



April 10, 2025

To: Regional Vice Presidents
Branches & Facilities

Changes to Flex Work Arrangements

CATCA Members,

On March 20, NAV Canada CEO, Mark Cooper delivered a company-wide message stating that as soon as Fall 2025 the Company intends to bring employees back into the workplace a minimum of 3 days per week.

For those of you currently on a flex work arrangement, that may present some significant challenges. If you have an objection with a full time return to the office, please reach out to your manager to request that an alternate arrangement be considered. The Canada Labour Code requires companies to provide justifiable rationale as to why an individual flex work arrangement cannot be approved.

CATCA has not yet been consulted on this. We are attempting to engage the Company in discussions surrounding this change in policy and we will communicate with you as those discussions progress. We prefer a collaborative approach as we feel it will serve everyone better in the long term.

NAV Canada has provided a link in NAV Central to updated FAQs that may answer some of your questions. [Flex Work FAQ](#)

Please reach out to your RVP if you have any specific questions or concerns about your individual arrangement.

On behalf of the CATCA Executive Board

Nick von Schoenberg
President

Scott Loder
Executive Vice-President

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