



Local 54 54 – Section Locale 54 54

Representing Canada's Air Traffic Controllers - La voix des contrôleurs aériens du Canada

2004 National Convention

**Delta Beauséjour
Ballroom A, B, C
Moncton, New Brunswick
May 20th – 22nd, 2004**

Office/Secretariat: Petitcodiac Room

Present:	Rob Thurgur	President
	Greg Myles	National Secretary-Treasurer
	John Redmond	Convention Chairman
	Rob Allan	Vice President Atlantic Region
	Pierre Gaumont	Vice President St-Laurent Region
	Carl Valitutti	Vice President Central Region
	David Doerksen	Vice President Prairie Region
	Trevor Johnson	Vice President Pacific Region
	Madeleine Lemire	Auditor

The meeting convened at 14:00 hours, May 20th, 2004.

PRESIDENT'S WELCOME TO PARTICIPANTS

The President welcomed all delegates, observers and guests to the first triennial Convention.

Policy on Mutual Respect was reviewed and accepted.

ANNUAL MEETING

Notice of the annual meeting, read by Rob Thurgur, President

REVIEW OF 2002-2003 ANNUAL STATEMENTS, Madeleine Lemire, Auditor

APPOINTMENT OF AUDITORS FOR 2004-2005

RESOLUTION NO. 1

Be it resolved that the auditing firm Lemire Morin be appointed auditor for the fiscal year 2004-2005.

Moved by Jamie Pottinger - Vancouver ACC
Seconded by Cliff Durrwachter – Toronto ACC

CARRIED UNANIMOUSLY

SETTING OF AUDITOR'S REMUNERATION

RESOLUTION NO. 2

Be it resolved that the auditor fees be set at \$5,500 not including tax

Moved by Yves Langlois – Dorval Tower
Seconded by Gordon Howe – Buttonville Tower

CARRIED UNANIMOUSLY

The Annual general Meeting was adjourned at 14:30 hours

Address by the Honourable Claudette Bradshaw, Minister of Labour

The delegation received an address from the Minister Bradshaw.

THE FIRST TRIENNIAL CONVENTION WAS CALLED TO ORDER AT 14:50 ADT

HANDOVER OF CONVENTION from Rob Thurgur, President, to Convention Chairman, John Redmond

Roll Call of Delegates by President

Lisa Kujbida, Harbour Tower – absent
Proxy to Ken Ward, Boundary Bay Tower
Tony Mason – absent

The Chairman declared a quorum established.

MINUTE SILENCE FOR DECEASED MEMBERS

APPROVAL OF 2001 CONVENTION MINUTES

RESOLUTION NO. 3

Be it resolved that the minutes of the previous convention be accepted.

Moved by Cliff Durrwachter of Toronto Center
Seconded by Richard Nye – Great Slave

CARRIED UNANIMOUSLY

REVIEW OF BUSINESS PROCEDURES AND RULES OF ORDER

The Convention Chairman advised the delegation that *Robert's Rules of Order* would be utilized in conducting the business of the Convention. He reviewed the established guidelines for convention business and requested that delegates identify themselves and the Branch they represented prior to speaking. The procedures used for controlling debate on the floor were also explained.

RESOLUTION NO. 4

Be it resolved that all member observers also have the right and opportunity to speak during any of our proceedings.

Moved by Tony Oliver, St-John's Tower
Seconded by Richard Nye, Great Slave

CARRIED UNANIMOUSLY

REPORT OF THE UNDERTAKINGS OF THE SPRING BOARD OF DIRECTORS MEETING,

Rob Thurgur, President

Prior to the presentation of the Financial Report, President Rob Thurgur updated convention on the resolutions passed by the Board of Directors at the pre-convention Board meetings.

The Board reduced the retired members' dues to \$0 effective July 1, 2004.

The Board amended the policy manual to allow retired controllers to continue to receive the IFATCA magazine.

The Board reduced Union dues to 1.75% of straight time salary effective July 1, 2004.

(Please see the minutes of the pre-convention Board meeting for the resolutions as they were passed.)

FINANCIAL REPORT opened by National Secretary-Treasurer, Greg Myles and further presented by Madeleine Lemire, Auditor.

The Chairman declares Financial Statements received as information only.

The meeting recessed at 16:30 hours and reconvened at 16:35

ADDRESS BY LEWIS GOTTHEIL

The convention received an address by Mr. Lewis Gottheil, Director of Legal Services CAW. Mr. Gottheil reviewed the CIRB process to date as well as the corporate structure of the Local Union. Mr. Gottheil also accepted questions from the floor.

Meeting adjourned at 15:40, to resume May 21, 2004

Meeting resumed Friday, May 21st, 2004 at 08:05

REPORTS

President, Rob Thurgur– No amendments
Accepted as information

National Secretary-Treasurer, Greg Myles – No amendments
Accepted as information

Executive Assistant, Anita Sawyer – No amendments
Accepted as information

Vice-President Pacific, Trevor Johnson – No amendments
Accepted as information

Vice-President Prairie, Dave Doerksen – No amendments
Accepted as information

Vice-President Central, Carl Valitutti – No amendments
Accepted as information

Vice-President St-Laurent, Pierre Gaumond – No amendments
Accepted as information

Vice-President Atlantic, Rob Allan – No amendments
Accepted as information

ABE ROSNER, CAW NATIONAL REPRESENTATIVE

Mr. Rosner presented a detailed report of his activities over the past 3 years on behalf of the local.

PRESENTATION BY IAN CULLWICK - DELOITTE & TOUCHE

The convention received a detailed briefing on the classification process being conducted by Deloitte. Mr. Cullwick also accepted questions from the floor.

The meeting recessed at 09:55 and reconvened at 10:37

REPORT ON NATIONAL HEALTH AND SAFETY POLICY COMMITTEE

Eamonn Flynn, Co-Chair
Accepted as information

REPORT - CATCA TECHNICAL COMMITTEE

Carl Valitutti, Board representative on the CTC
Accepted as information

BYLAW AMENDMENTS

BY 1 Definitions – Winnipeg ACC - Option 1 (Preferred)

5.1.1. “Member in Good Standing” means an active member ~~who is not in default under any of these By-Laws and~~ who is not in arrears in payment of any membership fees or other monies to the Association. (subject to legal opinion of wording and any changes)

Note: Strikeouts indicate editorial amendments

CARRIED

BY 2 Definitions – Winnipeg ACC (Option Two)

1. Add to 5.1 to read:

“Active Member” means all members employed in the provision of air navigation services and falling within a bargaining unit represented by the Association and not having been previously suspended or expelled from membership **and who is a member in good standing.**

2. Add a new sub-section 5.1.1 to read:

“A member in good standing” means an active member who is not in default under any of these By-Laws and who is not in arrears in payment of any membership fees or other monies to the Association.

3. Eliminate the phrase “in good standing” from 8.7(b), 8.25(e), 10.1, 11.1 and 14.6:

WITHDRAWN

BY 3 Membership – Winnipeg ACC

“All Active Members, ~~shall~~ **unless otherwise stipulated and** subject to Sub-Article 6.5, ~~be~~ **are** entitled to the rights and privileges of the Association and be eligible to serve on committees and vote on any matter affecting the Association as hereinafter provided.”

WITHDRAWN

BY 4 Membership – Winnipeg ACC

“**Only** All Active Members ~~shall~~ **who are in good standing shall**, subject to Sub-Article 6.5, ~~shall be~~ **are** entitled to the rights and privileges of the Association and ~~be~~ **are** eligible to serve on committees and vote on any matter affecting the Association as hereinafter provided.”

This proposal is contingent upon a definition of “member in good standing” being included in By-Law No 1.

Note: Strikeouts indicate editorial amendments

CARRIED UNANIMOUSLY

BY 5 Term of Office – Montreal ACC

The turnover date means June 30, 2004 (or June 30, 2003 in the case of an initial 2 year term described in SECTION II: A: 8.18). **The next turnover date shall be June 30, 2006**, and every three years henceforth.

DEFEATED

BY 6 Transitional Election Procedure –Montreal ACC

Each Regional Vice President shall take office following his/her election. ~~Two of the Regional Vice Presidents shall hold office until June 30th, 2004 or until his/her successor is elected pursuant to this By-law. Three of the Regional Vice Presidents shall hold office until June 30, 2003 or until his/her successor is elected pursuant to this By-law. The selection of the three Regional Vice Presidents shall be by lot conducted by the Secretary-Treasurer. Thereafter, each Regional Vice President shall hold office for a term of 3 years.~~ **Following the elections of June 2004, all vice presidents shall remain in office until June 30, 2006. Thereafter, the term of office of all regional vice presidents shall be three years.**

WITHDRAWN

The meeting recessed at 12:20 hours and reconvened at 12:50

BY 7 Secretary-Treasurer – Montreal ACC

The Secretary-Treasurer shall be responsible to carry out the affairs of the Association under the supervision of the Directors and shall attend all meetings of the Board and act as a clerk thereof and record all votes and minutes of all proceedings in the books to be kept for that purpose. The Secretary-Treasurer shall give or cause to be given notice of all meetings of the Board. The Secretary-Treasurer shall also give or cause to be given notice of Annual Meetings, the National Conventions and Special General Meetings. The Secretary-Treasurer shall perform such other duties as may be specified by the Board or President, under whose joint supervision the Secretary-Treasurer shall be. The Secretary-Treasurer shall also perform such other duties as may be determined by the Board from time to time. **In order to ensure the continuity of the affairs of the Association during collective bargaining, the Secretary-Treasurer may not serve on the bargaining committee.**

DEFEATED

BY 8 Board Meetings –Montreal ACC

There shall be at least ~~one (1)~~ **two (2)** meetings of the Board during ~~each period of twelve (12) consecutive months~~ **the calendar year: one in spring and one in fall.**

CARRIED UNANIMOUSLY

BY 9 Annual Meeting –Montreal ACC

At the annual meeting, auditors shall be appointed for the ensuing year. The auditors shall hold office until the next annual general meeting and shall be eligible for re-appointment. At least once every year and as soon as possible after the fiscal year end, the accounts shall be examined and the correctness of financial records be ascertained. **At the annual meeting, the Executive shall present the results of the previous fiscal year. Provision shall be made for a question period.**

Note: Original motion contained a typographical error and was editorially amended as above

CARRIED

BY 10 National Convention –Montreal ACC

~~Every three (3) year~~ **Each year** there shall be a National Convention which shall be held at a time and place determined by the Board. In no circumstances shall the National Convention take place later than the end of June in the year the National Convention is to be held.

Amendment #1: "Every two (2) years"

Moved by Pierre Perreault, Mirabel
Seconded by Buttonville Tower

Amendment #1 - DEFEATED

Original By Law Amendment, as moved by Montreal ACC

DEFEATED

BY 11 Financial Year –Montreal ACC

The Financial Year of the Association shall be from ~~July 1 through June 30 unless otherwise prescribed by the Board~~ **January 1 through December 31. In order to make the adjustment from the current financial year to the new one, there will be a transition period from July 1 to December 31, 2004. The budget estimates for this year must be submitted by August 1, 2004.**

DEFEATED

The meeting recessed at 15:10 hours and reconvened at 15:35

BY 12 Composition of Board of Directors – Outaouais

The Board shall be **initially** comprised of the President, the Secretary-Treasurer, and five (5) full time Regional Vice-Presidents, **and effective July 1st, 2004, one (1) unpaid Associate Vice-President, with full voting privileges, elected by and representing all Non-Operational Controllers Specialists.**

Note: Strikeouts indicate editorial amendments

DEFEATED

BY 13 Nominations for directors – Board of Directors

The Board shall not less ~~then~~ **than** sixty (60) days prior to the expiration of the term of any Director's position, call for nominations for that Board position, from the appropriate Branches and Facilities. The notice shall require such nominations to be filed with the Board within ~~thirty (30)~~ seven **(7)** days thereafter. Unsuccessful candidates for the President and Secretary-Treasurer positions shall not be bound by the time restrictions detailed in Sub- Article 8.11 should they elect to run for a Regional Vice President position in the same election year.

Note: Strikeout on word "then" indicates editorial amendment

CARRIED

RESOLUTIONS (began at 16:35)

ADMINISTRATION

A 1 Referendum voting –Montreal ACC

The voting period for a referendum shall be no less than ~~twenty-one (21)~~ **twenty-eight (28)** days from the date of the dispatch of ballots from the National Office. (Conv. 1979)

CARRIED

A 2 National Refresher Training – Quebec Tower

It is proposed that CATCA/CAW exert pressure on Nav Canada to take national refresher training more seriously, notably by prescribing an amount of material that corresponds to the time allotted for refresher training in such a way that the material can not only be covered, but also assimilated by ATC personnel in order that they may put it into practice safely and methodically.

CARRIED UNANIMOUSLY

Meeting adjourned at 17:00, to reconvene on May 22, 2004 at 09:00.

Meeting resumed May 22, 2004 at 09:22.

A 3 CATCA to Study the Provision of an International Employment Service for the Membership – Outaouais

That the Board of Directors of CATCA survey the membership, by whichever method is most expedient and cost effective, to gain direction on the following question.

Do you support providing the Board of Directors with a mandate to conduct a study into the feasibility of providing the following service for the membership?

A service to provide the membership with information and assistance in accessing alternative avenues of employment within the Air Navigational Services industry.

This service would be available only to active members and those retired members who maintain an active membership within CATCA.

This service shall be structured in a manner that it becomes a self-supporting entity within 36 months from inception.

The service may include, but not be limited to, the following:

- Active research, cataloguing, and dissemination of information regarding employment opportunities worldwide.
- Assistance in assessing opportunities and making application.
- Acting as an intermediary between potential employers and the member
- Advice and assistance in contract negotiation
- Where permitted by law, ongoing assistance in ensuring contract adherence and contract improvement.
- Assistance in obtaining practical information regarding social conditions of the worksite (judicial, legal, housing, transportation, medical, demographics etc.)

YES _____ NO _____

The board of Directors shall take as direction to proceed with the study an affirmative response by at least 51% of the membership that responds to the survey.

A report, including timelines and initial costing, will be made back to the membership within 90 days of the conclusion of the survey.

Should the conclusion be positive a further approval shall be sought to put the service in place with a predicted timeline and agenda.

Rationale - Members should have the option of providing their services to the highest bidder, or to an employer that offers the best combination of work satisfaction, salary, benefits and conditions. CATCA should facilitate the choice of employers and endeavour to protect the members' interest in regards to their choice of employer.

Providing choices will also help to ensure that negotiations with NavCanada will not be prejudiced by the misconception that our members have only one choice for employment in their chosen field.

DEFEATED

A4 Moncton ACC Return Rights - Edmonton ACC

Be it resolved that CATCA/CAW Local 5454 recognize that members Chris Collins, Jeff Doyle, Brad Shadlock and Doug Stafford, ~~Don Whitton, John Hayes, Ken Tattersol, Darren Linders, Mark Nause, Jamie Constantine, Pat Mercereau, Jason Shadbolt, Jay McMurry, Kerry Daniels~~, acting on the advice from National VP Labour Relations, were disadvantaged in the resolution of their return rights to Moncton ACC on or about DATE SEPT 2001 and that the National Executive, **in recognition of the exceptional nature of these circumstances**, be directed by Convention to reconcile/resolve the disparity in the **unique and exceptional** form of equal compensation of the said members.

MOVED TO CLOSED SESSION

Amendment #1: a) Strike out "acting on the advice from National VP Labour Relations", b) Add "in recognition of the exceptional nature of these circumstances", c) Add "unique and exceptional"

Moved by Gordon Howe, Buttonville Tower
Seconded by Seaway

Amendment #1 - CARRIED

Amendment #2: Add “Don Whitton”

Moved by John Clark, Toronto ACC
Seconded by Toronto Tower

Amendment #3: Add “John Hayes, Ken Tattersol, Darren Linders, Mark Nause”

Moved by Jeff Dawson, Vancouver ACC
Seconded by London Tower

MOVED TO COMMITTEE AS A WHOLE for further discussion.
Returned **BACK IN ASSEMBLY** thereafter.

Amendment #2 & #3 - CARRIED

Amendment #4: Add “Jamie Constantine, Pat Mercereau, Jason Shadbolt, Jay McMurry, Kerry Daniels”

Moved by Mike Strang, Halifax Tower

Chairman suggested foregoing *Robert’s Rules of Order* in favour of moving the issue through more expediently. Chairman further suggested voting on original motion and taking it from there.

Original Resolution as moved by Edmonton ACC

DEFEATED

The meeting recessed at 11:26 hours and reconvened at 11:45

The meeting reconvened and was declared to be in Open Session.

A 5 Member Compliance With Collective Agreement – Foothills

Be it resolved that all members be directed to adhere to the Collective Agreement when on refresher training or other company travel status.

WITHDRAWN

A 6 Unit Operations Specialist – Foothills

Be it resolved that CATCA create a definition for the role of a unit operations specialist.

WITHDRAWN

A7 Airline Passes – Foothills

Be it resolved that the Board take steps to secure ID 90, ZED passes or similar for all members of CATCA 5454. At the very least, upgrades should be made available.

WITHDRAWN

COLLECTIVE BARGAINING

B 1 NOP/non-operational Terminology – Outaouais

Be it resolved that the term NOP or non-operational controller be abolished from the CATCA lexicon and be replaced by the term “Specialists”.

DEFEATED

B2 Pay Increments – Foothills

Be it resolved that the bargaining committee pursue a reduction or elimination of the number of increments for all AI’s

REFERRED TO BARGAINING COMMITTEE

B 3 Transfer Down Program – Foothills

Be it resolved that CATCA pursue the transfer down program for all grades, not just AI 04 and AI 05.

WITHDRAWN

COMMITTEES

C 1 Controller Advisory Group –Montreal ACC

Abolition of the controller advisory group.

WITHDRAWN

C 2 Elections Committee – Gander ACC

Be it resolved that the elections committee, assisted by the National Secretary Treasurer:

1. Review all bylaws and policies specific to elections with a view to streamlining the process and to allow any necessary flexibility; and
2. Review local structure and election processes with a view to ensuring a viable and effective local structure.

Be it further resolved:

That the committee through the National Secretary Treasurer make recommendations to the Spring 2005 Board meeting; and

That the ~~National Secretary Treasurer~~ **Board of Directors** allocate sufficient funds to facilitate this undertaking.

Note: *Strikeout indicates editorial amendment*

CARRIED

C3 Technical Committee – Outaouais

Be it resolved that the CATCA Technical Committee (CTC) be expanded to include a dedicated position to be held by a member from TSC Operational Systems Requirements.

CARRIED UNANIMOUSLY

The meeting recessed at 12:30 hours and reconvened at 13:45

FINANCE

F 1 Per diem / Amount –Montreal ACC

The per diem shall be equal to the amount allocated in accordance with the NCJC.

DEFEATED

F 2 Internet – CCR de Montréal

Each member of the CATCA/CAW LOCAL 5454 Technical Committee (CTC) shall be reimbursed ~~to a maximum of \$10.00/month plus taxes~~ **the monthly payment plus tax, up to a maximum of \$50.00**, for individual Internet service accounts. Receipts will be required. These expenses are to be allocated to the CTC budget.

CARRIED UNANIMOUSLY

F 3 Equitable Sharing of Financial Losses – Winnipeg ACC

(d) Be it Resolved that the National Secretary Treasurer of Local 5454 will deduct any outstanding monies owed the association by a member, from any strike fund payments that member will receive, prior to that member receiving any additional strike fund monies.

CARRIED UNANIMOUSLY

F 4 Equitable Sharing of Financial Losses – Winnipeg ACC

(e) Be it resolved that all strike fund monies referred to in section 5.3 are only payable to members who are in good standing at the time the strike commences. "Good standing" for the purposes of this part is limited to excluding a member who, at the request of the Association and as is to be determined by the Board of Directors, has intentionally or wilfully not paid or returned previous strike fund overpayments so requested.

Deemed **OUT OF ORDER** by Chairman as F 3 was passed.

F 5 President's salary –Montreal ACC

Salary top AI (Including OFP and supervisory bonus where applicable) + ~~\$30,000~~ **24%**
26% (to calculate the top AI salary, take one of the following salaries: Either an operational controller including OFP and supervisory bonus or non-op salary including supervisory bonuses whichever is higher) (Conv.2001) **effective July 1, 2004.**

Amendment #1 to F 5 & F 6: "26%" and "13%"

Moved by Sonia Gagné, Montreal ACC
Seconded by Cliff Durrwachter, Toronto ACC

Effective date accepted editorially by Chairman, from Montreal ACC, as July 1, 2004.

Amendment #1 - F 5 - CARRIED
Amendment #1 - F 6 - CARRIED

CARRIED UNANIMOUSLY

F 6 National Secretary Treasurer and Regional Vice Presidents Salaries – Montreal Acc

Salary top AI (Including OFP and supervisory bonus where applicable) + ~~\$15,000~~ **12%**
13% (to calculate the top AI salary, take one of the following salaries: Either an operational controller including OFP and supervisory bonus or non-op salary including supervisory bonuses whichever is higher) (Conv. 2001) **effective July 1, 2004.**

Amendment #1 to F 5 & F 6: "26%" and "13%"

Moved by Sonia Gagné, Montreal ACC
Seconded by Cliff Durrwachter, Toronto ACC

Effective date accepted editorially by Chairman, from Montreal ACC, as July 1, 2004.

Amendment #1 - F 5 - CARRIED
Amendment #1 - F 6 - CARRIED

CARRIED UNANIMOUSLY

DUES

X 1 Level of Dues – Outaouais

Be it resolved that membership dues should be applied against OFP in addition to gross salary.

WITHDRAWN

X 2 Level of Dues – Outaouais

Be it resolved that membership dues be set at 1.5% of salary.

Comments – CAW does not recommend dues to be set at 1.5%. CAW minimum dues are 2 hours and 20 minutes of base salary per month. For skilled trades an additional assessment of ½ hour of base salary is levied. Local unions are allowed to set dues above the minimum [ref art. 17sec.2 (b)(c) and (d)].

The Chairman ruled this resolution OUT OF ORDER as the setting of dues is properly vested in the Board of Directors in Bylaw 1 section 7.

A8 CATCA 2007 – Vancouver ACC

Be it resolved that CATCA 2007 convention be hosted by the Vancouver ACC branch.

CARRIED UNANIMOUSLY

A9 Branch Delegates – Toronto ACC

Be it resolved that for the next and subsequent conventions that each Branch be entitled to send one (1) delegate for the first thirty (30) members of each Branch, one additional representative for each additional thirty (30) members or part thereof.

CARRIED

CATCA 04 Convention adjourned at 16:40.