



November 5, 2019

To: Regional Vice Presidents
Branches & Facilities

Bargaining Bulletin #14: Offer Received From NAV Canada

President Peter Duffey and EVP Doug Best met with NAV Canada representatives on November 4 to receive the latest counteroffer from the Company. The Contract Committee was briefed immediately after via teleconference.

The offer was disappointing and disrespectful. NAV Canada continues to ask for major concessions from our members with minimal wage increases.

At this time, we need to strategize and plan our way forward carefully. There are many decisions to be made which, once determined, will be communicated to our members. No further talks are currently scheduled with NAV Canada.

We again thank the membership for their continued support as we manoeuvre through these difficult times.

On behalf of the Contract Committee,

Peter Duffey
President

Doug Best
Executive Vice President