



**CANADIAN AIR NAVIGATION SPECIALISTS ASSOCIATION  
ASSOCIATION DES SPÉCIALISTES DE LA NAVIGATION AÉRIENNE DU CANADA**

July 19, 2019

To: CANSA membership  
Regional Vice Presidents

**Fatigue Safety Action Group Study**

On June 17, 2019 Nav Canada issued a communication to all employees talking about the Fatigue report from Transport Canada stating that there were deficiencies within the Nav Canada Fatigue Management System (FMS). Some of the findings in the report have the potential to affect many of our current scheduling practices. The following issues have been identified by Transport Canada and are as follows:

- maximum hours in any duty time period
- maximum number of consecutive work days
- maximum hours worked in a defined period
- maximum time in position
- minimum duration of non-duty period
- minimum number of non-duty days in a defined period
- minimum duration of breaks between periods in position

In response to Transport Canada's findings, Nav Canada has formed a working group consisting of CANSA, CATCA and ATSAC. The first meeting of the Fatigue Safety Action Group (FSAG) has taken place on July 8 and 9, 2019. Transport Canada attended the first meeting and made it clear in their direction to the group that corrective actions must be taken or we could see fatigue mitigation corrections imposed on us through regulatory change. This plan must outline how an in-depth FMS will be implemented by NAV Canada to deal with the identified areas of concern and present a corrective action plan to Transport Canada by fall 2019 through meaningful discussions and/or negotiations.

These fatigue issues will be the biggest challenge ever to affect our scheduling practices and we ask for your patience. As our collective agreement governs some of the issues surrounding fatigue, CANSA will be looking at these issues during the bargaining process.

We are confident that the collaborative work that is being done with NAV Canada on fatigue is in the best interest of our members. Follow up meetings will be taking place on July 29-30, Aug 29-30, Sept 30 – Oct 1, Oct 28-29 and Nov 28-29 if needed. Your Regional Vice Presidents will be briefed should you have any further questions and your executive will continue to update you with bulletins emailed directly to the membership.

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President  
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