



February 10, 2022

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

CATCA BULLETIN 2022-02

Convention Update: With our National Convention in Quebec City getting closer, we have been presented further information adding to the difficulties with our planning process. While we knew that the staff of the Hilton Quebec have been on strike since May of 2020, a previous discussion with the management team at the Hotel indicated that negotiations were continuing, and they were expecting those discussions to be positive. Last week we had a follow up call and were informed that the discussions did not go well and there is now doubt that a resolution would occur in time to ensure our Convention could proceed as planned. The Hilton Quebec team is now looking for an alternate venue that can accommodate our needs, and we will be presented with further information very soon. We will update the membership when we receive more information.

Leave Consultations: Leave consultations have begun in most units and once again NAV CANADA is using their National Leave Guidelines as a Policy to reduce members' access to leave during preferential periods of the year by providing higher access to leave only during the shoulder seasons. CATCA objects to this policy as it is an infringement on our entitlements in the Collective Agreement. Past practice and the words in the Collective Agreement need to be the reference points for Branch Executives during leave consultations. A grievance was filed on the National Policy last year and a mediator heard our arguments against the policy on Thursday February 3, 2022. Discussions are still occurring but failing a positive outcome from those discussions, further dates in the 3rd week of February are scheduled for arbitration.

DSC Role Review: The ongoing review of the DSC position continued this week via virtual meeting to conduct the National HIRA on the question of aligning the duty hours of DSCs with

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those of staff in Technical Operations. A DSC from each FIR was present, along with Scott Loder, CATCA EVP and Gord Howe RVP Central, and managers from Technology and Operations. All DSCs raised important points about the work that they do and their role in the ANS, as well as presenting the company with challenging questions about the Role Review Report and the process being undertaken. There was noticeable support for their opinions from the Operations managers who spoke. This meeting will be followed by a series of regional HIRA meetings, which will include Operations staff, to examine local issues around the realignment of duty hours. All these HIRA meetings are simply the first step in a long process of reviewing the role of the DSC with a vision to making changes. So far, the proposition of a need for dramatic change has faced major challenges.

Seniority bid: The seniority bid program is a very long process and is still ongoing. Members in some regions have received and accepted their offers already, while in other regions, discussions are still ongoing. In some cases, NAV Canada did not consult the appropriate RVP to develop the necessary action plan to permit the release of a member with a deferred training offer as per article 32.12 (a) and (b) when conditions of article 32.11 are not met. For seniority bid members that receive an offer, especially if it has a deferral date, please contact your RVP to ensure the proper process has been followed.

End of Career TOIL/Sick Leave after Self-Funded Leave: Information has come to our attention that is important for members to know, if they are intending to take a period of self-funded leave followed by one of, or a combination of, End of Career Sick Leave and End of Career TOIL leave. These End of Career leave programs are determined by the CRA to be Voluntary Exit Option (VEO) programs. As per the CRA's Income Tax Regulations 6801(a)(v), a paid leave of absence does not constitute a return to regular employment and would not meet the requirements of the Deferred Salary Leave Plan (DSLP) which states, the individual must return to regular employment for at least the same period of time taken off during the DSLP. This has been ruled on by the CRA in reference to EOC Sick Leave. CATCA is in the process of procuring an answer specifically pertaining to the EOC TOIL Program but is not expecting a different outcome as both programs will likely be viewed in the same light regarding paid time off and not constituting a return to regular employment.

In Solidarity,

Your CATCA Executive Board