



April 9, 2021

To: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES

Workforce Division

Many CATCA members have expressed their frustration with NAV Canada and the division they are creating within the company's workforce with their approach. Actions such as the Tower Level of Service reviews where NAV Canada has created a perceived but false need to fight with other Unions for the retention of ATC positions at these locations. The implementation of the "Optimal Staffing Tool" without any CATCA participation as required by LOU 2019-05, is another example of this approach which in turn has supplied 43 ACC members with lay-off notice. We now have a software program telling us that, based on roughly 80% of 2019 traffic levels, we only require approximately 1750 Air Traffic Controllers and there is no need to train others at the current time. It is not hard to see where this path is leading us, and our Members are rightfully skeptical about the accuracy of these projections when traffic predictably begins increasing.

Further to the above, CATCA continues to address the tower closures and lay-off notices, while other issues have been festering in the background, issues that are harmful to the quality of work life of our Members. NAV Canada consistently ignores the appeals of CATCA and its Members concerning schedules, staffing shortages, overtime requirements, midnight time in position requirements and fatigue, among others. NAV Canada is compounding these problems by failing to productively discuss the underlying issues and potential solutions on a timely basis. Be assured that your CATCA Executive Board (EB) continues to challenge NAV Canada on every issue. These times are unprecedented, and we remind CATCA Members that now is the time to remain strong and present a united front to NAV Canada.

On Wednesday, April 7, 2021, President Doug Best, Executive Vice President Scott Loder and General Counsel, Debbie Cooper, met with NAV Canada representatives for the first scheduled arbitration meeting regarding the grievances filed under Articles 4, 31, 32 and 33. The first arbitration date was utilized for mediation talks with the Arbitrator to bring forward the concerns of both parties in an attempt at resolution prior to the arbitration commencing. During this meeting, both parties were able to discuss some of the issues and explore ideas. That said, at this time, there is no significant information to advise Members of and the next scheduled date is on Thursday, April 15, 2021. As such, we will continue to prepare for this over the coming days and will be updating Members accordingly once that has taken place.

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

The CATCA Executive Board continues to receive complaints regarding actions by NAV Canada regarding suspicious and unsafe practices. We ask that all CATCA members complete the online “Documenting Safety Occurrences” form should you witness any situation in which NAV Canada is making decisions that affect the safe and efficient provision of Air Traffic Control Services. Click [here](#) to access the form. This data collection is imperative as we move forward with discussions not only internally but with external authorities.

We recognize how difficult and challenging the situation is for you. There are many ways we are all being affected by decisions made by the Company. We encourage members to speak with one another, reach out to your RVP, and utilize EAP services to obtain additional support [click here](#) or [here](#).

On Behalf of the Executive Board;

Doug Best
President

Scott Loder
Executive Vice President