



NCBAA Bulletin - Spring 2024

Fellow Members,

The NAV CANADA Bargaining Agents Association (NCBAA) would like to update our respective union members of the below activities that are led by committees for the NCBAA.

Benefits Cyclical Review

The Benefits Cyclical Review began on May 1, 2023, when an input notice was sent out to all bargaining groups at NAV CANADA to submit feedback regarding proposed changes to the plan. In July of 2023, the committee reviewed the compiled feedback to establish review priorities. Although all items are being evaluated, the top three were as follows:

1. Mental Health
2. Vision
3. Paramedical

The parties met on September 13, 2023, in Montreal, and in Ottawa on November 9, 2023, December 5, 2023, and February 15, 2024. During these meetings we exchanged priorities with the employer for evaluation. We are in the early stages of studying the information shared and the NCBAA Committee members met on March 25, 2024, to consider the information to date. We will meet with NAV CANADA on April 4, 2024, as a full committee to continue the process.

The NCBAA Benefits Committee members are:

- Michael Simard, Benefits Committee Co Chair (PIPSC)
- Nick von Schoenberg, Benefits Committee Member (CATCA)
- Scott Chamberlain, Benefits Committee Member (ACFO)
- Michel Gaulin, Benefits Committee Member (IBEW)(Retired)
- Meaghan Olmstead, Benefits Committee Member (IBEW) (Michel Gaulin's replacement)

Allowances Cyclical Review

The cyclical review, originally scheduled during the pandemic, understandably faced delays. Presently, the group is actively engaged in conducting the cyclical review process. Numerous changes and proposals have been put forth and are currently under discussion. The primary focus areas include:

- VTA (Vacation Travel Allowances)
- Mileage and meal rates
- Hardship allowance
- Travel and relocation policies.

These key items are receiving thorough consideration as part of the ongoing review, reflecting the group's commitment to enhancing policies and procedures.

We hold regular meetings every four months, with additional meetings scheduled more frequently for the cyclical review process. Our most recent allowance meeting took place on March 11, and the last cyclical review occurred on January 11, 2024. The next planned cyclical review is scheduled for April 29, 2024. These meetings are vital for ensuring comprehensive reviews and updates.

The NCBAA Benefits Committee members are:

Scott Loder, Committee Co Chair (CATCA)

Dan Roy, Committee Member (ATSAC)

Meaghan Olmstead, Committee Member (IBEW) (Michel Gaulin's replacement)

Elizabeth O'Hurley Committee Member (ATSAC)

Pension

All union leaders at NAV CANADA received that attached letter (2023-12-21 XXXX re CPP Contributions.pdf) on December 21, 2023 regarding the Canada Pension Plan changes that came into effect on January 1, 2014. In particular, NAV is unilaterally interpreting the integration portion for Part A members without consultation with the unions. For the next two years, there is not impact to members under Part A of the Plan.

The attached response (NCBAA Letter Jan 6 2024.pdf) was sent to NAV CANADA from the NCBAA to show our solidarity on the matter.

Union Symposium

The NCBAA held an all-union symposium on October 26, 2023, in Gatineau, Quebec. One of the goals was to identify common struggles faced when interacting with Management. Additionally, we identified the following areas that we would like to raise during our Human Resources Consultation meetings in 2024. They are the OSI process, status update on the Mental Health support programs, recruiting strategy, and the clarification of the Human Resources and Labour Relations structure. The list was presented to NAV CANADA in December 2023 with commitments to meet during the year to discuss. Our next symposium will be held on May 14, 2024.

Group Savings Plan

The NCBAA shares the chair of this committee every two years. For the years 2024 and 2025, the chair is held by a representative of the company. The group convenes 2-3 times a year with the

primary purpose of conducting an investment review facilitated by SunLife. During these meetings, actions that need to be taken are identified, membership is reviewed, potential areas for communication are highlighted, governance practices are scrutinized, and adherence to regulations is ensured. These gatherings serve as critical forums for strategic discussions and decision-making aimed at advancing the objectives of the committee.

The NCBAA Benefits Committee members are:

- Elizabeth O’Hurley Committee Member (ATSAC)
- Scott Loder, Committee Member (CATCA)
- Jim Walker, Committee Member (CANSAs)
- Grant Boland, Committee Member (ACFO)

Pay Equity

As you may be aware, in compliance with legislation, a Pay Equity committee has been established, comprising a representative from each union, with the exception of CATCA. Over the past year, the committee has been convening monthly meetings with the objective of comparing job classes of a similar nature with a focus on gender equity considerations. These meetings are integral to ensuring fair and equitable compensation practices across various roles within the organization, aligning with the principles of gender equality mandated by the legislation.

Furthermore, the NCBAA has designated representatives serving on several other committees. These include the Employment Systems Review committee, the Anti-Harassment and Violence committee, as well as the Diversity, Equity, Inclusion, and Belonging (DEIB) program committee. These representatives play crucial roles in contributing to the objectives and initiatives of each respective committee, ensuring alignment with unions goals and values across various areas of focus such as employment practices, workplace culture, and diversity initiatives.

Sincerely,

Michael Simard,
NCBAA Chair

