



CATCA Council

January 8–9, 2026

Meeting Summary

CATCA Council, annual meeting of Branch Chairs from across the country, met in early January to align on priorities and address the most urgent challenges facing members. This meeting followed NAV AGM which was attended by large number of CATCA Members. CATCA Council discussions focused on staffing, fatigue, service delivery, advocacy, and strengthening the union's long-term capacity to act proactively on members' behalf.

Staffing and Service Delivery

Staffing remains the most critical issue impacting safety, workload, and service delivery. CATCA's sustained lobbying efforts have elevated this issue with government.

Council provided informal feedback on the range of concepts that have been raised between NAV CANADA and CATCA as potential ways to mitigate service delivery challenges in the short term. These concepts are exploratory but future approaches must prioritize safety, avoid further work intensification, and focus on meaningful, long-term solutions rather than 'bandaid' fixes.

National Communications Update

The National Office is currently working on a refresh of the CATCA website and web app. Council discussed the various channels and which to focus on to best reach members. Branch Chairs are encouraged to share local updates and perspectives - including news, activities, developments, articles, photos, social media content, and story ideas - that reflect members' experiences in their regions. This input helps ensure that what members are seeing, doing, and facing locally is accurately represented via national communications. Updates and inquiries can be shared with Stacey at communications@catca.ca.

Fatigue: Regulation, Scheduling, and Facility Standards

CATCA continues to be active on two key fronts:

- **Fatigue Safety Action Group (FSAG):** A joint group (3 CATCA / 3 NAV) is monitoring fatigue limits and reviewing data from other jurisdictions, including rest periods, recovery time, and scheduling practices. This work is intended to inform future operational decisions and regulatory requirements.
- **ATC Fatigue Working Group (CATCA/NAV CANADA):** CATCA maintains a seat with Transport Canada and NAV CANADA as fatigue regulations are developed for inclusion in the Canadian

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

Aviation Regulations (CARS), expected within the next year. CATCA has successfully influenced several positions, including the inclusion of a “fit for duty” framework. Key concerns remain, particularly around split midnight shifts and the adequacy of rest facilities. Council noted that current language around “adequate” rest areas does not align with global best practices and requires further clarification and strengthening.

CATCA will continue to push for fatigue rules that are scientifically grounded, operationally realistic, and paired with appropriate staffing offsets.

Board Objectives: A Preventative Approach

Council reaffirmed the Board’s commitment to acting early to protect the profession. CATCA’s work is structured around six strategic pillars:

1. Technology and change management that safeguards the profession
2. Regulatory and legislative advocacy
3. Member engagement, morale, and professional pride
4. Staffing, recruitment, and training reform
5. Defending service delivery and ATC professional integrity
6. Futureproofing the union through leadership development, and succession planning

These pillars will guide advocacy, communications, and decision-making across the union.

Professional Standards Program

Council received an update on the Professional Standards Program currently under development. Built under CATCA Policy 11.16, the program is designed to address professional conduct concerns at a peer level, strengthen safety culture, and resolve issues confidentially and neutrally. It is non-disciplinary, maintains no written records, and is separate from NAV CANADA’s Code of Conduct.

Advocacy and External Engagement

CATCA continues to expand its advocacy footprint. The union has been invited to participate in the ICAO Assembly and is advancing work on regulatory oversight, staffing standards, fatigue regulation, and retention strategies that directly benefit members and support long-term system stability.

Governance, Planning, and Operations

Updates included the appointment of a sixth RVP, work underway to formalize Terms of Reference for committees, and discussions about improving annual planning and budgeting transparency for Branches. Council also reviewed ongoing issues related to seniority bids, classification, tower reviews, and ATC premiums, with several files actively progressing.

Health, Training, and Member Support

RVP Ian Thompson gave a presentation on Mental Health and has developed a CATCA mental health resource that was distributed to members via email January 29, 2026. The CATCA Mental Health Booklet can be found [here](#).

Council discussed challenges related to MOS, LTD, and accommodation processes, particularly gaps in understanding of ATC operational realities by third-party providers. CATCA continues to play a critical role in advocating for members navigating these systems. Additional updates will be shared as these initiatives advance.

Visit from Mark Cooper

NAV CANADA President and CEO Mark Cooper spoke with Council at the close of Thursday’s meetings, sharing his perspective on current challenges and outlining his priorities. He emphasized that service delivery and staffing are his focus and highlighted the critical role of training in strengthening staffing levels and supporting safe, reliable operations. He also expressed that he plans to focus on priorities rather than how things have been done in the past.

This first CATCA Council meeting was a success and appreciated by all Branch Chairs. This will be an annual event.

Thank you to all who participated.

CATCA National Office