

## LETTER OF UNDERSTANDING

Between

CANADIAN AIR TRAFFIC CONTROLLERS ASSOCIATION (CATCA UNIFOR LOCAL 5454)  
"The Union"

and

NAV CANADA  
"The Company"

### Whereas:

1. Article 20.04 of the CATCA collective agreement states that no employee in a control position shall work more than nine (9) consecutive days unless in an emergency situation; and
2. The parties are in agreement that the period of rest after nine (9) consecutive days shall be a calendar day in all cases for employees in control positions;

### The parties hereby agree:

1. Any CATCA employee who has worked a control position for nine (9) consecutive days must take a full calendar day off; and
2. The calendar day of rest shall have no hours work scheduled from 00:00 to 23:59 inclusive; and.
3. Article 20.04 of the collective agreement shall be amended to read;

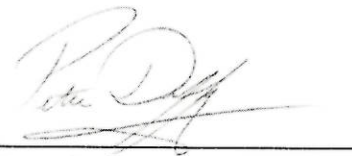
20.04 Except in an emergency, no employee in a control position shall work more than twelve (12) consecutive hours or more than nine (9) consecutive days. Any employee who has worked nine (9) consecutive days in a control position shall be scheduled a full calendar day of rest. For clarity, no work shall be scheduled between 00:00 and 23:59 on the day of rest.

4. This change shall be effective commencing January 1, 2020.

Dated on this day December 11, 2019



Elizabeth Cameron  
Vice President Labour Relations



Peter Duffey  
President, CATCA