

COLLECTIVE AGREEMENT

between

NAV CANADA

and the

**AIR TRAFFIC SPECIALISTS ASSOCIATION OF CANADA
UNIFOR LOCAL 2245**

Expiry Date: April 30, 2023

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ARTICLE 1
PURPOSE OF AGREEMENT

- 1.01 The purpose of this Agreement is to establish and maintain harmonious relationships between NAV CANADA, hereinafter referred to as the Company, the Air Traffic Specialists Association of Canada UNIFOR Local 2245 hereinafter referred to as the Union and the employees through the promotion of respect and excellence, and to set forth the terms and conditions of employment upon which agreement has been reached through collective bargaining.
- 1.02 The parties to this Agreement also share a desire to promote safety, quality, employee satisfaction and customer service so as to enhance the efficiency and productivity of the Company which operates in a regulated environment.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement:

- (a) "ATSAC" means the Air Traffic Specialists Association of Canada, UNIFOR Local 2245;
- (b) "Allowance" means compensation payable for the performance of special or additional duties;
- (c) "Union" means the Air Traffic Specialists Association of Canada, UNIFOR Local 2245;
- (d) "Bargaining unit" means the employees of the Company as described in the certificate issued by the Canada Industrial Relations Board on December 31, 2014;
- (e) "Company" means NAV CANADA as the Employer, and includes any person duly authorized to exercise the authority of NAV CANADA;
- (f)
 - (i) "continuous service" means unbroken service from the employee's last date of hire including authorized leaves of absence;
 - (ii) "continuous employment" means continuous service including the cumulative periods of continuous service where interruptions in service of less than three (3) months occur. The duration of breaks must be subtracted from the period of continuous employment;
 - (iii) the continuous service or continuous employment of a "designated" continued employee shall include his or her continuous service or continuous employment as an employee engaged in the Public Service as defined in the Public Service Staff Relations Act (R.S.C. c.P-35, s.1) as at November 1, 1996 and who was employed in any department or organization mentioned in any version of Part I, Schedule I under the said Act prior to November 1, 1996;
- (g) Unless other than specified in the Collective Agreement, a "day" shall mean a calendar day;

- (h) "Day of rest" in relation to an employee means a day other than a general holiday on which that employee is not ordinarily required to perform the duties of his or her position other than by reason of his or her being on leave or absent from duty without permission;
- (i) "Employee" means a person employed in the bargaining unit;
- (j) "Hourly rate of pay" means a full-time employee's weekly rate of pay divided by 37.5;
- (k) "Isolated Posts Class I and II" means sites as listed and defined in the NAV CANADA Joint Council Isolated Posts Programs;
- (l) "Lay-off" means the termination of an employee's employment because of lack of work or because of the discontinuance of a function;
- (m) "Leave" means authorized absence from duty by an employee during his or her regular or normal hours of work;
- (n) "Location" means the premises where an employee normally works;
- (o) "Membership dues" means the dues established pursuant to the constitution of the Union as the dues payable by its members as a consequence of their membership in the Union, and shall not include any initiation fee, insurance premium, or special levy;
- (p) "Pay increment" means the difference between two consecutive rates of pay within the pay range for each level in a classification group;
- (q) "Regular employee" means an employee hired on an ongoing basis for an indeterminate period;
- (r) A "spouse" is one of two people legally married to one another and those in relationships where they have lived with one another for a period of at least one year, continue to live with each other and who have publicly represented themselves as spouses;
- (s) "Temporary employee" means an employee hired for special projects or temporary needs and for a specified term. A temporary employee shall be governed by the provisions of Appendix "B".
- (t) "Weekly rate of pay" means an employee's annual rate of pay divided by 52.176.

- 2.02 Except as otherwise provided in this Agreement, expressions used in this Agreement, if defined in the Canada Labour Code, have the same meaning as given to them in the Canada Labour Code.
- 2.03 Throughout this agreement, words importing the masculine gender include the feminine gender.

ARTICLE 3
APPLICATION

- 3.01 The provisions of this Agreement apply to the Union, the employees and the Company.

ARTICLE 4

RECOGNITION

- 4.01 The Company recognizes the Union as exclusive representative for all employees described in the certificate issued to Unifor as set out in the order of the Canada Industrial Relations Board, given order number 10711-U in the CIRB file number 30768-C, and dated the 31st day of December, 2014.
- 4.02 (a) Every employee of the bargaining unit who is now, or hereafter becomes a member of the Union, shall maintain his or her membership in the Union as a condition of his or her employment and every new employee shall within thirty (30) days after the commencement of his or her employment, or after graduation from the Basic Flight Service/Gander Unit Specific Training (GUST), apply for and thereafter maintain membership in the Union as a condition of his or her employment.
- (b) The Union will not require the Company to terminate the employment of an employee because the employee has been expelled or suspended from membership in the Union for a reason other than a failure to pay the periodic dues, assessments, and initiation fees uniformly required to be paid by all members of the Union as a condition of acquiring or retaining membership in the Union.

ARTICLE 5
MANAGERIAL RESPONSIBILITIES

- 5.01 Except to the extent provided herein, this Agreement in no way restricts the authority of those charged with managerial responsibilities in the Company.

ARTICLE 6

REPRESENTATIVES

- 6.01 The Company acknowledges the right of the Union to appoint employees as Representatives.
- 6.02 The Union shall determine the jurisdiction of each Representative having regard to the plan of organization, the distribution of employees at the work place and the administrative structure implied by the grievance procedure. The Union shall consult with the Company as to the numbers and territorial jurisdiction of its Representatives.
- 6.03 The Union shall notify the Company promptly and in writing of the names of its Representatives. It is mutually understood that the Union may delegate this responsibility.
- 6.04 A Representative shall obtain the permission of his or her immediate supervisor before leaving his or her work to investigate with fellow employees' complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend meetings called by management. Such permission shall not be unreasonably withheld. Where practicable, the Representative shall report back to his or her supervisor before resuming his or her normal duties.

ARTICLE 7
WORK OF THE BARGAINING UNIT

7.01 Work of the Bargaining Unit

- (a) Functions that are presently performed within the Company exclusively by members of the Flight Service Specialist group shall not be assigned to employees in other bargaining units.
- (b) Save for exceptional circumstances and for short duration, and if no qualified operational employee of the bargaining unit is readily available, management staff shall not perform functions presently performed by operational employees in the bargaining unit.
- (c) Where, because of operational requirements, either party deems it desirable to deviate from these understandings, the parties agree to enter into discussions to consider such proposal of either party and may mutually agree to make exceptions to the foregoing.

ARTICLE 8
USE OF COMPANY FACILITIES

- 8.01 An accredited representative of the Union will be permitted access to the Company's premises to assist in the resolution of a complaint or grievance, and to attend meetings called by management. Such meetings shall not unduly interfere with the Company's operations. Permission to enter the premises shall, in each case, be obtained from the Company.
- 8.02 The Company will not unreasonably deny the Union permission to use the Company's premises for conducting meetings of their members where refusal to grant permission would make it difficult for the Union to convene a meeting. Such meetings shall not unduly interfere with the Company's operations. The Union shall ensure the orderly and proper conduct of the members who attend such meetings and agrees to be responsible for leaving facilities in good order after use.
- 8.03 Notwithstanding any agreement that might be reached in consultation regarding the use of electronic bulletin boards, the Company shall designate at each location a bulletin board(s) in a suitable place(s) on its premises for the posting of Union material regarding meetings, elections, negotiations, Union policies and positions, and internal affairs of the Union. Posting of notices or other materials require the prior approval of the Company. Such approval shall not be unreasonably withheld.
- These notices may be sent to locations as listed in the NCJC Isolated Post Program to be received on the Company's facsimile where other forms of communication are not readily available to the Union.
- 8.04 The Company will also continue its present practice of making available to the Union specific locations on its premises for the placement of reasonable quantities of literature of the Union.

ARTICLE 9
SPECIFIED FSS MEDICAL EXAMINATIONS

9.01 The present Article applies to the following FSS medical examinations:

- (i) Periodic Medical;
- (ii) Fitness for Work Evaluation;
- (iii) Isolated and Remote Posting Medical.

9.02 The Company shall provide the Union with the Flight Service Specialist Medical Guidelines and ensure that the job description and medical standards form part of the Flight Service Specialist Medical profile.

9.03 The Company agrees not to amend the Medical Guidelines without meaningful consultation with the Union.

9.04 The Company shall endeavour to schedule medical examinations during the employee's regular working hours.

9.05 If for such medical examinations or subsequent testing an employee is required:

- (a) to attend the appointment outside his or her normal scheduled hours of work; or
- (b) to attend the appointment prior to or remain beyond his or her normal scheduled hours of work;

the Company shall approve time off at a later date equivalent to the actual duration of the examination, including the time to travel to and from the medical facility. Such time off shall be taken at a mutually agreed upon time and if unused within twelve (12) months following the medical examination or test shall not be carried forward or paid off.

9.06 Employees shall be reimbursed for all reasonable travel expenses associated with attending a medical examination.

9.07 When an employee is authorized by the Company and agrees to the use of a privately-owned vehicle, he or she shall be reimbursed mileage allowance at the Company requested rate.

ARTICLE 10
SAFETY AND HEALTH

10.01 The Company shall make reasonable provisions for the occupational safety and health of employees. The Company will welcome suggestions on the subject from the Union and the parties undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury.

ARTICLE 11

INFORMATION

11.01 The Company will provide the Union with the following information on a monthly basis pertaining to all employees in the bargaining unit:

- (a) employee's name;
- (b) position;
- (c) classification (group and level);
- (d) location;
- (e) tenure or status in position;
- (f) effective date of change;
- (g) current salary;
- (h) acting level;
- (i) date of assignment;
- (j) acting position title;
- (k) pay office;
- (l) pay list;
- (m) union identification number;
- (n) list of new employees;
- (o) list of employees who left the bargaining unit;
- (p) list of changes since last report.

11.02 The list in Article 11.01 may be amended upon agreement of the Company and the Union.

ARTICLE 12
LEAVE WITH OR WITHOUT PAY FOR UNION BUSINESS

12.01 Canada Industrial Relations Board

When operational requirements permit, the Company will grant:

- (a) leave with pay to an employee who makes a complaint on his or her own behalf alleging a violation of any paragraph of Section 94 of the Canada Labour Code;
- (b) leave without pay to an employee representative who acts on behalf of an employee making a complaint, or who acts on behalf of the Union making a complaint.

12.02 Applications for Certification, Representations and Interventions with respect to Applications for Certification

When operational requirements permit the Company will grant leave with pay:

- (a) to an employee who represents the Union in an application for certification or in an intervention;
- and
- (b) to an employee who makes personal representations with respect to a certification.

12.03 Witnesses

- (a) An employee who is requested by the Company to appear as a witness before an arbitrator, arbitration board, or the Canada Industrial Relations Board, or any of its constituent bodies, will be granted leave with pay to attend the hearing and appear as a witness if called.
- (b) The Company will grant leave without pay to an employee called as a witness by an employee or the Union. Best efforts will be made to ensure that the calling of witnesses will be arranged in order that the operations will not be unduly adversely affected.

12.04 Arbitration

The Company will grant leave:

- (a) with pay to the grievor to attend the arbitration;
- (b) with pay to the representative of the employee who is a party to an arbitration.

12.05 Preparatory Contract Negotiation Meetings and Contract Negotiation Meetings

When operational requirements permit, the Company will grant leave without pay to a reasonable number of employees for the purpose of attending preparatory contract negotiation meetings and contract negotiation meetings on behalf of the Union, including meetings before a Conciliator, Conciliation Commission or a Mediator.

12.06 Meetings between the Union and the Company Not Otherwise Specified in this Article

When operational requirements permit, the Company will grant leave with pay to a reasonable number of employees who are meeting with management on behalf of the Union.

12.07 Union, Conventions and Executive Committee Meetings

When operational requirements permit, the Company will grant leave without pay to a reasonable number of employees to attend national executive meetings and conventions of the Union, and leave without pay for a specified period to an employee appointed by the Union to attend to Union business.

12.08 Representatives' Training Courses

When operational requirements permit, the Company will grant leave without pay to employees who exercise the authority of a Representative on behalf of the Union to undertake training related to the duties of a Representative. The Company shall be given a minimum of fifteen (15) days' notice of the commencement of such training course.

12.09 Election or Appointment to Full-Time Union Office

- (a) With reasonable notice a leave of absence without pay shall also be granted to an employee(s) as are elected or appointed to fulltime positions in the employ of the Union; leave under this Article must be expressly approved for renewable terms of three (3) years by NAV CANADA but such approval and renewal shall not be unreasonably withheld. The name of an employee shall be continued on the seniority list while he/she is on such leave.
- (b) The period of leave granted shall be counted as continuous service for the purpose of calculating severance pay, vacation leave and pay increments;
- (c) Upon termination of his or her position with the Union, the employee shall be entitled to resume employment with the Company at a salary he or she was paid at the time of leaving, plus any increases granted in the interim.

12.10 Reimbursement by the Union

An employee granted leave under clause 12.09 shall continue to receive his or her regular salary for the period of leave granted, subject to the Union reimbursing the Company for all associated costs.

12.11 Notice Requirements

Leave with or without pay for purposes described in this Article shall be requested in writing to the Company as far in advance as possible of the date leave is to commence, but normally not less than fifteen (15) calendar days in advance.

12.12 Change to Day Shift

If an employee scheduled to work on a shift other than the day shift, is required to attend a proceeding identified in clauses 12.01, 12.02, 12.03 and 12.04, he or she shall have his or her shift changed to the day shift. The Company shall not be responsible for short notice shift change premiums (Article 32.07), except in the case of clause 12.03(a).

ARTICLE 13
ILLEGAL STRIKES AND LOCKOUTS

13.01 There shall be no strikes or lockouts, as defined in the Canada Labour Code, during the term of this Agreement.

ARTICLE 14

TRAINING

14.01 Determining Requirements

The Company shall determine training requirements and the means and methods by which training shall be given, and shall provide operating employees with adequate training and instruction on equipment and procedures prior to their introduction, and refresher training where appropriate.

14.02 Instructor Teaching Hours

Instructors will not be required to provide formal instruction (be formally in contact with the students in a classroom, laboratory, or simulator environment) to students in excess of an average of twenty-five (25) hours per week over a fiscal year.

14.03 Language Training

If the Company requires an employee to become proficient in a second language, language training shall be paid for by the Company, and the employee shall not suffer loss of normal pay during such training.

14.04 Instructor Operational Refresher Training

The Company shall provide instructors (indeterminate and term instructors in excess of four (4) years in an instructor position) refresher training which shall include one (1) training opportunity every three (3) years at an appropriate facility to be determined by the Company. Before scheduling the training opportunity at the facility, the Company's Training Manager and the local Union representative shall discuss the training plan. Time spent during training shall be considered as time worked.

All reasonable costs for this program shall be paid by the Company in accordance with the NAV CANADA Travel Programs.

ARTICLE 15

JOINT CONSULTATION

- 15.01 The parties acknowledge the mutual benefits to be derived from joint consultation and are prepared to enter into discussions aimed at the development and introduction of appropriate machinery for the purpose of providing joint consultation on matters of common interest.
- 15.02 Within five (5) days of notification of consultation served by either party, the Union shall notify the Company in writing of the representative authorized to act on behalf of the Union for consultation purposes.
- 15.03 Upon request of either party, the parties to this Agreement shall consult meaningfully at the appropriate level about contemplated changes in conditions of employment or working conditions not governed by this Agreement.
- 15.04 Without prejudice to the position the Company or the Union may wish to take in future about the desirability of having the subjects dealt with by provisions of Collective Agreements, the subjects that may be determined as appropriate for joint consultation will be by agreement of the parties.
- 15.05 It is recognized that a subject suggested for discussion may not be within the authority or jurisdiction of either management or Union Representatives. In these circumstances, consultation may take place for the purpose of providing information, discussing the application of policies, or airing problems to promote understanding; but it is expressly understood that no commitment may be made by either party on a subject that is not within their authority or jurisdiction, nor shall any commitment made be construed as to alter, amend, add to, or modify the terms of this agreement.
- 15.06 Meetings with the Union regional committees and with the Union national committee shall take place at least annually. By agreement of the parties, the frequency of the meetings may be increased. The frequency of meetings with Union local unit committees shall be determined by mutual agreement.
- 15.07 All meetings shall be held at a location and at a time determined by mutual agreement.

15.08 Full-time employees participating in joint consultation shall be protected against any loss of normal pay by reason of attendance at consultation meetings with management, including reasonable travel time where applicable. The parties shall endeavour to schedule such meetings during the working hours of committee representatives. In the event meetings are scheduled on an employee's day of rest, the employee shall not be entitled to any compensation.

15.09 Requirements for Written Agendas

A designated representative of Union committees and management shall exchange written agendas for a meeting as early as possible prior to the effective date of the meeting.

ARTICLE 16
CHECK-OFF

- 16.01 Subject to the provisions of this Article, the Company will, as a condition of employment, deduct an amount equal to the monthly membership dues from the monthly pay of all employees in the bargaining unit. Where an employee does not have sufficient earnings in respect of any month to permit deductions made under this Article, the Company shall not be obligated to make such deduction from subsequent salary.
- 16.02 The Union shall inform the Company in advance in writing of the authorized monthly deduction to be checked off for each employee.
- 16.03 For the purpose of applying clause 16.01, deductions from pay for each employee will be made in respect of each calendar month in which the employee receives ten (10) days' pay and to the extent that earnings are available.
- 16.04 No employee organization other than the Union, shall be permitted to have membership dues and/or other monies deducted by the Company from the pay of employees in the bargaining unit.
- 16.05 The amounts deducted in accordance with clause 16.01 shall be remitted to the designated official of the Union within thirty (30) days after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on his or her behalf.
- 16.06 Upon provision of appropriate documentation, the Company shall provide a voluntary revocable check off of premiums payable on insurance or other plans provided by the Union for its members. Any such deductions shall be combined with Union dues into a single monthly deduction.
- 16.07 The Union agrees to indemnify and save the Company harmless against any claim or liability arising out of the application of this Article.

ARTICLE 17
GRIEVANCE AND ARBITRATION PROCEDURE

17.01 The parties wish the grievance and arbitration procedure to address the real issue of each party's complaints in an expeditious, efficient, economical and fair manner. Employee complaints or grievances will be dealt with in accordance with the procedure set forth in this Article.

17.02 Definitions

(a) **Grievance**

A grievance shall be defined as any dispute between the Company and the Union on behalf of an employee, group of employees or on its own behalf concerning the interpretation, application or administration of the Collective Agreement, and shall include individual employee grievances, group grievances, Union grievances and Company grievances.

(b) **Days**

A day shall mean calendar days, however, where a deadline occurs on a Saturday, Sunday or Holiday as listed in Article 27 the deadline shall be extended to the next normal business day.

17.03 Disclosure of Information

In the interest of resolving disputes in an expeditious and efficient manner, the representatives of the parties will endeavour to share all relevant information with respect to the subject matter of the grievance. This provision does not limit the right of either party to introduce further evidence at arbitration.

17.04 Dispute Resolution

(a) *Complaint Stage*

(i) Before presenting a grievance through his or her authorized Union representative, the employee shall meet with his or her authorized Management representative to discuss and attempt to resolve the complaint.

- (ii) The employee is entitled to have an authorized Union representative accompany the employee during such a meeting.
 - (iii) The written grievance shall be submitted within thirty (30) days as provided for in Step 1 paragraph (b) (i) below.
- (b) *Grievance Step 1*
 - (i) The written grievance shall be submitted within thirty (30) days of the incident giving rise to the grievance or from the date when the employee(s) should otherwise have reasonably been aware of the incident giving rise to the grievance. The written grievance shall be in a form approved by the parties, however a grievance shall not be deemed to be invalid by reason only that it is not in accordance with the form supplied by the Company.
 - (ii) The appropriate General Manager, National Director or authorized designate shall discuss and attempt to resolve the grievance with the authorized Union representative and render a written response to the grievance to the authorized Union representative and provide a copy to the employee(s) concerned no later than fifteen (15) days following receipt of the grievance at Step 1.
- (c) *Grievance Step 2*
 - (i) Failing settlement being reached at Step 1, the authorized Union representative on behalf of the employee(s) concerned, may within fifteen (15) days of the receipt of the Step 1 response or the expiration of the Step 1 time limits transmit in writing the grievance to the NAV CANADA authorized representative.
 - (ii) The NAV CANADA authorized representative shall discuss and attempt to resolve the grievance with the authorized Union representative and render a written response to the grievance and provide a copy to the employee(s) concerned and the Union representative no later than thirty (30) days following receipt of the grievance at Step 2.

17.05 Abbreviated Procedure

Any Union grievance, Company grievance or a grievance dealing with the involuntary termination of an employee's employment shall be submitted

directly to Step 2 within thirty (30) days of the incident giving rise to the grievance or from the date when the Union, the Company, or the employee ought to have reasonably been aware of the incident giving rise to the grievance.

17.06 Referral to Arbitration

Failing settlement being reached at Step 2, either party may refer their grievance to arbitration within thirty (30) days of the receipt of the Step 2 response or the expiration of Step 2 time limits, by advising the NAV CANADA authorized representative or the authorized Union representative, in writing by registered mail of its intention to refer the dispute to Arbitration.

17.07 Extension of Time Limits

The time limits stipulated in this procedure shall be mandatory except where extended by mutual agreement between the parties. Such agreement will not be unreasonably withheld.

17.08 Time off Work to Discuss Complaints and Grievance

- (a) The Union recognized that each employee and authorized Union representative is employed to perform work for the Company and therefore no employee or authorized Union representative will leave his or her work during working hours to discuss complaints or grievances without first obtaining the permission of the authorized management representative. While recognizing that operational safety requirements take precedence, permission shall not be unreasonably withheld.
- (b) When a discussion or meeting on a complaint or grievance takes place during the employee's normal working hours, in the employee's headquarters area or the assigned work location and leave to attend is granted to the employee, the employee shall not suffer loss of normal pay. When a discussion or meeting on a complaint or grievance takes place during the employee's normal working hours, but at a location outside the employee's headquarters area or assigned work location, the employee shall not be entitled to be paid.
- (c) When a discussion or meeting on a complaint or grievance takes place during normal working hours and leave to attend is granted the authorized Union representative, the authorized Union representative shall not suffer loss of normal pay, if the discussion or meeting is within his or her area of jurisdiction. If the discussion or

meeting is outside his or her area of jurisdiction the authorized Union representative shall not be entitled to be paid.

- (d) Employees and the authorized Union representative will not be entitled to be paid when discussions or meetings on complaints or grievances take place outside their normal working hours.

17.09 Notification of Authorized Representatives

The Union shall notify the Company in writing of the names and areas of jurisdiction of its representatives authorized by the Union for the presentation of grievances at each level, and shall promptly notify the Company in writing of changes in these names. The Company shall notify the Union in writing of the position titles and areas of jurisdiction of its representatives authorized to represent the Company with respect to the receipt and response of grievances at each level, and shall promptly notify the Union in writing of changes to these names.

17.10 Powers of an Arbitrator

A grievance referred to arbitration shall be determined by a mutually acceptable arbitrator/board of arbitration who shall have all the powers described in Part 1 of the Canada Labour Code.

17.11 Cost of Arbitration

In respect of the cost of arbitration of grievances, the parties shall share equally the fee and expenses of the sole arbitrator or the chair of the arbitration board and where applicable each party shall be responsible for the expenses of their respective nominee to the board of arbitration.

17.12 List of Arbitrators

The parties will agree to a list of arbitrators for each geographical area to whom grievances may be referred. This list shall be reviewed at the mid-point of the Collective Agreement and may be amended by mutual agreement. Each party will alternate in selecting an arbitrator to sit as a sole arbitrator or as a chair of the arbitration board from the appropriate list. In the event that the arbitrator selected by a party is unable to hear the grievance within ninety (90) days of the referral to arbitration, the party having made the selection may choose another arbitrator from the list. The initial list of arbitrators, as agreed to by the parties, shall be the subject of a Letter of Understanding.¹

¹ Also see LOU 10

17.13 Expedited Arbitration

- (a) As an alternative to the formal arbitration process set out in the foregoing paragraphs, a grievance may, upon mutual consent of the parties, be referred to a previously agreed upon sole arbitrator, whose appointment shall be reviewed annually. The arbitrator shall hear the grievance and at the conclusion of the hearing, immediately give a verbal decision with reasons. The arbitrator's decision, with reasons, will be confirmed in writing. The decision shall be final and binding upon both parties and shall be made without precedent or prejudice to similar or like cases. The arbitrator shall not have the power to change the Collective Agreement or to alter, modify or amend any of its provisions.
- (b) To maintain the efficiency of such a process, the parties agree not to use outside legal counsel to argue a case or to call any evidence at expedited arbitration.
- (c) The parties agree to schedule expedited arbitration as required. At least thirty (30) days prior to the hearing, the parties will mutually agree upon a list of grievances to be heard. The parties will agree to prepare a joint statement of facts at least five (5) days prior to the scheduled hearing date.

17.14 Sole Arbitrator v. Board of Arbitration

All grievances will be heard by a sole arbitrator except where the parties mutually agree that the grievance shall be heard by a board of arbitration.

17.15 Board of Arbitration

Where the parties agree to a board of arbitration, the party referring the grievance to arbitration shall also provide the name of that party's nominee to the board of arbitration. Within ten (10) days thereafter, the other party shall answer by registered mail indicating the name and address of its nominee to the board of arbitration. The selection of the Chair shall be in accordance with Article 17.12 - List of Arbitrators.

17.16 Arbitration Procedure

The arbitrator/board of arbitration may determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations in order to determine the issue in dispute.

17.17 Decision

- (a) The decision of the majority shall be the decision of the board of arbitration. Where there is no majority decision, the decision of the Chair shall be the decision of the board of arbitration. The decision of the board of arbitration shall be final and binding and enforceable on all parties, but in no event shall the arbitrator/board of arbitration have the power to change the Collective Agreement or to alter, modify or amend any of its provisions.
- (b) The arbitrator/board of arbitration shall have the power to modify any penalty imposed by the Company and in that regard take whatever action is just and equitable in the circumstances.

17.18 Arbitrability

- (a) It is understood that no matter may be submitted to arbitration which has not been properly carried through the grievance procedure. The arbitrator / board of arbitration shall have jurisdiction to determine whether a grievance is arbitrable.
- (b) The arbitrator/board of arbitration may extend the time for taking any step in the grievance process or arbitration procedure, even after the expiration of the time, if the arbitrator or arbitration board is satisfied that there are reasonable grounds for the extension and that the other party would not be unduly prejudiced by the extension.

17.19 Location of Arbitration Hearing

The arbitration hearing shall be held in the city where the work site of the grievor is located and where the circumstances giving rise to the grievance occurred, unless the parties agree otherwise.

ARTICLE 18
NAV CANADA JOINT COUNCIL PROGRAMS

18.01 Programs concluded by the NAV CANADA Joint Council (NCJC) on items which may be included in this Collective Agreement and which the parties to this Collective Agreement endorsed after November 1, 1996, and made in accordance with the terms of the NAV CANADA Joint Council By-laws (as amended from time to time) will form part of this Collective Agreement.

18.02 These NCJC Programs currently form part of this Agreement:

- (1) Bilingual Bonus Policy
- (2) Commuting Assistance
- (3) Isolated Posts
- (4) Memorandum of Understanding on Definition of Spouse
- (5) Occupational Health and Safety
- (6) Relocation
- (7) Travel

18.03 Other NCJC agreements, including benefit plans, currently in effect or subsequently agreed to in the NCJC process shall form part of this Collective Agreement.

18.04 Grievances with respect to the above-mentioned Programs and agreements will be processed in accordance with the NAV CANADA Joint Council By-Laws.

ARTICLE 19
EMPLOYEE PERFORMANCE REVIEW

19.01 When a formal review of an employee's performance is made, the employee concerned shall be given an opportunity to discuss and then sign the review form in question to indicate that its contents have been read and understood. A copy of the completed review form will be provided to the employee. An employee's signature on his or her review form will be considered to be an indication only that its contents have been read and shall not indicate the employee's concurrence with the statements contained on the form.

The Company's representative(s) who assess an employee's performance must have observed or been aware of the employee's performance for at least one-half (1/2) of the period for which the employee's performance is evaluated.

An employee has the right to make written comments to be attached to the performance review form.

19.02 Prior to an employee performance review, the employee shall be given:

- (i) the evaluation form which will be used for the review;
- (ii) any written document which provides instructions to the person conducting the review.

If, during the employee performance review, either the form or instructions are changed, they shall be given to the employee.

ARTICLE 20
USE OF EMPLOYEE-OWNED MOTOR VEHICLE

20.01 Unless it is a requirement of the employee's job, or unless by prior agreement in writing between the employee and management, no employee shall be required by the Company to use his or her privately-owned motor vehicle on Company business.

ARTICLE 21
NO DISCRIMINATION OR HARASSMENT

- 21.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation or any disciplinary action exercised or practiced with respect to an employee by reason of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, conviction for which a pardon has been granted, or union affiliation.
- 21.02 Grievances arising from Article 21.01 shall first be dealt with through an alternate dispute resolution process (ADR) as agreed to by the parties. Once alternate dispute resolution mechanisms are agreed to by the parties, the grievance will be held in abeyance pending the results of the ADR process. Furthermore, employees are precluded from other avenues of redress, save and except applicable legislative procedures, until the ADR process has concluded.
- 21.03 Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.

ARTICLE 22

DISCIPLINE AND EMPLOYEE FILES

22.01 Discipline and Discharge

Discipline and discharge may be imposed where just cause exists and will be levied in a timely fashion. Generally, discipline is intended to correct undesirable behavior or conduct and, where appropriate, shall be progressive in nature.

22.02 Information

The Company agrees to make available to each employee covered by this agreement the NAV CANADA Code of Business Conduct and any subsequent amendments made to this policy.

22.03 Notification of Disciplinary Action

The employee and the Union Representative shall be notified in writing of any disciplinary action, except an oral warning, taken against the employee by the Company within a reasonable period of that action having been taken.

22.04 Copy of Disciplinary Notice

Where any disciplinary notice is placed on an employee's personnel file, a copy of such letter or note must be presented to the employee and to the Union Representative or sent by registered mail to their last known address within two (2) business days of its placement on the employee's personnel file.

22.05 Prohibition on Use of Documentation

The Company agrees not to introduce as evidence in a hearing relating to disciplinary action any document from the file of an employee, the existence of which the employee was not aware at the time of filing, or within a reasonable period thereafter.

22.06 Retention of Disciplinary Notices

Notice of disciplinary action which may have been placed on the personnel file of an employee shall be destroyed after two (2) years have elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period.

22.07 Interview and Representation

(a) Discipline or Termination

Prior to any interview which might be the basis of disciplinary action, the employee will be informed of the date, time, location and purpose of the interview and their entitlement to have a Union representative of their choice in attendance. The unavailability of the Union representative of choice will not delay the meeting for more than forty-eight (48) hours from the time set for the meeting in the original notice to the employee. At the interview, the employee and the Union representative may make representations and ask questions concerning the events and circumstances. Requests for an earlier meeting date will be subject to mutual agreement.

(b) Non-Disciplinary Demotion or Termination

When an employee is required to attend a meeting, the purpose of which is to demote or terminate him or her for non-disciplinary reasons, he or she is entitled to have, at his or her request, a representative of the Union attend the meeting. The unavailability of the Union representative of choice will not delay the meeting for more than forty-eight (48) hours from the time of notification to the employee.

22.08 Conflict of Interest

It is agreed that where there is the possibility of a conflict of interest, the employee shall be afforded the opportunity to have his or her Union Representative meet with the Company to discuss the possible conflict of interest before a decision is given by the Company on the matter.

22.09 Access to Employee Files

Upon written request of an employee, the personnel file of that employee may be made available at least once per year for his or her examination in the presence of an authorized representative of the Company.

ARTICLE 23

OPERATING IRREGULARITIES

23.01 Representation Rights

At any administrative inquiry, hearing or investigation conducted by the Company into an operating irregularity, where the actions of a Flight Service Specialist may have had a bearing on the events or circumstances leading thereto, and the Specialist is required to appear at the administrative inquiry, hearing or investigation being conducted into such irregularity, he or she may be accompanied by a Union Representative of his or her choice. The unavailability of the Union Representative of choice will not delay the inquiry, hearing or investigation more than twenty-four (24) hours from the time of notification to the employee.

23.02 Circumstances of Proceeding

The Specialist and his or her representative may require the Company's representative in charge to state the circumstances leading to the inquiry, hearing or investigation by the Company before the Specialist is required to answer any questions put to him or her.

23.03 Participation

The Specialist and his or her representative may make representations and direct questions concerning the irregularity or events and circumstances leading thereto, to the Company's representative in charge in any Company inquiry, hearing or investigation.

23.04 Notification of Completion

- (a) The Company shall notify the Specialist and where applicable his or her representative, of the completion of the report of a Company proceeding pursuant to clause 23.01 of this agreement. Such notification shall be in writing and shall stipulate that an immediate opportunity will be provided to the Specialist, and where applicable his or her representative, to read the report, including the findings of the investigation, and to take such personal notes as they deem necessary.
- (b) Subsequent opportunities to read the same report and findings will be provided to the Specialist, and where applicable his or her representative, upon written request.

23.05 Pay and Hours of Work

- (a) A Specialist called as a witness, or his or her representative, shall suffer no loss of normal pay while appearing before an administrative inquiry, hearing or investigation relating to an operational irregularity.
- (b) A Specialist, called by a Company inquiry as a witness outside of his or her scheduled hours of work, shall be compensated at the appropriate overtime rate.
- (c) To the extent practical, a Specialist having primary involvement in an operating irregularity will not be scheduled to perform his or her operational duties on a shift during the same day or on a shift where his or her majority of hours fall on the day of an interview.

23.06 Restricted Information

The Company agrees to treat live or recorded video and audio, computer readouts of FSS operations, and transcripts of audio recordings as restricted information, not normally available to the public unless required by law. However in cases where the Company's legal counsel has determined that there will be no Company involvement in any subsequent civil litigation the Company may, after consultation with the Union, permit lawyers to make their own transcript under supervision.

23.07 Participation in Operations Safety Investigations

It is agreed that an operational Specialist will be named as a member of any Company Level 2 Operations Safety Investigations (OSI) investigating an operating irregularity in which a Flight Service Specialist has an apparent involvement.

23.08 Review of Tapes and Readouts

- (a) A Specialist required to appear before any Company inquiry, hearing or investigation shall, in the company of his or her representative if he or she so desires, but under supervision, be allowed to review any relevant video and audio recordings and computer readouts of FSS operations where available. In addition, the Specialist shall be provided with a transcript of relevant audio recordings. The foregoing shall take place prior to the Specialist being required to answer questions put to him or her by the Company's representative.
- (b) Where possible, the Company shall permit a Specialist and his or her representative the same access set out in (a) above prior to a non-

Company inquiry, hearing or investigation with respect to an operating irregularity.

23.09 Use of Recorded Information

The parties agree that recorded video and audio, computer readouts of FSS operations and transcripts of audio recordings are intended to provide a record of such communications for use in the monitoring of FSS operations and the investigation of operating irregularities, infractions, incidents or accidents. The parties further agree that as such, these recordings, readouts or transcripts are not normally intended to provide evidence before third parties, except that:

- (a) the Company may use such recordings, readouts and transcripts as evidence before third parties in disciplinary cases, or non-disciplinary cases involving a Specialist's competency;
- (b) in the event that the Company wishes to use such recordings, readouts and transcripts before a third party pursuant to a) above, such recordings, readouts and transcripts shall be first reviewed with a National Representative of the Union; and
- (c) such recordings, readouts and transcripts may be used in the review of disciplinary cases, or non-disciplinary cases involving a Specialist's competency.

23.10 Legal Representation

The Company shall provide legal advice and assistance to an employee who is required to appear at a coroner's inquest or judicial/magisterial inquiry, Transportation Safety Board or Transport Canada Investigation, or who is a party to civil legal action, arising out of the performance of the employee's duties as a Flight Service Specialist.

- (a) In the circumstances outlined above:
 - (i) if the employee so desires, the employee may select legal counsel of his or her choice and the legal fees for such representation shall be borne by the employee;
 - (ii) in the event that a conflict of interest arises, the Union and/or the employee may select legal counsel of their choice to represent the employee and the legal fees for such representation shall be their responsibility. In the event that the final determination after all appeals, exonerates the employee or does not ascribe fault or blame to the employee,

the Company will reimburse the Union and/or the employee for all reasonable legal fees.

- (b) A grievance arising from the application of this clause shall begin at the final step of the grievance procedure.

23.11 OSI and Discipline

No OSI report or information gathered in an OSI process shall be used for disciplinary purposes.

23.12 Release from Operational Duties

If an irregular occurrence has taken place, managers shall immediately arrange for the removal, from operational duties, of any specialist directly involved in the occurrence until the circumstances have been fully examined.

Removal from operational duties is mandatory and is always applicable except where it is immediately clear and obvious to both the specialist and the manager that the incident was caused solely by external influences and that the full responsibility rests elsewhere. This action shall be taken without prejudice and shall not be considered as punitive or disciplinary.

ARTICLE 24
OFFICIAL TEXTS AND PRINTING

- 24.01 Both English and French texts of this Agreement are official.
- 24.02 The Company shall have the translation of the Collective Agreement prepared.
- 24.03 In the event of a discrepancy between the texts, the language of negotiation shall prevail.
- 24.04 The size, format and numbers of copies of the Collective Agreement shall be agreed to by the Union and the Company within thirty (30) days of signing of this Agreement. The costs associated with the printing shall be shared equally between the Union and the Company. The Collective Agreement shall be printed in a union shop. Copies shall be distributed to all employees by the Company.

ARTICLE 25
LEAVE GENERAL

- 25.01 An employee is entitled, at least once in each fiscal year, to be informed upon request, of the balance of his or her vacation and sick leave credits.
- 25.02 The amount of leave with pay credited to an employee by the Company at the time when this Agreement is signed, or at the time when he or she becomes subject to this Agreement, shall be retained by the employee.
- 25.03 An employee shall not be granted two (2) different types of leave with pay in respect of the same period of time.
- 25.04 An employee who receives a special duty allowance or an extra duty allowance in his or her regular position, shall continue to receive the allowance in the event that he or she:
- (a) is granted leave with pay; or
 - (b) is temporarily assigned for training; or
 - (c) is temporarily assigned to a position where the special or extra duty allowance does not apply.
- if the employee has been receiving the special or extra duty allowance for at least two (2) months prior to the leave or assignment.
- In the case of (c) above, payment of the allowance shall continue for a maximum period of one hundred and twenty (120) calendar days.
- 25.05 An employee is not entitled to leave with pay during periods he or she is on leave without pay, on career development leave or under suspension.
- 25.06 When leave is granted, it will be granted on an hourly basis and the hours debited for each day of leave shall be the same as the hours the employee would normally have been scheduled to work on that day.

ARTICLE 26
VACATION LEAVE WITH PAY

26.01 The vacation year shall be from April 1st to March 31st of the following calendar year, inclusive.

26.02 Accumulation of Vacation Leave Credits

Non Operating Employees:

A non-operating employee who has earned at least seventy-five (75) hours pay for each calendar month of a vacation year shall earn vacation leave at the following rates:

- (a) one hundred and twelve decimal five (112.5) hours per vacation year if the employee has completed less than eight (8) years of continuous employment;
- (b) one hundred and fifty (150) hours per vacation year if the employee has completed eight (8) years of continuous employment;
- (c) one hundred and sixty-five (165) hours per vacation year if the employee has completed sixteen (16) years of continuous employment;
- (d) one hundred and seventy-two decimal five (172.5) hours per vacation year if the employee has completed seventeen (17) years of continuous employment;
- (e) one hundred and eighty-seven decimal five (187.5) hours per vacation year if the employee has completed eighteen (18) years of continuous employment;
- (f) two hundred and two decimal five (202.5) hours per vacation year if the employee has completed twenty-seven (27) years of continuous employment;
- (g) two hundred and twenty-five (225) hours per vacation year if the employee has completed twenty-eight (28) years of continuous employment

Operating Employees:

An operating employee who has earned at least seventy-five (75) hours pay for each calendar month of a vacation year shall earn vacation leave at the following rates:

- (a) one hundred and twenty (120) hours per vacation year if the employee has completed less than eight (8) years of continuous employment;
- (b) one hundred and sixty (160) hours per vacation year if the employee has completed eight (8) years of continuous employment;
- (c) one hundred and seventy-six (176) hours per vacation year if the employee has completed sixteen (16) years of continuous employment;
- (d) one hundred and eighty-four (184) hours per vacation year if the employee has completed seventeen (17) years of continuous employment;
- (e) two hundred (200) hours per vacation year if the employee has completed eighteen (18) years of continuous employment;
- (f) two hundred and sixteen (216) hours per vacation year if the employee has completed twenty-seven (27) years of continuous employment;
- (g) two hundred and forty (240) hours per vacation year if the employee has completed twenty-eight (28) years of continuous employment

26.03 Entitlement to Vacation Leave with Pay

An employee is entitled to vacation leave with pay to the extent of his or her earned credits but an employee who has completed six (6) months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the vacation year.

26.04 Scheduling of Vacation Leave with Pay

An employee shall take vacation leave on the basis of the schedule the employee is working. In scheduling vacation leave with pay to an employee the Company shall, subject to the operational requirements of the service, make every reasonable effort:

- (a) to schedule the employee's vacation leave during the vacation year in which it is earned;
- (b) to ensure that approval of an employee's request for vacation leave is not unreasonably denied or delayed;
- (c) to schedule vacation leave on an equitable basis and when there is no conflict with the interests of the Company or other employees, according to the wishes of the employee.

By December 1st of each year, if an employee has more than fifty (50) hours in their vacation leave bank and NAV CANADA has been unable to schedule the excess hours of vacation during the periods preferred by the employee or if the employee has not filed with the employer their vacation preference by December 1st, NAV CANADA may assign the employee periods of available vacation time for such excess hours. NAV CANADA will consult with the local representative of the Union and with the employee with respect to the scheduling of vacation leave consistent with the principles of this clause.

26.05 Unit Vacation Schedule ²

The local Representative of the Union shall be given the opportunity to consult with representatives of the Company on unit vacation plans and schedules. The Company shall make every reasonable effort to schedule vacations in a manner acceptable to employees.

26.06 Additional Vacation Leave

The Company shall, within five (5) business days of receipt of a written request by an employee, endeavour to respond with approval or denial of the request for vacation leave to be taken from the posted shift schedule.

In cancelling vacation leave, the Company shall give the employee as much notice as is practicable and reasonable.

In the case of denial, alteration or cancellation of the vacation leave, the Company shall give the written reason therefore, upon written request from the employee.

26.07 Vacation Leave Displacement

Where in respect of any period of vacation leave, an employee is granted:

- (a) bereavement leave with pay;

² Also see LOU 12

or

- (b) leave with pay because of illness in the immediate family;

or

- (c) leave under Article 28, Sick Leave with Pay, on production of a medical certificate,

the period of vacation leave so displaced shall either be added to the vacation period, if requested by the employee and approved by the Company, or reinstated for use at a later date.

26.08 Vacation Leave Carry Over

Where in any vacation year an employee has not taken or scheduled all of the vacation leave with pay credited to the employee, any remaining vacation leave up to 50 hours shall be carried over into the next vacation year. The employee may request to have all or a portion of the vacation leave paid off instead of the carry-over. Any leave hours in excess of 50 hours will be paid off in an amount equal to the product obtained by multiplying the number of hours of vacation leave credits by the employee's hourly rate of pay of their substantive position on the last day of the vacation year unless the employee has requested that such leave be carried over into the next vacation year.

In exceptional circumstances, an employee may request to carry over more than fifty (50) hours into the next vacation year provided the employee provides their manager with a reasonable plan to draw down such leave at a time convenient for the operation.

26.09 Recall from Vacation Leave with Pay

- (a) The Company will make every reasonable effort not to recall an employee to duty after he or she has proceeded on vacation leave with pay.
- (b) Where, during any period of vacation leave or leave with pay an employee is recalled to duty, he or she shall be reimbursed for reasonable expenses, as normally defined by the Company, that he or she incurs:

- (i) in proceeding to his or her place of duty,

and

- (ii) in returning to the place from which he or she was recalled if he or she immediately resumes vacation upon completing the assignment for which he or she was recalled, after submitting such accounts as are normally required by the Company.
- (c) The employee shall not be considered as being on vacation leave during any period in respect of which he or she is entitled under clause 26.09(b) to be reimbursed for reasonable expenses incurred by him or her.

26.10 Leave When Employment Terminates

When an employee dies or otherwise ceases to be employed, he or she or his or her estate shall be paid an amount equal to the product obtained by multiplying the number of hours of earned but unused vacation leave with pay to his or her credit by the hourly rate of pay of his or her substantive position on the date of the termination of his or her employment, except that the Company shall grant the employee any vacation leave earned but not used by him or her before the employment is terminated by lay-off if the employee so requests because of a requirement to meet minimum continuous employment requirements for severance pay.

26.11 In the event of termination of employment for reasons other than death or lay-off, the Company shall recover from any monies owed the employee an amount equivalent to unearned vacation leave taken by the employee at the rate of pay of his or her substantive position.

26.12 Notwithstanding clause 26.10, an employee whose employment is terminated by reason of a declaration that he or she abandoned his/her position is entitled to receive the payment referred to in clause 26.10.

26.13 Cancellation of Vacation Leave

When the Company cancels or alters a period of vacation leave which it has previously approved in writing, the Company shall reimburse the employee for the non-returnable portion of vacation contracts and reservations made by the employee in respect of that period, subject to the presentation of such documentation as the Company may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Company.

ARTICLE 27
GENERAL HOLIDAYS³

27.01 Employees shall receive the following paid general holidays:

- (a) New Year's Day,
- (b) Good Friday,
- (c) Easter Monday,
- (d) the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's Birthday,
- (e) July 1st,
- (f) Labour Day,
- (g) the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving,
- (h) Remembrance Day,
- (i) Christmas Day,
- (j) Boxing Day,
- (k) one additional day in each year that, in the opinion of the Company, is recognized to be a provincial or civic holiday in the area in which the employee is employed, or in any area where, in the opinion of the Company, no such additional day is recognized as a provincial or civic holiday, the first Monday in August,

and
- (l) one additional day when proclaimed by an Act of Parliament as a National Holiday.

27.02 All full-time employees will be entitled to the general holiday pay provided they were employed with the Company prior to the holiday and they meet all other entitlements requirements stipulated in the general holiday provisions of the Collective Agreement.

³ Also see LOU 5

- 27.03 An employee absent without authorization on both his or her full working day immediately preceding and his or her full working day immediately following a general holiday, is not entitled to pay for the holiday.
- 27.04 Employees assigned from an operating to a non-operating position or vice versa during the year (April 1 to March 31) shall have lieu leave credits adjusted accordingly, including any necessary recovery.
- 27.05 Any lieu leave granted under the provisions of this clause in advance of general holidays occurring after the date of an employee's separation from the Company shall be subject to recovery.
- 27.06 For the purposes of this Article, the "General Holiday" shall be identified as:
- (a) the twenty-four (24) hour period commencing at 00:01 hours of a day designated as a paid holiday in this agreement;
 - (b) however, for the purpose of administration of a shift that does not commence and end on the same day, such shift shall be deemed to have been entirely worked:
 - (i) on the day it commenced where half (1/2) or more of the hours worked fall on that day,
 - (ii) on the day it terminates where more than half (1/2) of the hours worked fall on that day.

Operating Employees

- 27.07 (a) On April 1st of each year, an employee shall be credited with 93.17 hours of lieu leave;
- (b) Lieu leave may be scheduled as an extension to vacation leave or as occasional days and shall be charged against lieu leave credits on an hour for hour basis;
 - (c) Subject to operational requirements and adequate advance notice, the Company shall make every reasonable effort to schedule lieu leave at times desired by the employees;
 - (d) A maximum of 93.17 hours of lieu leave that cannot be liquidated by the end of the vacation year shall be carried over into the next vacation year. Any lieu leave over this amount will be paid off at the employee's straight time rate of pay in effect at that time. The employee may request to have all or a portion of the lieu leave paid off instead of the carry-over;

- (e) An employee will earn lieu time on a monthly basis at the rate of 7.764 hours per month provided that he/she receives pay for at least seventy-five (75) hours in the month.
 - (f) An employee who terminates their employment or who moves to a non-operational position and has used more lieu time than they have earned will have such over-utilization subject to recovery of pay.
- 27.08 (a) When an employee is required to report to work on his or her regular shift on a general holiday, he or she shall be paid, in addition to his or her regular pay for the shift, a premium of half (1/2) time for all hours worked as part of the regular shift;
- (b) The employee shall be paid at double (2) time his or her regular rate for all hours worked in excess of his or her regular shift.

Non-Operational Employees

- 27.09 (a) When a day that is a general holiday for an employee coincides with a day of leave with pay, that day shall count as a holiday and not as a day of leave.
- (b) When a day designated as a holiday under clause 27.01 coincides with an employee's day of rest, the holiday shall be moved to the first scheduled working day following the employee's day of rest. When a day that is a general holiday is so moved to a day on which the employee is on leave with pay, that day shall count as a holiday and not as a day of leave.
- (c) When two (2) days designated as holidays under clause 27.01 coincide with an employee's consecutive days of rest, the holidays shall be moved to the employee's first two (2) scheduled working days following the days of rest. When the days that are general holidays are so moved to days on which the employee is on leave with pay, those days shall count as holidays and not as days of leave.
- 27.10 When a day designated as general holiday for an employee is moved to another day under the provisions of clause 27.09:
- (a) work performed by an employee on the day from which the holiday was moved shall be considered as work performed on a day of rest,
- and

- (b) work performed by an employee on the day to which the holiday was moved shall be considered as work performed on a holiday.

27.11 When an employee works on a general holiday, he or she shall be paid

- (a) time and one half ($1\frac{1}{2}$) for the first eight (8) hours worked, and double (2) time thereafter; in addition to the seven and one half ($7\frac{1}{2}$) hours' pay he or she would have been granted had he or she not worked on the holiday:

or

- (b) upon request, and with the approval of the Company, the employee may be granted:
 - (i) a day of leave with pay, at the straight time rate of pay, at a later date in lieu of the holiday; and
 - (ii) a premium of half ($1/2$) time for all hours worked as part of his or her regular workday and double (2) time thereafter;
- (c)
 - (i) subject to the requirements of the operation and adequate notice, the Company shall grant lieu days at such times as the employee may request;
 - (ii) when in a leave year, an employee has not been granted all of his or her lieu days as requested by him or her, such unused lieu days shall be paid out at the employee's straight time rate of pay.

ARTICLE 28
SICK LEAVE WITH PAY

Credits

28.01 An employee shall earn sick leave credits at the rate of nine decimal three seven five (9.375) hours for each calendar month for which he or she receives pay for at least ten (10) days.

Granting of Sick Leave

28.02 An employee is eligible for sick leave with pay when he or she is unable to perform his or her duties because of illness or injury provided that:

- (a) they satisfy NAV CANADA of this condition in such manner and at such time as may be determined by NAV CANADA,

and

- (b) they have the necessary sick leave credits.

28.03 Unless otherwise informed by NAV CANADA before or during the period of illness or injury, that a certificate from a health care practitioner, licensed chiropractor, dentist, dental surgeon, orthodontist, optometrist, registered nurse practitioner, physiotherapist or midwife will be required, a statement signed by the employee stating that because of illness or injury they were unable to perform their duties shall, when delivered to NAV CANADA, be considered as meeting the requirements of clause 28.02(a):

- (a) if the period of leave with pay requested does not exceed five (5) days,

and

- (b) if the employee has not been granted more than ten* (10) occurrences of sick leave with pay in a year (effective April 1st,) solely on the basis of statements signed by them.

* Any absence of greater than half of, but not more than a single scheduled shift is considered an occurrence.

28.04 Where an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 28.02, sick leave with pay may, at the discretion of NAV CANADA, be granted:

- (a) for a period of up to one hundred eighty-seven decimal five (187.5) hours if he or she is awaiting a decision on an application for injury-on-duty leave,

or

- (b) for a period of up to one hundred twelve decimal five (112.5) hours in all other cases, subject to the deduction of such advanced leave from any sick leave credits subsequently earned and, in the event of termination of employment for reasons other than death or lay-off, the recovery of the advance from any monies owed the employee.

28.05 When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.

ARTICLE 29
CAREER DEVELOPMENT LEAVE WITH PAY ⁴

29.01 Career Development Leave

- (a) Career development refers to an activity which in the opinion of the Company is likely to be of assistance to the individual in furthering his or her career development and to the organization in achieving its goals. The following activities shall be deemed to be part of career development:
 - (i) a course given by the Company;
 - (ii) a course offered by a recognized academic institution;
 - (iii) a seminar, convention or study session in a specialized field directly related to the employee's work.
- (b) Upon written application by the employee, and with the approval of the Company, career development leave with pay may be given for any one of the activities described in sub-clause (a) above. The employee shall receive no compensation under the overtime and travelling time provisions of the Collective Agreement during time spent on career development leave provided for in this clause.
- (c) Employees on career development leave shall be reimbursed for all reasonable travel and other expenses incurred by them which the Company may deem appropriate.

29.02 Examination Leave with Pay

Leave with pay may be granted to an employee for the purpose of writing an examination which takes place during the employee's scheduled hours of work. Such leave will only be granted where, in the opinion of the Company, the course of study is directly related to the employee's duties or will improve his or her qualifications.

⁴ Also see LOU 3

ARTICLE 30
OTHER LEAVE WITH OR WITHOUT PAY

30.01 Marriage Leave with Pay

After the completion of one (1) year's continuous employment, and providing an employee gives the Company at least five (5) days' notice, the employee shall be granted thirty-seven decimal five (37.5) hours leave with pay for the purpose of getting married.

30.02 Bereavement Leave with Pay

For the purpose of this clause, immediate family is defined as father, mother, (or alternatively stepfather, stepmother or foster parent), brother, sister, spouse, (including common-law spouse resident with the employee), child (including child of common-law spouse), stepchild or ward of the employee, father-in-law, mother-in-law, grandparent, grandchild and relative permanently residing in the employee's household or with whom the employee permanently resides.

- (a) When a member of their immediate family dies, an employee shall be entitled to a bereavement period of five (5) calendar days including the day of the funeral, but can be split into two (2) periods to be taken between the day of the immediate family member's death and six (6) weeks after the day of the immediate family member's funeral, burial or memorial service. During such period, they shall be paid for those days which are not regularly scheduled days of rest for that employee. In addition, the employee may be granted up to three (3) days' leave for the purpose of travel related to the death.
- (b) An employee is entitled to one (1) day bereavement leave with pay to attend the funeral or interment service related to the death of the employee's son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt or uncle.
- (c) If, during a period of compensatory leave, an employee is bereaved in circumstances under which they would have been eligible for leave under paragraph (a) and (b) of this clause, they shall be granted leave, and their compensatory leave credits shall be restored to the extent of any concurrent leave granted.

- (d) It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the Company may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in paragraph 30.02(a).

30.03 Court Leave with Pay

The Company shall grant leave with pay to an employee for the period of time he or she is required:

- (a) to be available for jury selection;
- (b) to serve on a jury; or
- (c) by subpoena or summons to attend as a witness in any proceeding to which he or she is not a party held:
 - (i) in or under the authority of a court of justice or before a grand jury;
 - (ii) before a court, judge, justice, magistrate or coroner;
 - (iii) before the Senate or House of Commons of Canada, or a committee of the Senate or House of Commons, otherwise than in the performance of the duties of his or her position;
 - (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it;
 - (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it, other than an arbitrator appointed under this Collective Agreement or the Canada Industrial Relations Board.
- (d) Operational employees who are required to serve on juries will not be scheduled to work on weekends that fall before or after a full week (Monday to Friday inclusive) in which the employee serves on jury duty.

30.04 Personnel Selection Leave with Pay

Where an employee participates in a personnel selection process for a position within the Company, the employee is entitled to leave with pay for

the period during which the employee's presence is required for purposes of the selection process, and for such further period as the Company considers reasonable for the employee to travel to and from the place where his or her presence is so required.

If an employee, scheduled to work on a shift other than the day shift, is required to attend the selection process, the employee may, upon reasonable notice to the Company, elect to have his or her shift changed to the day shift. The employee shall not be eligible for a short notice shift change premium.

30.05 Maternity Leave without Pay

- (A) (i) An employee who becomes pregnant shall, upon request, be granted maternity leave without pay for a period beginning before, on, or after the termination date of pregnancy, and ending not later than twenty-six (26) weeks after the termination date of pregnancy.
 - (a) Nevertheless, where the employee's new-born child is born prematurely, or is born with, or contracts a condition that requires its hospitalization within the period defined in subsection (i) above, the period of maternity leave without pay therein defined may be extended beyond the date falling twenty-six (26) weeks after the date of childbirth, by a period equal to the period during which the child is hospitalized.
 - (b) In any case described in subsection (i)(a) above where the employee has proceeded on maternity leave without pay and then returns to work during all or part of the period during which her new-born child is hospitalized, she may resume her maternity leave without pay when the child's hospitalization is over, and remain on maternity leave without pay to the extent provided for in subsection (i)(a).
 - (c) The extension described in subsection (i)(a) or (b) shall end no later than fifty-two (52) weeks after the termination date of pregnancy.
- (ii) At its discretion, the Company may require an employee to submit a medical certificate certifying pregnancy.
- (iii) An employee who has not commenced maternity leave without pay may elect to:

- (a) use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates;
 - (b) claim benefits under Article 28, Sick Leave with Pay, up to and beyond the date that her pregnancy terminates, subject to the provisions set out in Article 28. For purposes of this clause, illness or injury as defined in Article 28 shall include medical disability related to pregnancy.
- (B) An employee shall inform the Company in writing of her plans for taking leave with and without pay to cover her absence from work due to the pregnancy, at least four (4) weeks in advance of the initial date of continuous leave of absence during which termination of pregnancy is expected to occur.
- (C)
 - (i) After completion of six (6) months' continuous employment, an employee who agrees to return to work for a period of at least six (6) months and who provides the Company with proof that she has applied for and is eligible to receive employment insurance benefits pursuant to the Employment Insurance Act, shall be paid a maternity leave allowance in accordance with the Supplementary Employment Benefit Plan.
 - (ii) An applicant under clause 30.05(C)(i) shall sign an agreement with the Company, providing:
 - (a) that she will return to work and work for a period of at least six (6) months, less any period in respect of which she is granted leave with pay;
 - (b) that she will return to work on the date of the expiry of her pregnancy leave, unless this date is modified with the Company's consent.
 - (iii) Should the employee fail to return to work as per the provisions of clause 30.05(C)(ii)(a) and (b) for reasons other than death or lay-off, the employee recognizes that she is indebted to the Company for the full amount received as maternity leave allowance.
- (D) In respect of the period of maternity leave, maternity leave allowance payments made according to the Supplementary Employment Benefit Plan will consist of the following:

- (i) Where an employee is subject to a waiting period of one (1) week before receiving employment insurance maternity benefits, an allowance of one hundred percent (100%) of her weekly rate of pay for the one week waiting period less any other monies earned during this period; and/or
- (ii) Up to a maximum of sixteen (16) weeks, payment equivalent to the difference between the EI benefits the employee is eligible to receive and one hundred percent (100%) of her weekly rate of pay, less any other monies earned during the period which may result in a decrease in EI benefits to which the employee would have been eligible if no extra monies had been earned during this period.
- (iii)
 - (a) For a full-time employee, the weekly rate of pay referred to in clause 30.05(D)(i) and (ii) shall be the weekly rate of pay to which she is entitled for the classification of her substantive position on the day immediately preceding the commencement of the maternity leave.
 - (b) For a part-time employee the weekly rate of pay referred to in clause 30.05(D)(i) and (ii) shall be the full-time weekly rate of pay for the classification of her substantive position multiplied by the fraction obtained by dividing the employee's assigned hours of work averaged over the last six (6) month period of continuous employment by the regularly scheduled full-time hours of work for the employee's classification on the day immediately preceding the commencement of the maternity leave.
- (iv) Where an employee becomes eligible for a pay increment or an economic adjustment during the benefit period, payments under clause 30.05(D)(i) or (ii) shall be adjusted accordingly.
- (E) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.

30.06 Injury on Duty Leave with Pay

- (a) An employee shall be granted injury-on-duty leave for such reasonable period as may be determined by the Company when a claim has been made pursuant to the appropriate Workers' Compensation Authority and the Authority has notified the Company that it has certified that the employee is unable to work because of:

- (i) personal injury received in the performance of his or her duties and not caused by the employee's wilful misconduct;

or

- (ii) an industrial illness or a disease arising out of and in the course of his or her employment,

if the employee agrees to remit to the Company any amount received by him or her in compensation for loss of pay resulting from or in respect of such injury, illness or disease, providing, however, that such amount does not stem from a personal disability policy for which the employee or his or her agent has paid the premium.

- (b) Paid injury on duty leave shall not be granted in any province where it is prohibited by provincial legislation, nor for any period of time or in any amount which would limit compensation payments under any provincial workers' compensation legislation.

30.07 Leave for Other Reasons

At its discretion, the Company may grant:

- (a) leave with pay when circumstances not directly attributable to the employee prevent him or her from reporting for duty or remaining on duty. Such leave shall not be unreasonably withheld;
- (b) leave with or without pay for purposes other than those specified in this Agreement.

30.08 Leave with Pay for Personal and Family-Related Responsibilities

- (a) For the purpose of this clause, family is defined as spouse (or common-law spouse resident with the employee), dependent children, (including children of legal or common-law spouse), parents (including step-parents or foster parents) or any relative permanently residing in the employee's household or with whom the employee permanently resides.

- (b) The Company shall grant leave with pay under the following circumstances:
 - (i) An employee is expected to make reasonable efforts to schedule medical or dental appointments for dependent family members to minimize their absence from work; however, when alternative arrangements are not possible, an employee shall be granted time off for a medical or dental appointment when the dependent family member is incapable of attending the appointment by themselves, or for appointments with appropriate authorities in schools or adoption agencies. An employee requesting leave under this provision must notify their supervisor of the appointment as far in advance as possible;
 - (ii) Leave with pay in order to attend personal appointments for medical, dental, legal matters, or a citizenship ceremony under the *Citizenship Act*. An employee requesting leave under this provision must notify their supervisor of the appointment as far in advance as possible;
 - (iii) Leave with pay to provide for the immediate and temporary care of a sick member of the employee's family, and to provide an employee with time to make alternative care arrangements where the illness is of a longer duration;
 - (iv) Leave with pay for needs directly related to the birth or to the adoption of the employee's child. This leave may be divided into two (2) periods and granted on separate days.
- (c) The total leave with pay which may be granted under sub-clauses (b)(i), (ii), (iii) and (iv) shall not exceed thirty-seven decimal five (37.5) hours in a leave year.

30.09 Parental Leave without Pay

- (a) An employee who intends to request parental leave shall notify the Company at least fifteen (15) weeks in advance of the expected date of the birth or adoption of the employee's child.
- (b) An employee may request parental leave without pay at last four (4) weeks prior to the expected date of childbirth or the acceptance of custody of a child below the age of majority, and subject to sections (c) and (d) of this clause, shall be granted parental leave without pay for a period of up to sixty-three (63) weeks beginning on the date of

childbirth or the acceptance of custody, or at a later date requested by the employee, and ending not later than seventy-eight (78) weeks after the date of childbirth or such acceptance of custody.

- (c) The Company may:
 - (i) defer the commencement of parental leave without pay at the request of an employee;
 - (ii) require an employee to submit a birth certificate or adoption record of the child.
- (d) Parental Leave without pay utilized by an employee-couple in conjunction with the birth or adoption of one child shall not exceed a total of seventy-one (71) weeks for both employees combined.
- (e) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave. Time spent on such leave shall be counted for pay increment purposes.

30.10 Leave without Pay for the Care and Nurturing of Pre-School Age Children

Subject to operational requirements, an employee shall be granted leave without pay for the care and nurturing of the employee's pre-school age children in accordance with the following conditions:

- (a) an employee shall notify the Company in writing ten (10) weeks in advance of the commencement date of such leave;
- (b) leave granted under this clause shall be for a minimum period of nine (9) consecutive weeks;
- (c) the total leave granted under this clause shall not exceed five (5) years during an employee's total period of employment in NAV CANADA, and in the case of designated employees during an employee's total period of service in the Public Service and with NAV CANADA;
- (d) leave which is for a period of more than three (3) months granted under this clause, shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave; and

- (e) time spent on such leave shall not be counted for pay increment purposes.

30.11 Leave without Pay for Relocation of Spouse

- (a) At the request of an employee, leave without pay for a period of up to one (1) year shall be granted to an employee whose spouse is permanently relocated, and up to five (5) years to an employee whose spouse is temporarily relocated.
- (b) Leave without pay granted under this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave for the employee involved except where the period of such leave is less than three (3) months.
- (c) Time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.

30.12 Paid Time for Subpoena

Employees on a day of rest shall receive compensation at the straight time rate for attending subpoenaed inquiries related to an employee's work duties, less any witness fees received. If subpoenaed by the Employer, employees will be compensated in accordance with the overtime article.

30.13 Other Non-Discretionary Leaves Without Pay

The following leaves without pay are non-discretionary and shall be granted:

- (a) Critical Illness Leave

Leave without pay shall be granted for up to thirty-seven (37) weeks to employees who have completed at least six (6) months of continuous service to provide care or support to their child, who is under eighteen (18) years of age and is critically ill. A "critically ill child" is a person under eighteen (18) years of age, on the day the leave begins, whose health has changed and whose life is at risk as a result of an illness or injury (as defined in the Regulations made under the Employment Insurance Act).

- (b) Compassionate Care Leave

Leave without pay shall be granted for up to twenty-eight (28) weeks within a fifty-two (52)-week period to provide care and

support to a gravely ill family member (as defined in the Regulations made under the Employment Insurance Act).

(c) Leave Related to Death or Disappearance of a Child or Children

Leave without pay shall be granted to employees who have completed at least six (6) months of continuous service up to fifty-two (52) weeks of leave without pay in the case of a missing child and up to one hundred and four (104) weeks of leave without pay if the child has died for a child who is under eighteen (18) years of age and has disappeared or died as a result of a probable crime.

(d) Reservist Leave

A leave of absence without pay shall be granted to employees who have completed at least six (6) months of continuous service from their civilian employment to take part in annual training or in certain military operations in Canada or abroad that are designated by the Minister of National Defence. This leave is also available if they are required to train or to report for duty under the National Defence Act.

(e) Aboriginal employees who have completed three (3) consecutive months of continuous employment are entitled to and must be granted up to five (5) days of unpaid traditional Aboriginal practices leave in each calendar year. Under the Canada Labour Code, "Aboriginal" means "Indian, Inuit or Métis".

Traditional Aboriginal leave may be taken in one or more periods.

An employee may take this leave to engage in traditional Aboriginal practices, including:

- (i) hunting;
- (ii) fishing;
- (iii) harvesting; and
- (iv) any practice prescribed by future regulation.

Employees are required, as soon as possible, to provide the Employer with written notice of the reasons for the leave and the length of the leave that they intend to take, or change.

Within fifteen (15) days after the employee's return to work, the Employer may, in writing, request documentation that shows the employee as an Aboriginal person. The employee shall provide the document only if reasonably practicable for them to obtain it.

30.14 Domestic Violence Leave

The Employer recognizes that employees may face situations of domestic violence or abuse, which may be physical, emotional, or psychological in their personal life that could affect their attendance and performance at work.

- (a) Employees experiencing domestic violence, and who have been employed for at least three (3) months, will be able to access up to thirty-seven and one half (37.5) hours of paid leave and up to five (5) days of unpaid leave. This leave will be available once per leave year. This leave may be taken as consecutive or single days or as a fraction of a day. This leave is in addition to the existing leave entitlements under the present collective agreement but is not in addition to that afforded under the Canada Labour Code.
- (b) An Employee may take Domestic Violence Leave for one or more of the following purposes:
 - (i) to seek medical attention for the Employee or the Employee's children in respect of a physical, emotional or psychological injury or disability caused by the domestic violence;
 - (ii) to obtain services from a victim services organization;
 - (iii) to obtain psychological or other professional counselling;
 - (iv) to relocate temporarily or permanently;
 - (v) to seek legal or law enforcement assistance, including preparing for or participation in any civil or criminal legal proceeding related to or resulting from the domestic violence;
- (c) The Employer may, in writing and no later than fifteen (15) days after an employee's return to work, request the employee to provide documentation to support the reasons for the leave. The employee may be excused from providing that documentation if it is not reasonably practicable for the employee to obtain and provide it.
- (d) The Employer shall:
 - (i) ensure confidentiality and privacy in respect of all matters that come to the Employer's knowledge in relation to a leave taken by an Employee under the provisions of the "Domestic Violence Leave" in this Collective Agreement,
 - (ii) identify a contact in Human Resources who will be trained in domestic violence and privacy issues. The Employer will advertise the name of the designated violence contact to all employees,
 - (iii) not disclose information in relation to any person except

- 1) to an employee as identified in d) ii) or agents who require the information to carry out their duties;
 - 2) as required by law; or
 - 3) with the consent of the employee to whom the leave relates.
- (iv) take action to reduce or eliminate the risk of domestic workplace violence incidents;
 - (v) promote a safe and supportive work environment;
 - (vi) ensure employees receive required training including both awareness and confidentiality aspects; and
 - (vii) follow the confidential reporting procedures.
- (e) No information shall be kept on an employee's personnel file without their express written agreement. The employer agrees that no adverse action will be taken against an employee if their attendance or performance at work suffers as a result of experiencing domestic violence in their personal life.

ARTICLE 31
PAY ADMINISTRATION

31.01 Employees will be paid by direct deposit on a bi-weekly basis at the rate of pay to which he or she is entitled, as prescribed in Appendix "A".

31.02 Where a pay increment and a pay revision are affected on the same date, the pay increment will be applied first and the resulting rate will be revised in accordance with the pay revision.

31.03 (a) (i) When an employee is assigned by the Company to substantially perform the duties of a higher classification level and performs those duties for at least one (1) working day, the employee will be paid at the higher rate for the duration of the assignment. *

(ii) When an employee is assigned by the Company to substantially perform duties considered to be those of a team supervisor at a unit where the position does not exist, for at least one (1) working day, the position will be deemed to be one level higher than the level of the unit, and the employee will be paid at the higher rate for the duration of the assignment.

*refer to LOU 1

(b) When a day designated as a paid holiday occurs during the qualifying period, the holiday shall be considered as a day worked for purposes of the qualifying period.

31.04 The increment period for employees paid in the scale of rates for the FSS ATS 00 pay is six (6) months. The increment period for employees paid in the scale of rates for levels FSS ATS A through FSS ATS H inclusive is one (1) year effective on the anniversary date of his or her appointment.

31.05 When an employee, through no fault of their own, has been overpaid, the Company will, before recovery action is implemented, advise the employee of its intention to recover the overpayment. Where the amount of overpayment is in excess of fifty dollars (\$50.00), and where the employee demonstrates that the stated recovery action will create a hardship, arrangements will be made to limit recovery action to no more than ten percent (10%) of the employee's pay each pay period until the entire amount is recovered.

31.06 If an employee dies, the salary due to him or her on the last working day preceding his or her death, shall continue to accrue to the end of the month in which he or she dies. Salary so accrued which has not been paid to the employee as at the date of his or her death shall be paid to his or her estate.

ARTICLE 32

HOURS OF WORK AND OVERTIME

Non-Operating Employees

32.01 Where hours of work are scheduled for employees on a regular basis, they shall be scheduled so that employees:

- (a) work thirty-seven and one-half (37 1/2) hours and five (5) days per week,

and
- (b) work seven and one-half (7 1/2) hours per day, inclusive of a paid half hour lunch.

32.02 Notwithstanding the provisions of this Article, upon request of an employee and the concurrence of NAV CANADA, an employee may complete their weekly hours of employment in a period other than five (5) full days provided that over a period of twenty-eight (28) calendar days the employee works an average of thirty-seven and one-half (37-1/2) hours per week. As part of the provisions of this clause, attendance reporting shall be mutually agreed between the employee and NAV CANADA. In every twenty-eight (28) period such an employee shall be granted days of rest on such days as are not scheduled as a normal work day for them.

Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of NAV CANADA to schedule any hours of work permitted by the terms of this Agreement.

Operating Employees

32.03 (a) Where hours of work are scheduled for employees on a rotating or irregular basis, they shall be averaged so that employees over a period not exceeding one hundred and twelve (112) days:

- (i) work an average of thirty-seven and one-half (37 1/2) hours per week,
- (ii) work eight (8) hours per day, inclusive of a paid half hour lunch.

- (b) An employee's days of rest shall be consecutive and not less than two (2). The first day of rest will start immediately after midnight of the calendar day in which the employee worked, or was scheduled to work, his or her last regular shift; the second day of rest shall start immediately after midnight of the employee's first day of rest and each subsequent day of rest shall start immediately after midnight of the preceding day of rest provided those days are consecutive and contiguous to the preceding day of rest.
- (c) Where a day of work straddles two (2) calendar days, the day of work will be deemed to fall on the calendar day where the majority of hours fall.
- (d) NAV CANADA shall:
 - (i) except in an emergency, not schedule the commencement of a shift within eight (8) hours of the completion of the employee's previous shift,

and
 - (ii) make every reasonable effort to avoid excessive fluctuation in hours of work.
- (e) An employee who works twelve (12) consecutive hours or more shall not be required to report for work on their next regularly scheduled shift until a period of at least nine (9) hours has elapsed from the end of the period of work that was equal to or greater than twelve (12) hours. If as a result of the application of this sub-clause, an employee works fewer hours than called for on their next regularly scheduled shift, they shall nevertheless receive the full rate of pay for that shift.
- (f) For employees working in Flight Information Centres or sites providing a Remote Aerodrome Advisory Service (RAAS), a regularly scheduled shift shall not commence after 12:31 a.m. and not before 4:59 a.m. unless otherwise mutually agreed by the parties.

GENERAL

32.04 An employee's scheduled hours of work shall not be construed as guaranteeing the employee minimum or maximum hours of work.

32.05 (a) NAV CANADA agrees to consult with ATSAC representatives in the establishment of shift schedules established in accordance with clause 32.03.

- (b) NAV CANADA agrees that, before a schedule of working hours is changed, the change will be discussed with the appropriate representative of ATSAC, if the change will affect a majority of the employees governed by the schedule.

32.06 Provided sufficient advance notice is given and with the approval of NAV CANADA, employees may exchange shifts if there is no increase in cost to NAV CANADA. Once an exchange of shifts has been approved, it will be the responsibility of the employees involved to report for duty in accordance with the approved exchange. Penalties and costs identified under Article 32 will not apply as a result of a shift exchange.

32.07 An employee's shift schedule shall cover a period of at least fifty-six (56) days and shall be posted thirty (30) days in advance of its starting date. Every reasonable effort will be made by NAV CANADA to ensure posted shift schedules are at least equal to the averaging period for that location and to minimize changes to an employee's days of rest. If an employee is given less than ten (10) days' advance notice of a change in their shift schedule (including changes to overtime shifts for employees working at an Arctic Work Week location when such overtime shifts forms part of their normal hours of work), the employee will receive a premium rate of time and one-half (1 1/2) for work performed on the first shift changed. Subsequent shifts worked on the new schedule shall be paid for at the hourly rate of pay. Such employee shall retain their previously scheduled days of rest next following the change or if worked, such days of rest shall be compensated in accordance with the overtime provisions of this Agreement.

Overtime

32.08 "Overtime" means in the case of a full-time employee authorized work performed in excess of his or her normal scheduled hours of work.

Assignment of Overtime Work

32.09 Subject to operational requirements of the service, NAV CANADA shall make every reasonable effort:

- (a) to allocate overtime work on an equitable basis among readily available qualified employees,
- and
- (b) to give employees who are required to work overtime adequate advance notice of this requirement.

Overtime Compensation

32.10 Each six (6) minute period of overtime shall be compensated for at two (2) times the employee's straight time hourly rate.

32.11 (a) An employee who works three (3) or more hours of overtime:

(i) immediately before his or her scheduled hours of work and who has not been notified of the requirement prior to the end of his or her last scheduled work period,

or

(ii) immediately following his or her scheduled hours of work,

shall be reimbursed for one meal, except where free meals are provided, at a rate equivalent to the lunch allowance as provided under the current Travel Guidelines. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he or she may take a meal break, either at or adjacent to his or her place of work. This clause shall not apply to an employee who is in travel status which entitles him or her to claim expenses for lodging and/or meals.

(b) When an employee works overtime continuously extending four (4) hours or more beyond the period provided for in (a) above, he or she shall be reimbursed for one additional meal at a rate equivalent to the lunch allowance as provided under the current Travel Program except where free meals are provided. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he or she may take a meal break, either at or adjacent to his or her place of work. This clause shall not apply to an employee who is in travel status which entitles him or her to claim expenses for lodging and/or meals.

32.12 (a) Overtime shall be compensated in cash, except where upon request of an employee and with the approval of NAV CANADA, overtime shall be compensated by paid time off computed at the same premium rate as the overtime.

(b) If any compensatory time earned before December 31st of the previous calendar year cannot be liquidated by March 31st it will be paid out off at the employee's hourly rate of pay. Compensatory time earned from January 1st to March 31st may be carried over until June 30th at which time any leave not used will be paid out at the employee's hourly rate of pay.

- (c) Banking of compensatory time shall not be unreasonably limited or withheld.

Rest Periods - Operating Employees ⁵

32.13 Where operational requirements permit, NAV CANADA will provide operating employees with meal and relief breaks.

32.14 When an employee is required to work either contiguous or non-contiguous overtime, time spent by the employee reporting to or returning from work shall not constitute time worked.

32.15 NAV CANADA will endeavour to make cash payments for overtime during the month following that in which the credits were earned.

32.16 Shift Change Briefing Periods - Non Appendix D Arrangements

At any operational site where a shift change briefing is required to be performed on overtime, the prescribed briefing time, for the first six (6) minutes, shall be banked as special compensatory leave. Every reasonable effort will be made to allow the employee to take such time off by March 31st of each year provided that the provision of such time off does not generate further overtime. If by March 31st, such special compensatory time has not been taken as leave, it shall be carried forward into the next year.

⁵ Also see LOU 6

ARTICLE 33

TRAVEL

33.01 Method of Travel

Where an employee is required by the Company to travel to or from his or her work location as normally defined by the Company, the method of travel shall be determined by the Company.

33.02 Compensation

When required to travel by the Company using the method determined by it, the employee will be compensated in the following manner:

- (a) On a normal working day on which he or she works and/or travels, the employee shall be paid:
 - (i) his or her regular pay for the day for a combined period of work and/or travel; and
 - (ii) at the applicable overtime rate for additional travel time in excess of the employee's regularly scheduled hours of work, with a maximum payment for such additional travel time not to exceed eight (8) hours' pay at the applicable overtime rate in any day.
- (b) On a day of rest or on a general holiday, the employee shall be paid at the applicable overtime rate for hours travelled, to a maximum of sixteen (16) hours' pay at the applicable overtime rate;
- (c) Travel time shall be compensated in cash except where, upon request of an employee, and with the approval of the Company, travel time shall be compensated by leave with pay. The duration of such leave shall be equal to the travel time multiplied by the appropriate rate of payment and payment shall be based on the employee's hourly rate of pay in effect on the date immediately prior to the day on which the leave is taken;
- (d) If any lieu time earned cannot be liquidated by the end of the leave year, then payment in cash will be made at the employee's then current rate of pay.

33.03 Conditions

The travelling time for which an employee shall be compensated is as follows:

- (a) For travel by public transportation, the time between the scheduled time of departure and the time of arrival at a destination, including the normal travel time to the point of departure, as determined by the Company.
- (b) For travel by private means of transportation, the normal time as determined by the Company, to proceed from the employee's place of residence or work place, as applicable, direct to his or her destination and, upon his or her return, direct back to his or her residence or work place.

33.04 Employee Request

- (a) In the event that an alternate time of departure and/or means of travel is requested by the employee, the Company may authorize such alternate arrangements in which case compensation for travelling time and expenses shall not exceed that which would have been payable under the Company's original determination. The employee's request will not be arbitrarily refused.
- (b) Employees using privately-owned transportation will be reimbursed at the Company's requested rate and in accordance with the NAV CANADA Travel Program.

33.05 Courses

Compensation shall not be paid for travelling time to courses, training sessions, conferences and seminars which an employee attends for the purpose of career development, unless he or she is required to attend by the Company.

33.06 Enroute Stops

Travel time shall include time necessarily spent at each stop over enroute, provided such stop over is no longer than three (3) hours.

ARTICLE 34
CALL-BACK AND REPORTING PAY

34.01 If an employee is called back to work and reports to work:

- (a) on a general holiday which is not his or her scheduled day of work,
or
- (b) on his or her day of rest,
or
- (c) after he or she has completed his or her work for the day and has left his or her place of work and returns to work, he or she shall be entitled to the greater of:
 - (i) the appropriate compensation as specified in Article 27 or Article 32, whichever is applicable, for any time worked,
or
 - (ii) a minimum of three (3) hours' pay at the applicable overtime rate.

- 34.02 (a) When an employee is recalled to work overtime under the conditions described in clause 34.01, and is required to use transportation services other than normal public transportation services, the employee's entitlement to transportation costs will be as provided in the NAV CANADA Travel Program.
- (b) Other than when required by the Company to use a vehicle of the Company for transportation to a work location other than his or her normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.

ARTICLE 35

PREMIUMS AND ALLOWANCES⁶

35.01 Shift Premium

An employee working rotating or irregular shifts will receive a shift premium of one dollar and fifty-five cents (\$1.55) per hour for all hours worked, including overtime hours, during the period between 16:00 and 23:59 local time.

An employee working rotating or irregular shifts will receive a shift premium of three dollars and eighty-seven cents (\$3.87) per hour for all hours worked, including overtime hours, during the period between 00:00 and 08:00 local time.

35.02 Weekend Premium

- (a) Employees shall receive an additional premium of two dollars and fifty-eight cents (\$2.58) per hour for work on a Saturday and/or Sunday for hours worked as stipulated in (b) below.
- (b) The weekend premium shall be payable in respect of all regularly scheduled hours at straight-time rates worked between 22:00 Friday to 06:00 Monday. The premium will be paid on weekend travel required by NAV CANADA on a Saturday and/or Sunday.

35.03 On-the-Job Training Allowance

When a Flight Service Specialist (FSS) in an operating unit is assigned to provide on-the-job training to an FSS who requires training to operate at that unit, the trainer shall be entitled to receive twelve dollars and thirty-six cents (\$12.36) per hour for each hour or portion thereof during which he or she provides such training.

35.04 AWBS Allowance

When the Company determines that a Flight Service Specialist in a non-operating position is required to take AWBS training and apply the knowledge and skills in his or her position, he or she shall receive the allowance identified in Appendix A, A-3

35.05 Standby

⁶ All premiums and allowances described in Articles 35.01 through 35.04, and Article 35.06 shall be subject to any percentage increase applied to employee wages.

- (a) Where the Company requires an employee to be available on standby during off-duty hours, such employee shall be entitled to a standby payment of three (3) hours at straight time rates for each eight (8) consecutive hours or portion thereof that he or she is designated as being on standby on any workday, general holiday or day of rest.
- (b) An employee designated by letter or by list for standby duty shall be available during his or her period of standby at a known telephone number and be available to return for duty as quickly as possible if called. In designating employees for standby, the Company will endeavour to provide for the equitable distribution of standby duties.
- (c) No standby payment shall be granted if an employee is unable to report for duty when required.
- (d) An employee on standby who is called in to work and who reports for work shall be compensated in accordance with the call-back provisions of this Agreement.

35.06 Operational Language Recognition Premium

Operational employees required to provide operational service in both official languages shall receive a yearly premium of one thousand and thirty dollars (\$1030), paid bi-weekly for each month they earn ten (10) days' pay.

35.07 Additional Responsibility Premium

Employees required by his/her manager to perform higher level supervisory responsibilities for the majority of a shift shall receive a premium of ten dollars (\$10) per shift.

Effective May 1, 2020, employee required by their manager to perform higher level supervisory responsibilities for the majority of a shift shall receive a premium of twenty (\$20) per shift.

The above premium shall also be paid in situations where a non-supervisory employee is required to carry out an "operational skills assessment".

This premium shall not be pyramided.

35.08 Personal Wellness Account

In recognition of the importance of employee health and wellness, effective May 1, 2020, employees shall receive a one-time, non-pensionable payment of three hundred dollars (\$300.00).

ARTICLE 36
SEVERANCE PAY

36.01 Under the following circumstances and subject to clauses 36.03 and 36.04, an employee shall receive severance benefits calculated on the basis of his or her weekly rate of pay:

(a) **Lay-Off**

- (i) On the first lay-off, at the expiry of the twelve (12) month recall period, two (2) weeks' pay for the first complete year of continuous employment with the Company since November 1, 1996, and one (1) week's pay for each additional complete year of continuous employment with a maximum benefit of thirty (30) weeks' pay;
- (ii) On second or subsequent lay-off, at the expiry of the twelve (12) month recall period, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-nine (29) weeks' pay, less any period in respect of which he or she was granted severance pay under 36.01 (a) (i) above;
- (iii) Designated continued employees are entitled only to the severance provisions outlined in clause 36.01 (a) (ii) above.

(b) **Retirement**

On retirement, when an employee is entitled to retirement benefits under the Company's pension plan or entitled to an immediate annuity or entitled to an immediate annual allowance under the Public Service Superannuation Act, one week's pay for each year of continuous service (in the case of a partial year of continuous employment one (1) week's pay multiplied by the number of days of continuous employment divided by three hundred and sixty-five (365) with the Company since November 1, 1996 with a maximum benefit of thirty (30) weeks' pay.

(c) **Death**

If an employee dies, there shall be paid to his or her estate, one (1) week's pay for each complete year of continuous employment to a maximum of thirty (30) weeks' pay regardless of any other benefit payable.

36.02 Part-Time Employees

Where the period of continuous service in respect of which severance benefit is to be paid consists of both full and part-time employment or varying levels of part-time employment, the benefit shall be calculated as follows. The period of continuous service eligible for severance pay shall be established and the part-time portions shall be consolidated to equivalent full time. The equivalent full-time period in years shall be multiplied by the full-time weekly pay rate for the appropriate group and level to produce the severance pay benefit.

36.03 Weekly Rate of Pay

The weekly rate of pay referred to in the above clauses shall be the weekly rate of pay to which the employee is entitled for his or her substantive position on the date of the termination of his or her employment.

36.04 Exclusion of Period of Employment

In all cases of severance payment under this Article the period for which a designated continued employee is entitled to severance pay will not include any period of employment for which the designated continued employee received severance pay from the Public Service.

On September 30, 2017 members of ATSAC were provided with the opportunity to elect for voluntary pay out of severance. Employees who elected to take advantage of this option are no longer entitled to accrue severance towards retirement. Under no circumstances shall the maximum severance pay provided under this Article be pyramided.

ARTICLE 37

PART-TIME EMPLOYEES

37.01 Definition

Part-time employee means a person whose normal hours of work are less than thirty-seven and one half (37.5) hours per week and more than twelve and one half (12.5) hours per week.

37.02 General

The probationary period for a part-time employee shall be one thousand nine hundred and fifty-six point six (1956.6) hours worked from the employee's last date of hire.

37.03 Part-time employees shall be entitled to the benefits provided under this Agreement in the same proportion as their normal weekly hours of work compared with the normal weekly hours of work of full-time employees, unless otherwise specified in this Agreement.

37.04 Part-time employees shall be paid at the straight-time rate of pay for all work performed up to the normal daily or weekly hours specified for a full-time employee.

37.05 The days of rest provisions of this agreement apply only in a week when a part-time employee has worked five (5) days and the weekly hours specified by this Agreement.

37.06 Leave will only be provided:

(i) during those periods in which employees are scheduled to perform their duties,

or

(ii) where it may displace other leave as prescribed by the Agreement.

General Holidays

37.07 Part-time employees shall be paid for the general holidays an amount equal to the average daily wages in the thirty (30) days immediately preceding the general holiday.

37.08 When a part-time employee is required to work on a day which is prescribed as a general holiday for a full-time employee in clause 27.01 of the agreement, the employee shall be paid in accordance with Article 27 of this agreement.

37.09 A part-time employee who reports for work as directed on a day which is prescribed as a general holiday for a full-time employee in clause 27.01 of the Agreement, shall be paid for the time actually worked in accordance with 37.08, or a minimum of four (4) hours pay at the straight-time rate, whichever is greater.

37.10 Overtime

Overtime means authorized work performed in excess of the normal daily or weekly hours of work of a full-time employee, as specified by this Agreement, but does not include time worked on a holiday.

37.11 Subject to 37.10 a part-time employee who is required to work overtime shall be paid overtime as specified by the Agreement.

37.12 Call-Back and Reporting Pay

When a part-time employee meets the requirements to receive call-back pay in accordance with Article 34 and is entitled to receive the minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of three (3) hours pay at the applicable overtime rate.

37.13 Bereavement Leave

Notwithstanding 37.02, there shall be no prorating of a "day" in clause 30.02 Bereavement Leave With Pay.

37.14 Vacation Leave

A part-time employee shall receive vacation pay, on each regular pay day for the first year and fourteen (14) days prior to the beginning of unpaid vacation leave in subsequent years, equivalent to:

- (a) six percent (6%) of regular straight time wages earned during the pay period if the employee is entitled to three (3) weeks vacation;
- (b) eight percent (8%) of regular straight time wages earned during the pay period if the employee is entitled to four (4) weeks vacation;

- (c) ten percent (10%) of regular straight time wages earned during the pay period if the employee is entitled to five (5) weeks vacation;
- (d) twelve percent (12%) of regular straight time wages earned during the pay period if the employee is entitled to six (6) weeks vacation.

37.15 A part-time employee shall be entitled to unpaid vacation leave in accordance with the following:

- (a) three (3) weeks, if the employee has less than eight (8) years of continuous employment;
- (b) four (4) weeks, if the employee has completed eight (8) or more years but less than nineteen (19) years of continuous employment;
- (c) five (5) weeks, if the employee has completed nineteen (19) or more years but less than twenty-nine (29) years of continuous employment; or
- (d) six (6) weeks, if the employee has completed twenty-nine (29) or more years of continuous employment.

37.16 An employee whose employment in any month is a combination of both full-time and part-time employment shall not earn any credits in excess of the entitlement of a full-time employee.

ARTICLE 38

STAFFING

38.01 Principles Applicable to Staffing Provisions

When staffing, unless provided otherwise in this Agreement, the staffing provisions in this Article apply to any new position within the bargaining unit and to any position within the bargaining unit that is vacant for a period in excess of twelve (12) months. The following principles apply to the staffing process:

- (a) where practical, staffing of positions shall be from within the bargaining unit; and
- (b) subject to (a), any external hiring will be limited to entry level positions.

38.02 Determination of Position Requirements

The Company shall determine the position requirements for a position using reasonable selection standards, medical requirements, security requirements, linguistic requirements, any bona fide occupational requirements and accreditation.

38.03 Order of Staffing

- (a) Staffing of a new or vacant non-supervisory operational position shall be done by using the following process in the order provided below:
 - (i) Seniority Bid Program as set out in Article 38.04;
 - (ii) Priority placements as set out in Article 38.05;
 - (iii) Transfers and Other Assignments as set out in Article 38.06;
 - (iv) Mandatory transfers as set out in Article 38.07.
- (b) Staffing of a new or vacant supervisory or non-operational position shall be done by using the following process in the order provided below:
 - (i) Priority placements as set out in Article 38.05;

- (ii) Staffing of Team Supervisor and non-operational positions through the selection process as set out in Article 38.08.

38.04 National and Interim Seniority Bid Program - Operational Non-Supervisory Positions

On an annual basis, meaningful consultation shall take place to discuss the process used to identify the training opportunities with respect to this provision. Sites identified in LOU No. 2 shall apply.⁷ Up to six (6) additional positions will be included through mutual agreement between the parties.

If a vacancy arises that wasn't included in the yearly posting and the current National Bidders List is exhausted, the vacancy shall be staffed using an Interim Seniority Bid.

The conditions of the program are as follows:

(a) Posting Period

During the month of June every year NAV CANADA will publish a list of anticipated training opportunities that will be staffed through the National Seniority Bid Program for the upcoming calendar year. Any Required Interim Seniority bids will be posted as needed. All bids shall be posted for a minimum period of fourteen (14) days by way of the appropriate posting methods available.

(b) Contents of Posting

The Seniority Bid Program posting shall include level, location, opening and closing date of the bid..

(c) Area of Selection

The area of selection for seniority bids is national.

(d) Active Bids

Interested bidders may submit up to four (4) prioritized bids on the national process for positions at the same, higher or lower level, exclusive of interim bids.

Employees who have not received an offer under this program may withdraw their bid at any time without penalty.

⁷ Also see LOU 2

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(e) **Training Opportunities**

A training opportunity shall consist of a Company approved theoretical, simulation and/or on the job training or instruction required to qualify for an operational position.

(f) **Eligibility**

- (i) Where a seniority bid offer is made and such offer is declined, the Company shall not be required to consider such an employee for any seniority bid within the calendar year of that training opportunity and the subsequent calendar year.
- (ii) Where a seniority bid offer is made and such offer is accepted, the Company shall not be required to consider such an employee for any seniority bid within the calendar year of that training opportunity and the subsequent three (3) calendar years, or two (2) calendar years in the case of a candidate from Kuujuaq, Iqaluit, Churchill, Norman Wells, Inuvik, Rankin Inlet, Fort Nelson or La Grande;
- (iii) The candidature of employees in management positions shall not be considered unless the employee is on a temporary assignment from the bargaining unit as a manager and the assignment is not to exceed one (1) year;
- (iv) An employee temporarily assigned to another location shall, for the purposes of the Seniority Bid Program, be deemed assigned to the position and location from which he or she was assigned;
- (v) The Company may, under exceptional circumstances, waive, after consultation with the Union, the restrictions to eligibility outlined above;
- (vi) The Company shall not consider the candidature of an employee undergoing an initial unit qualification training program.

(g) **Deferred Training**

- (i) A training opportunity under the present Seniority Bid Program may be deferred by the Company if the number of remaining qualified FSS employees at the successful candidate's location is less than eighty-five percent (85%) of

the staffing requirement rounded up to the next employee, or if the number of remaining qualified FSS employees is more than one employee below the staffing complement in a location where the operational staffing requirements are six (6) or less;

- (ii) A training opportunity may be deferred if the successful candidate encumbers a supervisory position until a suitable replacement is in place on an acting or ongoing basis. Such a deferral will not result in the Company assigning another employee as per article 38.06 without Union-Management agreement.
- (iii) When training is deferred, the Company and the Union shall, within thirty (30) days, meet to agree upon an action plan prepared by the Company to ensure that the successful candidate is released for training at the earliest possible time.

(h) **Selection**

The Company shall select for training from among the eligible candidates, the senior qualified employee. The list to be used shall coincide with the year that the seat becomes vacant. The list will become null and void on December 31st of the year for which it is valid.

38.05 Priority Placement

If following the application of Article 38.04 the vacant or new position still remains to be filled, the Company shall seek to fill the vacant position by an employee eligible for priority placement in the following order:

- (a) qualified employees returning from leaves of absence of twelve (12) months or more;
- (b) qualified employees who have received notices of lay-off (surplus) or who have been declared vulnerable;
- (c) qualified employees on lay-off and retaining recall rights.

Only employees at the same or higher level than that of the vacant position shall be considered for supervisory or non-operational positions. For operational non-supervisory levels consideration may be at the same, lower, or higher level.

Duration of Priority Placement Lists

- (1) In the case of a leave of absence, employees remain on the list for twelve (12) months following the expiry of their leave.
- (2) In the case of surplus employees, they remain on the surplus list for the duration of their surplus period.
- (3) In the case of recall list (lay-off), employees remain on the recall list for twelve (12) months.

38.06 Transfers and Other Assignments

In the event that the new or vacant position has not been filled in accordance with Articles 38.04 and 38.05, the Company may, at its discretion, assign a current FSS, a trainee having completed basic training, or rehire a former FSS employee meeting basic qualifications to his or her initial assignment. In the event that a candidate for the new or vacant position has been deferred in accordance with 38.04(g) for more than six months, the Company may, at its discretion, assign a current FSS, a trainee or a rehired FSS on an ongoing basis. The original offer will be honoured.

38.07 Mandatory Transfers

If the Company is unable to fill the vacant or new operational, non-supervisory position using the above staffing methods, the Company may transfer an employee under the following conditions:

- (a) the employee must have less than seven (7) years of seniority;
- (b) the employee's position must be at a level equal to or lower than the level of the new or vacant position; and
- (c) the employee who is unsuccessful in the training at the new location shall be returned to an available position at an equivalent level to the position from which the employee is transferred.

The Company shall not be required to consider an employee assigned under a mandatory transfer for any seniority or interim bid within the calendar year of that training opportunity and the subsequent calendar year.

38.08 Staffing of Team Supervisor and Non-Operational Positions through the Employee Selection Process

In the event that a new or vacant supervisory or non-operational position has not been filled in accordance with Article 38.05, the following conditions shall apply:

(a) Posting Period

The vacant position shall be posted for a minimum period of fourteen (14) days by way of the appropriate posting methods available.

(b) Information

The posting shall include the following information:

- (1) position title, classification and location;.
- (2) essential qualifications (including any medical, linguistic requirements or security clearance required);
- (3) area of selection (Unit, FIR or National);
- (4) salary range;
- (5) summary of duties of the position;
- (6) particular working conditions such as any shift work or need to travel;
- (7) closing date of competition;
- (8) name, address and phone number of person to whom the application should be directed;
- (9) a Statement of Qualifications for the position is available on request; and
- (10) that applications must be transmitted by midnight on the closing date.

(c) **Area of Selection**

The area of selection for team supervisor positions shall be either the Unit, FIR wide or expanded to National. The area of selection for all non-operational positions shall be national.

(d) **Eligible Employees**

All employees are eligible to compete for positions where the following conditions are met:

- (i) the employee occupies a position in the area of selection included on the posting;
- (ii) the employee has not exercised return rights from a non-operational position at the same level during the preceding thirty six (36) months.

(e) **Selection under the Employee Selection Process**

The qualified candidate who best meets the position requirements shall be selected. When two (2) or more qualified candidates are relatively equal, the senior candidate will be selected and the Union will be notified.

(f) **Eligibility List**

If an eligibility list is to be established, it shall be used for a similar position in the same area of selection as indicated on the original posting, and shall be valid for a period of up to twelve (12) months.

38.09 Return Rights

Unless specified otherwise in the present Article, the return rights are governed by the following:

- (a) A successful candidate for a non-operational position under Article 38.08 the Employee Selection Process, shall have a sixty (60) day period of "return rights" following his or her reporting date to the new position.
- (b) A successful applicant under the Seniority Bid Program Article 38.04 or an employee assigned to a Team Supervisor operational position under Article 38.08 shall retain his or her position during training. Any such return rights shall be extinguished at the date on which the successful applicant qualifies in the new position.

- (c) Return rights shall be subject to the following:
 - (i) the return rights period may be extended by mutual agreement
 - (ii) no relocation expenses shall be paid during the return rights period unless mutually agreed otherwise. In the latter case the return rights shall be extinguished
 - (iii) the employee shall receive travel expenses during the return rights period
 - (iv) an employee who seniority bids or transfers from a site where housing is supplied by NAV CANADA, such employee may retain a return right. However, the employee will be required to vacate the NAV CANADA supplied housing upon assignment to the new position or upon commencement of their training for the new position.

38.10 Advice to Employee

An employee assigned under the staffing process as set out in this Article shall be advised in writing of the commencement date and duration of any training or, in the absence of any training requirement, a familiarization period and the date the employee is to begin performing the duties of the position.

The date of reporting to the location shall not be less than fifteen (15) days from the date the employee was advised of his or her selection, unless mutually agreed upon otherwise. In the case of a mandatory transfer, the reporting date shall not be less than thirty (30) days from the date the employee was so advised.

Any request for an extension beyond thirty (30) days and up to six (6) months shall not be unreasonably denied. A request shall not exceed six (6) months unless agreed upon by the Company and the Union.

38.11 Salary Adjustment

- (a) An employee assigned to a position at the same or higher level, or for training under Article 38.04, shall continue to be paid at his or her level until such time as the employee successfully completes training, at which time, the employee's salary shall be maintained or adjusted, whichever is the case;

- (b) If the assignment is to a lower level position, or for training at a lower level under Article 38.04, the employee shall be paid at the lower level and his or her salary adjusted accordingly as of the reporting date.

38.12 Travel and Relocation Expenses

Employees assigned under this Article to positions or training in new locations shall be eligible for authorized travel or relocation expenses, or both as the case may be, in accordance with the NAV CANADA Travel and Relocation Program.

38.13 Security Clearance

If security clearance is required for the new assignment and has not been received, the higher ranked candidate may be bypassed if there is more than one position at the location, provided that a vacant position will be reserved until the security clearance has been received or denied.

38.14 Positions Not Subject to Staffing Procedures

Positions to be filled while the incumbents are absent for whatever reason and where they retain return rights, shall not be subject to staffing procedure under the present Article. However, if the assignment of an employee to a temporary vacancy extends beyond twelve (12) months, the Company shall consult with the Union.

38.15 Projects and Temporary Positions

The positions referred to in Article 38.14 and temporary positions required for special projects and urgent temporary needs may be filled at the Company's discretion by regular or temporary employees. However, if the assignment extends beyond twelve (12) months, the Company shall consult with the Union.

Consideration should be given to current active members.

38.16 Staffing

It is understood that under exceptional circumstances, and on a case-by-case basis, the Company, through its authorized representative, and with the agreement of the President of the Union or his or her authorized representative, may waive any or all of the provisions of the Staffing process.

38.17 Return Notice from Leave of Absence

Within sixty (60) days prior to the expiry of an authorized leave of absence of twelve (12) months or more, the employee shall advise the Company in writing of his or her desire to return to work.

38.18 Level Changes

- (a) In the event that a position at a given location is modified to the extent that an increase in level is required, the employee presently filling the position, if qualified, may be assigned to the higher level. If necessary, the employee may be provided with a familiarization period. In the event that additional training is required, the assignment to the higher position shall not be effective until the employee has successfully completed the required training. If the employee is unsuccessful, he or she shall be eligible for reassignment under Article 38.05 Priority Placements.
- (b) In the event that the modification results in a lower level, the employee presently filling the position may request to remain in the position at the lower level or be subject to the provision of Article 42 Employment Security. In the former case, the employee's salary shall be maintained until such time as the pay scale of the new level reaches or exceeds the employee's current salary.

38.19 Classification System

If, during the life of the present Collective Agreement, the Company introduces a new classification system and standards and once it is agreed to by the Company and the Union, it shall form the basis for joint consultation for the purposes of its implementation and determination of appropriate annual rates of pay (Appendix "A"). Any disagreement between the Company and the Union concerning its application as it relates to salaries shall be subject to the grievance and arbitration procedure. Until such time as any new classification system and standards have been implemented and the salary structure determined, the classification system and standards existing upon signature of the Collective Agreement shall remain in place.

ARTICLE 39

PROBATION PERIOD

39.01 Probationary Period

The employee, from the date of hire or the date an ab initio trainee graduates following successful completion of their initial Flight Service Specialist course and reports to their assigned location, shall be deemed a probationary employee until such time as the employee has completed twelve (12) months of continuous service. Absences from work for whatever reason exceeding thirty (30) days shall not be counted for the purpose of completing the twelve (12) months probationary period.

39.02 Release of Probationary Employees

During the employee's probationary period, the Company shall have the right to release such employee without the employee having recourse to the grievance and arbitration provisions of this agreement. The Company's discretion must be exercised in good faith, without discrimination, and in a non-arbitrary fashion. Notwithstanding the above, probationary employees' rights under the present Article shall be subject to the grievance and arbitration procedure.

During the period of probation, the employee will be provided with guidance from the Company to ensure that the employee understands his or her job duties and performance requirements.

39.03 Second Language Proficiency

Notwithstanding paragraph 39.01, an employee hired on the basis that they will acquire a second official language during employment will be deemed to be on probation until such time as the employee has successfully met the condition. In this case the Company may extend the probationary period by a period equivalent to the accumulated regular work time taken by the employee in language training.

39.04 Acquisition of Seniority

An employee shall not acquire seniority until successful completion of the probationary period provided for in the present Collective Agreement.

39.05 Accumulation of Seniority

Once the probationary period is successfully completed, the employee's seniority shall be retroactive to the date the employee was hired, or if an ab

initio trainee, the date the employee graduated following their successful completion of a Flight Service Specialist course.

39.06 Ab Initio Trainees

Ab initio trainees who have not graduated from a NAV CANADA Flight Service Specialist course shall not be governed by the present Collective Agreement.

ARTICLE 40

SENIORITY

40.01 Seniority

Subject to paragraph 40.02, Company seniority is defined as follows:

- (a) Seniority is the continuous service of an employee with the Company from their last date of hire, or in the case of an ab initio trainee, the date the trainee graduates as a Flight Service Specialist following their successful completion of a Flight Service Specialist course.
- (b) The seniority of a “designated” continued employee shall be the employee’s continuous service with the Company in addition to their continuous employment as an employee engaged in the public service as defined in the Public Service Staff Relations Act (R.S.C; c.P-35 S.1) as at November 1, 1996. It is agreed that the continuous employment of these “designated” employees referred to above who were employed in any department or organization mentioned in any version of Part 1, Schedule I under the said Act prior to November 1, 1996 shall be covered.
- (c) In the event of identical seniority dates, the order of seniority shall be determined each time the need arises by a random draw, the mechanics of which shall be determined by the parties. It is understood that if a tie-breaking procedure is used, it will not have the effect of extending seniority of those employees.

40.02 Seniority for the purpose of Article 38 – Staffing shall be as follows:

- (a) Seniority for employees commencing training on or after May 1990 will be the date the employee graduated from the Flight Service Specialist course, following the completion of their probationary period as per article 39.05
- (b) Seniority for employees commencing training prior to May 1990 will be the date of hire as a Flight Service Specialist or Flight Service Specialist Trainee (other than former Coast Guard employees - clause 40:02 (d)).
- (c) Seniority for employees who are not required to take any form of pre-qualification training will be the date of hire (or rehire, in the case of former employees) as a Flight Service Specialist
- (d)

- (d) For the purpose of the accumulation of seniority, it is agreed that Radio Operator (RO) time accumulated by “designated” continued employees while in the employ of Transport Canada shall be counted. In those cases where a Coast Guard Course was taken prior to the Flight Service Specialist Course, seniority will be based on the graduation date of the Coast Guard Course.
 - (e) When two or more employees have the same seniority, the procedure for establishing their relative seniority shall be in the following order:
 - (i) the employees’ total service including Federal Public Service and Canadian Armed Forces time if hired prior to July 18, 2017 will be used;
 - (ii) priority will be given to members currently in IPA sites;
 - (iii) all other things being equal, seniority of the tied employees will be determined by a random draw.
- It is understood that if a tie-breaking procedure is used, it will not have the effect of extending seniority of those employees.
- (f) Any break in service from employment as a Flight Service Specialist will not be counted in the computation of Seniority. However, an employee shall continue to accumulate seniority during any period where he or she performs Company duties, the majority of which are related to Flight Service Specialist services.

40.03 Seniority Lists

The Company shall prepare seniority lists under paragraph 40.01 and 40.02 and provide the lists to the Union, while making them readily accessible to employees in the bargaining unit, within ninety (90) days of the signing of the Collective Agreement. Any proposed change to the seniority of an employee on the seniority lists must be submitted to the Company by or on behalf of the employee affected within the following ninety (90) days. Final lists shall be prepared and agreed upon and shall form the basis for subsequent seniority lists. The Company shall provide the Union with revised lists every six (6) months thereafter.

40.04 Accumulation of Seniority

An employee shall continue to accumulate seniority during:

- (i) absence due to industrial or non-industrial accident or illness;
- (ii) lay-off until the right of recall expires;

- (iii) paid leaves of absence provided for under the present Collective Agreement;
- (iv) leave of absence for union business;
- (v) a leave of absence with job protection under Part III of the Canadian Labour Code such as Maternity and Parental Leave, Compassionate Care Leave, Critical Illness Leave, Death or Disappearance of a Child or Children Leave and Reservist Leave;
- (vi) unpaid authorized leave of absence.

In the case of paragraph (vi), seniority shall only continue to accumulate for a maximum period of twelve (12) consecutive months.

40.05 Loss of Seniority

Seniority shall be lost and employment shall cease if the employee:

- (a) is dismissed for just cause and is not reinstated by agreement of the parties or by virtue of an award by an arbitrator named under the Grievance and Arbitration procedure;
- (b) retires;
- (c) voluntarily resigns from the Company;
- (d) on the recall list fails, without valid reason, to report to work within five (5) days following the sending of a written notice of recall to the employee's last known address;
- (e) is laid off for a period of twelve (12) months;
- (f) fails, without valid reason, to return to work from an authorized leave of absence for a period of five (5) consecutive days following the expiry of such leave;
- (g) is subject to lay-off and accepts in writing any Company departure incentive program which may have been offered to the employee.

40.06 Transfer Out of the Bargaining Unit

The seniority of an employee transferred to a position outside the bargaining unit shall continue to accumulate for a period of twelve (12) months, at which time seniority accumulated shall be maintained.

40.07 Seasonal and Part-Time Employees

Seasonal and part-time employees shall accumulate seniority on the basis of time worked by the employee.

ARTICLE 41
STATEMENT OF DUTIES

- 41.01 Upon written request, an employee shall be provided with a complete and current statement of the duties and responsibilities of his or her position, including the classification level and the point rating allotted by factor to his or her position, and an organization chart depicting the position's place in the organization.

ARTICLE 42

EMPLOYMENT SECURITY

42.01 Early Identification of Surplus Situations

The following provisions shall apply for the early identification of a potential displacement situation:

- (a) potential job displacement situations include lack of work, facility closure, economic downsizing, technological change, organizational change, contracting out, or any other action that may result in a job displacement situation; and
- (b) where the Company identifies potential job displacement situations it shall notify the Union at the national level in writing at the earliest possible opportunity. This does not preclude discussions at the regional level prior to national notification. The written notice shall contain the following:
 - 1. the nature of the change;
 - 2. the anticipated date(s) on which the Company plans to effect the change;
 - 3. the location(s) involved;
 - 4. the approximate number of employees likely to be affected by the change.

42.02 Meaningful Union / Company National Consultation

Meaningful Union / Company National consultation shall begin:

- (a) following notice to the Union of potential job displacement, and not less than thirty (30) days prior to any letters of vulnerability being given to any employee;
- (b) with the intent to minimize adverse consequences of job displacement, and resolve surplus situations without lay-off, through the possible development of a human resource transition plan. Any human resources plan so developed shall be provided to the Union. Areas of consideration at a local, regional and in certain cases an inter-regional and national basis shall include, but are not limited to the following:

1. elimination of casuals and term or temporary employees;
2. voluntary methods, including job exchange, transfers to vacant positions at equivalent levels, and retraining;
3. alternate work arrangements, including job sharing and part-time;
4. leaves of absence;
5. seeking voluntary separation through the NAV CANADA Departure Incentive Program.⁸

42.03 Opportunities for Employees to be Considered for Other Employment Vacancies Within the Company

The following provisions shall apply to affected employees:

- (a) vulnerable employees will be sent formal notice of their vulnerable status and options⁹ will be explored with the employee on an individual basis and such discussions shall take place within thirty (30) days of receipt of notice;
- (b) the employee shall receive a formal notice of surplus status at least six (6) months prior to lay-off date (surplus period), copied to the National Union; and
- (c) the Company, upon request, shall provide employees with financial and pension counseling during this period;
- (d) in the event that two (2) or more employees at the same level and location are vulnerable or surplus and all cannot be assigned under the present article or Article 38.06 - Priority Placements, lay-off shall be by reverse order of seniority.
- (e) if the Company and the employee have been unsuccessful in finding an appropriate job opportunity within the Company at the end of the surplus period, the employee may choose lay-off with recall rights, or accept the NAV CANADA Departure Incentive Program. The Company reserves the right to offer payment under the Departure Incentive Program during the surplus period. An employee with fifteen (15) or more years of seniority shall not be required to accept an assignment that would require the employee to relocate. In this last case if the employee refuses the assignment he or she shall

⁸ Also see LOU 11

⁹ Also see LOU 7, Article 42 Employment Security - Displacement.

remain eligible for the NAV CANADA Departure Incentive Program or lay-off with recall rights.

An employee who accepts the NAV CANADA Departure Incentive Program and ceases to be an employee of the Company prior to the end of his or her surplus period, shall receive an indemnity in lieu of the balance of the six (6) months surplus notice period.

42.04 Decline of Reassignment or Departure Incentive

An employee who declines a reassignment other than an employee with fifteen (15) or more years of seniority referred to in paragraph 42.03(e), or who, at the end of the surplus period, refuses the offer of the NAV CANADA Departure Incentive Program, shall be laid off and his or her name shall be inscribed on a recall list.

42.05 Position Exchange Provision

- (a) In surplus situations the Company, at its discretion, may accept the offer of resignation by an employee for the purpose of providing a position for an employee subject to lay-off. Factors to be considered shall include the qualifications of the employee subject to the lay-off, the position, level and requirements, its location and costs. The employee accepting termination shall be entitled to the NAV CANADA Departure Incentive Program.
- (b) In surplus situations at a particular location that are of direct result of technological change, the Company will accept the offer of resignation by an employee at that location for the purpose of providing a position for an employee subject to lay-off. The employee accepting termination shall be entitled to the NAV CANADA Departure Incentive Program.
- (c) In the event that layoff not confined to a particular location is the result of technological change NAV CANADA will accept the offer of resignation by an equally qualified employee for the purpose of providing a position and continued employment to the person subject to layoff. The employee accepting termination shall be entitled to the NAV CANADA departure incentive program.

NOTE Articles 42.05(b) and (c) will apply until the expiry of the collective agreement.

42.06 Unsuccessful in Training

A vulnerable or surplus employee unsuccessful in training for a new assignment shall be eligible for the option provided for in paragraph 42.03(e) above. In this case, the training period is deemed to be included in the surplus period. However, if the training period extends beyond the surplus period, the notice of surplus is deemed to have been extended. If the employee decides to remain with the Company during the balance of his or her surplus period, the employee shall remain eligible for a position assignment under the original plan.

42.07 Employment Ceases

An employee who accepts payment under the NAV CANADA Departure Incentive Program, or who refuses recall under paragraph 42.09 or who is not recalled to work during a period of twelve (12) months from the date of lay-off, shall cease to be an employee of the Company.

42.08 Lay-off while on Leave

No employee shall be declared surplus or laid off while in receipt of benefits under Article 28 or on an authorized leave of absence.

42.09 Recall

Recall to a vacant position shall be by order of seniority among the qualified laid off employees in accordance with Article 38.05 - Priority Placements.

A reasonable period of training shall be afforded a recalled employee to enable that employee to certify at the assigned unit. However, a recalled employee who is unsuccessful in training shall be laid off. In this case, the original recall period shall not be extended.

42.10 Recall List

The names of laid off employees retaining recall rights shall be inscribed in a list, a copy of which shall be provided to the Union on a quarterly basis.

42.11 Travel and Relocation Expenses

Employees assigned to positions under the present Article including recall who require relocation, shall be eligible for authorized travel and relocation expenses in accordance with the NAV CANADA Joint Council Travel and Relocation Programs.

42.12 Application of Collective Agreement to Laid Off Employees

Unless specified otherwise, the terms, conditions and benefits provided for in the Collective Agreement shall not apply to laid off employees.

42.13 Incumbent Rights

An employee who occupies a unilingual position that the Company designates bilingual by its own action or to meet statutory requirements and who does not meet the second language requirement, or an employee who does not meet a higher second language proficiency standard for the position set by the Company or through statutory requirements, shall be entitled to reassignment to a position at the same level in the region with relocation expenses. If no position at the same level in the region is available, the employee may elect to accept an assignment in another region with relocation expenses or accept the NAV CANADA Departure Incentive Program. The employee shall be considered a vulnerable or surplus employee for the purposes of the present Article.

Notwithstanding the above, language training under Article 14.03 shall be considered first.

42.14 Assignment to a Lower Level Position

An employee assigned to a position at a lower level under the present Article, Article 38.18 Level Changes, or Article 38.05 Priority Placement, shall continue to receive his or her salary rate until such time as the salary rate for the lower position, through increments provided for under the present Collective Agreement, exceeds the salary rate the employee has been receiving. The present salary protection shall only apply as long as the employee remains in the lower position or in another position at the same or lower level if subsequently assigned under the present Article, Article 38.18 or Article 38.05.

42.15 Salary Protection

In the event that an employee is at a location that is impacted by a level of service review where their position is surplus to requirements and the employee is successful in a seniority bid or a transfer to a position at a lower classification than the position they currently hold, the employee will be "green circle" salary protected so long as they occupy this new position. "Green Circle" for the purpose of this clause shall mean that the employee shall continue to receive his/her current rate of pay including negotiated adjustments and increments. For clarity, the salary rate would be subject to economic and incremental increases until the employee vacates the position or the applicable maximum salary for the position under the

classification system meets or exceeds the maximum of the protected salary range.

42.16 Contracting Out

- (a) In the event the Company grants a contract and thereby creates a surplus situation, the employees affected shall be subject to the procedures provided for surplus employees in the present Article as well as Priority Placement under Article 38.05. Notwithstanding any restrictions under the present Article or Article 38.05 - Priority Placements, in assigning surplus employees to available positions, the surplus employees, regardless of level or location, shall be offered any available positions at the same or lower level either locally, regionally or nationally. Authorized relocation expenses shall be borne by the Company under the NAV CANADA Joint Council Travel and Relocation Programs.
- (b) If no positions are available, or if any employee refuses an assignment, he or she, regardless of length of service, shall remain eligible for the NAV CANADA Departure Incentive Program. If the employee refuses the program, he or she shall be laid off.
- (c) In the event the Company grants a contract and thereby directly causes a surplus situation, any affected employee with seven or more years' seniority shall be offered the choice of one of the following two options:
 - (i) The employee may elect to obtain the protections outlined in Article 42.16 (a) and (b) of the collective agreement, or
 - (ii) When an Air Traffic Control (ATC) training opportunity is available, the employee may elect to pursue ATC training. In such event, the employee shall be granted an opportunity to undertake the normal pre-screening testing/interviews. If the employee is not successful, he or she shall be entitled to the protections outlined in article 42.16 of the collective agreement.

If the employee successfully passes the pre-screening testing/interviews, he or she will be granted an opportunity to train for ATC positions at NAV CANADA's expense. While in training, the employee shall retain his/her FSS rate of pay or the applicable UNIFOR Local 5454/AI training rate, whichever is greater.

An employee who opts for ATC training and who is unsuccessful in training shall have their employment terminated, effective the date the employee is "ceased trained" or withdraws from training. Any such unsuccessful employee shall have no recall rights and will be paid, on account of the NAV CANADA Departure Incentive, the amount (if any) by which the departure incentive that would otherwise have been payable to the employee exceeds the amount of salary paid to the employee while in training for ATC positions.

ARTICLE 43

TECHNOLOGICAL CHANGE

43.01 Technological change has the same meaning as in the Canada Labour Code.

43.02 Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Company's operations. Where technological change is to be implemented, the Company will seek ways and means of minimizing adverse effects on employees which might result from such changes.

43.03 The Company agrees, except in cases of emergency, to provide the Union with not less than one hundred and eighty (180) days' written notice of the introduction or implementation of technological change when it will result in significant changes in employment status or working conditions of the employees.

43.04 In cases where, as a result of technological change, a potential job displacement exists, the provisions of Article 42 shall apply.

In all other cases, where the introduction or implementation of the technological change will result in significant changes in the working conditions of a substantial number of employees the Company shall, within thirty (30) days of the notice given under Article 43.03, consult with the Union concerning the effects of the technological change. Such consultation shall include, but not necessarily be limited to the following:

- (a) the approximate number, class and location of employees likely to be affected by the change;
- (b) the effect the change may be expected to have on the working conditions of employees.

43.05 When, as a result of technological change, the Company determines that an employee requires new skills or knowledge in order to perform the duties of his or her position, the provisions of Article 14 - Training shall apply.

43.06 Technological Change

The Company agrees that the Union may designate union members that are assigned to work on projects as union contacts to provide information confidentially to the Union regarding progress and issues directly related to the project.

ARTICLE 44

PENSIONS

44.01 Members of the Air Traffic Specialists Association of Canada, UNIFOR Local 2245 bargaining unit are entitled to the benefits of the NAV CANADA Pension Plan.

44.02 Only the following specific Articles of the NAV CANADA Pension Plan (effective January 1, 2009) are deemed to be included in the collective agreement:

Article 2 – Eligibility and Membership

Article 3 – Crediting of Service

Article 4 – Contributions

Article 5 – Benefits on Retirement, Termination or Death

Article 6 – Maximum Pension Benefits

Article 7 – Payment of Pensions

Article 13 – Marriage Breakdown (including also subsection 14.7 for completeness)

Part A

Article A2 – Service

Article A3 – Contributions

Article A4 – Retirement Benefits

Article A5 – Post Retirement Death Benefits

Article A6 – Termination of Services

Article A7 – Pre-retirement Death Benefits

Article A8 – Disability Benefits

Article A9 – Inflation Adjustments for Pensions in Payments

Definitions set out in Article 1 and Article A1 are included inasmuch as they would be required to interpret one of the articles listed above.

44.03 The NAV CANADA Pension Plan may not be discontinued without the express written consent of both parties in so far as it relates to ATSAC UNIFOR Local 2245.

44.04 (a) Effective January 1, 2014 all newly hired employees will be placed under the provisions of Part B of the NAV CANADA Pension Plan.

(b) Effective January 1, 2014, all new hires upon initial qualification shall receive a two thousand dollar (\$2000.00) lump sum non pensionable payment.

Temporary employees and employees who had previously retired from NAV CANADA shall not be entitled to this lump sum payment. Employees shall only receive the lump sum payment once in their career at NAV CANADA.

- 44.05 Pre-retirement indexation ceases for those employees who leave the Company prior to normal retirement from Part A for all future service effective January 1, 2014 until commencement of receipt of their pension.

ARTICLE 45
AGREEMENT DURATION AND REOPENER CLAUSE

45.01 This Agreement may be amended by mutual consent.

45.02 Unless otherwise expressly stipulated, the provisions of this Agreement shall become effective on the date it is ratified and shall remain in effect until April 30, 2023.

Signed in Ottawa, Ontario this 12th day of February, 2020



Elizabeth O'Hurley, President Air Traffic Specialists Association of Canada



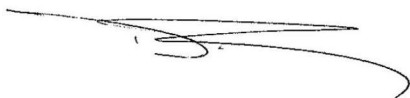
Elizabeth Cameron, Vice President Labour Relations



Jim Nauss, VP Western



Blaine Mills – VP, Eastern



Dan Roy – VP, Quebec



Steve Connolly, Financial Secretary Treasurer



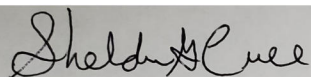
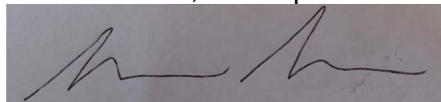
Charlene Price, Airport Advisory Services Rep



Brian Oram, International Flight Services Station Rep



Bernard Leblanc, Non-Operational Rep



Karen Donovan-Bhoi – Advisor Labour

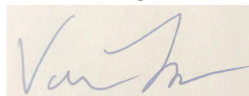
Trevor Johnson, VP ATS Service Delivery



Anthony MacKay, AVP, ATS Service



Darren Tonge, Site Manager Vancouver FIR



Vanessa Trask, Site Manager, Winnipeg



Frederic Roy, Site Manager Montreal FIR



Dustin Abbott – Manager Labour Relations



Paul Estes, Manager Operations and CSS

LETTER OF UNDERSTANDING NO. 1

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Pay Administration - Article 31.03(a)

In order to determine the higher rate of pay under Article 31.03(a), the following procedure shall apply:

1. Determine the lowest pay increment between consecutive pay rates in the classification level of the position to which the employee is assigned;
2. Add to the employee's basic rate of pay the amount determined in sub-paragraph 1; and
3. Select the rate of pay in the pay range for the position to which the employee is assigned which is nearest to, but not less than, the rate calculated under sub-paragraph 2 above.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 2

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Staffing - Seniority Bid Program - Article 38.04 – Area of Selection

The following locations shall be staffed in accordance with Article 38.04 - Seniority Bidding:

National Area of Selection

Charlottetown	St. Catharines	Red Deer	Kamloops (AAS)
Saint John	Lethbridge	Campbell River	Nanaimo
Kingston	Saskatoon	Cranbrook	Penticton
Deer Lake	Mirabel	Sudbury	Victoria
Gatineau			North Bay (AAS)

The above list shall be reviewed annually, and any changes shall be by agreement of both parties.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 3

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Career Development Leave with Pay - Article 29

Allowances presently being received by the employee for the purpose of Education Leave may, at the discretion of the Company, be continued during such leave. The employee shall be notified whether such allowances are to be continued in whole or in part.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 4

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Programs

This letter will confirm our understanding reached during current negotiations that the following programs will remain in effect with their existing terms and conditions during the term of this Collective Agreement.

1. Parking for Shift Workers
2. Home Ownership Assistance Program (old GHSP)
3. Home Equity Assistance Program
4. Self Funded Leave
5. Employee Assistance Programs
 - CISM (Critical Incident Stress Management FSS)
 - Counseling Services
 - NAV CANADA Occupational Health (NAVCOH) (Old ATCOH)
6. Job Sharing

Others may be added to this list during the life of these negotiations.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 5

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: General Holidays, Article 27

NAV CANADA agrees not to remove an employee on any given General Holiday where that employee's normal day of work coincides with the General Holiday.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 6

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Meal Breaks

The Parties agree that the current practices with respect to the one half (1/2) hour meal breaks shall continue for the life of the collective agreement.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 7

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Article 42 Employment Security - Displacement

As discussed during negotiations, the Company agrees that during the life of the present Collective Agreement, Displacement as provided for below shall be one of the options to be considered under Article 42.03(a).

Displacement:

A vulnerable employee who has not been offered an assignment under Article 42.03, and who is facing surplus or lay-off status after exhausting all possible alternatives under Article 42.02 (b) may displace the least senior employee on a national basis under the following conditions:

- (a) the vulnerable employee must meet the language requirements of the employee's position;
- (b) the vulnerable employee shall receive any additional training required for the replacement position;
- (c) once the vulnerable employee has assumed the functions of the displaced employee, he or she will cease to be a vulnerable employee, but shall remain eligible to reinstatement of his or her previous level under Priority Placement or may apply for a vacant position under Article 38, Staffing;
- (d) if the training is successful, the vulnerable employee shall be assigned to the replacement position and the provisions of Article 42.15 of the Collective Agreement shall apply;

- (e) if the training is unsuccessful, the vulnerable employee shall be considered as a surplus employee. If reassignment as a surplus employee is not possible, the provision of Article 42 providing for the NAV CANADA Departure Incentive Program and lay-off shall apply. In this case the training period is deemed to be included in the surplus period. However, if the training period extends beyond the surplus period, the notice of surplus is deemed to have been extended;
- (f) the least senior employee displaced under the present paragraph, shall be deemed a surplus employee and shall become eligible for reassignment if possible, otherwise the provision of Article 42 providing for the NAV CANADA Departure Incentive Program and lay-off shall apply, and
- (g) the vulnerable employee may only displace once in any displacement situation and such displacement shall not provoke any other displacements.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 8

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Arctic Work Week

The Union and the Company agree that for the purposes of this Collective Agreement, the following sites shall be considered to work the "Arctic Work Week":

Iqaluit
Kuujuuaq
La Grande
Rankin Inlet
Norman Wells
Inuvik
Churchill

The normal hours worked for the above locations shall not be amended unless one (1) year's notice is provided by the employer

It is agreed that the present list of locations working an Arctic Work Week may be modified by mutual agreement of the parties.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President, Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 9

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley

Re: Workplace Amenities

Management agrees that the current practices with respect to the provision of workplace amenities, i.e. microwave ovens, toasters, etc., will not be changed for the life of the collective agreement. Furthermore, it is agreed that a meaningful rest space will be provided in each site. Should there not be a rest space, we will work towards establishing one during the life of the contract.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 10

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: List of Arbitrators

As per Article 17.12 the following list is identified as the initial list of arbitrators.

ATLANTIC

THISTLE, W. Wayne

QUEBEC

FOISY, Claude H.
GRAVEL, Marc
PICHER, Michel
ROUSSEAU, Andre

ONTARIO

BROWN, Richard M.
GOODFELLOW, Russell
PICHER, Michel
SWAN, Kenneth P.

WESTERN

JOLLIFFE, Thomas A. B.
JONES, David Phillip, Q.C.
NORMAN, Kenneth E.

PACIFIC

READY, Vincent HALL, John B.

EXPEDITED

KELLER, M. Brian
PICHER, Michel

The parties may mutually agree to use an arbitrator not outlined on the above list.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 11

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: The NAV CANADA Departure Incentive Program

The Departure Incentive Program presented during current negotiations is incorporated as an attachment to this letter, and describes in general terms the program that will be in effect.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

**THE NAV CANADA DEPARTURE INCENTIVE PROGRAM
APPLICABLE TO THE AIR TRAFFIC SPECIALIST ASSOCIATION OF
CANADA UNIFOR LOCAL 2245 MEMBERS**

Purpose

This document outlines the compensation package that we offer to employees who are members of the ATSAC UNIFOR Local 2245 bargaining unit, who are surplus to NAV CANADA requirements, and who lose employment as a consequence.

The Departure Incentive Program Compensation Package

Employees who are members of the ATSACUNIFOR Local 2245 bargaining unit and who lose employment after being declared surplus will receive a lump-sum cash payment on departure or, if desired spread over the year of termination and the following two calendar years. In addition, certain other benefits will be offered. The lump-sum cash payment includes severance pay that may be payable and will be calculated on the basis of weeks of pay and will be as shown.

Service Criteria	DIP Compensation
Up to and including one (1) full year of service	8 weeks pay
2 years of service	10 weeks pay
3 years of service	12 weeks pay
4 years of service	14 weeks pay
5 years of service	16 weeks pay
6 years of service	18 weeks pay
7 years of service	20 weeks pay
8 years of service	22 weeks pay
9 years of service	24 weeks pay
10 years of service	26 weeks pay
11 years of service	28 weeks pay
12 years of service	30 weeks pay
13 years of service	32 weeks pay
14 years of service	34 weeks pay
15 years of service	36 weeks pay
16 years of service	38 weeks pay
17 years of service	40 weeks pay
18 years of service	42 weeks pay
19 years of service	44 weeks pay
20 years of service	46 weeks pay
21 years of service	48 weeks pay
22 years of service	50 weeks pay

Service Criteria	DIP Compensation
23 years of service	52 weeks pay
24 years of service	54 weeks pay
25 years of service	56 weeks pay
26 years of service	58 weeks pay
27 years of service	60 weeks pay
28 years of service	62 weeks pay
29 years of service	64 weeks pay
30 years of service	66 weeks pay
31 years of service or more	68 weeks pay

Further, the above amounts are inclusive of any severance pay that may be paid by NAV CANADA pursuant to the Collective Agreement.

Other Benefits

Employees who are entitled to an immediate pension benefit and who choose to receive the pension at time of resignation will also be eligible for:

- basic life insurance coverage at regular employee rates,
- participation in the NAV CANADA Bargaining Agents Association Health Care Plan at normal pensioner rates.
- continued coverage in the NAV CANADA Dental Care Plan for a period of three months after date of retirement at no cost to the employee.

Employees who are not eligible for an immediate pension benefit will be eligible for the following:

- conversion of Basic Life insurance to coverage at “commercial” rates without the need for a medical provided application is made within 30 days of resignation.
- continued coverage under the NAV CANADA Health Care and Dental Care plans for a period of three months after termination at normal employee rates.
- up to \$7,000 for financial planning, tax advice, re-education and other transition assistance. This allowance shall also apply to employees who involuntarily lose their employment directly as a result of level of service changes, regardless of whether or not they are eligible for an immediate pension on termination.

LETTER OF UNDERSTANDING NO. 12

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Vacation Leave Scheduling – Article 26

Management will continue to consult with local union representatives over vacation leave scheduling and shall maintain the relationship between staffing levels within the parameters of service requirements and summer leave availability.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 13

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Technological Change - Gander IFSS

This update is further to our discussion on the future impact of technological change on the Gander IFSS due to the introduction of data link/satellite technology. As a result of this innovation, some employees in the IFSS will be surplus to NAV CANADA requirements. As this transpires, the following shall be applied in lieu of the provisions of Article 42 of the collective agreement.

- 1) For such affected Gander IFSS employees who wish to be considered for ATC training, the employees will be guaranteed an opportunity to undertake the normal pre-screening testing/interviews. The pre-screening/interviews will be waived for employees who will be training for ATC positions available in Gander.
- 2) Subject to (1) above, such employees will be guaranteed an opportunity to train for ATC positions at NAV CANADA's expense. While in training, the employee shall retain his/her IFSS rate of pay or the applicable UNIFOR Local 5454 training rate, whichever is greater.
- 3) An employee who accepts a training opportunity in accordance with item (2) above, and who is unsuccessful in training, shall be laid off effective the date the employee ceases training. Such employees who are "ceased trained" or who withdraw from training shall have entitlement to the provisions of Article 42.09 but not to any other portion of Article 42 of the collective agreement.
- 4) It is understood that employees who are successful in training will be assigned to NAV CANADA locations in accordance with the needs of the Company at that time. Priority is to keep Gander people in Gander where training opportunities are available.

- 5) For affected Gander IFSS employees who do not wish to be considered for ATC training or for those who do not accept an opportunity to train for ATC positions, the provisions of Article 42 shall apply.
- 6) As Gander transitions from reliance on high frequency (HF) radio communication to communicate with ATC using data link/satellite communication, qualified employees in the IFSS who will remain and continue to provide HF communication will be provided with a non pensionable lump sum payment, annually, on the first pay of December 2019 in the amount of two thousand dollars (\$2,000), on the first pay of December 2020 in the amount of two thousand and sixty dollars (\$2,060), on the first pay of December 2021 in the amount of two thousand one hundred and twenty-two dollars (\$2,122) and on the first pay of December 2022 in the amount of two thousand one hundred and eighty-six dollars (\$2,186). The payment is for the fiscal year in which it is paid and is applicable to those whose substantive position as of December 1 is at the IFSS and are performing active FSS related duties. Employees on a leave of absence with job protection under Part III of the Canada Labour Code such as Maternity and Parental Leave, Compassionate Care Leave, Critical Illness Leave, Death or Disappearance of a Child or Children Leave, and Reservist Leave or long term Union Leave as of December 1 shall be eligible.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 14

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Harassment and Alternate Dispute Resolution (ADR) Process

I am writing further to our discussion at the bargaining table regarding the Harassment and Alternate Dispute Resolution (ADR) process for complaints based on the Code of Business Conduct, Article 21 of the collective agreement, and our interest in expediting the investigation of complaints filed under this process.

The Union and the Company have a mutual interest in ensuring that these cases are dealt with expeditiously and to this end, we agree that the investigation should be started within ten calendar days and if possible completed within thirty days of the initiation of the complaint. It is recognized that there may be times that we will have to mutually extend these time limits on a case by case basis.

Thank you for your on-going assistance in improving the manner in which these types of complaints are managed.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 15

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Travel

The parties agree to the following with respect to the application of Article 33, clause 33.03:

- 1) It is agreed that the travel time either by public transportation or by private means from an employee's residence to the point of departure, which is an airport, shall be deemed to be one (1) hour.
- 2) By way of example, an employee travelling from Kamloops to Ottawa is scheduled on a flight departing at 10:00 a.m. local time. Under the terms of this settlement, the employee would be compensated from 09:00 a.m. local time in accordance with Article 33, clause 33.02.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 16

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: TS Staffing Issues

- 1) The parties agree that a salary protected candidate who is successful in a competition for a team supervisor position within his/her unit shall, upon acceptance of the new position, continue to be salary protected. In such cases, the salary protection shall result in the placement of one level above his/her original salary protected level. It is understood that the salary protection indicated above shall only remain in place while the employee occupies their current position.
- 2) In cases where NAV CANADA is competing a Team Supervisor position at a FIC or for a Team Supervisor at a unit where the staff are classified at FSS-ATS D level, all successful candidates whether they are from the same unit or from another unit will be placed in the FSS-ATS Ep level. Similarly, if an employee required to act from his/her FSS-ATS D level position to the Team Supervisor position in their unit or from another unit, the acting pay shall be at the FSS-ATS Ep level. The effective date for this change will be February 22, 2012.
- 3) In cases where NAV CANADA is competing a Team Supervisor position at a unit where the staff are classified at FSS-ATS C level, all successful candidates whether they are from the same unit or from another unit will be placed in the FSS-ATS E level. Similarly, if an employee required to act from his/her FSS-ATS C level position to the Team Supervisor position in their unit, the acting pay shall be at the FSS-ATS E level. The effective date of his or her change will be February 22, 2012.
- 4) This agreement is made on a without prejudice and without precedent basis as it relates to the appropriate rating of these positions under the job evaluation program.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 17

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: National Joint Technical Working Group

During this round of bargaining, the parties discussed the degree to which technology is impacting the role of the flight service specialists. Building on the success of the current (informal) National Joint Technical Working group, the parties discussed the notion of formalizing the committee and adding an additional joint sub-committee to deal with the introduction of particular technologies in particular work locations. We agree to the establishment of a Gander specific committee.

Terms of Reference for this committee and/or any sub committees, will be established in the closed period.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 18

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley

Re: Financial & Pre-Retirement Seminars

Subject to operational requirements, an employee shall be granted, once in their career with NAV CANADA, up to one (1) day to attend a NAV CANADA Financial & Pre-Retirement Planning Seminar with no loss in regular pay, however no overtime or travel will be paid.

Yours truly,

Received and Accepted by:

Patricia Beck
Director Labour Relations -
Negotiations

Elizabeth O'Hurley President

LETTER OF UNDERSTANDING NO. 19

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley

Re: End of Career Leave Program Trial

During this round of negotiations, the parties discussed the continuation of a pre-retirement leave program for employees to transition into retirement. The parties have agreed to trial this concept until April 30, 2023 under the following conditions:

- 1) Employees who participate in this program must have achieved at least 20 years of service,
- 2) Compensatory time banked but not used by March 31st may be paid out at the employees' request or transferred in whole or in part to be locked into the End of Career Leave Program,
- 3) Once locked in, this bank cannot be paid out until retirement,
- 4) Employees may bank up to the equivalent of six (6) calendar months of End of Career Leave,
- 5) Employees must provide at least six (6) months' notice prior to the start of the End of Career Leave Program and irrevocably retire from NAV CANADA at the end of their End of Career Leave.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 20

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Seniority Bid

Notwithstanding article 38.04 (Seniority Bid), the parties have agreed to the following:

From January 1, 2021 until December 31, 2022:

- 1) The Company will use the list of Seniority Bid sites in LOU No. 2;
- 2) The Union has selected the following five (5) sites where Seniority Bidding shall occur for any vacancies during this period:
 - Nanaimo
 - Campbell River
 - St. Catharines
 - Charlottetown
 - Kamloops
- 3) All other vacancies created by the Seniority Bid process during the transition period will be filled at the Company's discretion. Prior to placement, consultation with the Union will have taken place.

This letter will expire on December 31, 2022, and any vacancies published after that date will be filled via Article 38.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President, Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING NO. 21

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Article 32 and Fatigue

This letter will confirm our understanding reached during current negotiations that further to NAV CANADA's Corrective Action Plan (CAP), the parties agree that the provisions of Article 32 will be modified effective December 31, 2019 as follows:

Except in an emergency, and exclusive of shift hand over time, operating employees shall:

- a) Not work more than twelve (12) consecutive hours;
- b) Not work more than nine (9) consecutive days;
- c) have a minimum of one full calendar day off in any period of ten (10) consecutive calendar days.

The following sites will be exempt from (b) and (c) listed above pending a more in-depth analysis of operations in these areas: Iqaluit, Kuujuaq, La Grande, Rankin Inlet, Norman Wells, Inuvik, and Churchill.

The above modifications will not cause a site's leave policy and/or schedule to be altered unless mutually agreed upon. Where such an alteration is not approved at the regional level, the matter shall be referred to NAV CANADA and the bargaining agent at the headquarters level for consultation.

This letter will expire on December 31, 2021, unless the parties mutually agree otherwise.

Yours truly,

Received and Accepted by:

Stephen Green
Manager, Labour Relations and Privacy

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING No. 22

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Group Savings Plan (GSP) - Direct Deposit of Year End Payments)

The parties agree that, effective March 31, 2020, NAV CANADA will provide employees with the opportunity to deposit a fixed dollar amount of the employee's year end payouts of time off in lieu of overtime (Article 32.12), lieu leave (Article 27.07(d)) and vacation (Article 26.08) directly into the Sun Life Group RRSP. March 31, 2020 will be the first opportunity for such deposits. The procedure and mechanism will be determined by NAV CANADA and communicated to employees during the closed period of the collective agreement.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

LETTER OF UNDERSTANDING No. 23

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Article 42 and Green-Circling for Red Deer Employees

This letter will confirm our understanding reached during current negotiations that further to NAV CANADA's HR Plan for the transition of the Red Deer FSS Facility to a Control Tower, the parties agree that notwithstanding the provisions of Article 42.14 and 42.15 of the ATSAC Collective Agreement, the following shall apply on a without prejudice or precedent basis:

An employee assigned to a position at a lower level under Article 42 Employment Security or Article 38.05 Priority Placement, will be "green circle" salary protected so long as they occupy this new position.

The parties further agree that a salary protected candidate who was initially assigned to a lower level position under this agreement who is successful in a seniority bid or transfer to a second position at a level lower than the salary protection shall, upon acceptance of the second lower level position, continue to be salary protected for as long as they occupy that position. It is understood that the salary protection indicated above shall only remain in place while the employee occupies the first and second lower level positions.

In other words, the parties have agreed that if that initial move was due to assignment to a lower level position, the employee will be "green circle" salary protected and the employee will continue that "green circle" salary protection for one additional move to a lower level position.

"Green Circle" for the purpose of this agreement shall mean that the employee shall continue to receive their current rate of pay including negotiated adjustments and increments. For clarity, the salary rate would be subject to economic and incremental increases until the applicable maximum salary for the position under the classification system meets or exceeds the maximum of the protected salary range.

Yours truly,

I concur:

Elizabeth Cameron
NAV CANADA

Elizabeth O'Hurley
ATSAC

LETTER OF UNDERSTANDING No. 24

Ms. Elizabeth O'Hurley
Air Traffic Specialists Association of Canada UNIFOR Local 2245

Dear Ms. O'Hurley:

Re: Domestic Violence

Further to Clause 30.14, once the Federal Legislation dealing with Domestic (Family) Violence comes into force and the Regulations have been finalized, the Parties shall meet forthwith to ensure compliance and to establish the role of Union Advocates available to employees who are victims of such violence.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President Labour Relations

Elizabeth O'Hurley
President

**NAV CANADA – ATSAC/UNIFOR LOCAL 2245
TECHNOLOGY WORKING GROUP (TWG)
TERMS OF REFERENCE**

1 – AIMS

To ensure that Air Traffic Specialists Association of Canada UNIFOR Local 2245 (ATSAC) and its membership have a good understanding of planned changes to current operational systems or new systems intended for use by Flight Service Specialists.

To provide a vehicle for ATSAC to discuss their concerns regarding current automation systems and the implementation of new and modified technology destined for use in Flight Service Stations, International Flight Service Stations, and Flight Information Centres.

To promote and ensure safety, efficiency and operational suitability in all aspects of FSS automated systems.

2 - SCOPE

The NAV CANADA - ATSAC TWG will address those systems that are initiatives of or that are supported by Operational Systems Requirements.

3 - ROLES AND RESPONSIBILITIES

NAV CANADA will chair, organize and provide meeting facilities. Both ATSAC and NAV CANADA will be responsible for ensuring that the appropriate members are available for teleconferences or meetings as required.

4 – CHAIR

The Chairperson will be the Director, ATS System Integration.

5 - MEMBERSHIP

The working group will be composed of the following or their delegates:

- Director, ATS System Integration,
- The working group ATSAC members as specified in the Appendixes.

6 - MEETINGS

Annual meetings of the working group will be hosted at the Technical Systems Centre in Ottawa. There will be a minimum of one annual meeting at the TSC.

Teleconferences will be conducted quarterly or as required. Dates will be determined by mutual agreement.

7 - MINUTES

The Director, ATS System Integration, will be responsible for meeting coordination, minute collection and distribution.

8 - TRAVEL

NAV CANADA shall be responsible for providing travel funding for ATSAC representatives travelling in connection with activities of this committee. Requests for approval for travel, when possible, shall be submitted at least 6 weeks in advance of proposed travel. Travel expenses shall be in accordance with the NAV CANADA Travel Directives.

9 - TIME SPENT ON WORKING GROUP WORK

ATSAC members of this committee will be entitled to attend meetings without loss of normal pay. Every possible effort will be made to schedule committee meetings such that they coincide with the existing work schedules of the members.

10 - APPENDIXES

The Appendixes will provide the specific technology or system under review.

APPENDIX A

APPENDIX "A-1" FSS-ATS RATES OF PAY

ANNUAL RATES OF PAY

A – May 1, 2019; B – May 1, 2020; C – May 1, 2021; D – May 1, 2022

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-0								
	37,764	38,520	39,275	40,008	40,745	41,475		
A	38,897	39,676	40,454	41,209	41,968	42,720		
B	40,064	40,867	41,668	42,446	43,228	44,002		
C	41,266	42,094	42,919	43,720	44,525	45,323		
D	42,504	43,357	44,207	45,032	45,861	46,683		
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-A								
	60,828	62,959	65,100	67,240	69,370	71,503	73,641	75,782
A	62,653	64,848	67,053	69,258	71,452	73,649	75,851	78,056
B	64,533	66,794	69,065	71,336	73,596	75,859	78,127	80,398
C	66,469	68,798	71,137	73,477	75,804	78,135	80,471	82,810
D	68,464	70,862	73,272	75,682	78,079	80,480	82,886	85,295
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-B								
	63,531	65,786	68,049	70,307	72,572	74,831	77,094	79,352
A	65,437	67,760	70,091	72,417	74,750	77,076	79,407	81,733
B	67,401	69,793	72,194	74,590	76,993	79,389	81,790	84,185
C	69,424	71,887	74,360	76,828	79,303	81,771	84,244	86,711
D	71,507	74,044	76,591	79,133	81,683	84,225	86,772	89,313
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-C								
	68,497	70,979	73,466	75,951	78,447	80,941	83,429	85,920
A	70,552	73,109	75,670	78,230	80,801	83,370	85,932	88,498
B	72,669	75,303	77,941	80,577	83,226	85,872	88,510	91,153
C	74,850	77,563	80,280	82,995	85,723	88,449	91,166	93,888
D	77,096	79,890	82,689	85,485	88,295	91,103	93,901	96,705

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-D								
	72,337	74,819	77,306	79,790	82,286	84,778	87,269	89,760
A	74,508	77,064	79,626	82,184	84,755	87,322	89,888	92,453
B	76,744	79,376	82,015	84,650	87,298	89,942	92,585	95,227
C	79,047	81,758	84,476	87,190	89,917	92,641	95,363	98,084
D	81,419	84,211	87,011	89,806	92,615	95,421	98,224	101,027
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-E								
	73,952	76,695	79,438	82,177	84,911	87,650	90,387	93,122
A	76,171	78,996	81,822	84,643	87,459	90,280	93,099	95,916
B	78,457	81,366	84,277	87,183	90,083	92,989	95,892	98,794
C	80,811	83,807	86,806	89,799	92,786	95,779	98,769	101,758
D	83,236	86,322	89,411	92,493	95,570	98,653	101,733	104,811
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-EP								
	78,099	80,843	83,589	86,328	89,067	91,809	94,546	97,284
A	80,442	83,269	86,097	88,918	91,740	94,564	97,383	100,203
B	82,856	85,768	88,680	91,586	94,493	97,401	100,305	103,210
C	85,342	88,342	91,341	94,334	97,328	100,324	103,315	106,307
D	87,903	90,993	94,082	97,165	100,248	103,334	106,415	109,497
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-F								
	79,979	82,986	85,994	89,006	92,026	95,032	98,040	101,052
A	82,379	85,476	88,574	91,677	94,787	97,883	100,982	104,084
B	84,851	88,041	91,232	94,428	97,631	100,820	104,012	107,207
C	87,397	90,683	93,969	97,261	100,560	103,845	107,133	110,424
D	90,019	93,404	96,789	100,179	103,577	106,961	110,347	113,737

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-G								
	88,166	91,680	95,185	98,692	102,201	105,712	109,226	112,733
A	90,811	94,431	98,041	101,653	105,268	108,884	112,503	116,115
B	93,536	97,264	100,983	104,703	108,427	112,151	115,879	119,599
C	96,343	100,182	104,013	107,845	111,680	115,516	119,356	123,187
D	99,234	103,188	107,134	111,081	115,031	118,982	122,937	126,883
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-H								
	93,493	97,372	101,244	105,117	108,993	112,870	116,751	120,623
A	96,298	100,293	104,281	108,271	112,263	116,256	120,254	124,242
B	99,187	103,302	107,409	111,519	115,631	119,744	123,862	127,969
C	102,163	106,401	110,631	114,865	119,100	123,336	127,578	131,808
D	105,228	109,593	113,950	118,311	122,673	127,036	131,405	135,762

HOURLY RATES OF PAY
A – May 1, 2019; B – May 1, 2020; C – May 1, 2021; D – May 1, 2022

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-0								
A	19.88	20.28	20.68	21.06	21.45	21.83		
B	20.48	20.89	21.30	21.69	22.09	22.49		
C	21.09	21.51	21.94	22.34	22.76	23.16		
D	21.72	22.16	22.59	23.02	23.44	23.86		
FSS-ATS-A								
A	32.02	33.14	34.27	35.40	36.52	37.64	38.77	39.89
B	32.98	34.14	35.30	36.46	37.61	38.77	39.93	41.09
C	33.97	35.16	36.36	37.55	38.74	39.93	41.13	42.32
D	34.99	36.22	37.45	38.68	39.91	41.13	42.36	43.59
FSS-ATS-B								
A	33.44	34.63	35.82	37.01	38.20	39.39	40.58	41.77
B	34.45	35.67	36.90	38.12	39.35	40.57	41.80	43.03
C	35.48	36.74	38.00	39.27	40.53	41.79	43.06	44.32
D	36.55	37.84	39.14	40.44	41.75	43.05	44.35	45.65
FSS-ATS-C								
A	36.06	37.37	38.67	39.98	41.30	42.61	43.92	45.23
B	37.14	38.49	39.83	41.18	42.54	43.89	45.24	46.59
C	38.26	39.64	41.03	42.42	43.81	45.21	46.59	47.99
D	39.40	40.83	42.26	43.69	45.13	46.56	47.99	49.43
FSS-ATS-D								
A	38.08	39.39	40.70	42.00	43.32	44.63	45.94	47.25
B	39.22	40.57	41.92	43.26	44.62	45.97	47.32	48.67
C	40.40	41.79	43.17	44.56	45.96	47.35	48.74	50.13
D	41.61	43.04	44.47	45.90	47.33	48.77	50.20	51.63
FSS-ATS-E								
A	38.93	40.37	41.82	43.26	44.70	46.14	47.58	49.02
B	40.10	41.59	43.07	44.56	46.04	47.53	49.01	50.49
C	41.30	42.83	44.37	45.90	47.42	48.95	50.48	52.01
D	42.54	44.12	45.70	47.27	48.84	50.42	51.99	53.57

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8
FSS-ATS-EP								
A	41.11	42.56	44.00	45.45	46.89	48.33	49.77	51.21
B	42.35	43.84	45.32	46.81	48.29	49.78	51.26	52.75
C	43.62	45.15	46.68	48.21	49.74	51.27	52.80	54.33
D	44.93	46.51	48.08	49.66	51.24	52.81	54.39	55.96
FSS-ATS-F								
A	42.10	43.69	45.27	46.86	48.44	50.03	51.61	53.20
B	43.37	45.00	46.63	48.26	49.90	51.53	53.16	54.79
C	44.67	46.35	48.03	49.71	51.40	53.07	54.75	56.44
D	46.01	47.74	49.47	51.20	52.94	54.67	56.40	58.13
FSS-ATS-G								
A	46.41	48.26	50.11	51.95	53.80	55.65	57.50	59.35
B	47.81	49.71	51.61	53.51	55.42	57.32	59.22	61.13
C	49.24	51.20	53.16	55.12	57.08	59.04	61.00	62.96
D	50.72	52.74	54.76	56.77	58.79	60.81	62.83	64.85
FSS-ATS-H								
A	49.22	51.26	53.30	55.34	57.38	59.42	61.46	63.50
B	50.69	52.80	54.90	57.00	59.10	61.20	63.30	65.40
C	52.21	54.38	56.54	58.71	60.87	63.04	65.20	67.37
D	53.78	56.01	58.24	60.47	62.70	64.93	67.16	69.39

APPENDIX "A-2" FSS SALARY PROTECTED RATES OF PAY

ANNUAL RATES OF PAY

A – May 1, 2019; B – May 1, 2020; C – May 1, 2021; D – May 1, 2022

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	
FSS-0									
A	38,897	39,676	40,454	41,209	41,968	42,720			
B	40,064	40,867	41,668	42,446	43,228	44,002			
C	41,266	42,094	42,919	43,720	44,525	45,323			
D	42,504	43,357	44,207	45,032	45,861	46,683			
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9
FSS-1									
A	57,082	62,653	64,848	67,053	69,258	71,452	73,649	75,851	78,056
B	58,795	64,533	66,794	69,065	71,336	73,596	75,859	78,127	80,398
C	60,559	66,469	68,798	71,137	73,477	75,804	78,135	80,471	82,810
D	62,376	68,464	70,862	73,272	75,682	78,079	80,480	82,886	85,295
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	
FSS-2									
A	65,437	67,760	70,091	72,417	74,750	77,076	79,407	81,733	
B	67,401	69,793	72,194	74,590	76,993	79,389	81,790	84,185	
C	69,424	71,887	74,360	76,828	79,303	81,771	84,244	86,711	
D	71,507	74,044	76,591	79,133	81,683	84,225	86,772	89,313	
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	
FSS-3									
A	70,552	73,109	75,670	78,230	80,801	83,370	85,932	88,498	
B	72,669	75,303	77,941	80,577	83,226	85,872	88,510	91,153	
C	74,850	77,563	80,280	82,995	85,723	88,449	91,166	93,888	
D	77,096	79,890	82,689	85,485	88,295	91,103	93,901	96,705	
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	
FSS-4									
A	76,171	78,996	81,822	84,643	87,459	90,280	93,099	95,916	
B	78,457	81,366	84,277	87,183	90,083	92,989	95,892	98,794	
C	80,811	83,807	86,806	89,799	92,786	95,779	98,769	101,758	
D	83,236	86,322	89,411	92,493	95,570	98,653	101,733	104,811	

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	
FSS-5									
A	82,379	85,476	88,574	91,677	94,787	97,883	100,982	104,084	
B	84,851	88,041	91,232	94,428	97,631	100,820	104,012	107,207	
C	87,397	90,683	93,969	97,261	100,560	103,845	107,133	110,424	
D	90,019	93,404	96,789	100,179	103,577	106,961	110,347	113,737	
	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	
FSS-6									
A	90,811	94,431	98,041	101,653	105,268	108,884	112,503	116,115	
B	93,536	97,264	100,983	104,703	108,427	112,151	115,879	119,599	
C	96,343	100,182	104,013	107,845	111,680	115,516	119,356	123,187	
D	99,234	103,188	107,134	111,081	115,031	118,982	122,937	126,883	

HOURLY RATES OF PAY

A – May 1, 2019; B – May 1, 2020; C – May 1, 2021; D – May 1, 2022

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9
FSS-0									
A	19.88	20.28	20.68	21.06	21.45	21.83			
B	20.48	20.89	21.30	21.69	22.09	22.49			
C	21.09	21.51	21.94	22.34	22.76	23.16			
D	21.72	22.16	22.59	23.02	23.44	23.86			
FSS-1									
A	29.17	32.02	33.14	34.27	35.40	36.52	37.64	38.77	39.89
B	30.05	32.98	34.14	35.30	36.46	37.61	38.77	39.93	41.09
C	30.95	33.97	35.16	36.36	37.55	38.74	39.93	41.13	42.32
D	31.88	34.99	36.22	37.45	38.68	39.91	41.13	42.36	43.59
FSS-2									
A	33.44	34.63	35.82	37.01	38.20	39.39	40.58	41.77	
B	34.45	35.67	36.90	38.12	39.35	40.57	41.80	43.03	
C	35.48	36.74	38.00	39.27	40.53	41.79	43.06	44.32	
D	36.55	37.84	39.14	40.44	41.75	43.05	44.35	45.65	
FSS-3									
A	36.06	37.37	38.67	39.98	41.30	42.61	43.92	45.23	
B	37.14	38.49	39.83	41.18	42.54	43.89	45.24	46.59	
C	38.26	39.64	41.03	42.42	43.81	45.21	46.59	47.99	
D	39.40	40.83	42.26	43.69	45.13	46.56	47.99	49.43	
FSS-4									
A	38.93	40.37	41.82	43.26	44.70	46.14	47.58	49.02	
B	40.10	41.59	43.07	44.56	46.04	47.53	49.01	50.49	
C	41.30	42.83	44.37	45.90	47.42	48.95	50.48	52.01	
D	42.54	44.12	45.70	47.27	48.84	50.42	51.99	53.57	
FSS-5									
A	42.10	43.69	45.27	46.86	48.44	50.03	51.61	53.20	
B	43.37	45.00	46.63	48.26	49.90	51.53	53.16	54.79	
C	44.67	46.35	48.03	49.71	51.40	53.07	54.75	56.44	
D	46.01	47.74	49.47	51.20	52.94	54.67	56.40	58.13	
FSS-6									
A	46.41	48.26	50.11	51.95	53.80	55.65	57.50	59.35	
B	47.81	49.71	51.61	53.51	55.42	57.32	59.22	61.13	
C	49.24	51.20	53.16	55.12	57.08	59.04	61.00	62.96	
D	50.72	52.74	54.76	56.77	58.79	60.81	62.83	64.85	

APPENDIX "A-3" AWBS TABLE

EFFECTIVE DATE	RATE
May 1, 2019	\$ 3,374
May 1, 2020	\$3,476
May 1, 2021	\$3,581
May 1, 2022	\$3,689

APPENDIX B

ARTICLES APPLICABLE TO TEMPORARY EMPLOYEES

Article 1	Purpose Of Agreement
Article 2	Interpretation And Definitions
Article 3	Application
Article 4	Recognition
Article 5	Managerial Responsibilities
Article 6	Representatives
Article 7	Work of the Bargaining Unit
Article 8	Use of Company Facilities
Article 9	Specified FSS Medical Examinations
Article 10	Safety and Health
Article 11	Information
Article 12	Leave With or Without Pay for Union Business
Article 13	Illegal Strikes and Lockouts
Article 15	Joint Consultation
Article 16	Check-Off
Article 17	Grievance and Arbitration Procedure
Article 18	NAV CANADA Joint Council Directives (Subject to the restrictions contained in the previous benefit plans.)
Article 20	Use of Employee-Owned Motor Vehicles
Article 21	No Discrimination or Harassment
Article 23	Operating Irregularities
Article 26	Vacation Leave with Pay
Article 27	General Holidays
Article 28	Sick Leave with Pay
Article 31	Pay Administration
Article 32	Hours of Work and Overtime
Article 33	Travel

Article 34	Call-Back and Reporting Pay
Article 35	Premiums and Allowances
Article 37	Part-Time Employees
Article 41	Statement of Duties
Article 45	Agreement Duration and Reopener Clause
LOU No. 1	Pay Administration - Article 31.03(a)
LOU No. 14	Harassment and Alternate Dispute Resolution (ADR) Process
LOU No. 15	Travel
Appendix A	Pay Scales

APPENDIX C

MEMORANDUM OF AGREEMENT BETWEEN NAV CANADA AND THE AIR TRAFFIC SPECIALIST ASSOCIATION OF CANADA -UNIFOR LOCAL 2245 FOR THE NON-OPERATING EMPLOYEES

NAV CANADA and ATSAC UNIFOR Local 2245 agree that for those employees to whom the provisions of clause 32.02 of Article 32 (Hours of Work and Overtime) apply, the provisions of the collective agreement which specifies days shall be converted to hours. Where the collective agreement refers to a "day", it shall be converted to seven and one-half (7 1/2) hours.

For greater certainty, the following provisions shall be administered as provided herein:

For the purposes of this Memorandum of Agreement "calendar week" means the one hundred and sixty-eight (168)-hour period commencing at 00:01 Sunday and terminating at 24:00 Saturday.

ARTICLE 25 - LEAVE - GENERAL

Employees shall have their accrued days of vacation, sick and lieu day credits converted to hours of credits by multiplying the number of days by seven and one-half (7 1/2). When an employee ceases to be subject to this Memorandum of Agreement his or her credits will be converted to days by dividing the number of hours by seven and one-half (7 1/2) and adjusting it upwards to the nearest half-day.

ARTICLE 28 - SICK LEAVE

Clause 28.01 shall not apply and shall be replaced by:

28.01 For each calendar month of a fiscal year in which an employee receives pay for at least seventy-five (75) hours at his or her hourly rate of pay, he or she shall earn sick leave credits at the rate of nine decimal three seven five (9.375) hours at his or her hourly rate of pay for each month.

Clause 28.04 shall not apply and shall be replaced by:

28.04 Where an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause 28.02, sick leave with pay may, at the discretion of NAV CANADA, be granted:

- (a) for a period of up to one hundred and eighty-seven decimal five (187.5) hours if he or she is awaiting a decision on an application for injury-on-duty leave,

or

- (b) for a period of up to one hundred and twelve decimal five (112.5) hours if he or she has not submitted an application for injury-on-duty leave, subject to the deduction of such advanced sick leave from any sick leave credits subsequently earned.

ARTICLE 27 - GENERAL HOLIDAYS

27.08 A general holiday shall account for seven and one-half (7 1/2) hours only. When a general holiday falls on a workday, or is moved to a workday under the provisions of clause 27.03, of an employee to whom the provisions of clause 32.02 apply, the employee shall be required to account by work or by authorized leave with pay for thirty (30) hours at his or her hourly rate of pay in the calendar week in which the general holidays are observed.

27.09 When two (2) general holidays fall on two (2) workdays in the same calendar week, or are moved to two (2) workdays in the same calendar week under the provisions of clause 27.03, of an employee to who, the provisions of clause 32.02 apply, the employee shall be required to account by work or by authorized leave with pay for twenty-two and one-half (22 1/2) hours at his or her hourly rate of pay in the calendar week in which the general holidays are observed.

ARTICLE 33 - TRAVELLING TIME

Paragraph 33.01(b) shall not apply and shall be replaced by:

33.02 Compensation

When required to travel by the Company using the method determined by it, the employee will be compensated in the following manner:

- (a) On a normal working day on which he or she works and/or travels, the employee shall be paid:
 - (i) his or her regular pay for the day for a combined period of work and/or travel; and

- (ii) at the applicable overtime rate for additional travel time in excess of the employee's regularly scheduled hours of work, with a maximum payment for such additional travel time not to exceed eight (8) hours' pay at the applicable overtime rate in any day.

This Memorandum of Agreement shall be effective on the date of signing and shall expire on the expiry day of the collective agreement.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President, Labour Relations

Elizabeth O'Hurley
President

APPENDIX D

MEMORANDUM OF AGREEMENT BETWEEN NAV CANADA AND AIR TRAFFIC SPECIALISTS ASSOCIATION OF CANADA UNIFOR LOCAL 2245

The parties agree that it may be operationally advantageous to implement work schedules for operating employees that vary from clause 32.03. Accordingly, NAV CANADA agrees to consult with UNIFOR Local 2245 during the currency of this Collective Agreement in order to consider the practicability of instituting such work schedules on a trial basis.

It is further agreed that the implementation of any such variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation nor shall NAV CANADA's right to schedule any hours of work permitted by the terms of the collective agreement be restricted.

Notwithstanding the provisions of the ATSAC Collective Agreement, NAV CANADA and UNIFOR Local 2245 agree that special hours of work arrangements may be implemented at certain work units of NAV CANADA where employees work on a rotating or irregular shift basis, subject to all of the following considerations:

- (a) normal scheduled hours of work must average thirty-seven and one-half (37 1/2) hours per week;
- (b) any special arrangement applicable to a work unit is restricted to that work unit and shall apply to all employees of the work unit;
- (c) any special arrangement may be at the request of either party and must be mutually agreed between NAV CANADA and the majority of employees affected;
- (d) any special arrangement shall be subject to the approval of regional management and authorized bargaining agent representative at the regional level;
- (e) where a special arrangement is not approved at the regional level, the matter shall be referred to NAV CANADA and the bargaining agent at the headquarters level for consultation.
- (f) the following items will be included in the arrangement:
 - The definition of the operational advantage that the Appendix D is designed to address

- Shift length(s) for staff
- Averaging period
- Ratio of days on / days off
- Team Supervisor hours of duty and ratio, if different
- Implementation date
- Any additional details not covered in the Collective Agreement

Where the above special arrangements are implemented the following provisions shall apply:

(1) **Article 27 - General Holidays**

General Holidays shall be administered in accordance with the current Collective Agreement.

(2) **Article 32 - Hours of Work and Overtime**

(a) **Hours of Work**

Hours of work for employees subject to this Memorandum of Agreement shall be scheduled so that employees work an average of thirty-seven and one-half (37 1/2) hours per week scheduled over a period not exceeding one hundred and twelve (112) days.

(b) **Overtime Compensation**

Each six (6) minute period of overtime shall be compensated for at two (2) times the employee's straight time hourly rate.

- (3) The special arrangement which has been implemented at a work unit under the provisions of this Memorandum of Agreement may be discontinued sixty (60) days following written notice from either party, or earlier if mutually agreed.

Yours truly,

Received and Accepted by:

Elizabeth Cameron
Vice President, Labour Relations

Elizabeth O'Hurley
President