



February 15, 2018

To: Regional Vice Presidents  
Branches & Facilities

### Tower Classification Reviews

The classification working group has completed its review of the first nine (9) units using the matrix process. The Committee has made its recommendations to CATCA and NAV Canada. The results of the first nine (9) towers are as follows.

UNIT	GRADE UNDER OLD SYSTEM	GRADE UNDER MATRIX SYSTEM
Abbotsford	3*(2)	3
Fort McMurray	2	2
Hamilton	2*(1)	1
Kelowna	2	2
London	3*(2)	2
Quebec City	3	3
St. Andrews	1	1
Toronto City Centre	3	4
Victoria	4*(3)	4

*Units with an \* were protected under the prior classification system. They had dropped to the lower level indicated in parenthesis, but through agreement with NAV Canada, no pay action was taken until the matrix process was completed. It should be noted that members in the units where grade drops occurred will be green circle salary protected. They will remain at their current salary level and continue to receive economic increases.*

The classification group will now proceed with the next grouping of towers to be reviewed. In 2018, the following towers will be evaluated using the matrix review process:

- Moncton
- Ottawa
- Springbank
- St. John's
- St-Honore
- Vancouver Harbour
- Villeneuve
- Waterloo
- Winnipeg

If you have any questions, please direct them to your Branch Chair, who will in turn direct them to your Regional Vice President.

On behalf of the Executive Board,

Peter Duffey  
President

Doug Best  
Executive Vice President

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