

THE SNAG SHEET

MONTHLY NEWSLETTER
OF

CANADIAN AIRWAYS LODGE 764

April 2007



International Association
of Machinists and
Aerospace Workers
Representing Air Transport
Workers in
British Columbia and the
Yukon



Members Protest Air Canada Layoff

Undaunted by the rain, members of IAM Local 764 employed by Air Canada were joined by hundreds of other unionized airport workers in a mass solidarity demonstration at Vancouver International Airport Saturday to protest the layoffs of over 860 heavy maintenance jobs by Air Canada.

In mid-March, Air Canada announced the permanent layoffs of 700 IAM members from its Vancouver maintenance facility and the temporary layoffs of another 161 members following the termination of a maintenance contract with Delta Airlines. Atlanta-based Delta signed a five-year deal two years ago with Air Canada Technical Services (ACTS) for the heavy maintenance of its wide-body Boeing 767 jets. Delta is terminating the contract early and transferring the work offshore to El Salvador and China.

Members are angered with Air Canada's failure to even try to seek new work for the Vancouver facility. Demonstrators called for government intervention to stop the export of these highly-skilled and well-paying jobs to overseas maintenance facilities.

"The maintenance of modern transport aircraft is a labor-intensive and technically-challenging industry that must not be controlled solely by the narrow profit motives of corporations like Air Canada," said Jim Coller, IAM District 140 President and Directing General Chairperson.

"When they needed to survive bankruptcy in 2004, management didn't hesitate to ask for our help," said IAM Local 764 President Tania Canniff. "Now when it's time to return the favor, management wouldn't lift a finger to help us by replacing the work they lost."

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A Letter for Montie's Blog

Hi Montie: Congratulations to the corporate Air Canada for all those well deserved rewards.....however, the "RAZZIES" go to - Air Canada upper management group here in Vancouver overhaul - for the laying-to-waste of 700 capable, proficient and professional personnel I've had the pleasure of working with!

In spite of obstacles hurled in their paths: From not enough personnel; minimal recall of laid-off employees; no replacement of newly-retired persons; no parts available in YVR; no timely return of overhauled parts, flight controls, computers or tools from outside vendors; few or no stands or docks to work on.

The Delta quality control group accusations of errors & omissions causing losses of ACA's & pay, poor support and back-up from our own quality assurance group - The list could go on "ad infinitum". But the end result was difficulty in keeping up morale; getting an aircraft out on time to meet it's turn-time and keep customers happy!

So, WHAT HAPPENED? Upper management groups response to Delta canceling its contract (I'm sure Delta was just as frustrated) was to LAY OFF 7/10's of all its employees, all trades, managers and team leaders !!!!! Guess they aren't good enough to be part of the team anymore. I AM EXTREMELY EMBARRASSED AND ASHAMED!!!!!!!!!!!!

Each and everyone of our people here in YVR overhaul deserves a pat on the back, a shake of their hands and an "AWARD OF EXCELLENCE" for working under those stressful, pushed-to-the-limit conditions.

I am extremely proud of how everyone at this base kept themselves "together" and were able to disassemble, repair, reassemble & function test each aircraft so it left in near-new pristine state & flew straight & true and once back in service were in a safe and airworthy condition.

STAND PROUD, EVERYONE - YOU DESERVE MUCH MORE THAN A LAY-OFF FOR ALL YOUR HARD WORK. May you find time, Montie, to give these workers their well deserved awards soon, before June 27/2007. Thanks for allowing me to put my feelings and thoughts to this forum.

Norm Knodel LLAT Avionics
Vancouver BC.....the most western overhaul base in Canada.

The above article was rejected for posting to Montie's "Awards of Excellence" blog. So we will share it with you here – the Editor

An Open Letter

The Editor, Sir:

Air Canada, through rapacious acquisition or competitive destruction, has acquired most of Canada's aviation heritage and its global acclaim for aircraft maintenance excellence.

That acclaim was created by Canada's aviation pioneers of yesteryear, and that torch of excellence was passed on to the many skilled maintenance professionals who work today.

Why is Air Canada eliminating 900 skilled aircraft maintenance jobs in British Columbia? The loss of an overhaul contract is not the answer. It has more to do with profit and



abandoning those who protect the heritage.

David Varnes
Richmond, B.C.

David's letter appeared in the Vancouver Sun . It was also faxed to numerous newspapers , MLA's, and MP's.

Debbie's Letter

"When we were told Components was officially shut down and we would be getting our letters of 'temporary' layoff, it felt like the wind was knocked out of us". But we also realized that this was truly the beginning of the end for YVR".....that was the comment of a friend and former AC employee shared over dinner a couple of weeks ago when we heard the announcement of the 700 further layoffs.

I was laid off year later with a seniority date of 1988 in 2005. Being the junior processor/controller, whatever the hell they called us those days, I had time to wrap my head around the idea that my time was approaching. Still, when it actually happened I knew my life would have to make adjustments and my priorities were bound to change. So I decided to look at this major event in my life as an opportunity to grow and look for a way to turn this around from what seemed like a pretty traumatic event at the time.

I immediately took stock of all the courses and skills I acquired here at Canadian/AC and how I wanted to apply them in the future. Next I kept in touch with my friends who had been let go a year before me and asked for advice on networking, EI information, ROE documents (Record of Employment) etc. I found the more I informed myself, the more prepared for the 'system' when you find yourself in front of the computer in the EI office and don't know what the hell to fill in, and you feel overwhelmed.

Some of the things I would like to encourage those of you who will be in the same situation are :

1. Your record of employment may take up to 8 weeks to arrive from YUL and the EI offices are aware of this, so get your claim started right away as it will take up to 6 weeks to get your claim going and get any money. Don't be in a hurry to pay the company back any time off in the bank as any overtime just makes the EI kick in longer.

2. When they give you the information session the first time you apply for EI take advantage of the Case Manager and make an appointment to talk to one, if you are serious about getting training for another career move. I did and was very fortunate to have my education paid for while I received EI and you don't have to pay it back! I personally would say take advantage of the EI for at least two or three months as it takes that long to assimilate the loss as it is.

(Although my grieving period personally lasted about 2 hrs, seriously). Use the time to reconsider a new career...one that you truly enjoy, rather than just jumping into one. Once I knew I had other avenues to pursue, I got very excited. Keeping in touch with my coworkers and networking was also a great support system. Many of us still meet regularly for dinner and laugh about the days and how far we have come since those days..

I chose to collect my pension and terminated my relationship with the company after a year and now my pension supplements my income so I don't have to work full time if I don't want to.....you will have to make adjustments, you may have to downsize your home, sell the second vehicle and change is often accompanied with some pain and resistance, but I am here to say, this could be a positive turn for most of you, depending on how you approach this.

I am in a job I just love, and am currently hoping to further my education and obtain my BA in criminal justice. Even going back to school in your mid life years can be exhilarating! Realize finally that you have acquired many skills working for the airline industry....one is survival.....you will survive and many of you will look back and say that you wish it had happened sooner!

Sincerely,
Deborah M. Medved
Former Air Canada Employee and Shop Steward

The Division of Labour

The term “division of labour” used to apply to the many categories and classifications that were created in a collective agreement to define who did what in the performance of many complex tasks. Today, the term has more to do with the management of a global enterprise carving its company into “profit centers”, with the intention of weakening organized labour’s collective agreement for controlling complex tasks at a single or multiple location. It could also mean division within the house of labour itself.

The Machinists Union has seen this challenge coming for many years. Their response has been to sign up as wide a representation as possible in Air Transport. That representation included the part-time baggage handler and aircraft cleaner along with the full time station attendant and certificated mechanic. It also included every other classification in between, along with technical support functions.

As the industry grew in complexity, so too did the demands at the bargaining table from those being represented.

Aircraft mechanics were the most vociferous. Mechanics wanted higher wages for increased responsibility and better contract language for licenses and irregular shifts. These wants became difficult for a union representing everyone, as there is only one pie available at the bargaining table, and often, it can only be sliced in so many ways.

Some impatient mechanics then supported self-interest associations – the American Fraternal Mechanics Association (AMFA) in the United States, and the Canadian Airline Mechanics Association (CAMA) in Canada. Both associations eroded solidarity for organized labour’s standards for the industry and are today considered a shit stain on the fabric for air transport worker progress.

The great strength of the Machinists Union today lies in its ability to couple its nationwide numbers in ground handling with its skilled personnel in Technical Operations should industrial action be necessary. In Canada, ACE (Air Canada) Management, faces the Machinists, challenging their dream of division. Machinists Local Lodge 764 is here to preserve the excellence of industry standards and air transport heritage in Canada for Canadians.

The ACE dream of division sees our inheritance of air transport excellence in Canada being sold off and our work snatched away by less committed global interests.

Ask yourself this question. If there was a labour dispute today, who could shut the airline down and make ACE Management and the government, the investors, and the traveling public pay attention?

The pilots. No doubt. The Flight Attendants? Maybe. The Machinists?

No longer if we become a house divided amongst ourselves.

The strength for a Union engaged in collective bargaining or job protection for its members lies in its ability to completely organize the workforce of an employer. That complete representation becomes a powerful counterforce to the corporate objectives for division.

The increasing use of high technology in air transport has meant long years of training and examination, and certification, for members employed in all aspects of the trade. Moreover, with the high focus today on aircraft safety, every procedure used by an airline employee comes under intense scrutiny. Understandably, every member wants to be sure that the aircraft that they service is maintained and examined in Canada by Canadians trained to our unquestionable skill levels.

Following Air Canada’s reorganization after bankruptcy, it ceased to be a single company. Today, it is a holding company (ACE Aviation) with four divisions – Technical

Operations (Heavy Maintenance), Ground Handling (Customer Service), AeroPlan (Customer Loyalty) and Jazz (Regional Services).

The corporate objectives are clear. Division will weaken the Machinists Union, and Machinists know that a divided house can fall. This is our time to protect the air transport legacy of Canada. No one in this Union should have any doubt that this is a legacy worth fighting for.

David Varnes, ST LL764

Tech-Ops Shop Committee Report

Information Issues:

Shop Steward Training: Basic Shop Stewards Training occurred on March 20th & 21st, 2007. The Shop Committee would like to thank the Education Committee, the Educator and the Local Lodge for their assistance during this process.

Arbitration Hearings: The Union met with Chief Arbitrator Martin Teplitsky on March 29th in YYZ regarding the Sub-Contracting out of Bargaining Unit work. The Company has been issued a verbal Order instructing the Company not to sub-contract out Bargaining Unit work. The next scheduled arbitration date with Chief Arbitrator Martin Teplitsky is April 5th, 2007 in YYZ.

Seniority Lists: Seniority Lists for all Categories and Classifications were issued on April 3rd, 2007. It is the responsibility of each Member to examine the Seniority Lists for errors. In the event that there are errors, appeals must be submitted (faxed) per Article 16.18.01 utilizing the proper Appeal Form no later than April 30th, 2007.

YVR Heavy Maintenance Layoffs: The Shop Committee along with District Lodge 140 met with the Company on April 2nd, 2007 to review the Company's revised layoff numbers for the Heavy Maintenance Formation. The Union advised the Company that the Union did not concur with the revised Heavy Maintenance operational numbers and recommended that the Company once again review their staffing requirements.

Article 16 Bumping Committee: The Bumping Committee

met internally and with Labour Relations in YUL on March 27th & 28th, 2007 to discuss the bumping process. The next meeting has been scheduled for April 11th, 2007 in YVR.

Layoff/Bumping Information: The Shop Committee intends to provide Information Sessions to the Shop Stewards and to the affected Membership in the near future. This is to ensure all affected Members are able to make an informed decision.

UMCM Meeting: The next UMCM Meeting is scheduled for May 7th to 11th, 2007 in Vancouver. The Shop Committee will be attending the roll down portion scheduled for the end of that week.

Sub-Contracting Out of Bargaining Unit Work: The Company continues to sub-contract out Bargaining Unit work in violation of Article 20.07. As a result, the Shop Committee has been grieving all sub-contracting out violations. The Shop Committee and Local Union Representatives are of the position that the work currently being sub-contracted out should remain in-house and that in many cases the work could be accomplished in-house at a cost savings to the Company, as well as providing the Company with other benefits. However, it appears that the Company will continue to sub-contract out Bargaining Unit work regardless. Therefore, the Shop Committee will continue to grieve all sub-contracting out of Bargaining Unit work.

Line Maintenance Category 13 & 33 Shift & Overtime Agreements: The Shop Committee presented the Company with a Shift and Overtime Agreement for Categories 13 & 33 on March 5th, 2007. The Shop Committee is awaiting a Company response.

Line Maintenance Technical Data Controller Shift & Overtime Agreements: The Shop Committee presented the Company with a Shift and Overtime Agreement for the Technical Data Controllers on February 28th, 2007. The Shop Committee is awaiting a Company response.

Inter-Formation Transfers: The Shop Committee has been informed by Local Line Maintenance Management that all Inter-Formation transfers have been put on hold until the effects of the YVR layoffs have been identified.

Respectfully Submitted,
Joe Toth, Christopher Hiscock Glenn Cooper
L/L 764, Tech Ops Chair L/L 764, Tech Ops Member L/L
764, Tech Ops Member

Airports/Cargo Shop Committee Report

Seniority Lists: The Airports/Cargo seniority lists have been published. The lists are available to view at the Manpower planning offices and the Shop Committee Office. We remind all employees to take a look at the list and if any discrepancies are found, employees must file a notice of correction form within 30 days of the list being published. The deadline is May 04, 2007

LOU 5 Transfers: The Lou 5 transfers lists have been finalized. The employees involved will be moved to their new department to coincide with the implementation of the Airports summer shift unless training is required.

Summer Shifts: The Company has advised the Shop Committee that they will be ready to present numbers and have the shift committee begin work on a summer shift during the week of April 16, 2007 for all classifications.

New Contracts: The Company was successful in bidding on two new contracts. The first contract is with Airport Authority for the cruise ship operation. The second contract was with a European Airline called Globespan operating a 767 once a day.

Shift Trades: The Company has begun to tighten up on shift trades within the Airports department. We would like to remind all employees that shift trades are a privilege and they are not recognized in the current collective agreement therefore you are at the mercy of the Company. We have met with the Company and asked that instead of canceling the agreement for all, we would like them to meet and discuss with the abusers only. We would also like to remind all employees that Cash days are illegal and not recognized by the union.

Overtime: The Airports department continues to call excessive amounts of overtime. The first quarter of 2007 was the highest in the last 3 years. The first quarter we had over 50 employees go over the 104 hour limit allowed. The Shop Committee will be filing another grievance over this issue.

Promotional Bulletins: There is one out for CSA which closes on the 19th April and the other is for LCSA- Baggage which closes on the 23rd April.

The Shop Committee would like to express their deepest sympathy in the loss of Brother Pete Tilley - he was a great friend and a wealth of knowledge for us.

In Solidarity,
Airports/Cargo Shop Committee

Clerical Senior Steward's Report

- I have not still received an answer as to the name of the other AS6 (Admin Support) that is being laid off as a result of the YVR-ACTS Impact. There is only one AS6 working in ACTS .
- Helen Chanas phoned about her pension add-hoc and was told that the company had suspended it until negotiations are done.
- Grievance W11578 - Phoned to ask what the status of this grievance was. Advised the member that it had progressed to Step 2.
- The member who took the typing test with her Manager - was hired in Labour Relations and accepted.
- The member that is going to be laid off (AS6) ACTS asked where they could bump.
- Was advised that 2 members still have PTO weeks. This time should have been used by the end of 2006. Will investigate further.
- Have received calls from members inquiring as to the possibility of returning to work.
- Another member called to ask if he was still on the laid off list. He started in Clerical in 1990. Was laid off in the AMR/CANADIAN deal and went to Maintenance as a Manager in 1994. He left the company voluntarily in 2000. I answered him by saying, "No", you left the company voluntarily.
- He went on to ask why he did not receive a pack-

age. I answered him by saying that he was management.

- Again, lots of questions about Negotiations and how they are progressing.
- Waiting to hear from Labour Relations as to when the new Seniority List will be coming out.
- I thanked the CAW for the use of the black arm-bands.

In Solidarity,
Ron McKelvie, Senior Steward, Clerical

Senior Steward's Report – MTU-C

GRIEVANCE STATUS

Policy Complaints Personal/Group Grievances

- Article 2 – CIP (In Progress) Termination (Step 3)
- Article 4 – Stat Entitlement (DL140) Reassignment of Rest Days (Step 2)
- Article 5 & 6 Rates of Pay (In Progress) 2 @ Discipline (Step 2) – (Resolved)
- Article 10 – Perf. Assessments (DL140) OT Bypass (Step 1) – (Resolved)
- Article 13 & 14 Seniority Dispute (Abey)
- Article 16 – Release of SS (In Progress)
- Article 23 – Attendance Policy (In Progress)

Article 13 provides that the employer post, no later than January 15th of each year, a complete seniority list which shall reflect both Classification and Company seniority as of November 1st of the preceding year. The employer has been reminded of this obligation and the Union has offered to assist the employer in this regard. The provisions of Article 13.10 which govern the (90 day) dispute period will not come into effect until the list has been officially posted. Should any member have an immediate inquiry, please do not hesitate to contact the Senior Steward's office for assistance.

Please be reminded that any time any member is involved in an incident or disciplinary investigation they **MUST** have a Shop Steward present. The employer is aware of this Collective Agreement obligation and that no Member may voluntarily or involuntarily waive their right to representation.

A Policy Complaint was filed with respect to the employers' revised attendance policy. The policy is inconsistent with the language contained within Article 23.08 of Collective Agreement #3 and is contrary to the Union's interpretation. Since the filing of the complaint the employer has corrected the references to reflect the appropriate clause in the Collective Agreement and addressed our concerns regarding confidentiality. However, there is still a dispute with the interpretation of Clause 23.08 and where the policy interferes with matters where the employer has no jurisdiction.

The Negotiations Committee has completed their review of the draft agreement and has communicated all necessary corrections to the employer. We have received a quote for a unionized printer will be supplying the text to the printer shortly. The timeline for distribution will be exceeded.

Please be advised that your Shift Committee has concluded the rest day bid. As previously communicated we did not meet the minimum staffing requirements of the proposed shift model, accordingly the employer has made adjustments to the minimum staffing levels in order to balance the crews.

A rest day award bulletin will be posted by the employer no later than Wednesday, April 11, 2007. Detailed letters documenting your rest day reassignment, functional work location, rotation and reporting structure will be issued on Friday, April 13, 2007. Once all rest day changes are complete, requests for amending shift rotation on the 5 & 2 will be reviewed. Employees must make their requests in writing and must solicit employees in equivalent positions in order of classification seniority, approval will not be unreasonably denied. Those employees working the standard shift schedule (5 & 2) may also be afforded the availability of the forty (40) hours work week on a voluntary basis, following completion of the rest day bid.

In solidarity,
Tania Canniff
Senior Steward

Health & Safety Report

As a result of the recent announcement of layoffs this report was going to advise you of Air Canada's policy of conducting a hearing test prior to personnel leaving the company due to layoff or termination. In order to refresh my memory and ensure accuracy in this report I reviewed the information in Air Canada's "Publication 5 Corporate Safety Manual".

It would appear from this review that Air Canada Corporate Safety has surreptitiously removed all references to audiometric testing, be it upon termination of employment or on a regular basis throughout employment for those exposed to high levels of noise. Reference to Occupational Health Services storing all records of audiometric testing has also been removed.

It seems that these references have been removed contrary to the Canada Labour Code Part II which requires that changes to policy be made with the approval of the Joint Policy Health & Safety Committee. It would further appear that these changes were never presented to the Committee nor were they advised that the changes were being made. There is also no provision in Pub 5 to document or track revisions to this document. It causes one to wonder what other changes have been made without the proper consultation.

As a result of these unauthorized changes we are recommending that all employees who are to be laid off request a hearing test and a copy of their previous audiometric tests prior to their departure. We recommend that you make your request in writing to your Team Leader and Manager as well as send a copy to your local Health & Safety Representative ASAP. If you are denied the testing please advise your local Health & Safety Representative so that we may raise the issue to Senior Management and/or Labour Canada in a timely fashion.

Please be advised that hearing tests should be done first thing in the morning before you are exposed to any loud noises. Due to concerns regarding your insurance coverage we also recommend that you do not drive your personal vehicle to the Medical Office. It is the companies' re-

sponsibility to provide transportation to the Medical Office which is located in the South Hangar.

In Solidarity,
Steve Daechsel & Dan Cooke
IAM LL764 Health and Safety Representatives

Rosemary Brown Award

On April 4th, 2007 the prestigious "Rosemary Brown" Award was presented to Sister Angela Schira at Government House in Victoria by Lieutenant Governor Iona Campanollo. Many of Angie's friends, family and leaders from the political and union movements were invited to celebrate Angie's achievements toward bettering the position of women workers in BC.



Three Local Lodge members from the Executive Board and Women's Committee attended to join in honoring Angela.

Sister Schira's Union activism began in 1976, when she became a Shop Steward at the P.W.A. Local 1500. With her winning ways, sunny smile and iron determination, this miner's daughter's ascent through the Union ranks was rapid. She held many Committee and Executive positions including Secretary Treasurer of Lodge 764 after the merger of P.W.A. and C.P. Air.

The first president of the BC Machinists Council, Schira also formed the union's first women's rights committee. Re-elected in every Grand Lodge election since 1980 Schira currently remains the Grand Lodge I.A.M. & A.W. delegate to the CLC, making her the longest serving individual in Grand Lodge Elections.

In 1989 she was the first woman elected as a full time officer of the B.C. Federation of Labour, and has held the position of Sec-

retary Treasurer since then, most recently re-elected in 2006.

Angie is a tireless activist for women's rights and working people. It's no surprise that passion and commitment has also led to Angie providing incredible leadership to the New Democratic Party, at both the federal and provincial level. Wherever injustice is found you will find Angie speaking out.

Lodge 764 congratulates our own Sister Angela Schira. We are proud of you Angie and so lucky to have you as a member! Right on Sister!

In Solidarity,
Noreen Schmitt
Recording Secretary

Pension Information

During 2006 Air Canada posted the details of our Pension Plan on the Aeronet. They have taken the legal language of the Pension Plan Text document and presented it in an easier to understand format. Layman's terms if you will.

It covers all aspects of the plan and is formatted with a list of topics at the top of the page that are hypertext links to those sections. For example you may want to know about "Options on Retirement". Just click on that link and the "Options on Retirement" section of the document will open up and you can read or print that section.

Late in 2006 they also posted a Retirement Planner on the Aeronet. The company designed it to be a self guided retirement seminar. It is laid out such that you can start at the beginning and follow a guided tour through the entire planner or you can just select the section you wish to see.

There are a series of very useful worksheets in the Planner that allow you to calculate your retirement expenses and income. You input things like your age and income and when you want to retire and what percentage of your income you would like to retire with. It will then determine how much money you need to meet your goals.

While easy to use, these 2 sections are not that easy to find on the Aeronet. Below is a step by step guide to allow you to access these tools.

It is a worthwhile exercise as the answers for just about any

pension issue or question you may have can be found here.

- 1) Sign in to [Aeronet](#).
- 2) Select [My Life](#) from the tool bar at the top of the page.
- 3) On the left side of the page in the My Pension section, select [Information and Tools](#).
- 4) In the middle of the page, select [Defined Benefits](#).
- 5) Select the first sentence [Click here to view your pension information](#) hypertext
- 6) A new window will open. On the left side of this page select [Infozone](#). (Note: Sometimes when you select [Infozone](#), the next page does not display properly and the green box for step 7 is missing. Just go back to the previous page and select [Infozone](#) again and the proper page will come up)
- 7) In the green colored box at the bottom of the page – the first line "All the Plan Details" – select the right hand side of the box – [Learn](#).
- 8) This new page is now the IAM Pension Plan details. The contents are along the top under "Learn Plan Do Glossary". They are hypertext links to the various sections of the plan. Select the topic that you wish to view and it will be displayed on the page. You can view or print the entire plan, section by section this way.

To access the "Retirement Planner", follow steps 1, 2 and 3. At step 4, instead of selecting [Defined Benefits](#), select [Retirement Planner](#) which is directly below it.

Next select [Your Retirement Planner](#) hypertext link from the sentence in the middle of the page.

A new window will open up. This is the Retirement Planner. You can use either the map at the top of the page or the green box in the middle to navigate through the planner. Both have the same option selections.

We encourage all pension plan members to keep this step by step guide and to use it to access your pension plan details and familiarize yourself with your greatest benefit. The more information and knowledge each of us have, the harder it will be for the company to make any adverse changes to our Pension Plan in 2009.

Chris Hiscock - CAIL/AC Pension Committee

AC Mainline Pension Report

The Air Canada Pension Committee met with the Company in Montreal on March 29th.

The Company provided us with their proposal for pre-retirement seminars, which did not include any other stations except YUL and YYZ. After much discussion on the urgent situation in YVR, they have said they would put on special seminars here to be given by ACTS and Mercer. I have contacted Brother Ed Wainwright from District 140 and informed him of their intentions. This still does not address the long term need of the membership as there is a huge backlog of employees as well as an aging work force to be accommodated.

The Company informed us of their intention of splitting off ACTS from the main plan, as of July 2007. They then recanted saying only non-union employees would be affected, realizing that the unionized employees would be a bargaining item.

The Company told us that they now have a way of calculating contributions for employees on gradual return to work programs. Example: If an employee works 4 hours a day paid by the Company and the rest paid by WCB or GDIIIP, the employee would pay pension contributions on the 4 hour company portion. We have asked District 140 to look into this as this is not past practice and could also be a bargaining item.

We were provided with a very upbeat report for the 4th quarter by Gilles L'Abbe, President of the Pension Investment Division.

The highlights are:

Equities are still outperforming long term bonds with double digit returns; our ratio is equity 60% to fixed income 40%.

A weak Canadian dollar against the Euro has a positive impact on our foreign equities.

The slightly higher interest rates in the 4th quarter also had a positive impact on the plan. A 1% increase in interest rates translates to a billion dollars for

the plan.

The outlook, and I stress outlook for the 2006 valuation is a reduced deficit from 1.65 billion to somewhere between 700 million and 1 billion, and for the solvency of the plan to increase by 8% to 94% given the strong performance last year.

Respectively submitted,
Kevin Cox
Air Canada IAMAW Pension Committee Observer

United Airlines Report

- One outstanding Pay Grievance at Step Two. (Failure to pay minimum 4 hour call-in).
- 2 of 4 new hires have resigned. Apparently the Company is in the process of replacing them, as well as filling approximately 18 temporary positions for the summer season.
- Union-Management meeting was held late last month. The Company advised the Union that they were 'looking at' contracting-out the grooming of the 'turn' aircraft for the summer months. The Union has serious issues with contracting out of any of our members work, regardless of the assurances of no loss of manpower (for the present). Next meeting is scheduled for April 26.
- Still in the process of determining how United will rectify the cancellation of Retiree Voluntary Life Insurance. They have admitted that they must contractually provide this benefit and cancelled it in error.
- Still attempting to get funding and location for the upcoming retirement party(s).

In Solidarity,

Laura Sharpe
UAL Senior Steward

CLC Speech by Clay White

Brothers and sisters,... I am here today to speak to you about the state of our country,
To speak to you about the assault on working people,
And WORST of all,...the assault on our elders.

Let me tell you that I stand before you as a proud Canadian,
a PROUDER British Columbian,
and even PROUDER.... to be a working person in this great country.
A country built on the backs of working people like yourselves.

But something has happened,
Something has gone wrong in this country,...instead of being a country of hard working people,...from all back grounds,...working together,
Our country is now becoming a country of huge corporations.....that RELY on the backs of hard working people like yourselves.
And it is the working people like you and me....who are suffering.
Because of this.... and due to government polices.....the numbers of poor and homeless are increasing with every day that goes by.
But the rich keep getting richer,
The corporations continue to earn huge profits,
Their C.E.O.'s make multimillions in salary's and bonus's.....and their share holders make huge profits.
But.... the working people just get poorer.....
The government gives these corporations huge tax breaks to operate in this country.
Tax moneys that could go to feeding the poor,...or housing the homeless.
Tax moneys that could go to healthcare....
Tax moneys that could go to education, for our future generation.
The heads of these corporations continue to make seven figured salary's,...and at the same time STRIVE to cut workers salary's,...benefits,...and rights.

Brothers and sisters.... I would like to tell you a short story....
I was recently talking with my father,...a retired Vancouver fire-fighter,
A working person....like yourselves,
A worker that spent his whole life helping people,...and saving lives,...
Serving the public and his country.

You see my father fought in world war two,... And his brother died in that fight for our rights and freedoms...but as I talked to my father,...I could sense his despair.

You see,...he told me that he had given up....that there was nothing he could do....

He said to me "why should I even vote,... It makes no difference",

I told my father that he must never give up,....

That he could make a difference,.....

That he HAS to get out and vote,... And that he MUST convince his friends and associates to get out and vote also,.....

That together,.... They COULD make a difference.....I reminded him that Canadians make the best fighters in the world.....WHEN they have strong leadership,

And my friends,... That is why we are here today, in this course, YOU are the leaders of the working people,....

YOU are the ones that will lead our fight....

WE.... The working people MUST rise up and take control again....

WE must stop this attack on working people,....

WE must stop this attack on the poor,.....

Brothers and sisters.....WE have a huge battle ahead of us,.....

But THIS battle can be won by the people.....with leadership from people like yourselves, we CAN win this fight.... but as I told my father....we must never give up,....

And I promised him that YOU, would never give up....

WE WILL FIGHT for this great country,... As he fought in the past....

Brothers and sisters,...it is up to us to lead the charge....

And as I told my father,... Never give up hope,... WE WILL PREVAIL.

Thank you for listening to me here today....

NOW LETS ALL GET TO WORK.

W. Clay White

C.U.P.E. 389

Feb. 2007

Next General Meeting

May 09, 2007

5 PM

7980 River Road
Richmond, B.C.



WE'RE ON THE WEB!
[WWW.IAM764.CA](http://www.iam764.ca)

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Tania Canniff – President

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Noreen Schmitt -Recording Secretary

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Wes Sim – Educator

David Varnes – Secretary Treasurer

Milos Drahovzal -Trustee

Neil Carter – Trustee

Dan Cooke – Conductor/Sentinel

Laura Sharpe – Senior Steward UAL

Gordon Taylor – Communicator

IN MEMORIAM

WE WOULD LIKE TO OFFER OUR SINCERE
CONDOLENCES TO THE FAMILY AND
FRIENDS OF THE FOLLOWING MEMBERS
WHO HAVE PASSED AWAY.

SISTERS

ISABELLA P. BROWN, FEMY MCKINNON

BROTHERS

PETE TILLEY, AL LEFTROOK

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EDITOR: Gord Taylor
WEBMASTER: Gord Taylor

Office: (604) 273-9668

Fax: (604) 273-9670

E-mail:
webmaster@iam764.ca

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