



April 24, 2020

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

### **Voluntary Early Retirement Incentive Program**

Earlier this week NAV Canada approached all unions and proposed a Voluntary Early Retirement Incentive Program (ERI).

As we all know the COVID-19 pandemic is having a significant financial impact on NAV Canada. For those eligible, the ERI program is intended to provide employees with an incentive who may wish to retire earlier than they may have planned. Any such program would be completely voluntary.

The ERI discussions have been numerous and daily between NAV Canada and CATCA. Members know the staffing position we were in prior to the pandemic. We all know the issues we were encountering with fatigue and overtime. There are fears on both sides of what the future holds for air traffic. Any proposed reduction in our workforce must be looked at extremely carefully. If the program makes sense for our membership we will agree to allow NAV Canada to offer it to our eligible members. We will continue to work towards a decision over the next few days.

Your Board knows the importance of this decision. More discussions will occur between CATCA and NAV Canada. If and when we can come to conclusion on a program, the details will be communicated without delay.

On Behalf of the Executive Board;

Peter Duffey  
President

Doug Best  
Executive Vice President

**THE VOICE OF CANADA'S AIR TRAFFIC CONTROLLERS | LA VOIX DES CONTRÔLEURS AÉRIENS DU CANADA**