



April 12, 2020

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

Results of the Referendum Vote

Referendum voting closed at 12:00 EDT today. 93% of the membership voted and the results are as follows.

- 1) Do you support granting permission to NAV Canada that payment of retroactive salary that has arisen from the settling of the collective agreement be delayed until September 30, 2020?

The membership voted yes on question one by 70%.

- 2) Do you support granting permission to NAV Canada that payment of this year's salary increase (for CATCA 3% effective April 1, 2020) be delayed until September 30, 2020? A retroactive payment would be made for the period April 2, 2020 through September 30, 2020.

The membership voted yes on question two by 88%.

The results will be conveyed to NAV Canada and discussion will take place to implement the deferral of payments.

Thank you to everyone who took the time to let their opinions be known.

In solidarity;

Peter Duffey
President

Doug Best
Executive Vice President

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