



# 2022 National Convention Minutes



**CATCA**  **ACCTA**  
VILLE DE QUÉBEC

**May 2 – May 4, 2022**  
**Quebec City, Quebec**

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

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Unifor Local 5454  
Section Locale 5454 d'Unifor

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DRAFT

**2022 National Convention**  
**Hotel Le Concorde, Quebec City, Quebec**  
**May 2 – May 4, 2022**

The meeting was convened at 15:00 on May 3, 2022.

**1. ROLL CALL OF DELEGATES**

Roll call of the delegates was conducted by the Regional Vice Presidents.

**Pacific Region**

**Abbotsford Tower**

Darren Barkey (2)

**Boundary Bay Tower**

Glen McGarrigle (2)

**Harbour Tower**

Kevin Hobbes (2)

**Kelowna Tower**

Ryan Christensen (2)

**Langley Tower**

Peter Carmichael (2)

**Pitt Meadows Tower**

Steven Pawluk (2)

**Prince George Tower**

Matt Handford (2)

**Vancouver ACC**

Mike Harrington (2)

Chris Chapieski (4)

Kari Johansson (4)

Brandon Schaufele (4)

Curt Granewall (2)

Maureen Murdoch (4)

**Vancouver Tower**

Dennis Sander (3)

Andrew Worthington (2)

**Victoria Tower**

Steve Beselt (3)

**Whitehorse Tower**

Gord Townson (1)

**Prairie Region**

**Calgary Tower**

Todd Gabel (2)

Brett Zubot (2)

**Edmonton ACC**

Mike Loftus (4)

Matt Lepage (4)

Dale Forbes (4)

Laura Foote (4)

Ryan Clarke (4)

Neil Fulton (3)

Cody Wasik (2)

**Edmonton Tower**

Kristin Wicks (3)

**Fort McMurray Tower**

Daelan Davies (2)

**Red Deer Tower**

Anders Rosene (2)

**Regina Tower**

Kevin Youmans (2)

**Saskatoon Tower**

Paul Mongeau (2)

**Springbank Tower**

Nute Jenson (2)

**St. Andrews Tower**

John Stillwell (2)

**Thunder Bay Tower**

Bob (Robert) Smith (2)

**Villeneuve Tower**

David Kenyon (replaced Lisa B) (2)

**Winnipeg ACC**

Jeff Timmy (4)

Ryan Klimack (4)

Robert Briscoe (4)

Steve Molloy (3)

Andrew McLaren (3)

**Winnipeg Tower**

Chad Wassing (2)

**Yellowknife Tower**

Mark Hilman (2)

**Central Region****Bytown Branch**

Christian Lambert (2)

**Hamilton Tower**

Chad Watt (3)

**London Tower**

Marc Mallet (2)

**Oshawa Tower**

Pete Marshall (2)

**Outaouais Branch**

Fred Cosgrove (3)

**Sault Ste Marie Tower**

Chris Imrie (2)

**Toronto ACC**

Kevin Gauthier (5)

Brad Carter (4)

Miriam Chiasson (4)

Devan Jones 4()

Darren Johnston (4)

Chris Kenny (3)

Wayne Bell (3)

Charles Russell (3)

Rejean Bourgeois (3)

**Toronto City Centre Tower**

Stefan Zangov (2)

**Toronto Tower**

Craig Trimble (3)

Blaine Matthews (3)

**Waterloo Tower**

Andrea Kosior (2)

**Windsor Tower**

Katherine Fischer (2)

**St-Laurent Region****Mirabel**

Dominique Bouffard (2)

**Montreal Tower**

Jérémie Yelle (4)

Maxime Collette (0)

**Montréal ACC**

Éric Vézina (3)

Alexandre Regnier (4)

Alexandre Grenier (4)

Jean-François Lemire (4)

Stéphane Roy (4)

Joel Langlois (4)

**Ottawa Tower**

Colin Yukes (3)

**Québec Tower**

Mickaël Cormier (2)

**St. Honoré Tower**

Mathieu Sergerie (2)

**St. Hubert Tower**

Éric Choquette (2)

**St. Jean Tower**

Caroline Dazé (1)

**Atlantic Region****Fredericton Tower**

Josh Armstrong (2)

**Gander ACC**

Wayne Badcock (5)

Keith Clark (5)

Neil Collins (5)

Marc Simpson (2)

Rodney Penney (2)

**Gander Tower**

Tanya Keaugh(2)

**Halifax Tower**

Leslie Boutilier (3)

**Happy Valley - Goose Bay  
(Serco)**

Shawn Brown (3)

**Moncton ACC**

Michael Wissink (4)

Shawn Murphy (3)

Stephanie Weisner (3)

Ryan Edison (3)

**Moncton Tower**

Peter Bryant (3)

**St. John's Tower**

Sean Manning (2)

**Transport Canada**

Martin Gagnon (voted by proxy) (2)

The President and Convention Chairman declared a quorum established.

## 2. HANDOVER OF CONVENTION

Interim President Nick von Schoenberg handed over the remainder of the convention proceedings to Jonathan Daoust, CATCA 2022 Convention Chairman, who declared the 2022 Triennial Convention open.

## 3. MINUTE OF SILENCE FOR DECEASED MEMBERS

The Convention Chairman called on the Interim President to recognize all of the members that had passed away since the previous convention, and a minute of silence was observed in their memory.

### Active Members

Dave Morrow

### Retired Members

Chris Rasley

Edward (Ed) Lesage

Cliff Strachan

Wilfred Gordon Summers

George Machum

Carl Ross

Al Barnett

Mike Lompart

Bart Green

Steve Shewchuk

Keith Steeves

Ronald Dobson

Glen Shewfelt

Tim Creaghan

Bob Delahunt

Bernard Lévesque

Steve Wells

Robert Desjardins

Donald MacIntyre

Robert McDermott

Allan Otto

Mark Stebbings

Judy Strome-Wilson

Louis Doucet

Ronald (Ron) McFarlane

Ron Chafe

Blaine Beverly-Peterson

James Kilburn

Gus Morier

George Porayko

Hester Trites

Gerald Robert Mead

John (Jack) Butt

Jean-Yves Dupré

Fred Petrauskas

Maureen Swatman

Tom Adams

Bernie Burgess

Will (Fred) Hare

Warren Whitehouse

William (Jim) Doyle

Reg Batson

Dudley Matthews

Larry Ellis

Robert James Forbes

Larry Beaudry

Brad MacDonald

Thomas Art Cauty

Brian Lewis

Allan Coley

Pierre Jones

Grant Price

Steve Elmhirst

Don Lundgard

William (Bill) Schartz

Ray Brien

Nelson Greene

Bill Grouchy

Gordon Logan

Michael McBurney

Terry McGiveron

Ray Morinville

Joe Owen

Patrick Penny

Keld Peterson

Tom Tomlin

Mark Borden

#### 4. REVIEW OF THE BUSINESS PROCEDURES AND RULES OF ORDER

The Convention Chairman reviewed Robert's Rules of Order. The Chair noted that, under Robert's Rules and CATCA's Policy Book, only delegates may move resolutions and vote. The Chair stated that he intended to take a more flexible approach to speaking at the convention. All active members in good standing of the union may participate in the debate. Any other category of member attending, and the invited guests, may participate only at the discretion of the Chair or of convention.

*The Chair asked if there were objections to having invited guests remain for the duration of Convention, at the discretion of the Chair. Seeing no objections, the Chairman declared that the guests were invited to remain.*

#### 5. APPROVAL OF 2019 BANFF CONVENTION MINUTES

**Resolution No. 1:** Be it resolved that the minutes of the previous convention be accepted.

Mover: Jean-François Lemire, Montréal ACC  
Second: Kevin Gauthier, Toronto ACC

**CARRIED**

#### 6. REPORTS

- **Acting President** – Nick von Schoenberg - No amendments – received as information
- **Executive Vice President** – Scott Loder – No amendment - received as information
- **Vice President Atlantic Region** – Ian Thomson – One amendment to the report – received as information “Serco Canada was successful in their bid to continue providing Air Traffic Control Service at 7 Wing Goose Bay for the next 10 years is in fact 20 years length.” - received as information
- **Vice President Central Region** – Gordon Howe – No amendments – received as information
- **Vice President St-Laurent Region** – Benoit Vachon – No amendments – received as information
- **Vice President Prairie Region** – Jerry Brodt – No amendments – received as information
- **Acting Vice President Pacific Region** – James Legein – No amendments – received as information
- **Board of Trustees** – Brad Carter – No amendments – received as information
- **Elections Committee** – Chad Watt – No amendments – received as information
- **National Occupational Health and Safety Policy** – Ryan Curr – No amendments – received as information

*The meeting was adjourned at 16:00 on May 2, 2022.*

09:00 am May 3, 2022, the Chair declared quorum and the meeting was reconvened.

- The Chair instructed attendees that the next order of business was the By-law amendments.

08:00 am May 4, 2022, the Chair declared quorum and the meeting was reconvened.

- The Chair instructed attendees that the next order of business was the By-law amendments

## 7. BY-LAW AMENDMENTS

<b>BY 2</b>	<b>Regina Tower</b>
<i>Reference</i>	New
<i>Paragraph</i>	Proposed New Appendix B
<i>Subject Matter</i>	Declaration of Recusal

### Proposed Wording

- 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,
- 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;

BE IT RESOLVED THAT: "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 representations concerning a CATCA member to member situation. of a CATCA Member. 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."

BE IT FURTHER RESOLVED THAT: "any Member of the Executive that hears any verbal declaration of conflict of interest from another member, assigned to represent 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."

The Board will design an Appendix B.

### Declaration of Recusal

Due to reasons known to me and the CATCA Executive, I,

Member Name \_\_\_\_\_,

Member's CATCA Position \_\_\_\_\_,

Hereby recuse myself from the matter of \_\_\_\_\_,  
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.  
If called, I may still testify to cooperate as a witness in any investigation but I may not provide council.

Signed \_\_\_\_\_ Date \_\_\_\_\_”.

#### **AMENDMENT CARRIED AS MODIFIED**

#### **Final Resolution**

BE IT RESOLVED THAT: "to amend the CATCA National By-laws to include an Appendix B Declaration of Recusal form to be used when any conflict of interest may exist in relation to representations concerning a CATCA member to member situation. 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."

BE IT FURTHER RESOLVED THAT: "any Member of the Executive that hears any verbal declaration of conflict of interest from another member, assigned to represent 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."

The Board will design an Appendix B.

#### **CARRIED AS AMENDED**

#### **BY 3**

*Reference*  
*Paragraph*  
*Subject Matter*

#### **Regina Tower**

Section 2-7  
Section II Bylaw 7.23 f (new)  
Amendment to Bylaw 7.23 – Vacancy and Removal from Office

#### **Proposed Wording**

- 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); and
- 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
- 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
- Whereas the members of this Association find the DFR to be of a particularly heinous nature.



BE IT RESOLVED THAT: "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."

**AMENDMENT CARRIED AS MODIFIED**

**Final Resolution**

BE IT RESOLVED THAT:

"Upon the conclusion of a thorough and formal investigation if any union executive is found to have not fulfilled their Duty of Fair Representation to a CATCA member, that executive will be removed from their board position."

**CARRIED AS AMENDED**

**BY 5**

*Reference*  
*Paragraph*  
*Subject Matter*

**Vancouver ACC**

Section 2-7  
New  
Allowing retired members to seek election to the Bargaining Committee

**Proposed Wording**

BE IT RESOLVED THAT: "Bylaws be amended 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?

**WITHDRAWN**

**BY 6**

*Reference*  
*Paragraph*  
*Subject Matter*

**Vancouver ACC**

Section II  
Bylaw 5.4  
Amend Section II Bylaw 5.4 – Voting Rights

**Proposed Wording**

BE IT RESOLVED THAT: "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 in by-law 5.4**, 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.

**TABLED**

<b>BY 7</b>	<b>Vancouver ACC</b>
<i>Reference</i>	Section 2 - 8
<i>Paragraph</i>	Appropriate amendments and additions to Bylaws 8.1 & 8.2
<i>Subject Matter</i>	Split the Prairie Region

### **Proposed Wording**

BE IT RESOLVED THAT: " the Union split the Prairie RVP region into 2 regions that more equitably distributes representation."

The union split the Prairie region into 2 regions along the EG/WG FIR boundary, and amend 7.18 to read:

7.18 The Regional Vice-President shall be elected only by the Active Members from within the Represented region.

a. During his/her term of office, a Regional Vice-President must be a member of a Branch/Facility from within the Represented region, with the exception of 7.18b

b. If a region is split during the term for which the current RVP has been elected or acclaimed, the current RVP will be permitted to select the region they will represent for the balance of the term.

### **Rationale**

- The current jurisdictions no longer qualify as fair<sup>2</sup> representation. Prairie region is currently a voting block that does not represent the distribution of population accurately across the country.

### **Final resolution**

BE IT RESOLVED THAT: The union split the Prairie region into 2 regions along the EG/WG FIR boundary.

**WITHDRAWN**

<b>BY 8</b>	<b>Vancouver ACC</b>
<i>Reference</i>	Section 2-7
<i>Paragraph</i>	7.8 d New
<i>Subject Matter</i>	Assignment of Supervisor Positions by seniority

### **Proposed Wording**

BE IT RESOLVED THAT: " retired members be allowed 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.

**WITHDRAWN**

## 8. POLICY RESOLUTIONS

<b>POL 0a</b>	<b>Regina Tower</b>
<i>Reference</i>	Section I and II
<i>Paragraph</i>	Section I A: Fundamentals, Section II: Bylaw 1.1 and Section II Bylaw 3.1
<i>Subject Matter</i>	Affiliation with Unifor

### Proposed Wording

- Whereas CATCA is a chartered local union of Unifor and pays approximately \$1,000,000/year for the privilege of being part of Unifor; and
- 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; and
- 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.

BE IT RESOLVED THAT: "CATCA will hold a referendum on the question of no longer being affiliated with, or a chartered local Union of Unifor."

**AMENDMENT CARRIED AS MODIFIED**

### Final Resolution

BE IT RESOLVED THAT: "CATCA will hold a referendum on the question of no longer being affiliated with, or a chartered local Union of Unifor. Referendum shall take place in a reasonable time."

**CARRIED AS AMENDED**

<b>POL 0b</b>	<b>Montreal Dorval Tower</b>
<i>Reference</i>	New
<i>Paragraph</i>	New
<i>Subject Matter</i>	Assignment of Supervisor Positions by seniority

### Proposed Wording

BE IT RESOLVED THAT: " 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.

**WITHDRAWN**

<b>POL 1</b>	<b>Executive Board</b>
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<i>Reference</i>	Section I, Subsection 11
<i>Paragraph</i>	All
<i>Subject Matter</i>	Reaffirmation of Union Policies

### **Proposed Wording**

BE IT RESOLVED THAT: The Union Policies contained in Section I, Subsection 11: Union Policies - be re-affirmed according to the requirements contained in Subsection 11 (below).

#### **11. UNION POLICIES**

*Union policies remain valid until the end of the second convention after their adoption or reaffirmation (6 years). Policies must be reaffirmed by the end of the second subsequent convention or else they expire. (Conv. 2016)*

### **Rationale**

- As per Section I, Subsection 11 – The Union Policies must be reaffirmed 6-years after their adoption or reaffirmation or else they expire. Convention 2022 is the 6-year mark from the last time the Policies were adopted or reaffirmed.

### **Amendments to the resolution to reaffirm the Policy Manual, Section 1, Subsection 11**

**Amendment 1:** Subsection 11.5: Delete the second sentence.

#### **11.5 Minimum Staffing**

*Union policy requires a minimum staff of two (2) operational controllers at all units during operating hours (Conv. 1981). CATCA requires a period of 56 days' prior notice to any decreases in staffing levels at any ATC unit, following a period of meaningful consultation (Conv. 2010).*

### **Rationale**

- This policy as written is an item for collective bargaining. At this point CATCA is also opposed to reductions in staffing levels and imposing a timeframe for notice does not support this.

**Amendment 2:** Subsection 11.10: Delete this subsection.

#### **11.10 Progressive Training Plans**

*CATCA Supports progressive training plans provided that:*

- 1. the ability to use progressive training in a Branch is supported by CATCA;*
- 2. upon initial qualification, the trainee receives compensation equal to the standard unit grade. (Conv. 2016)*

### **Rationale**

- This policy has not been implemented properly anywhere and has proven to be ineffective in promoting training success or limiting management's tendency to leave trainees stranded in partially-qualified limbo.

**Amendment 3:** Subsection 11.18: Delete the subsection.

### **11.18 Use of Tapes or Transcripts in Disciplinary Proceedings**

*It is the policy of this Union that we will not agree to the use of tapes or transcripts in disciplinary or incompetency cases without the consent of the involved controller unless the tapes are released on the authority of at least two-thirds of the members of the Executive Board after the involved member has been given an opportunity to address the Board on the subject. (April 1979)*

#### **Rationale**

- It involves an inappropriate role for the Executive Board and is in any case covered by Just Culture policy.

**Amendment 4:** Subsection 11.19: Amend “radar” to read “surveillance”.

### **11.19 Release of Radar Data**

*The Union opposes the release of radar data to any third party, except where as provided by Article 15 of the CATCA/Unifor Local 5454/NAV Canada Collective Agreement. (Fall 1994)*

#### **Rationale**

- Updating the policy to reflect current operational language and equipment.

**Amendment 5:** Subsection 11.21: Delete the subsection.

### **11.21 Provision of Radar Equipment for VFR Operations**

*In the interests of flight safety, considering the wide divergence of types of aircraft involved and the mix of IFR and VFR operations, the Union supports the necessity of radar displays being available in all control towers where there is adequate radar coverage. At those control towers where there is inadequate radar coverage, the Union supports the installation of other surveillance technologies. (January 1991, Conv. 2016)*

#### **Rationale**

- This has already happened and this policy is no longer necessary.

**Amendment 6:** Subsection 11.22: Amend “control towers” to read “control purposes”.

### **11.22 Equipment Fit for Brightly Day-lit Room**

*The Union's policy is that any new and existing equipment destined for control towers meet the requirement of being clearly visible in a brightly day-lit room with the appropriate eye protection being worn. (Conv. 1999)*

#### **Rationale**

- The issue is becoming broader than just control towers. They will remain covered under this amendment but other facilities may now also be included.

**Amendment 7:** Subsection 11.27: Delete the subsection.

**11.27 Retiree Dental Plan**

*The Executive Board shall determine the feasibility of a Retiree Dental Plan. (Conv. 2016)*

**Rationale**

- This was done and the proposed plan was determined to be too expensive for the benefits provided, and therefore no viable.

**Amendment 8:** Subsection 11.28: Amend the subsection by adding “who want to participate in it” to the end of the sentence.

**11.28 Pension Plan Restoration**

*The Executive Board shall pursue the restoration of Part A of the NAV Canada Pension Plan to the benefit of all members. (Conv. 2016)*

**Rationale**

- There are members who prefer to be in Part B of the pension plan. CATCA should support informed choice on pension decisions.

**Amendment 9:** Subsection 11.29 Delete the subsection.

**11.29 Pensionable Salary**

*CATCA supports the premium paid to the President, Executive Vice President, and Regional Vice Presidents as being part of the pensionable salary for the position. (Conv. 2016)*

**Rationale**

- The Executive Board members are paid entirely in salary and there is no premium. The method of calculation of the salary levels do not themselves constitute a premium.

**Amendment 10:** Subsection 11.30: Delete the subsection.

**11.30 Member Benefits**

*Should NCJC benefits not be resolved by the opt-out period, CATCA tasks the Executive Board to examine options to remove CATCA from the NCJC Benefits Committee. (Conv. 2019)*

**Rationale**

- This subsection describes a specific point in time in which the NCJC benefits were being renegotiated. That time has passed and this policy is no longer relevant.

**AMENDMENT CARRIED AS MODIFIED**

**Final Resolution**

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

**Amendment 1:** Subsection 11.5: Delete the second sentence.

**11.5 Minimum Staffing**

*Union policy requires a minimum staff of two (2) operational controllers at all units during operating hours (Conv. 1981).*

**Rationale**

This policy as written is an item for collective bargaining. At this point CATCA is also opposed to reductions in staffing levels and imposing a timeframe for notice does not support this.

**Amendment 4:** Subsection 11.19: Amend “radar” to read “surveillance”.

**11.19 Release of Radar Data**

*The Union opposes the release of surveillance data to any third party, except where as provided by Article 15 of the CATCA/Unifor Local 5454/NAV Canada Collective Agreement. (Fall 1994)*

**Rationale**

Updating the policy to reflect current operational language and equipment.

**Amendment 6:** Subsection 11.22: Amend “control towers” to read “control purposes”.

**11.21 Equipment Fit for Brightly Day-lit Room**

*The Union's policy is that any new and existing equipment destined for control purposes meet the requirement of being clearly visible in a brightly day-lit room with the appropriate eye protection being worn. (Conv. 1999)*

**Rationale**

The issue is becoming broader than just control towers. They will remain covered under this amendment but other facilities may now also be included.

**Amendment 8:** Subsection 11.28: Amend the subsection by adding “who want to participate in it” to the end of the sentence.

**11.27 Pension Plan Restoration**

*The Executive Board shall pursue the restoration of Part A of the NAV Canada Pension Plan to the benefit of all members who want to participate in it. (Conv. 2016)*

**Rationale**

There are members who prefer to be in Part B of the pension plan. CATCA should support informed choice on pension decisions.

*Comments:*

**Any Policy adopted or reaffirmed at Convention 2019 (11.8, 11.11 – second sentence, 11.15, 11.30 does not need to be reaffirmed at this convention.**

**CARRIED AS AMENDED**

<b>POL 2</b>	<b>Executive Board</b>
<i>Reference</i>	Section IV, Subsection A: 2
<i>Paragraph</i>	2.1 and 2.2
<i>Subject Matter</i>	Amendment to CATCA Board of Trustees

### **Proposed Wording**

BE IT RESOLVED THAT: The Board of Trustees shall be **elected by the Delegates at Convention** and consist of a Chairperson and not less than two other members. The Board of Trustees shall **advise the Executive Board on the state of the Union’s finances as required and** report directly to the **membership represented at Convention on the conduct of the Union’s finances;**

BE IT FURTHER RESOLVED THAT: The term of office for all members shall **begin on the first Monday following the triennial convention until the end of the subsequent triennial convention. The first election will begin at convention 2025.**

### **Rationale**

- The goal of the CATCA Executive Board is to ensure full transparency to the membership through the work of the Board of Trustees. To achieve that, it is felt that the Board of Trustees should be given more oversight authority and not be responsible for answering to those that appoint them. The Board of Trustees shall inform the membership at convention whether the financial affairs of the Union have been properly conducted, whether appropriate financial policies are in place, and whether decisions were taken in accordance with these policies.

**AMENDMENT CARRIED AS MODIFIED**

### **Final Resolution**

#### **Proposed Wording**

BE IT RESOLVED THAT: The Board of Trustees shall be **elected by the Delegates at Convention** and consist of a Chairperson and not less than two other members. No CATCA regions shall have more than one member. The Board of Trustees shall **advise the Executive Board on the state of the Union’s finances as required and** report directly to the **membership represented at Convention on the conduct of the Union’s finances;**

**CARRIED AS AMENDED**





- Whereas there has been occasion where such changes (LOU 2019-11) have not been communicated to the membership leading to confusion and misinterpretation.

BE IT RESOLVED THAT: 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.

**CARRIED**

<b>POL 5</b>	<b>Winnipeg ACC</b>
<i>Reference</i>	Section I, Subsection 11
<i>Paragraph</i>	New
<i>Subject Matter</i>	Mandatory Call-In and Split Shifts

**Proposed Wording**

- Whereas, Technical Services within Nav Canada is actively attempting to reduce Data Systems Coordinator coverage within the FIRs; and
- Whereas, Nav Canada'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 Nav Canada to achieve this at the bargaining table; and
- Whereas, the implementation of such concepts could eventually creep to all CATCA members.

BE IT RESOLVED THAT: CATCA is opposed to:

- a) scheduling of mandatory on-call time outside of the employee's regular working hours, without compensation at the overtime rate or greater, and,
- b) scheduling of split shifts at any time.

CATCA will not entertain these items during Collective Bargaining.

**Rationale**

- Nav Canada 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.

**DEFEATED**

**POL 6**                                      **Winnipeg ACC**  
*Reference*                                      Section I, Subsection 11  
*Paragraph*                                      New  
*Subject Matter*                                Elimination or Reassignment of Duty DSC coverage

**Proposed Wording**

- Whereas, Technical Services within Nav Canada is actively attempting to eliminate duty Data Systems Coordinator coverage within the FIRs.

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.

**Rationale**

- Nav Canada 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.

**AMENDMENT CARRIED AS MODIFIED**

**Final Resolution**

BE IT RESOLVED THAT: CATCA is opposed to the elimination or reassignment of the duty DSC activities. CATCA will make all efforts to protect this work in its entirety.

**CARRIED AS AMENDED**

**POL 7**                                      **Prince George Tower (Caribou Branch)**  
*Reference*                                      Section III: Communications and Public Relations  
*Paragraph*                                      New  
*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.

**AMENDMENT CARRIED AS MODIFIED**

**Final Resolution**

### Proposed Wording

BE IT RESOLVED THAT: CATCA national will obtain and publish the most recent copy of the national seniority list on the CATCA website (catca.ca) for members only.

**CARRIED AS AMENDED**

### POL 8

#### Prince George Tower (Caribou Branch)

*Reference*

Section III: Communications and Public Relations

*Paragraph*

1.6 – Amend Paragraph 3

*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.

**AMENDMENT CARRIED AS MODIFIED**

### Final Resolution

#### Proposed Wording

BE IT RESOLVED THAT: the Minutes of the National Convention, Executive Board's Meetings, and will be copied to all Branches, Facilities, **and CATCA Website within 120 days.**

**CARRIED AS AMENDED**

### POL 9

#### Vancouver ACC

*Reference*

Section I, Subsection 11

*Paragraph*

Amend 11.14 a. and b. Add 11.14 c.

*Subject Matter*

Re-affirmation of Union Policies

### Proposed Wording

BE IT RESOLVED THAT: 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.)

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)

**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.**

### Rationale

- As NAV Canada 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.

**DEFER TO EXECUTIVE BOARD**

### POL 10

#### Ottawa Tower

*Reference*

Section I, Subsection 11

*Paragraph*

New

*Subject Matter*

NAV Canada Executive Board Representation

### Proposed Wording

BE IT RESOLVED THAT: CATCA establish a working group to explore (in collaboration with Nav Canada management) more employee representation on the Nav Canada board of directors. These additional representatives would be elected by non-management employees.

### Rationale

- We believe it would be advantageous to both CATCA and Nav Canada 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 its strategic direction. For Nav Canada, 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.

**CARRIED**

### POL 11

#### Vancouver ACC

*Reference*

Section I, Subsection 4

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

*Paragraph* New  
*Subject Matter* CATCA Clothes for All

### **Proposed Wording**

BE IT RESOLVED THAT: CATCA is required to always provide Women's sizes and styles of any promotional clothing that is made. Branches, regions, national, convention.

### **Rationale**

- It is time to start selecting vendors for our association apparel that provide both men's and women's style clothing and gear.

**AMENDMENT CARRIED AS MODIFIED**

### **Final Resolution**

#### **Proposed Wording**

BE IT RESOLVED THAT: CATCA shall endeavour to make available inclusive clothing for all members sizes and styles of any promotional clothing that is made. Branches, regions, national, convention.

**CARRIED AS AMENDED**

**POL 12** **Vancouver ACC**  
*Reference* Section I, Subsection 11  
*Paragraph* New  
*Subject Matter* Wearing masks in position

### **Proposed Wording**

BE IT RESOLVED THAT: 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.

**AMENDMENT CARRIED AS MODIFIED**

### **Final Resolution**

#### **Proposed Wording**

BE IT RESOLVED THAT: The Union will press NAV CANADA to take all measures possible to mitigate health and safety concerns prior to encumbering the controller themselves.

### **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. This will fall in line with direction from Provincial and Federal Health Authorities.

**CARRIED AS AMENDED**

**POL 13**                      **Vancouver ACC**  
*Reference*                      Section I, Subsection 11  
*Paragraph*                      New  
*Subject Matter*                      Seniority

**Proposed Wording**

BE IT RESOLVED THAT: CATCA amend the 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.

**DEFER TO EXECUTIVE BOARD**

**POL 14**                      **Gander ACC**  
*Reference*                      Section I, Subsection 11  
*Paragraph*                      New  
*Subject Matter*                      Pension Plan A

**Proposed Wording**

BE IT RESOLVED THAT: 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.

**WITHDRAWN**

**POL 15**                      **Montreal ACC**  
*Reference*                      Section I, Subsection 11  
*Paragraph*                      New  
*Subject Matter*                      Seniority

**Proposed Wording**



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.

That trainees be considered CATCA members and that their seniority date be their generic course start date (retroactive after certification) Art 31.03

### **Rationale**

We saw during the pandemic the importance of trainees being represented. As soon as the employer can exercise leverage, employees should be represented.

Members of other unions at Nav are immediately represented when they are hired, why not new interns.

**DEFEATED**

<b>POL 16</b>	<b>Toronto Tower</b>
<i>Reference</i>	I. Administration
<i>Paragraph</i>	11.8 Union classification policy
<i>Subject Matter</i>	Classification

### **Proposed Wording**

Be it resolved that CATCA pursue a comprehensive review of the classification system that applies to all members of the bargaining unit or, in the alternative, the development and implementation of a new classification system.

### **Rationale**

Whereas the first few attempts at creating an adequate classification system early in NAV Canada's history were short-lived; the current system has been in place since 2006 with no serious review. The original Deloitte report on which it is based had several limitations immediately identified, and the additional report of the classification working group in 2016 indicated a need for further improvement.

Whereas there is no more OFP pay ceiling, it is clear that the current compensation structure, especially its counting methodology, does not adequately reflect the increasing volume and complexity faced by a number of units across Canada.

Whereas on a broader scale, there is an acute staffing shortage at nearly every unit, which is quickly approaching a critical point. The surest way to attract, recruit and retain talent is by offering adequate compensation, which must be addressed both in and outside the bargaining environment. This is especially true today, in the face of rampant inflation and exorbitant costs of living in many areas of Canada.

**CARRIED**

<b>POL 17</b>	<b>Calgary Tower</b>
<i>Reference</i>	Section 1, Subsection 11



*Paragraph* New  
*Subject Matter* Equitable distribution of shifts in a 24-hour unit

**Proposed Wording**

Any member that works in a 24hour unit can only be accommodated for up to 6 months maximum.

**Rationale**

Midnights among other shifts are less preferable and it causes unequal distribution of undesirable shifts.

**AMENDMENT MODIFIED**

**Final Resolution**

**Proposed Wording**

Proper process be followed in all instances of accommodation in the work place.

**TABLED**

**POL 18**

*Reference*

*Paragraph*

*Subject Matter*

**Technology**

11 - Equipment/Facilities

New

Require a CATCA member to certify equipment for operational use.

**Proposed Wording**

CATCA **will** ensure that a CATCA member is required to be an official signing authority for certification **and operational readiness** of any equipment or systems intended for ATC operational use. This requirement will apply to any and all instances where equipment or systems are being put into service and/or being returned to service.

**Rationale**

CATCA members are the only people in the company that can actually use the equipment/systems in the real world or have the knowledge of how the equipment/systems will be used in an ATC environment. All other personnel in the company do not have the same level of knowledge and expertise to fully understand the impacts of the equipment/systems.

**CARRIED**

**POL 19**

*Reference*

*Paragraph*

*Subject Matter*

**Montreal ACC**

New

**Proposed Wording**

Be it resolved that contractual employees always be assigned overtime as a last resort, both at the publication of the schedule or for call-ins. At the time of qualification the term employee be assigned a value of overtime hours equal to the highest member in the unit plus one hour.

**Rationale**

We would like to propose a ruling to make sure contractual workers are viewed as last resort for overtime purposes.

**AMENDMENT MODIFIED**

**Final resolution**

**Proposed Wording**

Be it resolved that contractual temporary employees always be assigned overtime as a last resort, both at the publication of the schedule or for call-ins.

**WITHDRAWN**

**POL 20**

**Edmonton ACC**

Reference

Section #, Subsection ##

Paragraph

New

Subject Matter

Splitting Prairie Region into 2 Regions

**Proposed Wording**

BE IT RESOLVED THAT: The CATCA National Executive commence negotiations with NAVCANADA to fund a 6<sup>th</sup> Regional Vice President position, and when successful, the Executive Board will investigate the feasibility of creating a 6<sup>th</sup> region. If it is deemed to be-feasible the board will use the authority granted under CATCA Bylaw 8.1 to amend all required Bylaws to split Prairie Region into 2 regions.-The recommended regions would be

The Prairie Region shall be comprised of the Winnipeg ACC and the St. Andrews, Thunder Bay, Winnipeg, Saskatoon, Regina towers.

The new region shall be comprised of the Edmonton ACC and the Edmonton International, Villeneuve, Yellowknife, Red Deer, Calgary, Fort McMurray and Springbank Towers.

**Rationale**

The current Prairie region consists of 2 ACCs and 12 towers spread over 4 provinces 1 territory and 3 time zones, making it difficult to manage for a single RVP.

**AMENDMENT CARRIED AS MODIFIED**

**Final Resolution**

BE IT RESOLVED THAT: The CATCA National Executive explore negotiations with NAVCANADA to fund a 6<sup>th</sup> Regional Vice President position, and if successful, the Executive Board will investigate the feasibility of creating a 6<sup>th</sup> region. The recommended regions would be

The Prairie Region may be comprised of the Winnipeg ACC and the St. Andrews, Thunder Bay, Winnipeg, Saskatoon, Regina towers.

The new region may be comprised of the Edmonton ACC and the Edmonton International, Villeneuve, Yellowknife, Red Deer, Calgary, Fort McMurray and Springbank Towers.

**CARRIED AS AMENDED**

<b>POL 21</b>	<b>Toronto ACC</b>
Reference	Section I, Subsection 11
Paragraph	New
Subject Matter	

### **Proposed Wording**

BE IT RESOLVED THAT: The Executive Board, Bargaining Committee or any other appointed or elected entity related to CATCA may not make changes, modifications, or close any Part (Part A, Part B, or any future Parts) of the pension plan without a membership vote. The vote would need to be ratified by only the members in the affected Part to a result of 80% or greater.

### **Rationale**

Should there be future amendments proposed to change, contravene or modify the above policy, these changes, amendments or modifications would need to be ratified by the entire membership of each Part separately. Successful changes will require a vote in each separate Part, with each Part's vote result individually generating a result of 80% or greater in favor of the changes. Results shall be calculated separately and not combined.

**WITHDRAWN**

<b>POL 22</b>	<b>Ottawa Tower</b>
Reference	
Paragraph	New
Subject Matter	

### **Proposed Wording**

BE IT RESOLVED THAT: Members from one unit will be allowed to work overtime in other units which they were previously qualified. They will only be eligible for unfilled shifts.

## Rationale

This idea came from a member in Ottawa Tower who recently took a job at OSR. They feel it would be better that at their new job if the member still had “one foot in the game”, and be able to help us out in short staff situations.

**DEFEATED**

## **POL 23**

## **Moncton ACC**

Reference

Paragraph

Subject Matter

## Proposed Wording

BE IT RESOLVED THAT: the hosting regions delegation be placed at the centre of the convention floor rather than the current practice of seating geographically.

## Rationale

**CARRIED**

**POL 24**

**St John's Tower and Gander ACC**

Reference

Paragraph

Subject Matter

**Proposed Wording**

BE IT RESOLVED THAT: that Gander ACC and St John's Tower host CATCA Convention 2025 in St John's.

**Rationale**

**CARRIED**

DRAFT

**APPENDIX A**  
**EXECUTIVE BOARD MEMBERS AND OFFICIAL 2022 TRIENNIAL CONVENTION ATTENDEES**

Nick von Schoenberg  
**Interim President**

Scott Loder  
**Executive Vice President**

Ian Thomson  
**Vice President Atlantic Region**

Benoit Vachon  
**Vice President St-Laurent Region**

Gordon Howe  
**Vice President Central Region**

Jerry Brodt  
**Vice President Prairie Region**

James Legein  
**Acting Vice President Pacific Region**

Bruce Snow  
**Unifor National Representative**

Jonathan Daoust  
**Convention Chairman**

Karty Singh  
**Legal & Labour Relations Associate**