



June 3, 2020

CATCA Members

Re: Retirement

Dear Members:

I am writing to you to inform you I will be accepting phase two of NAV Canada's Early Retirement Incentive (ERI) and tendering my retirement notice effective June 10.

When CATCA was approached about the ERI, I recused myself from any and all discussions that took place surrounding it. I knew the package could be appealing to me and as such, being involved in any of the negotiations that surrounded it would have been a conflict of interest for me. The terms and conditions of the ERI were handled by the CATCA Executive Board with no input from me.

The CATCA Executive Board has convened meetings today, June 3, to discuss among other things a transition plan. I will make myself available for a period of a few months should the Board decide they would like me to stay while a transition takes place, but I am in their hands in terms of a departure date. As it currently stands, like all other members, I must be gone by June 10th unless other arrangements are made. As hard as it will be to leave, especially potentially on such short notice, I know I leave this association in incredibly competent hands.

I want to thank you all for the tremendous honour of representing you over the past six years as President, and prior to that, five years as the RVP in Central Region. The work has been rewarding and we have accomplished so much together, but what I truly value more than anything are the friendships I have made along the way.

If you wish, please take a moment to watch a video announcement [here](#).

Sincerely,

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