



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Airport Operations Specialist Flight Services
Location: AO Specialist Dorval
Supervisor: St-Arneault, Guy Joseph Francois
Organization: Montreal ACC Operations

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	4	75
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		662



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Airport Operations Specialist
Location: AO Specialist Edmonton
Supervisor: March, Osbourne (Butch) Brian
Organization: Edmonton ACC Operations

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	4	75
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		662



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Airport Operations Specialist Flight Services
Location: AO Specialist Mississauga
Supervisor: Thurgur, Rob
Organization: Toronto ACC Operations

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	4	75
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		662



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Airport Operations Specialist Flight Services
Location: AO Specialist Vancouver
Supervisor: Bell, Heather Ann
Organization: Vancouver FIR Operations

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	4	75
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		662



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): ATS Standards and Procedures Specialist
Location: ATS Stnds Head office
Supervisor: Dupuis, Eric
Organization: Aviation Weather Svcs & Flight Service Op Support

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	4	75
Complexity of Thinking	4	150
Time Horizon	2	40
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	4	100
Physical Effort	1	5
Mental / Sensory Effort	2	20
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		768



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Brandon
Supervisor: Howe, William Charles (Bill)
Organization: Brandon FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		363



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Brandon
Supervisor: Howe, William Charles (Bill)
Organization: Brandon FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Campbell River
Supervisor: Lutman, Paul Edward
Organization: Campbell River FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		580



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Campbell River
Supervisor: Lutman, Paul Edward
Organization: Campbell River FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		624



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Castlegar
Supervisor: England, Paul Eric
Organization: Castlegar FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		363



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Castlegar
Supervisor: England, Paul Eric
Organization: Castlegar FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Charlottetown
Supervisor: Vey, Jeffrey Eric
Organization: Charlottetown FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Charlottetown
Supervisor: Vey, Jeffrey Eric
Organization: Charlottetown FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		594



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Churchill
Supervisor: Cymbalisty, Robert Andrew
Organization: Churchill FSS

New Classification Level: A

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	3	70
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		340



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Churchill
Supervisor: Cymbalisty, Robert Andrew
Organization: Churchill FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FSS Course Maintenance Specialist
Location: Cornwall
Supervisor: Pothier, Paul Richard
Organization: National Operational Training

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	4	100
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		760



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Cranbrook AAS
Supervisor: England, Paul Eric
Organization: Cranbrook FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		415



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Cranbrook AAS
Supervisor: England, Paul Eric
Organization: Cranbrook FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Deer Lake
Supervisor: White, Garry Claude
Organization: Deer Lake FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		475



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Deer Lake
Supervisor: White, Garry Claude
Organization: Deer Lake FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		564



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Edmonton FIC
Supervisor: Horn, Darryl
Organization: Edmonton FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Edmonton FIC
Supervisor: Horn, Darryl
Organization: Edmonton FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Data Processing Specialist
Location: Flight Data Processing Head office
Supervisor: Crawley, William Francis
Organization: ATS Systems Integration

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	4	100
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		760



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Fort Nelson
Supervisor: Templeton, Scott Douglas
Organization: Fort Nelson FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		363



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Fort Nelson
Supervisor: Templeton, Scott Douglas
Organization: Fort Nelson FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Fort St. John
Supervisor: Templeton, Scott Douglas
Organization: Fort St. John FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		497



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Fort St. John
Supervisor: Templeton, Scott Douglas
Organization: Fort St. John FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		579



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FSS Training Specialist
Location: FSS Training Spec Head office
Supervisor: Clefstad, Duane
Organization: Operational Training

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	4	100
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		760



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Gander
Supervisor: Burt, Brian C
Organization: Gander International FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	3	70
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		437



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): IFSS team Supervisor
Location: Gander
Supervisor: Burt, Brian C
Organization: Gander International FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		549



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Gatineau FSS
Supervisor: Garneau, Louis
Organization: Gatineau FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Gatineau FSS
Supervisor: Garneau, Louis
Organization: Gatineau FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		609



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Grande Prairie
Supervisor: Course, Tracey Suzanne
Organization: Grande Prairie FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Grande Prairie
Supervisor: Course, Tracey Suzanne
Organization: Grande Prairie FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		646



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FIC Flight Service Specialist
Location: Halifax
Supervisor: Miller, Lindsay Blair
Organization: Halifax FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FIC Team Supervisor
Location: Halifax
Supervisor: Miller, Lindsay Blair
Organization: Halifax FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: High Level
Supervisor: McBurney, Brian Douglas
Organization: High Level FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		363



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: High Level
Supervisor: McBurney, Brian Douglas
Organization: High Level FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Iles-de-la-Madeleine
Supervisor: Murray, Mario Claude
Organization: Iles-de-la-Madeleine FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Iles-de-la-Madeleine
Supervisor: Murray, Mario Claude
Organization: Iles-de-la-Madeleine FSS

New Classification Level: A

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	3	70
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		318



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Inspector-FS Evaluations and Investigations
Location: Inspector Headoffice
Supervisor: Moulton, Paul Alexander
Organization: ATS Evals, Invest and Systems Monitoring

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	4	75
Complexity of Thinking	4	150
Time Horizon	2	40
Leadership & Development	2	28
Independence & Authority	3	52
Organizational Influence	4	100
Physical Effort	2	20
Mental / Sensory Effort	2	20
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		760



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Inuvik
Supervisor: Wotherspoon, Tammy Dawn
Organization: Inuvik FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	4	75
Total Points		408



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Inuvik
Supervisor: Wotherspoon, Tammy Dawn
Organization: Inuvik FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Iqaluit
Supervisor: Cyr, Pierre Joseph Jean
Organization: Iqaluit FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	4	75
Total Points		445



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Iqaluit
Supervisor: Cyr, Pierre Joseph Jean
Organization: Iqaluit FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		512



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Kamloops AAS
Supervisor: Dares, John R
Organization: Kamloops FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		610



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Kamloops AAS
Supervisor: Dares, John R
Organization: Kamloops FSS

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		669



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Kamloops FIC
Supervisor: Dares, John R
Organization: Kamloops FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Kamloops FIC
Supervisor: Dares, John R
Organization: Kamloops FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Kenora
Supervisor: Perkins, Brad D
Organization: Kenora FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		527



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Kenora
Supervisor: Perkins, Brad D
Organization: Kenora FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		564



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Kingston
Supervisor: Garneau, Louis
Organization: Kingston FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		497



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Kingston
Supervisor: Garneau, Louis
Organization: Kingston FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		564



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Kuujuaq
Supervisor: Cyr, Pierre Joseph Jean
Organization: Kuujuaq FSS

New Classification Level: A

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	3	70
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		340



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Kuujuaq
Supervisor: Cyr, Pierre Joseph Jean
Organization: Kuujuaq FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Radisson
Supervisor: Bédard, Michel
Organization: La Grande FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		437



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Radisson
Supervisor: Bédard, Michel
Organization: La Grande FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: La Ronge
Supervisor: Barclay, Ian Alexander
Organization: La Ronge FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		415



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: La Ronge
Supervisor: Barclay, Ian Alexander
Organization: La Ronge FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		534



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Lethbridge
Supervisor: Fenton, Robert Gavin
Organization: Lethbridge FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		400



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Lethbridge
Supervisor: Fenton, Robert Gavin
Organization: Lethbridge FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		549



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Lloydminster
Supervisor: Hickey, Todd James
Organization: Lloydminster FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		363



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Lloydminster
Supervisor: Hickey, Todd James
Organization: Lloydminster FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: London FIC
Supervisor: Woods, Michael Terrence
Organization: London FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: London FIC
Supervisor: Woods, Michael Terrence
Organization: London FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Level of Service and Aeronautical Studies Analyst
Location: LOS Head office
Supervisor: MacDonald, Jeffrey B
Organization: Level of Service & Aeronautical Studies

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	4	75
Complexity of Thinking	4	150
Time Horizon	2	40
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	4	100
Physical Effort	1	5
Mental / Sensory Effort	2	20
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		768



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Medicine Hat
Supervisor: Miller, Robert Kenneth
Organization: Medicine Hat FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		385



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Medicine Hat
Supervisor: Miller, Robert Kenneth
Organization: Medicine Hat FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		512



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Mirabel
Supervisor: Gagnon, Jérôme
Organization: Mirabel FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	4	75
Total Points		512



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Mirabel
Supervisor: Gagnon, Jérôme
Organization: Mirabel FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		579



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Mont-Joli - F
Supervisor: Murray, Mario Claude
Organization: Mont-Joli FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		497



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Mont-Joli - F
Supervisor: Murray, Mario Claude
Organization: Mont-Joli FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		579



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Nanaimo
Supervisor: Honeyman, James A
Organization: Nanaimo FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		610



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Nanaimo
Supervisor: Honeyman, James A
Organization: Nanaimo FSS

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		669



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): National Specialist, Operational Systems Training
Location: National Spec, Op Systems Trng Ottawa TSC
Supervisor: Dupuis, Eric
Organization: Aviation Weather Svcs & Flight Service Op Support

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	4	150
Time Horizon	2	40
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	4	100
Physical Effort	2	20
Mental / Sensory Effort	2	20
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		760



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Norman Wells
Supervisor: Wotherspoon, Tammy Dawn
Organization: Norman Wells FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		385



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Norman Wells
Supervisor: Wotherspoon, Tammy Dawn
Organization: Norman Wells FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FIC Flight Service Specialist
Location: North Bay
Supervisor: Lemery, Alain
Organization: North Bay FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FIC Flight Service Specialist Team
Supervisor
Location: North Bay
Supervisor: Lemery, Alain
Organization: North Bay FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: North Bay AAS
Supervisor: Lemery, Alain
Organization: North Bay FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		610



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: North Bay AAS
Supervisor: Lemery, Alain
Organization: North Bay FSS

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		669



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FSS NOC Weather Desk
Location: Ottawa
Supervisor: Rose, Dave
Organization: NOC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		580



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Peace River
Supervisor: McBurney, Brian Douglas
Organization: Peace River FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Peace River
Supervisor: McBurney, Brian Douglas
Organization: Peace River FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Penticton
Supervisor: England, Paul Eric
Organization: Penticton FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		572



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Penticton
Supervisor: England, Paul Eric
Organization: Penticton FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		631



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Port Hardy
Supervisor: Lutman, Paul Edward
Organization: Port Hardy FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Port Hardy
Supervisor: Lutman, Paul Edward
Organization: Port Hardy FSS

New Classification Level: A

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	3	70
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		340



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Prince Albert
Supervisor: Barclay, Ian Alexander
Organization: Prince Albert FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		393



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Prince Albert
Supervisor: Barclay, Ian Alexander
Organization: Prince Albert FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Prince Rupert
Supervisor: Cook, Monty Reginald
Organization: Prince Rupert FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		407



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Prince Rupert
Supervisor: Cook, Monty Reginald
Organization: Prince Rupert FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		534



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Quebec FIC
Supervisor: Tremblay, Yan
Organization: Quebec FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Spécialiste de l'information de vol
Location: Quebec FIC
Supervisor: Tremblay, Yan
Organization: Quebec FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Rankin Inlet
Supervisor: Perkins, Brad D
Organization: Rankin Inlet FSS

New Classification Level: A

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	3	70
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		340



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Rankin Inlet
Supervisor: Perkins, Brad D
Organization: Rankin Inlet FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Red Deer
Supervisor: Hickey, Todd James
Organization: Red Deer FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		610



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Red Deer
Supervisor: Hickey, Todd James
Organization: Red Deer FSS

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		669



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Regina AAS
Supervisor: Karn, Myles
Organization: Regina FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		445



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Regina AAS
Supervisor: Karn, Myles
Organization: Regina FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Rouyn Noranda - F
Supervisor: Garneau, Louis
Organization: Rouyn FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		445



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Rouyn Noranda - F
Supervisor: Garneau, Louis
Organization: Rouyn FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Saint John NB
Supervisor: Cote, Alphonse
Organization: Saint John FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		460



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Saint John NB
Supervisor: Cote, Alphonse
Organization: Saint John FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		564



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Saskatoon
Supervisor: Barclay, Ian Alexander
Organization: Saskatoon FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		445



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Saskatoon
Supervisor: Barclay, Ian Alexander
Organization: Saskatoon FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Sault Ste Marie
Supervisor: Edwards, Dean Andrew
Organization: Sault Ste. Marie FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Sault Ste Marie
Supervisor: Edwards, Dean Andrew
Organization: Sault Ste. Marie FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Sept-Iles Exploitation
Supervisor: Murray, Mario Claude
Organization: Sept-Iles FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		610



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Sept-Iles Exploitation
Supervisor: Murray, Mario Claude
Organization: Sept-Iles FSS

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		669



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Sioux Lookout Operations
Supervisor: Perkins, Brad D
Organization: Sioux Lookout FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		535



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Sioux Lookout Operations
Supervisor: Perkins, Brad D
Organization: Sioux Lookout FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Smithers
Supervisor: Cook, Monty Reginald
Organization: Smithers FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Smithers
Supervisor: Cook, Monty Reginald
Organization: Smithers FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: St Catherines Operations
Supervisor: Tschupruk, Roland
Organization: St. Catharines FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		452



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: St Catherines Operations
Supervisor: Tschupruk, Roland
Organization: St. Catharines FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		579



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Sudbury
Supervisor: Lemery, Alain
Organization: Sudbury FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		467



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Sudbury
Supervisor: Lemery, Alain
Organization: Sudbury FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		579



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Terrace
Supervisor: Cook, Monty Reginald
Organization: Terrace FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Terrace
Supervisor: Cook, Monty Reginald
Organization: Terrace FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Thompson
Supervisor: Cymbalisty, Robert Andrew
Organization: Thompson FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		497



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Thompson
Supervisor: Cymbalisty, Robert Andrew
Organization: Thompson FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		564



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Thunder Bay
Supervisor: Karn, Myles
Organization: Thunder Bay FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Thunder Bay
Supervisor: Karn, Myles
Organization: Thunder Bay FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		564



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Timmins
Supervisor: Edwards, Dean Andrew
Organization: Timmins FSS

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		594



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Timmins
Supervisor: Edwards, Dean Andrew
Organization: Timmins FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		631



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Val d'Or
Supervisor: Garneau, Louis
Organization: Val-D'Or FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		385



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Val d'Or
Supervisor: Garneau, Louis
Organization: Val-D'Or FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		512



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Regional FSS Training Specialist
Location: Various
Supervisor: MOT
Organization: Operational Training Unit

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	3	105
Time Horizon	3	70
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		662



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Victoria harbour
Supervisor: Honeyman, James A
Organization: Victoria Harbour FSS

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	4	75
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	4	50
Working Conditions / Environment	2	30
Total Points		610



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Victoria Harbour
Supervisor: Honeyman, James A
Organization: Victoria Harbour FSS

New Classification Level: F

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		669



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Wabush
Supervisor: White, Garry Claude
Organization: Wabush FSS

New Classification Level: A

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	3	70
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		318



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Wabush
Supervisor: White, Garry Claude
Organization: Wabush FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Whitecourt, AB -Operations
Supervisor: Templeton, Scott Douglas
Organization: Whitecourt FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		385



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Whitecourt, AB -Operations
Supervisor: Templeton, Scott Douglas
Organization: Whitecourt FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		512



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FIC Flight Service Specialist
Location: Whitehorse
Supervisor: Horn, Darryl
Organization: Whitehorse FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): FIC Flight Service Specialist Team
Supervisor
Location: Whitehorse
Supervisor: Horn, Darryl
Organization: Whitehorse FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Williams Lake
Supervisor: Dares, John R
Organization: Williams Lake FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	2	30
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		430



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Williams Lake
Supervisor: Dares, John R
Organization: Williams Lake FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	2	30
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		542



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Winnipeg FIC
Supervisor: Brown, Craig N
Organization: Winnipeg FIC

New Classification Level: D

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	3	52
Communication / Influencing	2	30
Complexity of Thinking	2	60
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	3	70
Physical Effort	3	35
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	3	35
Working Conditions / Environment	2	30
Total Points		557



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Winnipeg FIC
Supervisor: Brown, Craig N
Organization: Winnipeg FIC

New Classification Level: E

Classification Factor	Degree Level	Points
Technical / Skills	3	105
Thinking Environment	3	52
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	3	52
Organizational Influence	3	70
Physical Effort	2	20
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		616



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Weather Services Specialist

Location: Wx Services Spec Head office

Supervisor: Dupuis, Eric

Organization: Aviation Weather Svcs & Flight Service Op Support

New Classification Level: G

Classification Factor	Degree Level	Points
Technical / Skills	4	150
Thinking Environment	4	75
Communication / Influencing	3	52
Complexity of Thinking	4	150
Time Horizon	2	40
Leadership & Development	2	28
Independence & Authority	4	75
Organizational Influence	4	100
Physical Effort	2	20
Mental / Sensory Effort	2	20
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		760



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist
Location: Yellowknife Operations
Supervisor: Wotherspoon, Tammy Dawn
Organization: Yellowknife FSS

New Classification Level: B

Classification Factor	Degree Level	Points
Technical / Skills	1	15
Thinking Environment	1	8
Communication / Influencing	2	30
Complexity of Thinking	1	15
Time Horizon	4	100
Leadership & Development	1	5
Independence & Authority	2	30
Organizational Influence	1	10
Physical Effort	4	50
Mental / Sensory Effort	4	50
Multiple Demands / Priorities	2	20
Working Conditions / Environment	3	52
Total Points		385



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle): Flight Service Specialist Team Supervisor
Location: Yellowknife Operations
Supervisor: Wotherspoon, Tammy Dawn
Organization: Yellowknife FSS

New Classification Level: C

Classification Factor	Degree Level	Points
Technical / Skills	2	60
Thinking Environment	1	8
Communication / Influencing	3	52
Complexity of Thinking	2	60
Time Horizon	3	70
Leadership & Development	3	50
Independence & Authority	2	30
Organizational Influence	2	40
Physical Effort	3	35
Mental / Sensory Effort	3	35
Multiple Demands / Priorities	2	20
Working Conditions / Environment	2	30
Total Points		490



CAW Local 2245 / NAV CANADA Classification Results
January 24, 2011

Current job title (as shown in Oracle):

Location:

Supervisor:

Organization:

New Classification Level:

Classification Factor	Degree Level	Points
Technical / Skills		
Thinking Environment		
Communication / Influencing		
Complexity of Thinking		
Time Horizon		
Leadership & Development		
Independence & Authority		
Organizational Influence		
Physical Effort		
Mental / Sensory Effort		
Multiple Demands / Priorities		
Working Conditions / Environment		
Total Points		