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172-33-01510; 172-33-01512;
172-33-01514 to 01519;
and 172-33-02299

Citation: 2004 PSSRB 83



Public Service Staff
Relations Act

Before the Public Service
Staff Relations Board

BETWEEN

PARKS CANADA AGENCY

Employer

and

PUBLIC SERVICE ALLIANCE OF CANADA

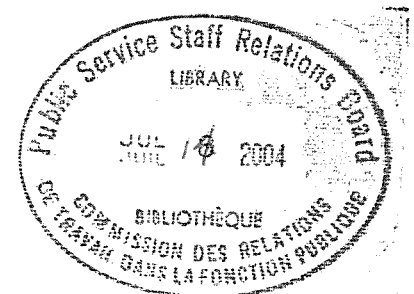
Bargaining Agent

RE: Identification of Managerial or Confidential Positions

Before: Yvon Tarte, Chairperson

For the Employer: Benoit Chartrand

For the Bargaining Agent: Lisa Rossignol



(Decided without an oral hearing)

DECISION

[1] The Parks Canada Agency (hereinafter referred to as “the Agency”) was created pursuant to the *Parks Canada Agency Act*, which came into effect on December 21, 1998. In *Parks Canada Agency v. Professional Institute of the Public Service of Canada and Public Service Alliance of Canada*, 2001 PSSRB 39, the Board certified the Public Service Alliance of Canada as the bargaining agent for a single bargaining unit composed of all employees of the Parks Canada Agency.

[2] Following the creation of the Agency and pursuant to subsection 5.2(1) of the *Public Service Staff Relations Act* (hereinafter referred to as “the PSSRA”), as well as the definition of “managerial or confidential position” contained in subsection 2(1) of the PSSRA, the employer notified the Board of the proposed identification of a series of positions as “managerial or confidential positions”.

[3] The bargaining agent was notified of the proposals and filed objections to them. The parties then advised the Board that they were engaged in ongoing discussions regarding the creation of the first complete managerial exclusion profile for the Agency.

[4] On April 23, 2004, the parties wrote a joint letter to the Board, which, in part, reads as follows:

Further to the letters received by the PSSRB from Mr. Keith Willis and myself relating to the ongoing discussions between the Agency and the PSAC regarding the creation of the first complete managerial exclusion profile for the organization, we, the undersigned, are pleased to advise the Board that the Public Service Alliance of Canada and the Parks Canada Agency have reached an agreement on the attached listing of excluded positions within the Agency.

Included on the list are all of the positions which have been submitted for exclusion by the Agency either recently or in the past for which the PSAC has no objections. There are no outstanding exclusion requests requiring the intervention of the Board at this time. We would therefore jointly request that the attached listing of positions creating this joint submission be considered to replace and close all previous submissions still active with your office... .

[5] The list referred to in the letter identifies three hundred and twenty-six (326) positions as subject to the agreement between the parties. This list is attached to this decision and marked as Appendix A.

[6] The Board derives its authority from section 21 of the *PSSRA* to consider the employer's identification of the position under subsection 2(1) of the *PSSRA*. The Board derives its authority from subsection 5.2(4) of the *PSSRA* to consider the employer's identification of the position under subsection 5.2(1). Section 21(1) of the *PSSRA* states as follows:

The Board shall administer this Act and exercise such powers and perform such duties as are conferred or imposed on it by, or as may be incidental to the attainment of the objects of, this Act including, without restricting the generality of the foregoing, the making of orders requiring compliance with this Act, with any regulation made hereunder or with any decision made in respect of a matter coming before it.

[7] Subsection 5.2(4) of the *PSSRA* requires the Public Service Staff Relations Board to confirm or reject the identification of a position after considering the opposition and giving the employer and bargaining agent the opportunity to make representations. The parties have come to an agreement, which is preferable to any solution imposed by the Board. I see no reason not to give effect to the agreement which was reached freely by the parties, each having considerable experience in the area of federal labour relations.

[8] The agreement between the parties is therefore confirmed under both subsection 2(1) and subsection 5.2(1) of the *PSSRA*. The positions set out in Appendix A to this decision are hereby excluded from the bargaining unit. All files opened by the Board that are related to the objections which were initially filed by the PSAC are now closed.

**Yvon Tarte,
Chairperson**

Ottawa, July 6, 2004.

Appendix A

Parks Canada
List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA01	WN&L - NFLD. WEST & LAB. FU	00003589	Asset Management Engineer	ENENG04	5.1 (1)(b)
AAA01	WN&L - NFLD. WEST & LAB. FU	00003592	Manager, Heritage Resources	GT 06	5.1 (1)(b)
AAA01	WN&L - NFLD. WEST & LAB. FU	00009666	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA01A	WN&L - FUS OFFICE	00003594	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA01B	WN&L - GROS MORNE NP	00003571	Manager, Client Services	PM 04	5.1 (1)(b)
AAA01B	WN&L - GROS MORNE NP	00009612	Park Planner	AR 04	5.1 (1)(d)
AAA02	EN - NFLD. EAST FU	00003445	Head, Heritage Integrity	GT 06	5.1 (1)(b)
AAA02	EN - NFLD. EAST FU	00003460	General Works Manager	AS 05	5.1 (1)(b)
AAA02	EN - NFLD. EAST FU	00003474	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA02	EN - NFLD. EAST FU	00003508	Interpretation Specialist	GT 03	5.1 (1)(d)
AAA02A	EN - FUS OFFICE	00010476	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA03B	CBI - C. BRETON HIGHLANDS N	00002607	Parks/Sites Manager IV	PM 07	5.1 (1)(b)
AAA03B	CBI - C. BRETON HIGHLANDS N	00002609	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA03B	CBI - C. BRETON HIGHLANDS N	00002618	Mgr., Natural Heritage Protect	GT 06	5.1 (1)(b)
AAA03B	CBI - C. BRETON HIGHLANDS N	00002658	Gen. Works Mgr.	AS 05	5.1 (1)(b)
AAA03B	CBI - C. BRETON HIGHLANDS N	00002684	Comm. & Visitor Services Mgr.	GT 06	5.1 (1)(b)
AAA03C	CBI - HISTORIC SITES	00002334	Mgr., Client Svcs. & Hert.Pres	PM 05	5.1 (1)(b)
AAA03C	CBI - HISTORIC SITES	00002348	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA03C	CBI - HISTORIC SITES	00002378	Manager, Cultural Resources	SI 06	5.1 (1)(b)
AAA03C	CBI - HISTORIC SITES	00010300	Capital Project Mgr - NHS - CB	EG 07	5.1 (1)(b)
AAA04B	MNS - KEJIMKUJIK NP	00002834	Asset Officer	EG 04	5.1 (1)(b)
AAA04B	MNS - KEJIMKUJIK NP	00002840	Head, Resource Conservation	GT 04	5.1 (1)(b)
AAA04B	MNS - KEJIMKUJIK NP	00002841	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA04B	MNS - KEJIMKUJIK NP	00002843	Mgr Herit Pres & Client Svcs	GT 05	5.1 (1)(b)
AAA04C	MNS - SW NOVA SCOTIA NHS	00003270	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA04E	MNS - HALIFAX DEFENCE C.	00002936	Chief, Heritage Presentation	GT 04	5.1 (1)(b)
AAA04E	MNS - HALIFAX DEFENCE C.	00002943	Business & Executive Svcs. Mgr.	AS 05	5.1 (1)(d)
AAA04E	MNS - HALIFAX DEFENCE C.	00002948	Asset Mgr., Mainland N.S.	EG 07	5.1 (1)(b)
AAA05	PEI - P.E.I. FU	00003311	Mgr., Assets & Technical Svcs.	AS 05	5.1 (1)(b)
AAA05	PEI - P.E.I. FU	00003339	Manager, Client Services	PM 05	5.1 (1)(b)
AAA05	PEI - P.E.I. FU	00003340	Mgr., Business & Exec. Svcs.	AS 05	5.1 (1)(d)
AAA05	PEI - P.E.I. FU	00003343	Mgr Resource Con	GT 06	5.1 (1)(b)
AAA05	PEI - P.E.I. FU	00010796	Heritage Presentation Mgr	GT 05	5.1 (1)(b)
AAA06A	SNB - FUS OFFICE	00003007	Manager, Business & H.R. Svcs.	AS 05	5.1 (1)(d)
AAA06B	SNB - FUNDY NP	00002994	Asset Manager	AS 05	5.1 (1)(b)

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Parks Canada
List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA06B	SNB - FUNDY NP	00003001	Manager, Heritage Protection	GT 05	5.1 (1)(b)
AAA06B	SNB - FUNDY NP	00009775	Mgr Herit Pres & Client Svcs	GT 05	5.1 (1)(b)
AAA06C	SNB - HISTORIC SITES	00009776	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA07B	NNB - KOUCHIBOUGUAC NP	00003129	Park/Sites Manager II	PM 05	5.1 (1)(d)
AAA07B	NNB - KOUCHIBOUGUAC NP	00003137	Chief Park Warden	GT 06	5.1 (1)(b)
AAA07B	NNB - KOUCHIBOUGUAC NP	00003146	Manager, Finance, Admin & HR	AS 05	5.1 (1)(d)
AAA07B	NNB - KOUCHIBOUGUAC NP	00003154	Asset Manager	AS 05	5.1 (1)(b)
AAA07B	NNB - KOUCHIBOUGUAC NP	00003166	Chief, Visitor Services	PM 04	5.1 (1)(b)
AAA08	ASC - ATLANTIC SERV. CENTRE	00003810	Manager, Cultural Res. Mgmt.	PM 06	5.1 (1)(b)
AAA08	ASC - ATLANTIC SERV. CENTRE	00003821	Manager, Ecosystem Management	PC 03	5.1 (1)(b)
AAA08	ASC - ATLANTIC SERV. CENTRE	00009104	Senior Pol. Adv. - Abor. Init.	PM 06	5.1 (1)(a)
AAA08E	ASC - BUSINESS SERVICES	00003795	Manager, Business Services	AS 06	5.1 (1)(b)
AAA08F	ASC - INFORMATION MGMT	00003882	Manager, Information Mgmt	CS 04	5.1 (1)(b)
AAA08G	ACS - MARKETING & CLIENT SERV.	00003868	Mgr, Marketing & Client Svcs	PM 05	5.1 (1)(b)
AAA08H	ASC - PARK/SITE PLANNING	00003809	Mgr., Park/Site Planning & Est	AR 05	5.1 (1)(b)
AAA09A	DGE - DIR. GENERAL OFFICE	00003758	Senior Executive Assistant	AS 02	2 (f)
AAA09A	DGE - DIR. GENERAL OFFICE	00007266	Manager, Business Mgmt.	CO 03	5.1 (1)(d)
AAA09A	DGE - DIR. GENERAL OFFICE	00007268	Mgr., Atlantic Comm. Svcs.	IS 05	5.1 (1)(d)
AAA09A	DGE - DIR. GENERAL OFFICE	00010309	Sr Program Mgt Advisor - East	PM 06	5.1 (1)(c)
AAA09A	DGE - DIR. GENERAL OFFICE	00010455	Strategic Asset Mgmt Adv East	ENENG05	5.1 (1)(d)
AAA09BA	DGE - STRATEGIC ADVISOR OFFICE	00009854	Coord Nat,santé/séc au travail	AS 05	5.1 (1)(d)
AAA09BA	DGE - STRATEGIC ADVISOR OFFICE	00010640	HR/Labour Relations Asst.	CR 05	5.1 (1)(e)
AAA09BB	DGE - COMPENSATION HALIFAX	00002236	Mgr, Compensation & Benefits	AS 04	5.1 (1)(d)
AAA09BC	DGE - COMPENSATION QUEBEC	00002227	Conseiller Remun. & Avantages	AS 04	5.1 (1)(d)
AAA09BD	DGE - COMPENSATION ON	00002191	Compensation & Benefits MGR	AS 04	5.1 (1)(d)
AAA11	WAT - WATERTON/BAR U FU	00004803	Park/Sites Manager I	PM 04	5.1 (1)(d)
AAA11	WAT - WATERTON/BAR U FU	00005501	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA11	WAT - WATERTON/BAR U FU	00005506	Mgr, Warden Serv & Ecosystem	GT 06	5.1 (1)(b)
AAA11	WAT - WATERTON/BAR U FU	00005548	Manager, Townsite	PM 05	5.1 (1)(b)
AAA11	WAT - WATERTON/BAR U FU	00010397	Mgr.Communications/Visitor Svc	PM 05	5.1 (1)(b)
AAA12	MIN - MINGAN FU	00007127	Garde En Chef	GT 05	5.1 (1)(b)
AAA12	MIN - MINGAN FU	00007129	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA12	MIN - MINGAN FU	00007144	Chef, Service A La Clientele	GT 04	5.1 (1)(b)
AAA12	MIN - MINGAN FU	00007147	COORD. SERVICES TECHNIQUES	EG 04	5.1 (1)(b)
AAA13A	GAS - FU MANAGER OFFICE	00006474	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)

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Parks Canada
List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA13A	GAS - FU MANAGER OFFICE	00006478	Chef, Services Techniques	AS 05	5.1 (1)(b)
AAA13A	GAS - FU MANAGER OFFICE	00006491	Chef Serv Clientele Marketing	PM 04	5.1 (1)(b)
AAA13B	GAS - FORILLON NP	00006482	CHEF, CONSERVATION & MEV	GT 06	5.1 (1)(b)
AAA13F	GAS - RESTIGOUCHE	00006485	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA14A	QCC - FU MANAGER OFFICE	00006284	Chief of Operations	PM 06	5.1 (1)(b)
AAA14A	QCC - FU MANAGER OFFICE	00006779	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA14A	QCC - FU MANAGER OFFICE	00006782	Chef, Services Techniques	AS 05	5.1 (1)(b)
AAA14A	QCC - FU MANAGER OFFICE	00006798	Coord. Service A La Clientele	PM 05	5.1 (1)(b)
AAA14B	QCC - ARTILLERIE	00006869	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA14E	QCC - CARTIER BRÉBEUF	00006836	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA14F	QCC - FORT NO.1 -PTE-LEVIS	00006847	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA15B	MAU - LA MAURICIE NP	00006626	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA15B	MAU - LA MAURICIE NP	00006628	Chef, Services Techniques	AS 05	5.1 (1)(b)
AAA15B	MAU - LA MAURICIE NP	00006633	Chef, Service de conservation	BI 03	5.1 (1)(b)
AAA15B	MAU - LA MAURICIE NP	00006639	Chef, Interpretation	GT 05	5.1 (1)(b)
AAA15B	MAU - LA MAURICIE NP	00006653	CHEF SERV CLIENTELE MARKETING	PM 04	5.1 (1)(b)
AAA15C	MAU - FORGES DU ST-AURICE	00006758	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA16A	WQC - FU MANAGER OFFICE	00007006	Ingenieur De District	ENENGO5	5.1 (1)(b)
AAA16A	WQC - FU MANAGER OFFICE	00007021	Manager, Finance & Admin II	FI 02	5.1 (1)(b)
AAA16A	WQC - FU MANAGER OFFICE	00007022	Gerant De Travaux Sect. Peri.	EG 06	5.1 (1)(b)
AAA16A	WQC - FU MANAGER OFFICE	00007034	Chief, Hist. Sites Prog. & H.P	PM 05	5.1 (1)(b)
AAA16A	WQC - FU MANAGER OFFICE	00010659	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA16A	WQC - FU MANAGER OFFICE	00010660	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA16A	WQC - FU MANAGER OFFICE	00010661	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA16C	WQC - MAISON ST-LAURENT	00007117	Regisseur, Louis S St-Laurent	PM 03	5.1 (1)(b)
AAA16I	WQC - FORT COTEAU-DU-LAC	00007017	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA16L	WQC - FORT TEMISCAMINGUE	00009732	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA16P	WQC - CANAL CHAMBLY	00007010	Gerant De Travaux, Nord-Ouest	EG 06	5.1 (1)(b)
AAA16P	WQC - CANAL CHAMBLY	00007060	AGENT PRINC. OPÉRAT. & NAVIGAT	GLMOC09	5.1 (1)(b)
AAA17A	QSC - OFFICE EXEC. DIRECTOR	00006281	Adjointe Executive	AS 05	5.1 (1)(d)
AAA17A	QSC - OFFICE EXEC. DIRECTOR	00006453	MGR, Information Technology	CS 03	5.1 (1)(b)
AAA17A	QSC - OFFICE EXEC. DIRECTOR	00009679	Conseiller Affaires Autochtones	PM 06	5.1 (1)(b)
AAA17B	QSC - FINANCE & ADMIN	00006443	Gest Fin & Admin & dédiée R.H.	FI 03	5.1 (1)(a)
AAA17F	QSC - NAT RES CONSERVATION	00006294	CHEF CONSERV. DES ECOSYSTEMES	BI 04	5.1 (1)(d)
AAA17G	QSC - CULTURAL HERITAGE	00006329	Chief, Cult. Her. & Real Prop.	AS 07	5.1 (1)(b)

Parks Canada
List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA17H	OSC - HERITAGE DEVELOPMENT	00006422	Chief, Heritage Areas Pres.	PM 06	5.1 (1)(b)
AAA17I	OSC - MARKETING & BUS. UNIT	00006392	CHEF SERV MARKET ET AFF. PROG	CO 03	5.1 (1)(d)
AAA18	SAG - Saguenay/St. Lawrence FU	00007220	GARDE EN CHEF	GT 05	5.1 (1)(b)
AAA18	SAG - Saguenay/St. Lawrence FU	00007224	Chef Services Techniques	EG 04	5.1 (1)(b)
AAA18	SAG - Saguenay/St. Lawrence FU	00007226	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA18	SAG - Saguenay/St. Lawrence FU	00009463	GEST. MISE EN VALEUR & ACCUEIL	GT 05	5.1 (1)(b)
AAA19A	ONE - ST. LAWRENCE ISLANDS	00003974	Operations Manager	AS 05	5.1 (1)(b)
AAA19A	ONE - ST. LAWRENCE ISLANDS	00003977	Ecosystem Manager	GT 05	5.1 (1)(b)
AAA19A	ONE - ST. LAWRENCE ISLANDS	00003987	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA19B	ONE - RIDEAU CANAL	00004203	Chief Engineer	ENENGO4	5.1 (1)(b)
AAA19B	ONE - RIDEAU CANAL	00004208	Parks/Sites Manager IV	PM 07	5.1 (1)(b)
AAA19B	ONE - RIDEAU CANAL	00004238	Area Superintendent - Central	PM 05	5.1 (1)(b)
AAA19B	ONE - RIDEAU CANAL	00004316	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA19B	ONE - RIDEAU CANAL	00007280	Sector Supervisor (Northern)	GLMOC11	5.1 (1)(b)
AAA19B	ONE - RIDEAU CANAL	00007281	Sector Supervisor (Southern)	GLMOC11	5.1 (1)(b)
AAA19B	ONE - RIDEAU CANAL	00007282	Sector Supervisor (Central)	GLMOC11	5.1 (1)(b)
AAA19C	ONE - FORT WELLINGTON	00007310	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA19D	ONE - BELLEVUE HOUSE	00004034	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA20A	CON - TRENT-SEVERN WATER.	00004412	Senior Maintenance Engineer	ENENGO4	5.1 (1)(b)
AAA20A	CON - TRENT-SEVERN WATER.	00004417	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA20A	CON - TRENT-SEVERN WATER.	00004421	Parks/Sites Manager IV	PM 07	5.1 (1)(b)
AAA20A	CON - TRENT-SEVERN WATER.	00004431	Area Manager - Southern	PM 05	5.1 (1)(d)
AAA20A	CON - TRENT-SEVERN WATER.	00004453	Sector Supervisor	GLMAN11	5.1 (1)(b)
AAA20A	CON - TRENT-SEVERN WATER.	00004507	Sector Supervisor	GLMAN11	5.1 (1)(b)
AAA20A	CON - TRENT-SEVERN WATER.	00004553	Sector Supervisor	GLMAN11	5.1 (1)(b)
AAA20A	CON - TRENT-SEVERN WATER.	00007334	Sector Supervisor	GLMAN11	5.1 (1)(b)
AAA20A	CON - TRENT-SEVERN WATER.	00007356	Sector Supervisor	GLMAN11	5.1 (1)(b)
AAA20B	CON - GEORGIAN BAY ISLANDS	00003940	Manager, Ecosystem MGMT	GT 05	5.1 (1)(b)
AAA20B	CON - GEORGIAN BAY ISLANDS	00003948	General Works Manager	AS 04	5.1 (1)(b)
AAA20B	CON - GEORGIAN BAY ISLANDS	00003961	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA20C	CON - BETHUNE MEM. HOUSE	00004043	Site Manager	PM 03	5.1 (1)(b)
AAA21A	S-WON - FUS OFFICE	00007376	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA21B	S-WON - NIAGARA	00004096	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA21C	S-WON - WOODSIDE	00004141	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA21D	S-WON - PELEE/MALDEN	00004047	Chief Of Services	AS 05	5.1 (1)(b)

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Parks Canada
List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA21D	S-WON - PELEE/MALDEN	00004051	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA21D	S-WON - PELEE/MALDEN	00004054	Chief Park Warden	GT 05	5.1 (1)(b)
AAA21D	S-WON - PELEE/MALDEN	00004082	Operations Manager - Malden	PM 04	5.1 (1)(b)
AAA21E	S-WON - BRUCE PEN./FATHOM	00004146	General Works Manager	AS 05	5.1 (1)(b)
AAA21E	S-WON - BRUCE PEN./FATHOM	00004153	Chief, Visitor Activities	GT 05	5.1 (1)(b)
AAA21E	S-WON - BRUCE PEN./FATHOM	00004166	Chief Park Warden	GT 06	5.1 (1)(b)
AAA21F	S-WON - HAMILTON	00010245	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA22A	ONN - FUS OFFICE	00007412	Field Unit Marketing Manager	PM 04	5.1 (1)(d)
AAA22A	ONN - FUS OFFICE	00009007	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA22B	ONN - PUKASKWA NP	00004640	Operations Manager	AS 05	5.1 (1)(b)
AAA22B	ONN - PUKASKWA NP	00004641	Mgr. Her. Reg.-Protect&Pres.	GT 06	5.1 (1)(b)
AAA22B	ONN - PUKASKWA NP	00010565	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA22C	ONN - SAULT STE. MARIE CANA	00004701	General Works Manager	AS 04	5.1 (1)(b)
AAA23	OSC - ONTARIO SERVICE CENTR	00004739	Mgr., Curator., Furn.&Fine Arts	GT 07	5.1 (1)(b)
AAA23	OSC - ONTARIO SERVICE CENTR	00004752	Manager, Ecosystem Management	PM 06	5.1 (1)(b)
AAA23	OSC - ONTARIO SERVICE CENTR	00007443	Mgr., Research & Analysis	GT 07	5.1 (1)(b)
AAA23	OSC - ONTARIO SERVICE CENTR	00007449	Mgr. HeritagePres. & Marketing	GT 07	5.1 (1)(b)
AAA23	OSC - ONTARIO SERVICE CENTR	00007481	Head Information Technology	CS 03	5.1 (1)(b)
AAA23	OSC - ONTARIO SERVICE CENTR	00007491	Transaction Centre Manager	AS 05	5.1 (1)(b)
AAA24E	MAN - LOWER FORT GARRY	00008326	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA24E	MAN - LOWER FORT GARRY	00008333	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA24G	MAN - THE FORKS NHS	00010262	Asset Management Advisor -Tech	EG 06	5.1 (1)(b)
AAA24G	MAN - THE FORKS NHS	00010388	Communications Manager II	PM 05	5.1 (1)(d)
AAA24H	MAN - MB NORTH NHS / WAPUSK NP	00008320	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA24H	MAN - MB NORTH NHS / WAPUSK NP	00010671	Manager, Resource Conservation	GT 05	5.1 (1)(b)
AAA25	RM - RIDING MOUNTAIN FU	00008165	Mgr.Ecosystem Secretariat	PM 05	5.1 (1)(b)
AAA25	RM - RIDING MOUNTAIN FU	00008168	Manager, Townsite&Realty Svcs.	PM 04	5.1 (1)(d)
AAA25	RM - RIDING MOUNTAIN FU	00008169	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA25	RM - RIDING MOUNTAIN FU	00008198	Mgr. Technical & Highway Svcs.	AS 04	5.1 (1)(b)
AAA25	RM - RIDING MOUNTAIN FU	00010395	Mgr.Communications/Visitor Svc	PM 05	5.1 (1)(b)
AAA26	NPR - NORTHERN PRAIRIES FU	00008369	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA26	NPR - NORTHERN PRAIRIES FU	00008371	Mgr. Ecosystem Secretariat	PM 05	5.1 (1)(b)
AAA26	NPR - NORTHERN PRAIRIES FU	00008408	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA26	NPR - NORTHERN PRAIRIES FU	00008411	Chief Park Warden	GT 05	5.1 (1)(b)
AAA26	NPR - NORTHERN PRAIRIES FU	00008412	Financial Services Officer	FI 01	5.1 (1)(d)

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List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA26	NPR - NORTHERN PRAIRIES FU	00010492	Asset Manager	AS 04	5.1 (1)(b)
AAA26A	NPR - PRINCE ALBERT NP	00008373	Townsite/Realty Manager	PM 04	5.1 (1)(d)
AAA26A	NPR - PRINCE ALBERT NP	00010396	Mgr. Communications/Visitor Svc	PM 05	5.1 (1)(b)
AAA26B	NPR - ELK ISLAND NP	00010598	Grounds, Utilities, Trades, Super	AS 02	5.1 (1)(b)
AAA26B	NPR - ELK ISLAND NP	00010626	Communications Manager I	PM 04	5.1 (1)(b)
AAA27	SKS - SASK. SOUTH FU	00008553	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA27	SKS - SASK. SOUTH FU	00008563	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA27	SKS - SASK. SOUTH FU	00008566	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA27	SKS - SASK. SOUTH FU	00008569	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA27	SKS - SASK. SOUTH FU	00008572	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA27	SKS - SASK. SOUTH FU	00009664	Manager, Ecosystem Programs	BI 03	5.1 (1)(b)
AAA27	SKS - SASK. SOUTH FU	00010387	Communications Manager I	PM 04	5.1 (1)(b)
AAA28	NWTS - N.W.T. S.-W. FU	00008626	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA28	NWTS - N.W.T. S.-W. FU	00008627	Technical Services Mgr	AS 05	5.1 (1)(b)
AAA28	NWTS - N.W.T. S.-W. FU	00008662	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA28	NWTS - N.W.T. S.-W. FU	00009474	Warden Svc/Eco Secretariat Mgr	PM 06	5.1 (1)(b)
AAA28	NWTS - N.W.T. S.-W. FU	00010399	Mgr. Communications/Visitor Svc	PM 05	5.1 (1)(d)
AAA29	NUN - NUNAVUT FU	00008719	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA29	NUN - NUNAVUT FU	00008732	Chief Park Warden-Ellesmere Np	GT 04	5.1 (1)(b)
AAA29	NUN - NUNAVUT FU	00008735	Chief Park Warden-Siqmilik	GT 04	5.1 (1)(b)
AAA29	NUN - NUNAVUT FU	00010259	Asset Management Adv-Architect	AR 05	5.1 (1)(d)
AAA29	NUN - NUNAVUT FU	00010391	Communications Manager II	PM 05	5.1 (1)(d)
AAA29	NUN - NUNAVUT FU	00010519	Park/Sites Manager II	PM 05	5.1 (1)(b)
AAA29	NUN - NUNAVUT FU	00010627	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA30	WA - WESTERN ARCTIC FU	00008690	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA30	WA - WESTERN ARCTIC FU	00008693	Mgr. Ecosystem Secretariat	PM 05	5.1 (1)(b)
AAA30	WA - WESTERN ARCTIC FU	00008698	Chief Park Warden- Ivavik	GT 04	5.1 (1)(b)
AAA30	WA - WESTERN ARCTIC FU	00008705	Chief Park Warden - Paulatuk	GT 04	5.1 (1)(b)
AAA30	WA - WESTERN ARCTIC FU	00010385	Communications Manager I	PM 04	5.1 (1)(d)
AAA30B	WA - AULAVIK NP	00010558	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA31D	WSC - FINANCE & ADMIN	00007988	Mgr., Finance & Administration	AS 05	5.1 (1)(b)
AAA31E	WSC - CLIENT RESEARCH	00007995	Sr. Advisor Client Research	ES 05	5.1 (1)(b)
AAA31F	WSC - TREATY NEGOTIATIONS	00008161	Mgr. Treaty Neg. & First Nat. Iss	PM 06	5.1 (1)(d)
AAA31G	WSC - ECOSYS SERV, WINNIPEG	00007996	Mgr. Ecosystem Services-Wpg	BI 04	5.1 (1)(b)
AAA31H	WSC - ECOSYS SERV, CALGARY	00008062	Mgr. Ecosystem Services-Calgary	BI 04	5.1 (1)(b)

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List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA31I	WSC - ECOSYS SERV, VANCOUV	00008111	Mgr. Ecosystem Svcs-Vancouver	BI 04	5.1 (1)(b)
AAA31J	WSC - CUL RE SERV, WINNIPEG	00007982	Manager, Cult. Res. Services	PM 06	5.1 (1)(b)
AAA31K	WSC - CUL RE SERV - CALGARY	00008054	Manager, Cult. Res. Services	PM 06	5.1 (1)(b)
AAA31L	WSC - HERITAGE PRESENTATION	00007998	Manager, Heritage Presentation	GT 06	5.1 (1)(b)
AAA31M	WSC - REALTY & MUN SERV	00008068	Mgr, Realty & Municipal Svcs	AR 05	5.1 (1)(b)
AAA31O	WSC - INFO MNGT & TECH	00008053	Mgr., Infor Mgmt & Technology	CS 04	5.1 (1)(b)
AAA32	BAN - BANFF FU	00010101	Asset Management Engineer	ENENGO4	5.1 (1)(b)
AAA32	BAN - BANFF FU	00010392	Communication Manager III	PM 06	5.1 (1)(b)
AAA32C	BAN - BANFF NP	00004825	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA32C	BAN - BANFF NP	00004884	Manager, Heritage Programs	PM 05	5.1 (1)(b)
AAA32C	BAN - BANFF NP	00004885	Manager Warden Services	GT 07	5.1 (1)(b)
AAA32C	BAN - BANFF NP	00004887	Manager, Municipal & Realty Servi	PM 05	5.1 (1)(b)
AAA32C	BAN - BANFF NP	00004895	Chief, Visitor Services	PM 06	5.1 (1)(b)
AAA33	JAS - JASPER FU	00005189	Manager, Townsites	PM 06	5.1 (1)(b)
AAA33	JAS - JASPER FU	00005192	Manager, Warden Services	GT 07	5.1 (1)(b)
AAA33	JAS - JASPER FU	00005224	Mgr. Frontcountry	PM 05	5.1 (1)(b)
AAA33	JAS - JASPER FU	00010393	Communication Manager III	PM 06	5.1 (1)(b)
AAA33A	JAS - FU OFFICE	00010256	Asset Management Adv-Engineer	ENENGO4	5.1 (1)(b)
AAA33B	JAS - JASPER NP	00005198	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA33C	JAS - FORT ST. JAMES	00007762	Park/Sites Manager I	PM 04	5.1 (1)(b)
AAA34	KOO - KOOTENAY/YOHO FU	00005873	Manager, Warden Services	GT 07	5.1 (1)(b)
AAA34	KOO - KOOTENAY/YOHO FU	00005874	Manager, Frontcountry	PM 05	5.1 (1)(b)
AAA34	KOO - KOOTENAY/YOHO FU	00005876	Manager, Townsite-Field/LLouise	PM 05	5.1 (1)(d)
AAA34	KOO - KOOTENAY/YOHO FU	00005881	Manager, Ecosystem Planning	PM 06	5.1 (1)(b)
AAA34	KOO - KOOTENAY/YOHO FU	00005944	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA34	KOO - KOOTENAY/YOHO FU	00010394	Communication Manager III	PM 06	5.1 (1)(b)
AAA34B	KOO - YOHO ... NP	00005878	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA35	MRG - MT REV/GLACIER FU	00007796	Manager, Finance & Admin I	FI 01	5.1 (1)(d)
AAA35	MRG - MT REV/GLACIER FU	00007801	Warden Services/Ecosystem Mgr	GT 06	5.1 (1)(b)
AAA35	MRG - MT REV/GLACIER FU	00010398	Mgr. Communications/Visitor Svc	PM 05	5.1 (1)(b)
AAA35A	MRG - MT REV/GLACIER NP	00007782	Technical Services Manager	AS 03	5.1 (1)(b)
AAA35A	MRG - MT REV/GLACIER NP	00010257	Asset Manager Engineer	ENENGO4	5.1 (1)(b)
AAA36	HSC - HIGHWAYS SERV CENTRE	00005584	Area Manager, Highways B/K	AS 05	5.1 (1)(b)
AAA36	HSC - HIGHWAYS SERV CENTRE	00005712	Highway Area Manager	AS 05	5.1 (1)(b)
AAA36F	HSC - MT REVELSTOKE/GLACIER	00005576	Highway Area Manager	AS 05	5.1 (1)(b)

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Parks Canada
List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA36F	HSC - MT REVELSTOKE/GLACIER	00007816	Manager Avalanche Control	EG 07	5.1 (1)(d)
AAA37A	CBC - FUS OFFICE	00007662	Manager, Finance & Admin II	FI 02	5.1 (1)(d)
AAA37A	CBC - FUS OFFICE	00010292	Financial Services Officer	FI 01	5.1 (1)(d)
AAA37A	CBC - FUS OFFICE	00010389	Communications Manager II	PM 05	5.1 (1)(d)
AAA37B	CBC - PACIFIC RIM NP	00007661	Coastal Marine/Asset Manager	PM 05	5.1 (1)(b)
AAA37B	CBC - PACIFIC RIM NP	00007664	Parks/Sites Manager IV	PM 07	5.1 (1)(b)
AAA37B	CBC - PACIFIC RIM NP	00007687	Financial Services Officer	FI 01	5.1 (1)(d)
AAA37B	CBC - PACIFIC RIM NP	00009213	Manager Resource Conservation	GT 06	5.1 (1)(b)
AAA37C	CBC - NATIONAL HISTORIC SIT	00007870	Manager, Visitor Activities	GT 04	5.1 (1)(b)
AAA37C	CBC - NATIONAL HISTORIC SIT	00007880	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA37C	CBC - NATIONAL HISTORIC SIT	00007957	Fort Rodd/Fisgard Lighthouse M	GT 04	5.1 (1)(b)
AAA37D	CBC - GULF ISLANDS NP	00010290	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA37D	CBC - GULF ISLANDS NP	00010431	Manager Resource Conservation	GT 06	5.1 (1)(b)
AAA37D	CBC - GULF ISLANDS NP	00010433	Mgr. Communications & Visitor	GT 05	5.1 (1)(b)
AAA38	GH - GWAI HAANAS FU	00007629	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA38	GH - GWAI HAANAS FU	00007631	Warden Service/Ecosystem Mgr.	GT 06	5.1 (1)(b)
AAA38	GH - GWAI HAANAS FU	00007634	Technical Services Manager	PM 03	5.1 (1)(b)
AAA38	GH - GWAI HAANAS FU	00010386	Communications Manager I	PM 04	5.1 (1)(b)
AAA39	YU - YUKON FU	00007563	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA39	YU - YUKON FU	00010390	Communications Manager II	PM 05	5.1 (1)(d)
AAA39A	YU - FUS OFFICE	00007557	Manager, Finance & Admin 1	FI 01	5.1 (1)(d)
AAA39A	YU - FUS OFFICE	00010258	Asset Management Advisor-Tech	EG 06	5.1 (1)(d)
AAA39D	YU - KLUANE NP	00010813	Mgr, Ecosystem and Warden Services	GT 06	5.1 (1)(b)
AAA39E	YU - VUNTUT NP	00007562	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA39G	YU - KLONDIKE NHS	00007564	Parks/Sites Manager III	PM 06	5.1 (1)(b)
AAA40A	DGW - DIR GENERAL OFFICE	00007961	Senior Executive Assistant	AS 02	5.1 (1)(d)
AAA40A	DGW - DIR GENERAL OFFICE	00007962	Manager, Policy & Liaison	ES 06	5.1 (1)(d)
AAA40A	DGW - DIR GENERAL OFFICE	00007963	Senior Communications Advisor	IS 05	5.1 (1)(d)
AAA40A	DGW - DIR GENERAL OFFICE	00007965	Manager, Corp. Development	CO 03	5.1 (1)(d)
AAA40A	DGW - DIR GENERAL OFFICE	00007973	Regional Coordinator, Osh	AS 05	5.1 (1)(d)
AAA40CA	DGW - STRATEGIC ADVISOR OFF.	00002262	Administrative Assistant	CR 05	5.1 (1)(e)
AAA40CB	DGW - COMPENSATION CALGARY	00002251	MGR, Compensation & Benefits	AS 04	5.1 (1)(d)
AAA40CC	DGW - COMPENSATION WINNIPEG	00002250	Mgr, Compensation & Benefits	AS 04	5.1 (1)(d)
AAA41	CEO - AGENCY CEO	00000930	Correspondence Writer	AS 03	5.1 (1)(d)
AAA41	CEO - AGENCY CEO	00000937	Executive Assistant to the CEO	AS 03	5.1 (1)(d)

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Parks Canada
List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA41	CEO - AGENCY CEO	00000938	Chief, Executive Corresp.	AS 05	2 (f)
AAA41	CEO - AGENCY CEO	00000940	Senior Program Advisor	AS 05	5.1 (1)(d)
AAA41	CEO - AGENCY CEO	00000941	Senior Program Advisor	AS 05	5.1 (1)(d)
AAA41	CEO - AGENCY CEO	00000955	Senior Program Advisor	AS 05	5.1 (1)(d)
AAA42A	S&P - DIR. GEN. OFFICE	00000977	Senior Executive Assistant	AS 02	5.1 (1)(d)
AAA42A	S&P - DIR. GEN. OFFICE	00009576	Nat. Coord. Rec Info Mgmt Svcs	AS 07	5.1 (1)(d)
AAA42A	S&P - DIR. GEN. OFFICE	00009705	Special Advisor to the CAO	AS 06	5.1 (1)(d)
AAA42B	S&P - INVESTMENT PORTFOLIO	00001009	Chief, Asset Management	CO 03	5.1 (1)(d)
AAA42B	S&P - INVESTMENT PORTFOLIO	00001010	Chief, Land Management	AS 06	5.1 (1)(d)
AAA42B	S&P - INVESTMENT PORTFOLIO	00001041	Financial Analyst	FI 02	5.1 (1)(c)
AAA42B	S&P - INVESTMENT PORTFOLIO	00001042	ADR Champion	AS 07	5.1 (1)(d)
AAA42B	S&P - INVESTMENT PORTFOLIO	00010156	ADR Champion Parks -East	AS 06	5.1 (1)(d)
AAA42B	S&P - INVESTMENT PORTFOLIO	00010157	ADR Champion Parks- Westnorth	AS 06	5.1 (1)(d)
AAA42C	S&P - STRATEGIC BUS SERVICE	00000986	Senior Business Analyst	CO 03	5.1 (1)(d)
AAA42C	S&P - STRATEGIC BUS SERVICE	00000987	Senior Business Analyst	CO 03	5.1 (1)(d)
AAA42C	S&P - STRATEGIC BUS SERVICE	00001007	Manager, Strategic Policy	AS 07	5.1 (1)(d)
AAA42C	S&P - STRATEGIC BUS SERVICE	00001038	Manager, Perfor., Audit&Review	ES 07	5.1 (1)(d)
AAA42C	S&P - STRATEGIC BUS SERVICE	00009991	Eval. and Performance Spec.	AS 07	5.1 (1)(d)
AAA42D	S&P - DIRECTOR OF FINANCE	00001014	Chief, Fin. Plan.&Res. Utiliz.	FI 04	5.1 (1)(c)
AAA42D	S&P - DIRECTOR OF FINANCE	00001039	Chief,Account.Oper,Fin.Pol.&Sy	FI 04	5.1 (1)(d)
AAA42D	S&P - DIRECTOR OF FINANCE	00009615	Chief Accountant	FI 03	5.1 (1)(d)
AAA42E	S&P - INFORMATICS	00010338	Manager, Info System Services	CS 04	5.1 (1)(d)
AAA43A	NAP - DIRECTOR GENERAL	00001086	Senior Executive Assistant	AS 02	5.1 (1)(d)
AAA43A	NAP - DIRECTOR GENERAL	00009704	Special Advisor	AS 06	5.1 (1)(d)
AAA43B	NAP - FINANCE & ADMIN	00001080	Manager, Operational Services	AS 05	5.1 (1)(d)
AAA43F	NAP - Ecological Integrity	00001060	Head, Ecosystem Management	PC 05	5.1 (1)(d)
AAA43F	NAP - Ecological Integrity	00001061	Head, Ecosystems Protection	PC 05	5.1 (1)(d)
AAA43F	NAP - Ecological Integrity	00009564	Chief Ecosystem Sciences	SEREM02	5.1 (1)(d)
AAA44A	HIS - DIR. GEN. OFFICE	00001150	Manager, Operational Services	AS 06	5.1 (1)(d)
AAA44A	HIS - DIR. GEN. OFFICE	00001155	Senior Executive Assistant	AS 02	5.1 (1)(d)
AAA44C	HIS - POLICY & GOV. RELATIO	00001291	Chief, Federal Build. Rev. Off	AS 06	5.1 (1)(d)
AAA45A	HRNO - CHIEF HR OFFICER	00002184	Senior Executive Assistant	AS 02	2 (f)
AAA45C	HRNO - LR, COMP & OHS	00002182	Team Leader,Comp.& Benefits	AS 07	2 (f)
AAA45C	HRNO - LR, COMP & OHS	00002211	Project Leader, Operations	AS 05	5.1 (1)(c)
AAA45C	HRNO - LR, COMP & OHS	00002279	Executive Assistant	AS 01	2 (f)

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List of Active Excluded Positions

DeptID	DeptID Description	Position	Position Title	Grp/Lvl	Exclusion
AAA45C	HRNO - LR, COMP & OHS	00008839	PROJECT ANALYST	SI 03	5.1 (1)(d)
AAA45C	HRNO - LR, COMP & OHS	00010824	Compensation & Benefits MGR / NCR	AS 04	5.1 (1)(d)
AAA45C	HRNO - LR, COMP & OHS	00009314	Project Leader, Operations	AS 05	5.1 (1)(d)
AAA45C	HRNO - LR, COMP & OHS	00009407	Collective Bargaining Assistant	CR 04	2 (f)
AAA45D	HRNO - HR STRAT, RES & SYST	00002212	Peoplesoft SR Project Officer	AS 05	5.1 (1)(d)
AAA45I	HRNO - HR Communications & Adm	00002183	Finance & Adm. Officer	AS 02	5.1 (1)(d)
AAA45I	HRNO - HR Communications & Adm	00008995	Dir., HR. Communications & Adm.	AS 06	5.1 (1)(d)
AAA45I	HRNO - HR Communications & Adm	00009648	Senior Advisor, Internal Comm.	IS 04	5.1 (1)(d)
AAA48	COM - COMMUNICATIONS	00000961	Manager, Strategic Communi.	IS 06	5.1 (1)(c)
AAA48	COM - COMMUNICATIONS	00009586	Manager Public Affairs	IS 05	5.1 (1)(d)
AAA51A	HS - MIETTE HOT SPRINGS	00005267	Operations Mgr-Hot Pools	PM 03	5.1 (1)(d)
AAA51B	HS - BANFF HOT SPRINGS	00004866	Operations Manager-Pools	PM 03	5.1 (1)(d)

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