



**CAW 1016 / NAV CANADA Joint Classification Project
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The joint union-employer working group for the CAW 1016 classification project has been in meetings with Deloitte, our classification consultants, since September 15th and will break on September 17th. These meetings have been to receive the Deloitte evaluations of over 40 PDQs sent in by members of the bargaining unit. This set of meetings was delayed in order to ensure that members had sufficient time to document and complete discussions amongst their teams on the detail of their jobs.

These meetings are part of an iterative process. While Deloitte is experienced in evaluating jobs and the working group with the consultants have designed an effective classification standard, it is not possible for the consultants to appreciate always the intricacies of each job in each location. In order to support objective, fair and reasoned evaluations, the role of the working group this week is to listen to the rationale and justification of the consultants for their evaluations and to determine if the job data supports the outcomes.

Obviously, there is much dialogue and to date we have been able to reach consensus on many of the evaluations. However, there are some key evaluation factors for which the group feels additional investigation is necessary. This includes the seeking out of additional job content information. The information contained in the PDQs was not clear or detailed enough for the group to be comfortable with accepting a final evaluation. The working group over the next few days will be planning the steps it will take with Deloitte in order to collect this additional information.

This need to seek additional information is very typical in classification design projects. Members of the bargaining unit and their managers have done an excellent job in documenting the various roles of the local but when discussing relativities in a level of detail that job evaluation requires, it is frequently necessary to question job incumbents and their managers to gain a much fuller understanding of the role.

The evaluation process is rarely completed with one set of discussion of the recommended outcomes. The Deloitte consultants will be leading our working group through more meetings. This week they have had us review each classification factor job by job to determine consistent application of that factor for all the work in the bargaining unit. The next steps will be to look at the jobs and their total evaluations for comparability and consistency.

As a result, it's important for you to understand that our work is very much still a work in progress. We have yet to conclude any final ratings. Even the decisions we have reached this week could change when we move to the step to review the jobs in whole.

The joint working group is committed to getting the evaluations right. We are making progress but more work is scheduled over the next month. Once we have reached the point that we have final evaluations, briefings of the membership and management will be arranged to give you a thorough explanation of the standard, its application and the outcomes for your respective jobs.

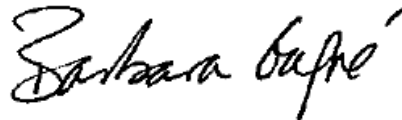
For those few incumbents still working on PDQs, the final evaluations will not occur until we have had a chance to review your jobs. We will revisit our reviews of this week based on the input we receive from Deloitte respecting your roles.

To conclude, we appreciate the tremendous effort everyone put into these PDQs and it has helped Deloitte generate its recommendations. However, much project critical work remains. We must ensure that Deloitte's understanding of each job is accurate and recommendations are supportable with solid job data.

Regards,



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