

MEMORANDUM OF AGREEMENT

between

Air Traffic Specialists Association of Canada
(CAW Local 2245)

"the Union" and

NAV CANADA

"the Company"

ATSAC and NAV CANADA agree to the following:

- 1) At the Halifax, Quebec and Kingston FSS sites management has announced implementation of specific shift schedules which address NAV CANADA'S stated operational requirements and identify the number of staff required.
- 2) The shift schedules identified above represent a change from previous arrangements negotiated under "Appendix D".
- 3) ATSAC and NAV CANADA have agreed that the site managers at Halifax, Quebec and Kingston will meet with the employees and local union representatives to provide them with an opportunity to develop alternative shift schedules as provided for under "Appendix D" that are as efficient or more efficient than the schedules proposed for implementation by management. This means that management will provide the union at the earliest opportunity with the specific work load demand curve for the site as well as the number of employees required to staff it as per the schedule developed in (1) above.

For greater clarity this means that if the Union is able to develop a schedule as provided for under "Appendix D" that provides all the required coverage with the same number or fewer employees and meets all legal requirements then management will consider such schedules.

- 4) In the event the union at the local level is unable to develop a schedule as in (3) above, management will proceed with implementation of schedules as is outlined in (1) above.
- 5) All of the foregoing must be completed by noon January 31, 2002 failing which subject to final consultation at the head office level on January 31, 2002 management will proceed with the implementation of shift schedules as described in paragraph (1) above.

For the Company

~•"~"~—For the Union

Tor Veltheim Senior Director
Human Resources and Labour Relations
NAV CANADA

J.P.Duclos President
Air Traffic Specialists
Local 2245 CAW Canada

Dated at Ottawa this 23rd day of January. 2002