



April 2, 2020

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

NAV Canada Makes an Ask of All Bargaining Agents

This morning, CATCA President Peter Duffey and Executive Vice President Doug Best attended a conference call with senior leaders of NAV Canada and the leaders of the other 7 Bargaining Agents (BA's).

In light of declining revenues, NAV Canada made two requests of the BA's.

- 1) That payment of retroactive salary that has arisen from the settling of collective agreements be delayed until September 2020.
- 2) That implementation of this year's salary increase (for CATCA the 3% effective April 1, 2020) also be delayed until September 2020.

Discussion would take place in August 2020 to look at the financial circumstances of NAV Canada and determine at that time if further delays would be requested of the BA's.

If delayed, this year's 3% increase would be fully retroactive to April 1, 2020. The 3% increase already processed for 2019 would be unaffected. As well, any member retiring during this time would have their pension calculations and any departure payments based on a salary that assumed the 3% was in effect April 1.

CATCA's Executive Board (EB) wishes to convey clearly that this is an ask from NAV Canada. The EB has not had a chance to discuss or debate this request from the company. The EB will be thoroughly discussing and examining all aspects of the proposal over the next few days. At this time, we pass this on as information only.

On Behalf of the Executive Board;

Peter Duffey
President

Doug Best
Executive Vice President

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