



CAW 1016 – NAV CANADA Classification Project Update December 2008

The end is coming to a busy year for the project. We have been able to address many key activities in the work plan and are clearly getting close to the end. The year has been highlighted by completing the design of both the classification standard and a data collection tool; testing the tools; collecting job data on all the work of the bargaining unit; Deloitte evaluating all the questionnaires and the working group having completed two sorethumbing sessions (validation exercises) under the facilitation of the Deloitte team, the most recent being November 17th.

The working group is now at the final design stage of the project in which we are working with Deloitte to determine the grade level / banding for the plan and to develop our communication strategy. In the New Year we will be in communication with all members of the bargaining unit and their management to explain the process we went through, the final product (i.e., the classification standard) and of most importance to you the evaluation outcomes. A final validation or challenge process will be run and again details pertaining to this process will be communicated in the New Year.

On behalf of the members of the working group and Deloitte consultants we would like to thank everyone who has contributed valuable input to this project over the year. We also extend sincerest best wishes to everyone for a safe and happy holiday season.

Regards,

A blue ink signature of Shawn Wood, appearing as a series of overlapping loops.

Shawn Wood
President CAW Local 1016

A black ink signature of Barbara Gagné, written in a cursive style.

Barbara Gagné
Manager, Labour Relations and
Classification Projects