



December 4, 2019

To: Regional Vice Presidents
Branches & Facilities

Changes to Classification – Knowledge and Impact Factors

Discussions between CATCA and NAV Canada have led to proposed changes to the Knowledge and Impact factors in the classification system. Both parties agreed change was necessary. At convention 2019 in Banff, Alberta, CATCA's Classification Analyst, Gordon Howe, gave a presentation to the members in attendance on proposed changes to the Knowledge and Impact factors. Members gave CATCA the needed mandate to proceed with implementing the proposals.

CATCA and NAV Canada agreed that work to review the units against updated factor definitions for Knowledge and Impact will be conducted by a sub-committee of the Classification Working Group, composed of two (2) management members (Anoop Busuttil – Manager, Job Evaluation, and Normand Richard – Manager, Air Traffic Services, YQM FIR) and two (2) CATCA members (Gord Howe - CATCA Classification Analyst, and Randy Hepner – Team Supervisor, WG ACC).

The reviews will be completed as quickly as possible. No results will be released until all of these reviews have been completed, which is anticipated to be in the early spring of 2020.

In other classification news, the work for nine (9) towers undergoing cyclical review this year has concluded. The units reviewed included were:

- Halifax
- Langley
- Oshawa
- Prince George
- Saskatoon
- Sault Ste. Marie
- St. Hubert
- Thunder Bay
- Whitehorse

Oshawa was the only tower to have a grade change, moving from ATC1 to ATC2.

For more on this and an update on collective bargaining, visit [President Peter Duffey's blog](#).

In solidarity,

Peter Duffey
President

Doug Best
Executive Vice President

THE VOICE OF CANADA'S AIR TRAFFIC CONTROLLERS | LA VOIX DES CONTRÔLEURS AÉRIENS DU CANADA