

## Letter of Understanding

Between

NAV CANADA

-and-

CATCA Local 5454

**Whereas** the Parties recognize the extreme extenuating circumstances created by COVID 19;

**Whereas** the Parties agree there is an urgent need to protect the health of staff, while maintaining a minimum level of service;

**And Whereas** the Parties agree to enter into new scheduling arrangements on short notice, minimizing transition costs associated with the introduction of changes;

**Therefore** the Parties agree to the following:

1. Suspend all hours of work and scheduling provisions contained in the collective agreement and any associated LOUs or local agreements. This includes the suspension of any local practices as it relates to scheduling and hours of work.
2. Replacement hours of work and schedules will be negotiated locally with the General Manager and the Regional Vice President and will respect fatigue management principles, with final approval required at the national level.
3. Every reasonable effort will be made to adhere to "the no loss/no gain principle" however in some cases it will not be possible. As a result, any extra hours worked will be compensated at the applicable rate in the transition in and out of the new schedule.
4. These local arrangements will be effective for up to sixty (60) days. Any modifications will require mutual agreement.
5. In the event local negotiations are unsuccessful or an agreement is not reached by March 27, 2020, the negotiations will be escalated to the National level. Should negotiations fail at the National level, status quo will be maintained.
6. Either Party can terminate this Letter of Understanding or a local arrangement by providing a minimum of seven (7) days notice in writing.

Signed this \_\_\_\_\_ day of March, 2020.

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Elizabeth Cameron  
NAV CANADA

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Doug Best  
CATCA