



September 12, 2019

To: Regional Vice Presidents
Branches & Facilities

NAV Canada Releases Corrective Action Plan on Fatigue

As members are aware, Transport Canada released findings on fatigue and instructed NAV Canada to make changes to its scheduling practices in an attempt to mitigate fatigue. Transport Canada identified several areas to be addressed and required NAV Canada to file a Corrective Action Plan (CAP) in a relatively short period. The CAP was submitted to Transport Canada in July 2019. NAV Canada is now releasing it to employees on the recommendation of the Fatigue Safety Action Group (FSAG) in the interest of transparency.

NOTE: This is a NAV document, containing NAV Canada ideas and recommendations on fatigue. CATCA was not consulted on the proposed changes. Neither CATCA nor the FSAG committee had any input on NAV Canada's response to Transport.

Some of the CAP recommendations have already been implemented, such as the elimination of midnight shift extensions (see [Sept 5, 2019 B&F](#).) Others will be subject to discussion, review and recommendations by the FSAG Committee and be implemented in the longer term. As a reminder, CATCA has three representatives on the FSAG Committee: President, Peter Duffey; EVP, Doug Best; and Atlantic RVP, Ian Thomson. Two of these people will attend each FSAG meeting.

The CAP includes a recommendation with a September 30 implementation date – a new practice mandating a break every two (2) hours on a midnight shift – an initiative Transport Canada indicated they wanted to see carried out. CATCA believes this is not in the best interest of fatigue management and consequently, aviation safety. CATCA strongly opposes this recommendation as we believe it may actually increase fatigue. After much discussion with NAV Canada, there is agreement that this change will not be implemented until both parties meet with Transport Canada together for thorough discussions on this topic. We will continue to maintain the status quo on midnight shifts.

CATCA has also informed NAV Canada we do not want fatigue issues to interfere with collective bargaining going forward, and hence have removed fatigue from the bargaining table. Fatigue issues will be dealt with by the CATCA Executive Board as would typically happen during a closed period.

As more information on fatigue discussions becomes available, we will update members. If you have any questions, please contact your RVP.

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