



**CAW 1016 / NAV CANADA Classification System Review
Communication Bulletin No 07-03**

The joint union/management working group is pleased to announce that Deloitte Touche has been chosen as the consulting firm to provide classification subject expertise to the development of a new system for the CAW Local 1016 bargaining unit. The Deloitte project team is lead by Ian Cullwick and supported by Sandra Haydon and other consulting associates. They bring an extensive set of experiences in developing classification systems and their approach to this project will emphasize an open and collaborative process.

As part of their project planning and requirements definition activities, the consultants will be visiting a number of sites selected by the joint working group. The objective of these site visits is to

- gain a general understanding of the roles within the bargaining unit. It is not intended to get into detailed job task analysis but rather to provide the consultants with high level understanding of the nature and diversity of work within the bargaining unit
- see the work as it is performed in the operational environment
- engage in dialogue with represented and unrepresented staff respecting the issues / expectations of a new classification system

These site visits are very much "orientation tours". The project will provide other opportunities for the consultants to visit other locations and discuss in greater detail the particulars of a job(s). The union and management have identified their respective representatives. The schedule of visits follows below.

We would appreciate you extending your support to our consultants so that they are able to gain quickly an understanding of the CAW Local 1016 work and bring this new knowledge into the design activities of the new classification standard.

If you have any questions regarding these visits or any other aspect of the project please contact a working group member or the Classifications Project Office (ncrga_cpo@navcanada.ca).



Shawn Wood
President, CAW Local 1016



Barbara Gagné
Manager, Labour Relations &
Classification Projects

Location	Date	Represented Employee	Management Project Representative
Winnipeg ACC- ATOS	August 22, 2007	Jim Walker	Barbara Gagné
Winnipeg ACC- TSS	August 22, 2007	TBC	Barbara Gagné
Edmonton ACC- ATOS	August 23, 2007	Kris McGeough	Barbara Gagné
Edmonton ACC- TSS	August 23, 2007	Jack Groenen	Barbara Gagné
Montreal ACC- ATOS	August 27, 2007	France Gingras	Francois Robert
Montreal ACC- TSS	August 27, 2007	Jocelyne Morency	Francois Robert
Toronto ACC- ATOS	August 27, 2007 (TBC)	Marco Ruscitti	Celeste Guse
Toronto ACC- TSS	August 27, 2007 (TBC)	Lloyd Fairburn	Celeste Guse
Vancouver ACC- ATOS	August 28, 2007	Caroline Whereatt	Trevor Johnson
Vancouver ACC- TSS	August 28, 2007	Andy Weiss	Trevor Johnson
Moncton ACC- ATOS	August 31, 2007 (TBC)	Jeremy Dobson	Kevin West
Moncton ACC- TSS	August 31, 2007 (TBC)	Kathy Hunt	Kevin West
Gander ACC- ATOS	TBC	Sandy Chiasson	Lyne Wilson
Gander ACC- TSS	TBC	TBC	Lyne Wilson
St Hubert Tower	TBC	TBC	Lyne Wilson
NCTI	August 29, 2007	Diane Hebert, Dan Grondin	Celeste Guse
TSC	August 30, 2007	Nancy Gulley	Celeste Guse, Barb Gagne, Carol Adams, Lyne Wilson
Tom Roberts (non AIS)	August 30, 2007 (non AIS)	Brian Wachko	Celeste Guse, Barb Gagne, Carol Adams, Lyne Wilson
77 Metcalfe	August 30, 2007	TBC	Celeste Guse, Barb Gagne, Carol Adams, Lyne Wilson
Tom Roberts (AIS)	TBC	TBC	Carol Adams, Tom Hollinger