

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

DEC 2007



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



Transition

On November 20, 2007 one of the largest turnouts ever remembered of Local Lodge 764 members cast ballots for the Executive Board of Local Lodge 764 and the General Chairpersons for District Lodge 140 Western Region, for the 2008 term onwards.

This election will engender a “transition” for Local Lodge 764 and District Lodge 140.

For Local Lodge 764, there will be a new President, a new Recording Secretary, and two new Trustees. For District Lodge 140, there will be three new General Chairpersons in the Western Region, all of them good standing members of Local Lodge 764. The “transition” will become apparent in the next few months. Local and District Lodge activities will certainly benefit from fresh minds tackling the challenges before us, balanced by the officers who have returned to their responsibilities by being acclaimed by the membership.

I need to be cautious in my use of the descriptive adjective “new” for the successful Local and District Lodge candidates.

All of the candidates recently elected are “new” to their elected positions, but not “new” to trade union responsibility, dedication, or activism. All bring substantial years of membership contact experience, outstanding training courses, and commitment to their elected offices. These attributes were certainly recognized by the membership as they exercised their democratic rights.

Inside this issue:

Airports/Cargo Report	2
Tech-Ops Report	3-4
Pension Report	4-5
Clerical Negots	5
MTU-C Report	6
Clerical Steward Report	6
United Airlines Report	7
EAP Report	7

With heartfelt thanks to those officers who have served us well in this last or several terms, at Local and District Lodge levels, and to those who offered their names for elective office, and in anticipation of the fresh energy to be tabled by the newly elected, I invite you to watch the “transition” that will energize your Union in 2008.

Personally, thank you for your vote of confidence and Seasons Greetings to everyone.

David Varnes, ST LL764

Airports/Cargo Shop Committee

December 12, 2007

Vacation Bids

The bids are complete in Cabins, and in above basic categories for the Ramp. The third round for Station Attendants is taking place this week and next, followed by the Part Time Station Attendants on the 19th of December. The bids take place in the Shop Committee office at gate A5, the phone number is 231-6736.

The Cargo vacation bids were completed today.

New Hires

A class of 14 started training this week. The Company has also sent out 54 Alternate employment letters for Permanent Part Time Station Attendants, as of now the Shop Committee office has not received any letters of acceptance. The Company also sent out letters for Alternate Employment for Cabin Service Cleaning Attendants to do the Air New Zealand contract, again the Shop Committee has not received any written confirmation letters. We are awaiting a response from the Company to see if they have anyone who has accepted.

Promo

There is a Promotional Bulletin out for a Customer Service Agent that closes tomorrow the 13th of December.

Shop Stewards

The list of the 2008 Shop Stewards is posted on the Union bulletin boards at Gate 30 and Cargo. There are a number of new stewards this year. Local Lodge 764 will set up new steward training in the New Year.

Shop Committee Office

The Shop Committee would like to welcome Brother Craig Chard to his new position of Shop Committee Member, for the remainder of 2007 Brother Kevin Cox will be acting as the Shop Committee Chair.

There will an election on February 13, 2008 for the Shop Committee Chair position.

The Shop Committee would also like to congratulate Brother Todd Haverstock on his new position of General Chairperson for District Lodge140.

Retirements

Brother Peter Teuner Lead Station Attendant Cargo 28 years.

Brother Miguel Gomez Station Attendant Ramp 26 years.

General

The Shop Committee would like to wish all members a very happy holiday season and a happy and prosperous New Year.

Respectfully submitted,
Kevin Cox, Craig Chard

Tech Ops Shop Committee Report

December 12, 2007

Information Issues:

Arbitration Hearings: The next arbitration date with Chief Arbitrator Martin Teplitsky is scheduled for January 23rd to 25th, 2008 in Vancouver.

UMCM Meeting: The Shop Committee attended the role down portion of the UMCM Meeting which took place on November 26th to 30th, 2007 in Montreal. In addition to this meeting, the Shop Committee Chairs from the Airport and Tech Ops groups met in-house.

Shop Steward's Nominations and Elections: The 2008 Shop Steward Nomination process has closed. If required, elections for 2008 Shop Stewards will commence in the near future. Once this process is complete, the Shop Committee will mail out the 2008 Shop Steward Packages.

Shop Steward Training: Once the Shop Committee has received the 2008 Shop Steward Information Forms and enclosed questionnaires, the Shop Committee will begin the process of scheduling Basic Shop Steward Training for all new Shop Stewards.

Heavy Maintenance Production Lines 2008 Vacations: The Shop Committee along with Local Union Representatives have concluded 2008 Vacation Agreements for Category 1, 13, 19, 33, 38 and Tech Data Controller. The Shop Committee would like to thank the Local Representatives that participated through this process.

Heavy Maintenance Support Shop 2008 Vacations: The Shop Committee along with Local Union Representa-

tives are currently discussing 2008 Vacation Agreements for all Categories/Classifications working in the Heavy Maintenance Support Shops. As more information becomes available it will be communicated to the Membership.

Line Maintenance Shifts: The tentative Shift Agreement has been ratified by Members in Category 1, 13, 31, 33, 38, and Tech Data Controller. The remaining affected groups are expected to be concluded shortly. The Shop Committee would like to thank the Local Shop Stewards for their assistance during this process.

Line Maintenance 2008 Vacations: The Shop Committee and Local Line Maintenance Management are currently in discussions regarding 2008 vacations. As more information becomes available it will be communicated to the Membership.

Ground Support Maintenance Shifts & 2008 Vacations: The Shop Committee along with Local Union Representatives have reached Agreements pertaining to shifts and 2008 vacations. The Shop Committee would like to thank the Local Union Representatives for their assistance addressing these two (2) agreements.

Logistics & Supply (Stores) Shifts & 2008 Vacations: The Shop Committee along with Local Union Representatives have reached Agreements pertaining to shifts and 2008 vacations. The Shop Committee would like to thank the Local Shop Stewards for their assistance during this process.

Local Lodge 764 & District Lodge 140 Elections: The Shop Committee would like to congratulate all elected individuals stood for election to their respective Local Lodge

or District Lodge positions. The Shop Committee would also like to extend our best wishes to those individuals who are returning to their respective work locations.

Thank You: The Shop Committee would like to thank the 2007 Shop Stewards for their outstanding dedication and commitment to representing the Membership during this very difficult year.

Merry Christmas: The Shop Committee would like to wish the Executive Board, the Shop Stewards and the Membership a very Merry Christmas and a prosperous New Year for 2008.

Respectfully Submitted,

Joe Toth, Christopher Hiscock, Glenn Cooper,
L/L 764, Tech Ops Chair L/L 764, Tech Ops Members

Pension Report – exCAIL

DECEMBER 2007 – LL764 PENSION COMMITTEE REPORT

The Pension Committee ran 3 Pension Seminars on November 13th and 15th in YVR. We had 50 attendees including 4 spouses. We thank all of those members who took the time to attend.

The Company informed us that they were running seminars in YYZ starting December 5th, 2007 and they would be running seminars at all bases in the spring of 2008. The Company seminars are offered only to employees who have met one of the early retirement milestones of 25 years of service or 80 points of age + service. Attendance is by invitation only and spouses are not invited.

There was a commitment by the IAMAW and Air Canada to harmonize the Pension Plan benefits for all members as of December 1st, 2001 as a result of the merger of CAIL and ACA. This required a restating of the Plan text to reflect the new blended benefits of our Plan for ex-CAIL members. This process was finally concluded in October, 2007. The Air Canada Board of Directors agreed to the changes that had been negotiated to the Plan and accepted the Plan Text as amended at their August meeting. This Text was filed with OSFI and CRA in October making it the new legal and binding Text for the Plan.

Section 15.8 of the Plan text requires that the Pension Committee and the Company meet at least twice per year to oversee the administration of the Plan and any issues arising from members with respect to the Plan. Our meetings are held in April and November of each year, with our latest meeting having taken place on November 21st in YUL.

We were given a presentation of the un-audited 3rd Quarter results for the Plan. As expected, there was no good news primarily due to the impact on global markets of the sub prime and asset based commercial paper mortgage write downs. While our Plan has a very limited direct exposure to these asset classes, we are a victim of our high quality asset mix. This seems counter intuitive, but the market was flooded with the sale of exactly the type of Blue Chip stocks we hold as investors had to liquidate holdings to cover their losses. These investment grade stocks are the easiest to liquidate. We were also negatively impacted by the unexpected surge in the Canadian dollar.

While our foreign assets actually performed fairly well, these gains were badly eroded when converted back into Canadian dollars. This was particularly true of our US, EU and Japanese investments, with the Canadian dollar climbing as much as 20% against some of these currencies.

The outlook for the 4th Quarter is for a similar market. The Plan had a tremendous year in 2006 with the deficit being reduced from \$1.642B to \$534M, an improvement of \$1.108B. At our April 2007 meeting, the investors were hoping to be able to erase that \$534M deficit by the end of

2007. The actuaries now estimate that the Plan will end 2007 with the deficit roughly on a par with year end 2006.

The Company has done a very good job of putting pension information of the Aeronet portal but has done a poor job of making it easy to find. All of the pension information and the calculators are to be found in the "My Life" tab. Next to your wages, your pension is your single biggest benefit. Treat it like an Easter egg hunt and see how much you can find.

We urge every member to look at this information, run a few pension calculations to begin to understand exactly what you can expect to receive when you retire. It is never too soon to begin your retirement planning.

Please ensure that you keep all documents and annual statements pertaining to the Pension Plan in a safe place where you can find them. The Company has informed the Committee that the onus is on the employee to provide documentation to support any claims or disputes that arise with their benefit. It is critical that you ensure that your personal information is correct as shown on the Aeronet and on your annual Pension Statements.

If you find any errors, omissions or miscalculations, please enquire about them as soon as possible. The sooner you enquire about these errors, the easier they are to track and correct.

The Company will search electronic records but are resisting doing manual searches of paper records (which are the older records and are usually the ones in dispute) because of the time and cost involved.

If you have any questions, concerns or problems please contact the Pension Committee and we will do our best to assist you.

On behalf of Gord, Karnail, Verne, Kevin and myself, I take this opportunity to wishes all of you and your families a Merry and Safe Holiday Season. For all of our members who have retired during 2007, we offer our congratulations and envy you not having to fight for vacation and time off

for the Holidays ever again.

Christopher Hiscock
LL764 Pension Committee Chair

Clerical Negotiations Report

Further to the District Lodge 140 Bulletins No. 86 & 87 issued December 10, 2007.

Negotiation Meetings were held December 3 – 5, 2007 in Vancouver and many items have been tentatively agreed to.

The Union and Company will be proceeding to binding arbitration in order to reach a full and final settlement.

We are preparing to proceed early in the New Year.

I would like to take this opportunity to wish ALL a very Merry Christmas and Happy New Year!.

In Solidarity,

Sis. Fran Manhard
Negotiations Committee, Clerical

MTU-C Senior Steward's Report

GRIEVANCE STATUS

Policy Complaints

Personal / Group Grievances

- Article 2 – CIP (In Progress) Termination (Arbitration)
- Article 4 – Stat Entitlement (DL 140) Discipline (Step 3)
- Article 5 & 6 Rates of Pay (Resolved) Borescope blending (step one)
- Article 10 – Perf. Assessments (DL 140) OT Bypass (Step 1) – (In Progress)
- Article 13 & 14 Seniority Dispute (Abey) OT pay on first rest day (resolved)
- Article 23 – Attendance Policy (Resolved)
- LOA 5 HPC Grinding (Resolved)

Please join me in congratulating Sister Tania Canniff's election to the position of General Chairperson at DL 140. She will commence her position Dec 01, 2007 for a four year term. Brother Neil Carter will assume the position as Senior Steward until further notice. Unfortunately Brother Carter was not able to retain his position as Trustee for LL 764. Both Sister Canniff and Brother Carter would like to extend our thanks to all those who came out to support the voting process.

There has been a recent change with the President & CEO of Commercial Maintenance for MTU Global. Bernard Kessler will be succeeded by Dr. Stephan Wiengartner effective November 01, 2007.

Shop Steward nomination forms have been posted in the various functional work locations. They will be removed December 12, 2007.

The office has been successful in clearing many grievances and will continue to actively pursue resolution to out-

standing items.

I would like to take this opportunity to thank all the membership for their support throughout the 2007 year and wish them and their families all the best for the Holiday Season.

In solidarity,

Neil Carter
Senior Steward

Clerical Chief Steward's Report

- Had a lengthy conversation with an ATS member who had concerns about their job description and classification.
- Filed grievances (W011588, W011591) to deal with work being done Out of Scope.
- Again fielded many questions to deal with negotiations.

In Solidarity,

Ron McKelvie
Chief Shop Steward

United Airlines Report

- One Outstanding Grievance, at Step Two.
- Company served notice to the Bargaining Unit to cancel all alternate work schedules effective 01Dec07. New shifts with 5 and 2 day-off patterns began 02Dec. Another shift bid will be held mid January to be effective 13Jan. The Shift Committee will be considering Management proposals for increasing our 'productivity' during the winter months.
- Vacation bidding for 2008 completed.
- Shop Steward Elections were held Dec 07. We welcome Al Webb as our newest Steward. UAL 2008 Shop Stewards are:

- * Janet Andrews
- * Mike Deane
- * Julie Gordon
- * Brian Kennedy
- * Jim Lynch
- * Paul Newman
- * Laura Sharpe
- * Kevin Smith
- * Al Webb

- New Temporary Station Manager, Ken Brown held information briefings. He will be managing YVR, as well as his own station, SMF, until Nigel Newsome returns from leave.
- YVR is mourning the passing of Linda Lloyd-Wong. Our thoughts are with her family.

Seasons Greetings!

In Solidarity,
Laura Sharpe
UAL Senior Steward

EAP Report

- EAP Regional quarterly meeting here in Richmond 7 coordinators in attendance.
- EAP regional coordinator presents recognizing workplace stress to 20 ACM /IAM members Nov 28 & Dec 5 2007 here in the Ops Centre.
- EAP /ACTS Newsletter Leading Edge topic "Care for the Caregiver" coming out Dec 2007.
- EAP Day Timer Calendars coming out in Dec 2007 for all IAM members in the workplace. EAP coordinators phone numbers across the Air Canada system and a brief description of the program.

In Solidarity,

Brian Bethell
EAP Regional Coordinator

Children's Christmas Party

Our thanks to the social committee: Dave Austin, Todd Haverstock, Joe Toth and the volunteers who helped them. Everyone one had a great time!

Pictured on the front page of the snag sheet is Mr. & Mrs. Cousley with their little helpers.

Next General Meeting

Jan 09, 2008

5 PM

7980 River Road
Richmond, B.C.



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

Local 764 Executive Board

Tania Canniff – President

Mike Sanghera – Vice-President

Noreen Schmitt -Recording Secretary

Steve Daechsel -Trustee

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.

BROTHERS & SISTER

TOM CHANG, MAX FREEDMAN

LINDA LLOYD-WONG

The Snag Sheet is published 10 times per year :

CANADIAN AIRWAYS LODGE 764
7980 RIVER ROAD,
RICHMOND, B.C. V6X 1X7
< CHARTERED 1941 >

EDITOR: Gord Taylor
WEBMASTER: Gord Taylor

Office: (604) 273-9668

Fax: (604) 273-9670

E-mail:
webmaster@iam764.ca

**All monthly issues are available
online by visiting the Lodge website:
<http://www.iam764.ca>**