Peter Duffey and Atlantic RVP, Ian Thomson representing CATCA. A summary of the meetings can be found [here](#).

Transport Canada attended the first day of meetings and was very clear in terms of expectations. Transport Canada wants to see immediate corrective action to scheduling practices. Issues they specifically want addressed include:

- the introduction of scheduling rules around maximum standalone time,
- maximum time in position before a break,
- minimum rest periods between shifts,
- maximum number of midnight shifts in a defined period,
- maximum time in position on a midnight shift, and
- maximum days of work in a given period.

Transport was clear in their direction that we negotiate changes for corrective action, or they will regulate corrective action. It must be noted that where other bargaining units have no hard and fast rules surrounding some of these issues, CATCA already has prescriptive limits on some of the identified problem areas.

These issues are going to present great challenges to CATCA and will be brought to the bargaining table when we return to collective bargaining the week of August 19. The FSAG group will meet again July 29 and 30 to continue working towards recommendations to reduce fatigue through scheduling practices. It must be stated that the FSAG group can only make recommendations. Actual implementation of any adjustments will only occur through negotiated changes to our collective agreement and will need to be addressed by the contract committee, and ultimately ratified by our members.

As always, we will proceed with caution, always keeping the best interest of our members at the forefront of any discussions.

On behalf of the Executive Board,

Peter Duffey
President

Doug Best
Executive Vice President

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