

**International Brotherhood  
of Electrical Workers**

OFFICE OF THE BUSINESS MANAGER  
Local 2228 - Chartered September 1967



**Fraternité Internationale des  
Ouvriers en Électricité**

BUREAU DU GÉRANT D'AFFAIRES  
Local 2228 - Charte Septembre 1967

April 18, 2006

To whom it may concern,

This is a letter of reference for Mr. Steve McDermott of SJM Consulting who provided invaluable input and assistance with several classification issues involving positions occupied by our IBEW Local 2228 members in Nav Canada as well as various Federal Government Departments. The period includes a time span of more than two years.

Steve's many competencies on various classification issues resulted in more than two hundred and fifty positions being properly reclassified upward. If Steve determined that a job description was correct and properly classified, then no further action was contemplated by IBEW Local 2228.

Further, Steve provided training sessions in classification on two separate occasions that were well received by our Local's classification committee.

Steve has a solid understanding of classification and the issues faced by our members, our local union and the management of both the Federal Government and Nav Canada. His judgment is excellent. He always considers the immediate situation, the context and any larger issues involved. As well, his suggestions reflected foresight, practicality and concern for all involved. He is always focused on the essential information without becoming distracted by unimportant details or ignoring important facts.

Therefore, I would not hesitate to recommend Steve for the provision of any of your classification needs and I would be pleased to provide any further details you may require. I can be reached at 613-725-3608 ext. 225.

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