



March 20, 2020

**TO: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES**

Urgent Union Update #2

Yesterday Neil Wilson addressed all employees of NAV Canada. In his message there were some very vital points but none more important than the group effort displayed by all employees. CATCA wishes to take this opportunity to echo Neil's words of thanks for doing your part. Confidence is not something we lack and we can confidently say that together we will survive this tough test.

Over the past several days, consultations have taken place between CATCA and NAV Canada surrounding staffing, training and seniority bid delays. All topics have had their own unique challenges and we feel we have tackled them by addressing the safety and needs of our membership.

Today the CATCA Executive Board agreed to suspend all hours of work and scheduling provisions contained in the collective agreement as well as any associated LOUs or local arrangements ([click here for LOU](#)). This agreement will allow local branch representatives along with CATCA Regional Vice Presidents (RVP's) and NAV Canada management to help protect the health of our members and our company.

Discussions, which have now been going on for the last two days, will continue at local levels. Traffic continues to drop in most units with nobody being able to predict when or where the bottom will be. All along the way CATCA is making sure that member's rights are being respected. We know that one size does not fit all and there will be differences between units in scheduling practices. There will be the ongoing scrutiny of traffic, potential infection of members and mitigation plans associated with everything mentioned. We think it is safe to say that tomorrow will not be the same as today. The current goal will be to make sure there is a type of crew segregation where permitted.

Training and seniority bid consultations will be completed shortly and all trainees will be advised of their status by NAV Canada. Each student should continue to receive notifications and updates from their respective managers. If anyone has additional questions or concerns please contact their RVP.

On Behalf of the Executive Board;

Peter Duffey
President

Doug Best
Executive Vice President

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