



November 18, 2021

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

### **DSC Review Update**

As many of you know, NAV Canada has completed their review of the DSC role and has communicated it to CATCA for review. Your National Executive met with Mark Cooper (Vice-President & Chief Technology and Information Officer) and Maura McKinnon (Vice-President & Chief Human Resources Officer) on November 1<sup>st</sup>, 2021, to discuss the document's contents and NAV Canada's future vision for the DSC role within the Company. Following this meeting, NAV Canada conducted a video conference with the DSC group on November 10<sup>th</sup>, after which many members were still unclear about the future of the DSC role.

CATCA has been assured that there is no intention or desire to reduce the number of DSCs we currently have. The Company stated that the DSCs are a very valuable group from whom they require input and expertise on current and future projects, but they do see the role of the DSCs changing in the not-too-distant future. It is evident that NAV Canada's desire is to move DSCs away from operational duty shift work towards a full-time dedicated focus on project work and adaptation. As a start, there is interest in changing the first point of contact for reporting issues from the DSC to the TOC in all circumstances, to which CATCA is opposed.

In turn, we advised NAV Canada that while we would like to work together to move the Company forward and shape its future, the work being performed by our DSCs is CATCA's work. Therefore, while it is prudent to work with the Company and be open to the changes possible through technology, we want to reassure our members that our main objective is to retain both the work that CATCA Members currently perform and the Members that perform it.

We will continue to discuss this with NAV Canada to explore options that make sense and are equally beneficial for the Company as they are for CATCA and our Members.

On behalf of the Executive Board;

Doug Best  
President

Scott Loder  
Executive Vice President

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