



December 23, 2020

To: REGIONAL VICE PRESIDENTS  
BRANCHES & FACILITIES

## Employment Security Update

As NAV Canada continues to move forward with their plans in rapid fashion without including the union in any meaningful consultation, CATCA has filed policy grievances on a number of Articles in the last few days, including 4, 5, 10, 31, 32 and 33. Furthermore, we are currently preparing an Unfair Labour Practice Complaint to the Canadian Industrial Relations Board which we expect to file in early January in the absence of any positive developments over the holidays.

These have been very trying times for our membership and as we move into the holiday season, we recognize the potential negative emotional impact this may have. Please continue to work in accordance with the collective agreement and operate in the professional manner for which Air Traffic Controllers have always been known for and be kind to one another. Your mental health and the safety of the flying public is CATCA's number one priority. If you are in need of mental health support or assistance in that regard, please remember that EAP resources are there to assist you at any time – please do not hesitate to reach out to these services ([click here](#) or [here](#)).

We wish you and your families all the best for the holidays and please know that we will continue to work on behalf of the interests of our entire membership throughout the holidays and into the New Year.

In Solidarity,

Doug Best  
President

Scott Loder  
Executive Vice President

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