



**Issues for Collective Bargaining**

**Air Traffic Specialists Local 2245  
CAW-Canada**

**Feb 23, 2010**

## **Issues for the 2010 Collective Bargaining**

NAV CANADA hereby submits the following issues for discussion in the upcoming round of collective bargaining with Air Traffic Specialists Local 2245 CAW.

NAV CANADA further reserves the right to submit further issues if they arise during the course of collective bargaining.

1. The current staffing process generates a significant number of relocations by the employees in this bargaining unit. The company has an interest in understanding the reasons behind the significant interest in moving with a view to ensuring a more efficient process. Topics of discussion will include, but are not limited to:
  - reviewing the impact and desirability of an annual, national approach to bidding;
  - ensure those who are impacted by organizational change receive top priority status for placement into a vacant position
  - ensure the transfer process is clearly described
  - review the necessity of maintaining a “displacement” process
2. Supervisors have a significant role and set of responsibilities in this bargaining unit. The company would like to discuss their various accountabilities, roles and responsibilities to ensure there is a solid understanding of their contribution to the effectiveness of the operation. Included in this discussion will be a discussion of their schedules and hours of work.
3. The company would like to review both coincidental changes and substantive changes to the collective agreement as a result of the implementation of a new classification program.
4. The company would like to discuss the provision of meal allowances for overtime when notification of such overtime requirement is given to the employee in advance.
5. The application of double time overtime when a shift straddles two days of rest should be clarified for consistent application.
6. The company wishes to discuss the current use and role of severance pay.
7. The company would like to have discussion with the Union on ways and means to obtain cost efficiencies for the Pension Plan

## **Minor or Editorial Changes to the Collective Agreement**

- △ Delete reference to “discipline policy” clause 22.02
- △ Change reference in Article 17, clause 17.04(c) i from “Director of Labour Relations or authorized designate” to “NAV CANADA authorized representative”
- △ Eliminate magnetic tape change premium LOU no. 5
- △ Upon implementation of a new classification program, eliminate LOU no. 15
- △ Update Article 27 – General Holidays to reflect letter of understanding reached on July 8, 2008 (see attached)
- △ Update LOU no. 9 to include Norman Wells and Inuvik as arctic work week locations
- △ Update Article 35, clause 35.03 – On the Job Training Allowance to reflect the agreement to pro-rate the payment of the premium for partial hours of OJI.
- △ Update LOU no. 12 – Departure Incentive Program to reflect changes in retiree benefit coverages
- △ Review LOU no. 6 – General Holidays to determine if it is still required
- △ In Article 27, change references to “Canada Day” to “July 1”
- △ Change all references to the “NCTI” to “NCTCC”