



November 29, 2024

**To: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES**

CATCA Quarterly Membership Update

To all CATCA members,

Earlier this month, CATCA held a Membership Virtual Town Hall. Since the majority of the Executive Board was in Ottawa to participate in a National Union-Management Consultation Meeting, we took the opportunity to deliver our regular quarterly update in the form of a town hall. For those who were unable to attend, this message will summarize the topics discussed and provide some additional information and updates.

New Leadership at NAV Canada

As you know, Ray Bohn is stepping down as our CEO. On November 25th, Mark Cooper was announced as his successor, effective December 2nd. On behalf of the members of CATCA we would like to congratulate Mark Cooper on his appointment as the new President and CEO of Nav Canada. There are certainly some big challenges ahead and outstanding issues awaiting him: Unresolved bargaining with CANSA, a benefits review at impasse, and a stalled classification negotiation are all high on the list, in addition to the ongoing daily challenge of maintaining service delivery with our current staffing. We hear a lot about Nav's ambitious plans for change but there are other issues that matter for employees also and it's difficult to look ahead while those remain unresolved. CATCA will make it clear to our new CEO that we will continue to attempt to work constructively and collaboratively with management to make Nav great again, but cooperation is a two-way street and both parties will have to commit to that process for it to work. We expect to have a strong voice in the company's decision-making process as we move into this new era and hope to continue the collaborative and respectful relationship that has largely defined our interactions with management of late. Nav's effectiveness as a service provider and its ability to manage change are contingent on the cooperation and engagement of the air traffic control group, and we are optimistic that we can achieve great things only if we work together. The coming weeks should reveal whether we will be moving ahead cooperatively in this way, and accomplishing big things together, or

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

whether we will have an agenda foisted upon us without consideration for our rights, needs and concerns.

Support for CANSA Members at NAV Canada

At the time of our town hall, our colleagues in the CANSA bargaining group had reached the unfortunate milestone of 500 days without a contract. As of this update, two more weeks have passed. CATCA stands in strong solidarity with CANSA and urges NAV Canada to honor its commitment to a "one company" mindset by following the long-established bargaining pattern. CANSA employees are a vital and valued part of our workforce and deserve a fair and equitable collective agreement. Please give it to them.

CATCA Members at Transport Canada

Likewise, our members at Transport Canada have been working without a Collective Agreement since June 30, 2022 (a total of 878 days at time of writing). They reached an impasse with Treasury Board earlier this year and attempted to reach a resolution through mediation in October. Unfortunately, they remain a significant distance apart with respect to wages, and are headed to arbitration at some point early in the new year. These members provide important oversight and play a significant role in ensuring NAV Canada remains compliant with TC regulations. Please make them feel welcome if you interact with them in your facilities and let them know we stand in solidarity with them.

Benefits Review Process

We regret to inform members that the benefits review process has reached an impasse, and we will be proceeding to arbitration to reach a resolution. While progress has been made in some areas, the erosion of our plan's value due to inflation over the years must be addressed. Benefits are a critical component of our compensation package, and their decline significantly impacts our members and their families. Addressing these issues is crucial, not only for existing employees but also for attracting new ones. We will keep members updated as this process unfolds, though, unfortunately, it is expected to take some time.

Classification Discussions

Regarding the Classification Letter of Understanding signed during collective bargaining, we regret to report that no agreement has been reached on how to proceed with the committee report. Significant time and effort went into this report, and we thank committee members **Richard Davenport** and **Kristen Wicks** for their excellent contributions. Negotiations with the company are ongoing and we will share the report at an appropriate time by posting it on our website under the Classification section. Updates on other classification issues can also be found there. This, along with our agreement on 3rd party training, were important elements of our latest round of collective bargaining and vital components in allowing us to reach a timely conclusion to those negotiations. It is unfortunate and frustrating that this remains unresolved.

Regulatory Developments

On the regulatory front, CATCA has been actively engaged in government lobbying and relationship-building efforts. Those efforts, along with the 2023 ICAO audit results for Canada, have led to several regulatory initiatives that may directly impact our profession. Discussions are currently underway involving CATCA, NAV Canada, and Transport Canada regarding the development of prescriptive fatigue regulations for air traffic controllers. In addition, proposed regulations on ATC staffing and air traffic flow management (ATFM) are also under development. These changes will take time but they are potentially significant for our profession and members should be aware. We are committed to ensuring that any amendments serve the interests of aviation safety, our members, and our profession.

International Advocacy

In addition to domestic efforts, CATCA has increased its involvement and influence in international policymaking. Several CATCA members are actively participating in working groups and committees with IFATCA, ICAO, and the ITF. That is good for Nav Canada and it is good for CATCA. Special thanks to **Fred Cosgrove, Dan Walker, J.F. Lepage, Sylvie Lemay**, and others for their contributions. CATCA's influence has grown in other ways also, with President **Nick von Schoenberg** being elected to chair the ITF's ATM Sub-Committee as well as President of the Global Air Traffic Controllers Alliance earlier this year.

Professional Standards Program

An important upcoming development is the introduction of a CATCA Professional Standards Program for CATCA. Modeled after similar programs run by American Airlines, NATCA, and ALPA, this program will aim to promote and ensure professionalism among our membership. We expect to solicit formal expressions of interest from members in the coming weeks to identify volunteers to assist in the development of the program and define the business case. NAV Canada has committed to support in principle. Stay tuned for more updates on this coming soon.

National Training Seminar

In our ongoing efforts to provide training and direct contact with our union volunteers, we will be hosting a National Training Seminar in January 2025. This two-day seminar will provide specialized training to branch executive chairs from across the country. Following the success of last year's regional seminars, we are excited about this national initiative and hope to continue to build on the knowledge, expertise and influence of our union volunteers.

Additionally, Prairie RVP **Jerry Brodt** will be auditing course offerings at NATCA's ATX being held in Las Vegas in December in order to develop a course focused on improving the onboarding process for new CATCA volunteers.

2025 CATCA Convention

We are entering a convention year, with our triennial CATCA Convention scheduled for June 2025 in St. John's, Newfoundland. Preparations are underway, including the creation of a convention-specific section on our website, which will host updates and details as they become available.

Thank you all for your continued dedication, professionalism and engagement.

In solidarity,

Nick von Schoenberg
President

Scott Loder
Executive Vice President