



January 2<sup>nd</sup>, 2024

**To: Regional Vice Presidents  
Branches and Facilities**

## **Pay Equity Update**

On December 13, 2018, the Federal Government of Canada passed the [Pay Equity Act](#). In May 2023, NAV CANADA submitted a request to the Pay Equity Commissioner for multiple pay equity plans within the company, rather than one pay equity plan for all NAV CANADA employees. The Pay Equity Commissioner recently released their decision on NAV CANADA's request for multiple pay equity plans. The Commissioner granted "the application for a separate pay equity plan for Air Traffic Controllers under the CATCA collective agreement."

### ***Why is this decision important for CATCA?***

As members are aware, in conjunction with our collective agreement, CATCA signed an LOU pertaining to our classification system. Because Pay Equity is federal legislation, any potential changes to our classification system would be subject to determinations made regarding Nav Canada's Pay Equity plan.

The Commissioner's decision means that classification discussions and the ability of CATCA to bargain future contracts will be unconstrained by Pay Equity considerations of a broader company plan.

Thank you to all the CATCA members that have been involved in the many hours of committee discussions over the last months.

On Behalf of the Executive Board;

Nick von Schoenberg  
President

Scott Loder  
Executive Vice President

**THE VOICE OF CANADA'S AIR TRAFFIC CONTROLLERS | LA VOIX DES CONTRÔLEURS AÉRIENS DU CANADA**