



**CAW 1016 – NAV CANADA Classification Project
Communication Bulletin January 15, 2010**

The joint union – employer classification working group is pleased to announce that the design and evaluation activities associated with the project are now complete with the receipt of the challenge process panel's report.

The challenge panel met January 6-7, 2010 and reviewed all the applications received for this process. The panel was made up of ourselves (Shawn and Barbara) and a consultant from Deloitte, Andrea Fobert, who has not had previous project involvement. The discussions were constructive and comprehensive. We were greatly aided by all the effort put into each of the applications. Presently, Andrea is finalizing the letters that will be sent to each applicant and their manager. These letters will outline the panel's decision for each factor challenged. While we have tried to produce the information by today, due to some formatting issues and translation the letters will not be distributed before next Wednesday. Following the dispatch to applicants, we will be posting the final job ratings for all those in the bargaining unit to have as reference.

On behalf of the working group, we thank you for your participation in this important initiative.

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