



September 4, 2019

To: Regional Vice Presidents
Branches & Facilities

Fatigue Mitigation: Shift Extensions

NAV Canada provided CATCA with the following notice during the last week of collective bargaining:

“Effective September 1, 2019, there will be no extensions at the end of a midnight shift except in an emergency.”

While this generated considerable discussion between CATCA and NAV Canada, with no resolutions determined, NAV has chosen to go ahead with implementation.

CATCA is not in agreement with this practice change as there are additional issues regarding extensions that need to be addressed. Specifically, we believe that to mitigate fatigue; all extensions should be voluntary only. NAV Canada’s position is that they can order shift extension, however, they have indicated it is not their intent to force anyone to work who indicates they are fatigued. Additionally, there is currently no agreed-upon definition of “a midnight shift” nor “an emergency.”

The Fatigue Safety Action Group (FSAG) met last week, August 29-30, 2019, in Moncton, and we continue to work towards beneficial fatigue solutions. The next (FSAG) meeting is September 30 and October 1 in Ottawa. Most recommendations that come from the FSAG committee must be subsequently negotiated with CATCA before they can be implemented. The exceptions are issues not addressed in the collective agreement where NAV Canada can serve notice they intend to change their current practice.

On behalf of the Executive Board,

Peter Duffey
President

Doug Best
Executive Vice President

THE VOICE OF CANADA'S AIR TRAFFIC CONTROLLERS | LA VOIX DES CONTRÔLEURS AÉRIENS DU CANADA