



September 22, 2021

**To: REGIONAL VICE PRESIDENTS  
BRANCHES & FACILITIES**

### **NAV Canada Mandatory Vaccination Policy**

Today, NAV Canada released a policy that requires all employees to be fully vaccinated against COVID-19. Although over the last several weeks CATCA has pressed NAV Canada to study and consider every policy or procedure which could be an alternative, either singly or in combination, the Company has declined to implement any alternative approach.

NAV Canada has taken a firm position that employees who remain unvaccinated after October 31, 2021, will be placed on authorized leave without pay for three months. If after this period the employee remains unvaccinated, employment will be terminated. For various reasons which only the employer can provide, NAV Canada has made the decision to exercise their management right to take a rigid approach with their policy.

It remains to be seen if there will be any flexibility or change in their position as this policy is implemented. Currently, we must assume that the policy will not be revised and respond accordingly.

For those who have medical or other human rights accommodations that are supported by the required documentation, we will work with the individuals to sort out the appropriate solutions, if assistance is required. For all other cases, we will continue to represent any member as required where there are issues arising under the collective agreement.

In Solidarity,

Doug Best  
President

Scott Loder  
Executive Vice President

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