

Monday, December 04, 2006

## **GT Info Bulletin: Convention - Classification Review - Climate Survey**

### **CONVENTION**

The first ever CAW Local 1016 Triennial Convention was held November 20 to 22, 2006 in Banff, Alberta. President Shawn Wood, Secretary Treasurer Don McKellar, and Elected Delegates Sam Toytman (Gander), Kathy Hunt (Moncton), France Gingras and Pascal Levesque (Montreal), David Ready and Harry Scott (Ottawa), Michel Boucher (NCTI), Christine Lizotte and Leslie Shatford (Toronto), Isaak Skuce and Jim Walker (Winnipeg), Karen Herron and Kris McGeough (Edmonton), Jason Kirsten and Sue Wilson (Vancouver), met for three days to discuss Local union business. The meetings were chaired by CAW National Representative Joel Fournier.

The first day's business was highlighted by presentations by Gary Fane on the role of the CAW in Labour Relations, and by Jenny Ahn (CAW National Representative, Education Department) who provided an insightful overview on the many services of the CAW Education Department. On the second day of our Convention all delegates received a full day of training (including Advanced Grievance Handling) provided courtesy of the CAW National Education office. The final day of the Convention concluded with Local business and By-Laws amendments, followed by a tour of the Banff area and dinner at Lake Louise. Details on the Local business conducted will be available in the Minutes (to be issued by early January 2007).

### **CLASSIFICATION REVIEW**

We will be meeting with management in the New Year to select a contractor and methodology for our Classification Review. To that end we are looking for interested Local 1016 members from all job categories to participate in the process.

Participating members should be extremely knowledgeable in all facets of their current job duties and have the respect of their peers. If you are interested in participating in this Review, or if you would like to recommend someone, please provide your names or recommendations to your Regional Representative by December 18, 2006.

### **CLIMATE SURVEY**

The Unions met last week with the Executive Management Committee to discuss the results of the 2004 Climate Survey. The response rate for our Local 1016 membership was 38%, among the lowest response rates of all Nav Canada Unions. 16% of all Nav Canada employees felt that Nav Canada was a good employer, while 18% of our Local's members felt this way.

The 2006 Climate Survey is currently underway and the deadline for responses has been extended to December 15. Your Local Union Executive encourages you to provide your opinions and comments by responding to the 2006 Survey.

# posted by Abe Rosner

## Convention - New AIS Jobs - Collective Agreement

### Convention

Local 1016 will be holding its Local Union Convention in Banff Alberta on November 20, 21 and 22. The election of delegates has begun and should be completed by mid October. Any resolutions or Bylaw amendments should be sent to your Regional Reps prior to October 12<sup>th</sup> 2006. Copies of the Bylaws are available electronically from the Local Union Executive Board. If you wish to attend the convention as an observer contact your Regional Rep for more info.

### New AIS Jobs

As a result of a recent reorganization, there will be approximately 20 new job openings in Ottawa AIS. Most of these jobs are at the GT-03 level but there are some at the GT-04 level. After discussions with management, your Union has secured the following guarantees:

- All jobs will initially be posted nationally - this means all members may apply and relocation will be paid to the successful candidate
- In the event that the Classification Review results in a higher classification level, the classification will be retroactive to the date these positions became effective.

### Collective Agreement

Progress continues on refining the language in the new collective agreement. The bargaining team is determined to have a final product that accurately reflects the gains outlined in the Memorandum of Settlement.

# posted by Abe Rosner

## CAW Local 1016 Ratifies Agreement With NAV Canada

CAW Local 1016 members from Gander to Vancouver have voted 84.4 per cent in favour of a new collective agreement which provides wage increases, improved vacations, and more.

"We're confident that this first round of bargaining as part of the CAW will herald a new period of progress for our membership," said CAW Local 1016 president Shawn Wood.

The settlement provides annual increases averaging 3.13%; retrieval of many protections lost in the 1999 round of bargaining; improved annual vacations, relocation rights, protection for "term employees", protection of shift schedules, besides others.

In ratification meetings held across the country there was a tremendous turn out of members - 91 per cent of the membership voted with 84 per cent voting in favour.

"I'm impressed by this incredible show of solidarity and confidence in the newly elected leadership," said national representative Abe Rosner.

The CAW now represents a total of 3,500, or 75 per cent of NAV Canada's unionized workforce. Local 1016 members work in flight planning; simulation of air traffic control for training; flight data analysis; aeronautical information services; publications; and others.

This is the first collective agreement that Local 1016 has ratified with NAV Canada as part of the CAW. They voted overwhelmingly (82 per cent) in July of 2005 to leave their independent association and join the CAW.

Friday, June 09, 2006

## Members ratify tentative agreement

The voting is over and the results are in. The tentative collective agreement between NAV Canada and its 355 GT employees has been ratified, with over 84.4% of members voting in favour of the May 17 settlement.

“We’re very grateful for this strong show of support for the efforts of the elected bargaining team,” said Local 1016 President Shawn Wood.

Just as encouraging, said Shawn Wood, was the unprecedented participation rate of 91% of eligible members.

The voting followed ratification meetings in Gander, Moncton, Montreal, Quebec City, Ottawa, Cornwall, Toronto, Vancouver, Edmonton, and finally Winnipeg. President Wood and CAW national representative Abe Rosner were on hand to explain the agreement and field members’ questions.

The deal was the product of hard bargaining that was nonetheless characterized by mutual respect at all stages. “We’re confident that this first round of bargaining as part of the CAW will herald a new period of progress for our membership,” Shawn said. “The next challenges include completing the grievance cleanup and preparing for the third-party classification review. The key to success will be continuing to strengthen the communication and consultation between elected leadership and all the members.”

New rates of pay and many other negotiated items are effectively immediately upon ratification. As for back pay, you will be advised as soon as the timetable is available.

The Local 1016 executive once again thanks all members for their incredible show of solidarity in achieving this significant settlement.

# posted by Abe Rosner

## Annual Leave improvements in tentative agreement

### Annual Leave Changes (in hours)

<!--[if !supportLists]-->1) <!--[endif]-->**Non-Operating Employees:**

Years of Continuous Employment	Current Contract and New Contract until June 30, 2008	New Contract as of July 1, 2008
0 to 7	112.5	112.5
8 to 15	150	150
16	150	165
17	150	172.5
18	150	187.5
19 to 26	187.5	187.5
27	187.5	202.5
28	187.5	225
29	187.5	225
30 or more	225	225

<!--[if !supportLists]-->2) <!--[endif]-->**Operating Employees:**

Years of Continuous Employment	Current Contract	At Date of Ratification of New Contract	New Contract as of July 1, 2008
0 to 7	112.5	120	120
8 to 15	150	160	160
16	150	160	176
17	150	160	184
18	150	160	200
19 to 26	187.5	200	200
27	187.5	200	216
28	187.5	200	240

29	187.5	200	240
30 or more	225	240	240

# posted by Abe Rosner

Friday, May 19, 2006

## HIGHLIGHTS of tentative agreement

*The following are descriptions of selected items only. For complete information, please consult the signed Memorandum of Settlement. Your bargaining representatives – Local 1016 President Shawn Wood, representatives Sam Toytman, Don Leblanc, France Gingras, David Ready, Christine Lizotte, Michel Boucher, James Walker, Kris McGeough, and Don Boyd, and CAW national representatives Abe Rosner (chief negotiator) and Joel Fournier – **unanimously recommend that you vote in favour of this agreement.***

---

**Wage increases:** Four-year agreement: *July 1, 2005 – 2.25%; July 1, 2006 – 2.25% plus a new 3% increment added to the top of all wage scales; July 1, 2007 – 2.5%; July 1, 2008 – 2.5%.* This means almost 80% of members (that's how many are now or will soon be at the top increment) will see their current pay increased by **7.7% this July 1.** Almost 100% of members will see a **13.14% compounded raise** by the last year of this contract (which is equivalent to a 3.13% compounded annual increase). While a 3% annual increase was better for some other groups which have as many as eleven (11) increment steps, the opposite is true for GTs, who have only 4 steps. Your raise will be **0.6% better** than the "straight 3's". Also, it is **fully pensionable**, making it **1.6% better** for lifetime pension purposes. Current members plus any who retired or died since July 1, 2005 will receive retroactive pay.

**Annual leave:** Effective July 1, 2008, an additional 2 days' vacation at 16 years of service; 3 days at 17 years; 5 days at 18; 2 days at 27; 5 days at 28; and 5 days at 29 years. Other years of service remain unchanged, except for:

**Annual leave (ATOS, OSS, NOTAM only):** In addition to the above, we have **won back the 8-hour vacation days** which were lost in the 1999 contract – *effective upon ratification.* This means more vacation every year for every operating employee, ranging from an extra 7.5 hours (less than 8 years of service) up to 15 hours (30 years plus, or 28 plus as of July 1, 2008).

**Overtime:** New language providing clearer entitlement to double time on a day of rest whenever the employee receives time and one-half on any day of rest (not necessarily a "full" shift).

**New Deal for Term Employees:** Term employees will now enjoy seniority rights. They may seniority bid and compete (for local vacancies only), after permanent employees. If a senior member's term ends and there is a "junior" term doing the same work, then either both will be retained; or if there is

enough work for only one, **the senior one will stay** (if he/she has at least 1 year's service and has completed qualification). If any term is let go and then rehired within three (3) months, the term and the service will pick up where they left off. These innovations will provide more security, no room for favouritism, and a faster track to permanent employee status.

**Classification review (NEW):** Job classification is no longer up to management. All GT positions will be reviewed by a third-party professional firm (jointly chosen by NAV Canada and the CAW) using recognized classification criteria, and specifically including "work volume" and "consequence of error". The results – including upgrades, salary adjustments, etc. – must be agreed by both parties or else will be determined by a neutral arbitrator. **Salaries can only go up** – if a member's position happens to be downgraded, they will be "green-circled", i.e. keep their salary plus all future increment and wage increases. The new rating system will be open and transparent, allowing points for future additional or changed duties to be evaluated. All changes will take effect July 1, 2009.

**Lieu leave (ATOS, OSS, NOTAM):** Immediate increase from 88 hours to **93.17 hours per year**.

**On-the-job training (OJT) premium:** Immediate increase for ATOS, OSS, NOTAM from current \$4.00 to **\$8.50 per hour**. **(NEW)** Effective January 1, 2007, TSS will be eligible for OJT premium at **\$4.25 per hour**. TSS will be the first NAV Canada non-operating employees to receive OJT premium. The Union will use this opening to review how to expand it in the future.

**Additional responsibility pay (NEW):** Members performing higher-level supervisory duties for less than 4 shifts (thus not eligible for acting pay) will receive a **\$1.25 per hour premium** for each completed shift.

**ATOS Relocation Program (NEW):** For the first time, ATOS and ATOS supervisors with at least 5 years experience in their position will be eligible to relocate to other ATOS vacancies across the country, with usual expenses paid but no return rights. Permanent ATOS vacancies will be advertised first to ATOS GT-4 and GT-5, and will be awarded on a pure seniority basis, **up to five (5) relocations per year**. Resulting or additional vacancies will be offered in the region through the usual seniority bid process (to TSS and OSS).

**Training level:** A new training level of \$28,000 until qualification, for **future NAV Canada hires only**, while training as ATOS. The same for TSS, starting January 1, 2007. This brings GTs in line with the controllers (\$30,000) and FSS (\$27,261) training levels. It also eliminates the anomaly whereby new hires training as ATOS are currently paid more than existing members (TSS or OSS) in the same situation. The training level would only be paid while trainees work under direct supervision – when working alone, they would receive the full position rate.

**“Zipper clause”**: Article 6.03 (newly inserted in 1999) allowed the company to “zip up”, or terminate at will, any past practice or custom, even signed agreements, which weren’t written into the collective agreement. The 1999 “zipper clause” is **gone**.

**8-hour shift length (ATOS, OSS, NOTAM)**: The 1999 contract “lost” the guarantee that all operational shifts would be exactly 8 hours long. This opened the door to variable shift lengths (as ATOS learned when they had ½ hour added to their work day in 1999) and even the potential for “ShiftLogic” (which meant 6 to 11 hour controller shifts), without needing union agreement. We are pleased to report that **the 8-hour shift guarantee is now back in the book**.

**Stronger protection for operational shifts**: The 1999 contract weakened Article 29.03 by only requiring management to “take into consideration” such factors as excessive overtime, excessive fluctuation, quick changes, etc. We have succeeded in restoring the stronger language (“every reasonable effort”) which was lost in 1999.

**Employee input into shift pattern selection (ATOS, OSS, NOTAM)**: New language in 29.09 will allow the membership (via the Union) at a location to propose different shift patterns (e.g. changing from 6/3 to 5/3-5/3-6/2 or 5/3-5/2-6/3 or vice versa, etc.), but now the contract will read that such requests cannot be unreasonably denied by management.

**More 1999 language corrected (non-op hours)**: The addition of a few harmless-looking words in 1999 at Article 29.13(a) caused a six-year delay in settling the TSS evening hours grievance. Those 1999 words are now **gone**.

**Compressed work week**: Combine articles 29.10(c), 29.11 and 29.12 into a single article to clarify that they all relate to compressed work week – this error was created in 1999 and the previous language is now restored. The parties also agreed to allow a 28-day averaging period for non-ops, but this would be only for the purpose of overtime averaging. There can be no variation from 37.5 hours a week and 7.5 hours a day without the members’ approval.

**TSS evening hours premium – improved cap**: Instead of a \$350 monthly maximum, there will now be a **\$4200 annual maximum** on the \$8.00 hourly premium for TSS work after 1800 pm. TSS need no longer lose the premium after 43 evening hours in a single month.

**New restrictions on TSS schedule changes**: Management cannot introduce varying shifts during the course of a week without Union consent. Changes of shift start or stop times can only be done for operational reasons and are subject to a consultation process as per Article 29.13(b).

**Short notice shift change premium (TSS)**: This premium (1.5 for first shift changed with less than 7 days’ notice) was paid at

some locations but not others. It will now be written into the collective agreement.

**Bereavement Leave:** Four (4) days for grandparents, increased from current one (1) day. Leave may be split when interment takes place at a later date.

**Severance and Departure Incentive Plan:** Both these benefits are **unchanged** for all current employees. New hires after ratification will not have the severance benefit, and they will receive the revised DIP negotiated by CATCA, ATSAC and other unions.

**Career Development – EOCO: (NEW)** Members on leave for EOCO training will now retain their GT seniority rights up to checkout in the new job (but position return rights are still retained only until start of on-job training). LOU 5, providing guaranteed access to ATC training for surplus employees, is renewed until 2009.

**Travelling Time:** Members travelling on a work day in excess of normal hours will now be entitled to up to 8 hours' overtime (currently no overtime is paid). Travel on a day of rest or holiday will now be capped at 16 hours' overtime instead of the current 10 hours.

**Employment Security:** The Union brought forward the members' concerns about the impact of technology (CAATS in particular). The parties have negotiated a new letter which provides that even if all the provisions of the Employment Security article are exhausted and an employee is still facing involuntary layoff, the parties will review the situation at the national level and assist the employee to try and obtain other employment within the Company.

**Contracting-Out:** The Company confirmed that it has never historically contracted out any GT work and that it has no such plans at this time.

**Self-funded leave:** GTs will be eligible for this program.

Thursday, May 18, 2006

## We have a settlement

Just minutes before midnight on May 17 at Ottawa, the bargaining teams for CAW Local 1016 and NAV Canada signed a tentative agreement providing for a four-year collective agreement to expire June 30, 2009. The settlement was freely bargained without the need for third-party intervention.

The tentative agreement is subject to ratification by the 350 GT members of Local 1016.

The bargaining team has unanimously signed this settlement and recommends ratification. Details will be available before the end of the week and ratification tour and voting information will be conveyed as soon as possible.

We thank all members for your patience, support and solidarity, and look forward to meeting you and answering your questions in the meetings to be held in your area.

# posted by Abe Rosner

Monday, April 10, 2006

## Week 3 of bargaining - GT Info Bulletin

Bargaining between NAV Canada and CAW Local 1016 continued from April 3-6 in Ottawa.

Discussions focused primarily on the following issues, some of them having monetary implications:

- Non-operational hours of work (continued from previous round)
- Operational hours of work – the Union’s demand to retrieve language for a standard shift length and more employee input into the shift patterns
- Acting pay – the Union’s demand for acting pay after one shift rather than four
- OJI pay – who gets it, and how much?
- Work ownership, contracting out, and job security – the bargaining team provided many examples of encroachment on traditional GT areas of work by other NAV Canada employees as well as non-employees, both in the operating and non-operating environments
- More discussion in an effort to narrow the issues relating to temporary (term) employees, staffing and seniority bidding.

Bargaining dates are now set for partial weeks of April 24 and May 16, with the next round scheduled for Ottawa.

*In other news:* CAW Local 2245 (representing Flight Service employees) reached a tentative four-year agreement on March 8 – it is now out for ratification. You can find the information at <http://www.cawlocal2245.ca>. ACFA (representing financial officers) has also reached a four-year settlement. And IBEW Local 2228 (representing ELs) has completed mediation and has sent the remaining issues to binding arbitration.

# posted by Abe Rosner

Wednesday, March 15, 2006

## Report on Week 2 of bargaining (GT Info Bulletin)

The CAW Local 1016 bargaining team met with NAV Canada representatives from March 6 to 10 in Cornwall to continue the quest for a new collective agreement.

Besides a number of smaller “editorial” issues, discussions focused on the following topics:

**Classification Review:** The Union has demanded a full review of every GT position, to be conducted by a third-party professional firm, with the results (including salaries) to be agreed or arbitrated if necessary. If successful, this will take GT classification out of the employer’s unilateral control for the first time and ensure a fair and scientific study of the relative worth of all positions.

**Staffing and relocation:** The ability of GTs to access other GT positions is extremely restrictive, to the point where ATOS (for example) have never been allowed to bid on an ATOS job in another region. Your bargaining team is looking for ways to open that door wider.

**Temporary (term) employees:** The vast majority of new GTs are hired on a term basis. One of our priorities is to make terms permanent earlier and especially to retain senior over junior terms where both are capable of doing the work.

**“Zipper” Clause:** Art. 6.03, newly negotiated in 1999, allows the Company broad powers to simply cancel practices, customs, and even signed agreements which favour our members. We have clearly stated that this clause must go.

**TSS hours of work:** Because of some very recent developments, we have been forced to put a new demand on the table to restrict excessive variation in TSS shift start and stop times. It has only affected one work location so far, but we are determined to control it before it spreads.

**Travelling time:** Our demand is to allow for overtime when members must travel longer than a normal shift on a work day, and to expand the allowable overtime hours for travel on a rest day.

**Conversion of sick and other leave from days to hours:** This is a Company demand. The Union is prepared to look at this change only on a “no pain, no gain” principle. In 1999, ATOS, OSS and NOTAM members lost vacation entitlement when their Union converted vacation leave to hours. We are determined to get that back in this round.

We’re sure you will appreciate that we can’t always report on how much progress is being made on an individual item. Until we have a final tentative agreement, everything is subject to change – and even then, the members will have the final say.

The bargaining team had requested a status report on CAATS implementation and how it might affect ATOS workload in particular. We were pleased to receive a very informative and frank presentation from Steve Hunt, Moncton GMIFR, even though the potential for reductions in workload are disturbing. For more detail, please communicate with your bargaining team representatives.

The next bargaining session will be held in Ottawa on **April 3, 4, and 5**. We expect to get into the direct monetary issues soon. Watch for more updates as discussions progress.

# posted by Abe Rosner

Monday, February 13, 2006

## **Bargaining and arbitration update (GT Info Bulletin)**

# **Bargaining begins in Montreal**

CAW Local 1016 and NAV Canada exchanged proposals on Tuesday, February 7, at the Delta Hotel in Montreal, thus beginning negotiations aimed at renewing the collective agreement.

In attendance for the Union were Local 1016 president Shawn Wood and bargaining team members Don Boyd (YVR), Kris McGeough (YEG), Jim Walker (YWG), Christine Lizotte (YYZ), Michel Boucher (NCTI), David Ready (YOW), France Gingras (YUL), Don Leblanc (YQM), and Sam Toytman (YQX), assisted by CAW national reps Abe Rosner and Joel Fournier.

The Union's demands reflected the main priorities facing GTs in this period: restoring important rights lost in the 1999 round of bargaining; winning much-needed improvements in compensation; making employment more secure for all members (including the newest hires and the most senior); enabling more members to bid on more positions and locations; and enhancing working and living conditions.

Detailed exchanges were held on hours of work issues (operational and non-operational), term employees, and staffing (access to GT positions by seniority bid and competition). Discussions were open and constructive, and hopefully will remain so as we move forward into the monetary topics.

Bargaining is set to continue during the week of March 6 to 10 in Ottawa.

## **Local 1016's second arbitration - RESOLVED**

A GT member who applied on a competition - and was recognized as the best qualified candidate - was excluded when management learned she would be directly reporting to a member of her family, which would be contrary to Company policy. The Union grieved, arguing that while the policy may be reasonable, she still had the right to her desired position.

The matter was scheduled for arbitration on Jan. 31 before Arbitrator Michel Picher, who you will recall helped us reach our TSS hours of work settlement during arbitration in

November. Once again, both sides invited Mr. Picher to use his mediation skills before the formal hearing began. The result was a freely negotiated settlement: our member gets the assignment she wanted, while the reporting relationship will be modified to avert the original problem. In one year, if the solution doesn't work to both parties' satisfaction, we can return to see the Arbitrator – but we're confident that won't be necessary.

Thanks to all concerned for a creative solution that protected the interests of the Union, the Company, and the individual employee.

# posted by Abe Rosner

Tuesday, February 07, 2006

## **Bargaining... TSS Hours of Work... Status of President**

*[The following is the text of the GT Info Bulletin dated Feb. 6, 2006.]*

### **BARGAINING**

For the past few weeks the bargaining team has been compiling our list of bargaining proposals. We are scheduled to meet with management in Montreal February 6th to 10th for our initial round of bargaining.

### **TSS HOURS OF WORK**

Letters will be sent out shortly to the TSS who were identified by the company as having been in a TSS position as of Nov 1, 2005. Depending on when you assumed the TSS position, these letters will indicate which category, A through D, you are in. At the same time, all other GT's, will be sent another letter indicating that they are not identified in category A through D. All members will have the opportunity to respond to these letters indicating whether or not they agree with their placement. Sufficient time will be allowed for all to respond. An impartial board will be created to verify and determine each GT's position on the list and what remuneration he/she is entitled to. Please keep in mind that the tax issue has yet to be resolved.

### **STATUS OF THE PRESIDENT**

As of March 1st 2006 I will be on paid leave to work on union issues full time. This change was discussed, and approved by the Local Executive. This leave is to be paid by Nav Canada as per their agreement with the CAW. While being paid by Nav Canada, I will not receive the \$100.00 per week allowance from the Local. Joel Fournier, who was appointed CAW National Representative last month, will continue to provide service to our local, while Abe Rosner will continue to act as our chief negotiator in the current round of bargaining.

In solidarity,

Shawn Wood  
President CAW Local 1016