



February 17, 2021

To: REGIONAL VICE PRESIDENTS  
BRANCHES & FACILITIES

## Member Weekly Update - Edition #6

Please find the latest edition of weekly updates to the membership about ongoing Union business.

Effective as of this morning, NAV Canada has issued the following precautionary measures at all NAV Canada facilities:

No one may enter a facility if a member of their household is experiencing COVID-19 or flu symptoms.

- You must inform your manager and stay home.
- If your household member receives a negative test, you can return to work but must wear a level 2 procedural mask at all times until your household member is symptom-free.
- CATCA has confirmed that if a member is required to stay home due to a family member experiencing COVID-19 or flu symptoms under these circumstances, the leave will be coded as isolation leave with pay.
- If the member is required to stay home due to experiencing COVID-19 or flu symptoms, it will be coded as sick leave.

For other scenarios (such as if your household member is not being tested), your Employee Health and Wellness Coordinator will discuss plans to return to work. For more information on restrictions, please [click here](#).

All members are expected to follow safety guidelines in the workplace, please ensure that you continue to wear a mask, maintain the appropriate distance and cleaning protocols. These measures are in place to protect you, your coworkers, family members, and members of your local communities.

In previous editions, we advised of several grievances filed on behalf of the CATCA membership, including grievances related to job security and staffing and the Unfair Labour Practice Complaint. The Unfair Labour Practice complaint has been confirmed by the Canadian Industrial Relations Board (CIRB) as received. Last week, CATCA received NAV Canada's response to the filed complaint and their recommendation to the CIRB was, as expected, that the complaint be dismissed in its entirety. General Counsel, Debbie Cooper, and the Executive Board (EB) are presently working on the Association's response for submission to the CIRB. The National Executive has tentative meetings scheduled with NAV Canada for February 17, 18, 23, 24 and 25, 2021.

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CATCA President, Doug Best, has continued meeting with MP's and other Government Officials, most notably, Elizabeth May, Scott Simms, Brian Masse and Michael Kram. These, and other government officials, continue to publicly sound the alarm concerning NAV Canada and their decision to issue layoff notices before the reviews are complete. CATCA encourages all members, those affected and those who are not, to write letters to your local MP. For example, letters can include details about how your local community will be impacted.

Members with vulnerable or surplus letters are encouraged to contact their immediate manager for guidance if they feel their mental health would jeopardize their ability to perform their duties safely. NAV Canada has indicated that they will work with each employee individually if they're mentally or physically not fit to be at work. Please remember that should you feel you cannot exercise your licence safely to contact your manager for assistance and guidance.

Effective February 24, 2021, Transport Canada has granted an exemption to NAV Canada regarding provisional air traffic controller licence or ratings. This exemption applies to holders of a currently valid provisional air traffic controller licence with a validity period between February 1, 2021 and September 30, 2021. This exemption permits air traffic controllers to continue exercising the privileges of a provisional air traffic control license without the licence being valid until December 31, 2021. If your provisional licence expires at any point between now and September 30, 2021, there is no requirement for you to receive a replacement until, at the latest, December 31, 2021. If your provisional licence expires after September 30, 2021, the process is as it was before the exemption.

Last week, the Association hosted a National Town Hall for all members. We thank all those who attended and asked questions. In future, the EB will attempt to host National Town Halls more frequently should time allow.

We continue to ask all Members to remain professional as we attempt to continue discussions with NAV Canada over these decisions and their negative impacts. Please remain respectful to management in any discussions or written transactions you may have regarding voicing your concern on this.

We understand how difficult the situation is for many of our members and their families. We encourage members to speak with one another, reach out to your RVP, and utilize EAP services to provide additional support that may be required; [please click here](#) or [here](#).

On Behalf of the Executive Board;

Doug Best  
President

Scott Loder  
Executive Vice President

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