



May 18, 2023

To: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES

Bargaining Bulletin #10

Your CATCA Bargaining Committee met with NAV Canada May 15th to 18th in Calgary.

On Tuesday, CATCA presented NAV Canada with a final Offer to Settle. The proposal was pared-down and refined from previous offers in a serious effort to get an agreement in place before the summer. NAV Canada countered with their own revised offer on Wednesday. Their offer represented some movement but still fell short of our expectations and left considerable distance between the parties.

The Bargaining Committee elected to declare CATCA and NAV Canada "In Dispute" and began preparation to file the required paperwork with the Minister of Labour. However, at the request of NAV Canada, we have decided to delay the filing and meet with their team one more time.

If we do end up being in dispute, it does not mean CATCA would be in a strike position, but it starts a process that can lead to such. Collective bargaining can still occur while the conciliation process unfolds. A breakdown of the process can be found here: [Federal Mediation and Conciliation Service \(FMCS\)](#).

Your CATCA team is 100% committed to improving the quality of the Collective Agreement, and we will not accept an offer that does not meet your expectations. We are disappointed, but still dedicated to seeing this process through to completion and providing every opportunity to do so without moving to conciliation.

The next round of negotiations is tentatively scheduled for mid-June.

On behalf of the Bargaining Committee,

Nick von Schoenberg
President

Scott Loder
Executive Vice President

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