



November 4, 2020

To: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES

2019-2023 Collective Agreement

The 2019-2023 Collective Agreement in both English and French is now available on the CATCA website ([click here to access](#)). We appreciate the patience of the membership as development of the document has taken much longer than previous years.

Normal consultation with the Company on the appropriate wording of newly negotiated articles in conjunction with the COVID situation slowed the process earlier this year. Over the summer and fall, dozens of revised copies have been exchanged between CATCA and the Company.

Hundreds of changes have been made to the document, correcting errors that have existed for many years. It is the first major cleanup the document has seen in more than a decade. The final document then needed to be translated and verified to ensure both versions matched.

As a reminder, only a limited number of printed copies will be made available to the Branch Executives, and general distribution of the document is in electronic form only.

On Behalf of the Executive Board;

Doug Best
President

Scott Loder
Executive Vice President

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