



April 5, 2022

To: Regional Vice-Presidents
Branches & Facilities

By-law Amendments and Proposed Resolutions submitted for Convention 2022

As required by Section II, article 20.4 of the [Union By-laws](#), attached is a list of amendments to the By-laws of the Association, which will be voted on at the upcoming Triennial Convention in Quebec. As outlined in Section I, article 10.8 of the [Policy Book](#), a list of proposed resolutions is also included.

Each amendment and proposal is shown in its original wording as submitted to the National Office. Next week, an adapted version of the amendments and proposals will be distributed. This adaptation will be done in the “Be it resolved that...” format to conform to the procedures in Robert’s Rules of Order.

Please ensure that all your members have the opportunity to study these amendments and proposals, and to discuss them at a Branch Meeting prior to Convention. We ask that members download or print both documents for their reference during Convention.

The members should be reminded that, in accordance with the [By-laws](#), the attached amendments are the only ones that may be voted on at the 2022 Convention, in accordance with Section II, article 20.6.

If you have any questions or concerns, please do not hesitate to contact the National Office.

In Solidarity,

Nick von Schoenberg
Interim President

Scott Loder
Executive Vice-President

CATCA Convention 2022
English submissions - original format

Submission Type	By-law Amendment
Reference	New
Paragraph	Propose New Appendix B
Subject Matter	Declaration of Recusal
Proposed Wording	<p>Be it resolved to amend the CATCA National By-laws to include an Appendix B Declaration of Recusal form to be used when any real or perceived conflict of interest may exist in relation to representation of a CATCA Member.</p> <p>Once filled out and completed, copies of the recusal form will be provided to the CATCA Executive and the Employer through the Nav Canada Executive Vice-President of Human Resources, so that the recused party will no longer be privileged to access information in the declared ongoing matter or involved in any discussion of said matter.</p> <p>Be it resolved that any Member of the Executive that hears any verbal declaration of conflict of interest from another member will have that member making the verbal declaration fill out an Appendix B and forward a copy to all required parties as above.</p> <p>Declaration of Recusal Due to reasons known to me and the CATCA Executive, I, Member Name _____, Members CATCA Position _____, Hereby recuse myself from the matter of _____,</p> <p>I understand that I am not to contact any party involved, regarding this matter and that CATCA and Nav Canada will not discuss with me any details, so long as the matter is ongoing.</p> <p>If called, I may still testify to cooperate as a witness in any investigation but I may not provide council.</p> <p>Signed _____ Date _____</p>
Rationale	<p>Whereas this Association has been found guilty by the Canadian Industrial Relations Board (CIRB File 32572-C) of a failure of Duty of Fair Representation (section 37 of the Canada Labour Code) and that parts of this file (32572-C) revealed an inadequate means of CATCA representatives to declare a conflict of interest and/or recusal from an investigation, and,</p> <p>Whereas the Association did knowingly permit the Employer (Nav Canada) to continue communications with a CATCA Representative that had verbally recused himself from an investigation;</p>
Region	Prairie Region
Branch	Regina Tower
Submitter's name	Kevin Youmans
CATCA office held	Chair
Email	kwyoumans@outlook.com
Date of meeting	2/9/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/11/2022

Submission Type	By-law Amendment
Reference	Section 2 - 7
Paragraph	7.23
Subject Matter	Resolution to amend Bylaw, Vacancy and Removal from Office
Proposed Wording	<p>Amendment to add new paragraph under 7.23:</p> <p>Any Member of the Executive Board found in a civil, criminal, administrative or investigative action, as being responsible, whether wholly or in part, for not providing a Duty of Fair Representation to any member of CATCA.</p>
Rationale	<p>Whereas this Association has been found guilty by the Canadian Industrial Relations Board (CIRB File 32572-C) of failure of (DFR) Duty of Fair Representation (section 37 of the Canada Labour Code),</p> <p>Whereas any Member of CATCA Executive, Branch Chair, Shop Steward or any other Member providing representation to another member, has a duty to fulfill this obligation without prejudice to the greatest extent possible, and,</p> <p>Whereas any Member of CATCA Executive, Branch Chair, Shop Steward or any other Member providing representation to another member is also representing the reputation of this Association and is obliged to do so to the greatest extent possible, and,</p> <p>Whereas the members of this Association find the DFR to be of a particularly heinous nature;</p>
Region	Prairie Region
Branch	Regina Tower
Submitter's name	Kevin Youmans
CATCA office held	Chair
Email	kwyoumans@outlook.com
Date of meeting	2/9/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/11/2022

Submission Type	By-law Amendment
Reference	Section 2 - 7
Paragraph	
Subject Matter	Allowing retired members to seek election to the Bargaining committee
Proposed Wording	Amend the by-laws to allow a retired member to seek election to the BARGAINING COMMITTEE within a certain amount of time TBD.
Rationale	Is it possible that the association benefit from bringing in some outside help?
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/1/2022

Submission Type	By-law Amendment
Reference	New
Paragraph	Voting Rights/Eligibility
Subject Matter	Voting Rights
Proposed Wording	5.4 Only Active Members who are in good standing, subject to Sub-Article 4.2, are entitled to the rights and privileges of the Association and are eligible to serve on committees, hold elected positions, and vote on any matter affecting the Association as hereinafter provided. (Conv. 2004)
Rationale	This would eliminate any member not in good standing from running for office.
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/1/2022

Submission Type	By-law Amendment
Reference	New
Paragraph	Split the Prairie Region
Subject Matter	By-Laws
Proposed Wording	Be it resolved that the Union split the Prairie RVP region into 2 regions that more equitably distributes representation.
Rationale	The current jurisdictions no longer qualify as fair representation. Prairie region is currently a voting block that does not represent the distribution of population accurately across the country.
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/1/2022

Submission Type	By-law Amendment
Reference	Section 2 - 7
Paragraph	Executive Board
Subject Matter	Executive Board
Proposed Wording	Amend the by-laws to allow a retired member to seek election to the EXECUTIVE BOARD within a certain amount of time TBD.
Rationale	The make up of the board may benefit from bring someone back to sit on it.
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/2/2022

CATCA Convention 2022
English submissions - original format

Submission Type	By-law Amendment
Reference	Section 2 - 1
Paragraph	1.1
Subject Matter	Affiliation with Unifor
Proposed Wording	Be it resolved that CATCA will no longer be affiliated with or a chartered local union of Unifor.
Rationale	<p>Whereas CATCA is a chartered local union of Unifor and pays approximately \$1,000,000/year for the privilege of being part of Unifor.</p> <p>Whereas the biggest selling point to continue to pay a million dollars per year to UNIFOR was that it gets us into the highest political offices in Canada.</p> <p>Whereas the last two years will show Unifor were not successful in helping CATCA get inside of the federal government offices during Level of Service Reviews or cuts to staffing.</p>
Region	Prairie Region
Branch	Regina Tower
Submitter's name	Kevin Youmans
CATCA office held	Chair
Email	kwyoumans@outlook.com
Date of meeting	2/9/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/11/2022

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	11
Subject Matter	Investigations Not Communicated to Members
Proposed Wording	<p>Add:</p> <p>The Association will immediately communicate to the CATCA Membership any and all decisions where CATCA/Unifor Local 5454 or any Member of the Board of Directors, while executing the duties of office, is found in a civil, criminal, administrative or investigative action, as being responsible, whether wholly or in part, in any conduct that violates our fundamental mission or principles. These communications will also provide copies of relevant investigation documents or indicate where to find the documents relating to the investigation and/or decision.</p>
Rationale	<p>Whereas this Association has been found responsible by the Canadian Industrial Relations Board (CIRB File 32572-C) of failure of (DFR) Duty of Fair Representation (section 37 of the Canada Labour Code).</p> <p>Whereas the first paragraph of CATCA Union Bylaws Appendix A states CATCA/Unifor Local 5454 has the lawful and statutory duty to fairly represent the interests of all members of the Local.</p> <p>Whereas the CIRB decision on file 3572-C was not communicated to the general membership from the CATCA National Executive or Unifor.</p>
Region	Prairie Region
Branch	Regina Tower
Submitter's name	Kevin Youmans
CATCA office held	Chair
Email	kwyoumans@outlook.com
Date of meeting	2/9/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/11/2022

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	11
Subject Matter	Communicate Bargaining Agreement Changes to Members
Proposed Wording	Where the CATCA Executive, in agreement with the employer, makes changes, amendments or interpretations, to any article, definition, or letter of understanding, including changes to valid periods, in a current Collective Agreement, the Board shall communicate such changes, without delay, to the Membership in the form of a Branches and Facilities Bulletin. The change shall include any justification or explanation to help avoid confusion at the regional and branch level.
Rationale	Whereas after ratification of the Collective Agreement the Executive Board has, in agreement with the employer, as is their right and occasional obligation, made changes to, interpretations of, and amendments to the Collective Bargaining Agreement, including Letters of Understanding. Whereas there has been occasion where such changes (LOU 2019-11) have not been communicated to the membership leading to confusion and misinterpretation.
Region	Prairie Region
Branch	Regina Tower
Submitter's name	Kevin Youmans
CATCA office held	Chair
Email	kwyoumans@outlook.com
Date of meeting	2/9/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/11/2022

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	11 - Union Policies
Subject Matter	Mandatory Call In and Split Shifts
Proposed Wording	<p>Whereas, Technical Services within NavCanada is actively attempting to reduce Data Systems Coordinator coverage within the FIRs, and</p> <p>Whereas, NavCanada's plan is to replace this coverage with an ability to have DSCs on call and potential split shifts, and this ability does not exist in the CATCA Collective Agreement so will therefore require NavCanada to achieve this at the bargaining table, and</p> <p>Whereas, the implementation of such concepts could eventually creep to all CATCA members, Be it Resolved that CATCA is opposed to mandatory call-in outside of regular working hours and the scheduling of split shifts at all times and will not entertain these items including during Collective Bargaining.</p>
Rationale	<p>NavCanada is attempting to erode our working conditions by death of a thousand cuts. As we know, they have found themselves in staffing crisis in every department and are desperate to find ways to leverage their capacity. Their attempt to eliminate actual coverage and replace it with mandatory call in is only one such attempt in what will be an assault on our CBA. We must be vigilant to protect ourselves and not allow them the start of the slippery slope.</p>
Region	Prairie Region
Branch	Winnipeg ACC
Submitter's name	Stephen Molloy
CATCA office held	Secretary-Treasurer
Email	molloysp@gmail.com
Date of meeting	2/24/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/25/2022

CATCA Convention 2022
English submissions - original format

Submission Type	Policy Resolution
Reference	New
Paragraph	
Subject Matter	Assignment of Supervisor Positions by seniority
Proposed Wording	Supervisor positions are to be awarded by seniority bid.
Rationale	During the pandemic, we have seen the company protect certain members or specialties. I feel that any CATCA positions should be awarded by seniority.
Region	St. Laurent Region
Branch	Montreal Dorval Tower
Submitter's name	Jeremie Yelle
CATCA office held	Chair
Email	jeremiebyelle@gmail.com
Date of meeting	2/10/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/18/2022

Submission Type	Policy Resolution
Reference	1 Administration
Paragraph	11 - Union Policies
Subject Matter	Elimination or Reassignment of Duty DSC coverage
Proposed Wording	<p>Whereas, Technical Services within NavCanada is actively attempting to eliminate duty Data Systems Coordinator coverage within the FIRs</p> <p>Be it Resolved that CATCA is opposed to the elimination or reassignment of the duty DSC activities that directly support our CATCA members in the delivery of Air Traffic Services. CATCA will make all efforts to protect this work.</p>
Rationale	NavCanada believes that there is a cheaper solution to duty coverage for the air traffic controllers; that being the movement of our work to Technical Operations Coordinators (TOC) who are not only members of a different bargaining agent but also a group that is not equipped with knowledge of ATC to provide this support.
Region	Prairie Region
Branch	Winnipeg ACC
Submitter's name	Stephen Molloy
CATCA office held	Secretary-Treasurer
Email	molloysp@gmail.com
Date of meeting	2/24/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/25/2022

CATCA Convention 2022
English submissions - original format

Submission Type	Policy Resolution
Reference	3 Communications & Public Relations
Paragraph	1.6 National Executive Correspondence and Reports
Subject Matter	Catca Communication of Minutes
Proposed Wording	Be it resolved that the Minutes of the National Convention, Executive Board's Meetings, and National Consultation Meetings will be copied to all Branches, Facilities, and Catca Website within 90 days.
Rationale	Currently, there is no timeline to post and distribute minutes of Executive Board Meetings and National Consultation Meetings. As per Section 1-10.17, minutes of Union conventions shall be published and posted for membership no later than 4 months after the close of convention. Members deserve to review and share minutes of Board Meetings and Consultation meetings in a timely manner. As of February 2022 on the Catca Website, the last minutes posted were of the Annual General Meeting in September 2020. Members understand that the Covid pandemic has affected Catca National from posting and distributing minutes after meetings, but there should be some timeline in place for minutes to be published for all to see.
Region	Pacific Region
Branch	Prince George Tower (Cariboo Branch)
Submitter's name	Matt Handford
CATCA office held	Chair
Email	matthew_handford@hotmail.com
Date of meeting	2/24/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/28/2022

Submission Type	Policy Resolution
Reference	3 Communications & Public Relations
Paragraph	New - Addition of Catca seniority list on Catca website
Subject Matter	Updated Seniority List on the Catca website
Proposed Wording	Be it resolved that Catca national will maintain and publish the most recent copy of the national seniority list on the Catca website (catca.ca).
Rationale	Currently, members do not have access to the national seniority list on catca.ca. Members often have to request seniority lists from the EB or their RVP. An up to date list on the website would ensure easy verification of seniority dates in the event that multiple trainees show up at a unit simultaneously. With the high number of staffing changes ongoing in the company, this would be an efficient way of maintaining the integrity of all seniority based activities in a unit.
Region	Pacific Region
Branch	Prince George Tower (Cariboo Branch)
Submitter's name	Matt Handford
CATCA office held	Chair
Email	matthew_handford@hotmail.com
Date of meeting	2/24/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	2/28/2022

Submission Type	Policy Resolution
Reference	New
Paragraph	11.14
Subject Matter	Taking on the work of other units
Proposed Wording	<p>- 11.14 Reassignment of Area of Responsibility</p> <p>- a. The Union is opposed to the reassignment of airspace/work from one Area of Responsibility (AOR) to another, except where there has been full and open consultation with the Union. In the event that NAV Canada transfers airspace/work from one region to another, the Union's policy is that full and complete training by currently qualified personnel will occur prior to any new controllers assuming responsibility for controlling in that airspace/work. (Post 1995 Conv.)</p> <p>- b. That the Union oppose any initiatives of NAV Canada regarding the realignment of airspace/work, or the closure or transfer of ATC units, until such time that NAV Canada has developed a national airspace and an accompanying human resources plan that has been approved by the Executive Board of CATCA/Unifor Local 5454. Such opposition may include withdrawal from any related studies. (Conv. 1997)</p> <p>- c. Contraventions of the above will be handled as such: any RVP can request a vote of majority amongst the executive board to determine if a member(s) should be held to be 'not in good standing (By-laws 5.4)' as a result of violation of ownership of work and or Policy 2.3 Authority to Withhold Rebates should be applied to the branch/facility.</p>
Rationale	As NAVCanada continues to diminish our jobs, and looks for ways to achieve more with less. It has become increasingly more clear that our own members will need to do their best to look out for each other. By strengthening the wording, this would further discourage anyone from actively participating in taking work off another unit or position - Lets collectively do our best to keep these jobs.
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/1/2022

Submission Type	Policy Resolution
Reference	New
Paragraph	
Subject Matter	NavCanada executive board representation
Proposed Wording	The Ottawa tower branch proposes that CATCA establish a working group to explore (in collaboration with NavCanada management) more employee representation on the NavCanada board of directors. These additional representatives would be elected by non-management employees.
Rationale	We believe it would be advantageous to both CATCA and NavCanada if the employees had more representation on the board of directors. For CATCA, it would give us more influence on the running of the company and it's strategic direction. For NavCanada, it would help regain the trust of the employees and encourage a collaborative environment which would help the company remain successful especially in times of crisis.
Region	St. Laurent Region
Branch	Ottawa Tower
Submitter's name	Colin Yukes
CATCA office held	Chair
Email	fyukes4@hotmail.com
Date of meeting	2/14/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/1/2022

Submission Type	Policy Resolution
Reference	New
Paragraph	
Subject Matter	CATCA clothes for all
Proposed Wording	<p>In this section require CATCA to always provide Women's sizes and styles of any promotional clothing that is made. Branches, regions, national, convention.</p> <p>4. MEMBERSHIP SERVICES/SUPPLIES</p>
Rationale	It is time to start selecting vendors for our association apparel that provide both mens and womens style clothing and gear.
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/1/2022

Submission Type	Policy Resolution
Reference	New
Paragraph	Wearing masks in position
Subject Matter	Duties/Training/Staffing/Classification
Proposed Wording	The Union will press NAV CANADA to take all measures possible to mitigate health and safety concerns prior to encumbering the controller themselves. This will fall in line with direction from Provincial and Federal Health Authorities.
Rationale	Many members struggled to wear masks while working in operational positions. The company did very little in terms of looking at other possible options prior to mandating this policy. NAV should consider ALL options prior to mandating somebody to wear something that may encumber their ability to do the job safely - foggy glasses
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/1/2022

Submission Type	Policy Resolution
Reference	
Paragraph	
Subject Matter	New members
Proposed Wording	<p>That new trainees be members and represented by CATCA from the day they are hired, day 1 on the generic course. If necessary or required, we could create a sub-category of membership, such as junior member or apprentice member, until the day they start their PDPI course.</p> <p>That trainees be considered CATCA members and that their seniority date be their generic course start date (retroactive after certification) Art 31.03</p>
Rationale	<p>We saw during the pandemic the importance of trainees being represented. As soon as the employer can exercise leverage, employees should be represented.</p> <p>Members of other unions at Nav are immediately represented when they are hired, why not new interns.</p>
Region	St. Laurent Region
Branch	Montreal ACC
Submitter's name	Eric Vezina
CATCA office held	Branch Chair
Email	
Date of meeting	3/2/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/2/2022

Submission Type	Policy Resolution
Reference	New
Paragraph	Correcting Seniority
Subject Matter	Seniority
Proposed Wording	To amend the CATCA seniority date to reflect the date that the individual walked in the door to train for air traffic control.
Rationale	With members accumulating CATCA seniority from different starting points, is it not time to correct these discrepancies and select one date that stands up for all hires regardless of when or where you started. The current method does not accurately reflect this.
Region	Pacific Region
Branch	Vancouver ACC
Submitter's name	Chris Chapieski
CATCA office held	Branch Chair
Email	
Date of meeting	2/28/2022
Branch Minutes Submission	I acknowledge that the branch minutes have been emailed for a proposed By-Law amendment.
Entry Date	3/2/2022

CATCA Convention 2022
English submissions - original format

Submission Type	Policy Resolution
Reference	
Paragraph	New
Subject Matter	Plan A pension plan
Proposed Wording	The bargaining committee and/or executive board can not agree to the ending of pension plan A without a membership vote. Only those in pension plan A can participate in a vote regarding the ending of that plan. Vote requires 80% approval from only the CATCA members currently on pension plan A.
Rationale	
Region	Atlantic Region
Branch	Gander ACC
Submitter's name	Neil Collins
CATCA office held	
Email	
Date of meeting	
Branch Minutes Submission	
Entry Date	3/2/2022