



October 8, 2020

To: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES

NAV Canada's Wage Deferral Request Update

On September 28, CATCA communicated to the membership the conclusion of the wage deferral request made by NAV Canada. In that communique you were advised that all retroactive pay and salary increases apart from retroactive overtime, allowances, premiums, leave payouts and some top ups would be on your cheques September 30. As we all know, retroactive pay for ATPC, and the salary increase for 2020 was not on that pay.

Since then, CATCA has worked to bring you an answer on when the missing pay and the salary increase could be expected. We are disappointed in the information we have received. The wage deferral we signed in April was made in good faith, and the lack of preparedness on the part of the Company to honor that agreement has been disheartening to say the least.

There can be no question the Company was aware what was contained and missing within the September 30 pay. In much the same circumstance, with the October 14 pay just days away, we have now received clarity on what to expect when it arrives.

The October 14 pay will include a payment equivalent to the 3% increase for your pay, ATPC and overtime for the pay period. The actual increase on the pay rates will show up on the October 28 pay. The retroactive payments still due to the membership will arrive on the November 25 pay.

CATCA has worked actively over the past 10 days to ensure the Company lives up to its obligations in a timely manner, yet we have been met with nothing but obstacles along the way.

On Behalf of the Executive Board;

Doug Best
President

Scott Loder
Executive Vice President

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