



# **Kevin Gauthier**

**for**

## **Central Region**

### **RVP**

Now that the nomination period has officially closed, I would like to take this opportunity to briefly introduce myself and provide my background with CATCA.

I'm currently a Supervisor in the Great Lakes specialty at YYZ ACC, I'm in my 25th year with Nav, and have been involved with CATCA for about 22 of them in various roles. I've served as a Steward, Treasurer, Vice-Chair, and Chair here in the ACC. I have served as an observer, then delegate to the CATCA conventions in 2004, 2007, 2010, 2013, 2016, 2019, and 2022. I have also represented members throughout the years in dealing with various issues that they have had to navigate. I'm now asking for the opportunity to represent all the members of the Central Region as RVP.

The RVP is the conduit between the members of the local branches and both CATCA and Nav Canada at the regional and national level. The role of the RVP is to ensure that the members' rights under the collective agreement are being upheld, support the local branches in their work, and to help develop policy and lead the Union at the national level. With my long experience within CATCA, I will perform this role and ensure that members are well represented both locally and nationally if given the opportunity.

We have all seen the drastic changes within management and how Nav has moved away from making decisions at a local level to decisions now being made in Ottawa, sometimes by people who have never set foot inside an operational unit. With a new "tech-focused" CEO, we need to ensure that any changes coming in the future will not be made without CATCA's critical scrutiny, to ensure that the rights and jobs of our members are protected and that our voice continues to be heard and respected.

I feel that we are at a crossroad right now in CATCA. Union engagement is low, and many members I've spoken with have felt, at times, disconnected from CATCA. This needs to improve, but how? Most, if not all, units in the region are short-staffed. They are asked to do more with less. Managers are getting away with not following the company's own policies and are not taken to task. You wonder what your Union is doing about this and why there seems to be a lack of communication from National. It's hard to feel engaged if you don't feel like you are being heard.

If elected RVP, I commit to changing that within Central Region.

Consistent communication with the members is the number one thing an RVP needs to do. The RVP is answerable to the members of the region and, as such, should be keeping the members of the region aware of what is happening and letting them know that their RVP is out there working and representing them. Of course, not everything can be shared and at times there might be little or nothing to report, but the only way to increase engagement is to share as much as possible with the membership. You will know what I am doing and what I'm working on. If something like a new policy comes from Nav and it requires some investigation before giving a definitive answer, I'll tell you that. You should never wonder if your RVP or National is working on important issues. I will also send out a quarterly newsletter so that all members will know what is happening not only in their unit, but in the units across the region.

Throughout this week and next, I'll be visiting every unit in the region before leaving for convention. My goal is to meet as many members as possible, but unfortunately, I know I won't be able to meet everyone. If you have questions, or concerns, please do not hesitate to reach out. I am always available to members, and I look forward to answering any questions you may have.

In solidarity,

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