

LETTER OF UNDERSTANDING

Between

CANADIAN AIR TRAFFIC CONTROLLERS ASSOCIATION (CATCA UNIFOR LOCAL 5454)

“The Union”

and

NAV CANADA

“The Company”

WHEREAS CATCA and NAV CANADA entered into an agreement March 20, to adopt modified schedules as a result of the COVID 19 pandemic; and

WHEREAS the parties agree the need to continue this agreement in selected units or specialties to protect the health of staff while maintaining a minimum level of service;

The parties hereby agree without Prejudice or Precedent:

1. Local consultation between the RVP and the GMFIR will take place to determine where current or modified COVID schedules will continue. Failing an agreement on specific units or specialties will result in those units or specialties being placed back on pre-COVID schedules.
2. The agreed to COVID schedules agreed to in #1 above shall remain in place until the publication date that most closely aligns with November 30 but not earlier than November 2.
3. Any requirement to amend, cancel or otherwise change the schedules on a unit or specialty level can only be done at the National level after meaningful consultation between the union and the company. Any modifications will require mutual agreement or the schedule reverts to the pre COVID schedule.
4. Either party can terminate this Letter of Understanding or local arrangement by providing seven (7) days' notice at the National level in writing. In addition, Article 16.04 (a) must be adhered to in return to normal (non-COVID) schedules and all schedules thereafter. However, both parties have agreed to reduce the publication date for these COVID schedules to fifteen (15) days from the current thirty (30) days (the newest Collective Agreement is not published as of yet with the recently agreed to change to this article).

Dated _____, 2020

Elizabeth Cameron
Vice President Labour Relations

Doug Best
President, CATCA