



September 13, 2019

To: Regional Vice Presidents  
Branches & Facilities

### **Bargaining Update**

The Executive Board met this week to discuss next steps in the bargaining process. Both Lewis Gottheil, outside counsel, and Debbie Cooper, CATCA's general counsel, joined the Board. The meeting centered on obtaining a Maintenance of Activities Agreement (MOAA) with NAV Canada and discussing strategies on the next steps in bargaining.

A teleconference was also held with the Contract Committee. Feedback from the Committee indicated that members are confused about the process, and have perceived mixed messages in past communication pieces.

We want to ensure members understand that our bargaining bulletins highlight what was discussed during bargaining sessions. In this particular round of bargaining, there was momentum leading up to monetary issues – which are traditionally discussed closer to the conclusion of bargaining. During this lead-up, both sides had agreed on many items; however, we do caution that nothing is finalized until the entire process is complete. In August, the Contract Committee received an offer from NAV Canada that was deemed unacceptable, and the decision was made to stop bargaining to evaluate next steps.

As explained in the [August 23 B&F](#), it is our goal to obtain an MOAA. The MOAA will dictate what services must be provided in the event of a strike or lockout. It is also the goal of our Committee to freely negotiate a new collective agreement for our members. In this week's strategy meeting, our discussion included a potential counter-offer which must be further reviewed with the Committee. Therefore, the Contract Committee will reconvene in Toronto from October 8-11, 2019 to review both NAV Canada and CATCA's offers. We have also scheduled a meeting with NAV Canada on October 11, 2019.

On behalf of the Contract Committee,

Peter Duffey  
President

Doug Best  
Executive Vice President

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