

CAW Local 1016 – NAV Canada Arbitration Award

Highlights

The following are descriptions of selected items only. For complete information, please consult the signed Arbitration Award or your bargaining representatives – Local 1016 President Shawn Wood, Sam Toytman, Jason Constable, Pascal Levesque, David Ready, Michel Boucher, Christine Lizotte, James Walker, Ray Selby, and Guylaine Marshall, and CAW national representative Joel Fournier –

The CAW and Nav Canada began negotiations to renew the Collective Bargaining Agreement in June 2009. After failing to reach an agreement, following direct negotiations, they agreed to the appointment of Richard Hornung Q.C. as Mediator. Mediation sessions were held in Ottawa on October 02, 03, 04 and November 06 and 07, 2009. It was agreed that any remaining issues, which might be left outstanding at the end of the mediation process, were to be forwarded to an Interest Arbitration Panel consisting of Richard I. Hornung, Q.C. (Chairperson), Mary Gleason (Employer Nominee) and Ron Smith (Union Nominee). It was agreed that the decision of the panel shall be final and binding on the parties.

The Arbitration board orders the following:

Duration: Two-year agreement from July 1, 2009 to June 30, 2011.

Pay increases: Increases across the board to all salaries totalling **4.5% by January 1 2011**, Increases to be applied as follows: July 1, 2009 – 1%; January 1, 2010 – 1%; July 1, 2010 – 1%; January. 1, 2011 – 1.5%. All increases are fully pensionable and retroactive to July 1, 2009.

Hours of Work – Operational Employees: Improved access to alternate work schedules, which would lead to less work days in a year. Depending on the schedule worked, it could mean up to **15** fewer days (5 – 3 schedule) at work every year.

Employment Security: Improvements for employees declared surplus because of the introduction of CAATS or Voice Recognition Technology include;

- Employees that choose not to pursue ATC Training or if you do not meet the screening criteria for ATC Training you will receive a lump sum payment of **\$15,000.00** in addition to your DIP entitlement
- Employees that undertake ATC Training will have their salary paid by Nav Canada for the initial 4 month training period regardless of their Training outcome.(This period of salary will not be deducted from DIP entitlement if unsuccessful)
- ATC Training will be provided in the candidates home FIR
- Surplus letters will have **firm dates** and surplus periods can only be extended by agreement of all parties
- Where surplus employees request it and operational requirements permit, a release prior to the end of their surplus period may be approved with full DIP.
- In the case of position exchanges, the DIP entitlement of the departing employee will be paid
- The additional \$7,000.00 from the existing Departure Incentive Program (for financial planning, tax advice, re-education and other transition assistance) will be available to all surplus employees regardless of pension status.

Overtime: Where an employee works a complete overtime shift on his/her first day of rest any subsequent shifts on that day will be paid at double time. Meal periods will not be deducted from overtime hours worked.

Training: AIS will now receive "OJI" Pay retroactive to July 1, 2009. UQTP's will be developed .with the assistance of the Union

Bereavement Leave: Immediate Family definition expanded to include "Step Relatives".

Term Employees: Personnel Selection Leave is now included in entitlements for Term Employees

Child care: Joint union and company steering committee to oversee childcare related initiatives.

Women's Advocate: Joint working group to develop recommendations for Women's Advocate Program, providing confidential support and referral for victims of domestic or workplace violence, harassment, depression, etc.

Here is a list of Concessions that were tabled by Nav Canada and Rejected by your Bargaining Team:

Family Related Leave: Justification for all occurrences

Pension Plan: New stripped down pension plan mandatory for new hires

Shift Work Committee: remove shift work committee language language

LOU 8 - Work of the bargaining Unit: remove

Appendix D: remove the list of job titles and corresponding classifications