

# THE SNAG SHEET

MONTHLY NEWSLETTER  
OF

CANADIAN AIRWAYS LODGE 764

June 2007



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



## THE LOCAL LODGE PRESIDENT

There are enough of you reading this today who can remember the turbulent times for the Local Lodge over the last four decades, and know that much has been asked of our Local Lodge Presidents.

There was a decision made by the Bylaws Committee and the Regular Meeting of the Local Lodge to accord the President substantial powers between Executive Board and Regular Meetings.

Critical to any understanding of the position of President of Local Lodge 764 is a keen awareness as to why this officer was granted substantial powers, and the expectations of the members everywhere as to how this authority is to be employed.

The President has been given sufficient authority within our Bylaws to act in a swift and decisive matter between Executive Board and Regular Meetings, if the pace of events so requires it. But authority comes carefully balanced with duty.

The President of the Local Lodge is responsible for oversight on all administrative functions, sits as unofficial Chair of all Committees, serves as our representative on the District Lodge 140 Executive Board, and acts as the Local Lodge spokesperson during all media events before the Canadian public.

The President is usually the first contact for any member, either active, disabled, or retired, who requests Union help.

The President must be knowledgeable of the membership, including all whom we represent, such that one can articulate their needs and concerns before the various assemblies and forums where they will

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be called upon to speak on their behalf.

The President chairs all Executive Board, Regular and Special meetings. As President, one must be both knowledgeable and impartial in the conduct of Lodge business. Both the majority and minority must have their opportunity to be heard, and have confidence in the impartiality of the President during proceedings.

The President controls time clearance authority for Union activities. The President must maintain a firm hand on this endeavour, as it is one of the largest single expenditures that the Local Lodge spends your dues dollars on during its operating year. Members cleared for Union business must demonstrate return of value for dues dollar spent. If they do not, the President must use the powers of their office to ensure that the matter is corrected promptly.

The President is our liaison to legal counsel. In the event of legal dispute, it is the President who must attend to swear the affidavits, be present at the Court Session(s), and provide the legal testimony on behalf of all of us in the Local Lodge.

The President is our representative before all other bodies - be they the media, the company, or other Unions. As such, the President must have a commanding presence and a respect, such that when there is a message being delivered, it is understood, and understood well.

The President needs to be knowledgeable of all the membership – whether Customer Service, or Maintenance, Cargo, Clerical or Stores – MTU or United Airlines - and understand the issues for both junior and senior members.

The President must be accessible. If some part of the Union is not functioning well, then the President needs to be contacted and a remedy discussed.

The President needs to be knowledgeable of the Federal Labour Code, the Provincial Labour Code, the Worker's Compensation Act, Ministry of Transport Airport Regulations,

company regulations, various rules for affiliate labour bodies, The Societies Act, and Robert's Rules of Order.

The President must understand that they chair the Executive Board, but is not an overlord as to their deliberations. The President must provide direction to the Board, but must also accept direction when the Board deems it appropriate.

The President must monitor assigned tasks to all Committees and individuals. If the tasks are not completed, then the President must ask the tough questions and get the straight answers before the Regular Meeting does.

Small wonder it is that there are few members willing to fill these demanding shoes. Yet how fortunate it becomes for a Local Lodge when there is a member who steps forward and for whom the shoe fits.

David Varnes, ST LL764



## Tech Ops Shop Committee Report

### Information Issues:

**Arbitration Hearings:** On May 16<sup>th</sup>, 2007, the Union arbitrated numerous grievances before Chief Arbitrator Martin Teplitsky. The Shop Committee is awaiting written orders pertaining to the grievances heard.

**YVR Base Layoffs:** The Bumping Committee met with the Company on May 30<sup>th</sup> & 31<sup>st</sup>, 2007 to commence/review the bumping process affecting the Members impacted by the Layoffs at the YVR Base. The next scheduled meeting date is June 19<sup>th</sup>, 2007 in YUL.

**Bumping Information Sessions:** The Shop Committee held several Bumping Information Sessions at the YVR Base for the Members affected by the Company's decision to reduce the number Bargaining Unit Members at the YVR Base. Any Member affected by this layoff and requires assistance with their Layoff/Bumping Forms, is advised to consult with a Shop Steward or the Tech Ops Shop Committee directly.

**Heavy Maintenance Shifts:** Local Heavy Maintenance Management has served the Shop Committee with official notification wishing to enter into shift discussions for the Heavy Maintenance Formation. The Membership will be advised as more information becomes available.

**Line Maintenance Shifts:** Local Line Maintenance Management has served the Shop Committee with official notification to cancel all shifts within the Line Maintenance Formation effective July 9<sup>th</sup>, 2007. The Membership will be advised as more information becomes available.

**Inter-Formation Transfers:** The Shop Committee and Local Management from Line and Heavy Maintenance Management met on June 12<sup>th</sup>, 2007 to action Inter-

Formation Transfers between the two (2) operating departments. The Company is in the process of contacting the affected Members.

**Special Voluntary Leave of Absence (SVLOA):** The Special Leave of Absence (SVLOA) Program deadline was May 27<sup>th</sup>, 2007. The Shop Committee will be meeting with the Company to address this program in the near future.

**Deferred Payment Leave Plan (DPLP):** The Deferred Payment Leave Plan (DPLP) Program deadline was May 27<sup>th</sup>, 2007. The Shop Committee will be meeting with the Company to address this program in the near future.

In Solidarity,

## Airports/Cargo Shop Committee

Joe Toth, Christopher Hiscock, Glenn Cooper

**Summer Shifts:** All departments have completed the summer shift bid. Implementation for the Airports and Cabins was to take place on June 12 and Baggage Agents June 17.

**Promos:** We are in the process of assisting L.R. with the closing and awarding of both the Lead and Customer Service Promos for Vancouver. We hope to have the "Notice of Selection" out within the next two weeks.

**Cargo PTO:** We have a meeting scheduled for June 15, 2007 to finalize the PTO allotment and to establish times for bidding. If you disagree with the Company records please make sure you put in writing to Cargo Manplanning and Shop Committee prior to June 14, 2007. The Shop Committee will be reviewing all memos submitted.

## Pension Report – AC Main

**Overtime Grievance:** On May 17, 2007 Laurie Ferguson Marsh presented an overtime grievance to Arbitrator Martin Teplitsky. As most of you know the Company has been reluctant to follow the Canada Labour Code along with the collective agreement with regards to employees working over 104 hours in a quarter for the past few years. We have received a ruling that is very favourable to the union and should put an end to this abuse. Martin Teplitsky has ruled that should the Company continue this practice he will impose a monetary penalty of \$5,000 for the first offense and \$25,000 for each additional offense.

**Seniority Appeals:** A meeting is scheduled for June 21, 2007 to resolve all "Notice of Corrections" that have been submitted.

**Contracts:**

**Cathay Pacific:** ACGHS has submitted a bid for the contract. We are awaiting a decision from Cathay and we will advise once we receive the decision.

**Airport Authority:** The baggage sortation system contract is up in February 2008 and there may be a possibility that ACGHS has submitted a bid. We have not been able to confirm this however once more information is provided we will keep you informed.

**DPLP Deductions:** All employees that participated in the DPLP starting in April 2006 are still being deducted. Over the past couple of weeks we have spent numerous hours on the phone to try and rectify the problem. It appears that progress has been made and that these deductions have now been stopped and Payrolls is conducting a reconciliation of all employees involved. We have asked for payrolls to issue a separate cheque for all employees that are owed money.

Regards,

Todd Haverstock  
Shop Committee Chair

The Pension Committee met with the Company in Montreal on June 07<sup>th</sup>.

The Committee voiced its strong opposition to the Company's intent of splitting off ACTS from the main plan, and that there will be no changes until negotiated in 2009. As I said in my last report, they wanted to have the Non-Union employees removed from the main plan by July, that date has now been moved to October, with no reason given.

Pre-retirement seminars were given by the Company in April. Unfortunately, they were not very well attended. They will be provided again in October with much more advance knowledge.

There are 2 new retirement request forms on the Portal, one is a Disability Request Form and the other is the Basic Retirement Request Form.

The Annual Pension Statements will be mailed out at the end of June. There will be two new additions, the first being whether or not you opted out of the overtime option, the other is if you have any outstanding buy back balance.

The first quarter results were presented, still very upbeat but not expected to reach double digit returns as we did last year.

Master Trust Fund :	March 31, 2007	\$11.3 Billion
	March 31 2006	\$10.4 Billion
A/C Main Plan:	March 31, 2007	\$ 6.2 Billion

## Clerical Shop Stewards Report

March 31, 2006 \$ 5.7 Billion

Respectfully submitted,  
Kevin Cox – A/C Pension Committee Observer

The Negotiations Committee will meet the week of June 5-8 and June 11-15/07. A meeting will take place with Labour Relations June 20/21.

Due to the displacement of one AS6, the member will bump.

Meet with Labour Relations to see if the AS6 could be kept on as the five Buyers are back. She has two MLC's and one Planner and works for the Management team. The answer is "No" here.

The status of Grievances W11578 and W11582 - waiting for the Award.

Grievance W 11586 was filed for the missing Seniority List.

There is one ATS member being laid off due to the Tech Ops Grievance being won.

There are five members who want to change their work schedule. They have met with the Company who agrees to this change also.

Fran Manhard's mother passed away. Our deepest sympathies Fran.

Flowers were sent from Local Lodge 764 Executive and Members.

Questions regarding Negotiations and Layoffs (any) and senior members looking for packages.

## United Airlines Report

In  
Solidarity,  
Ron McKelvie  
Senior Steward Clerical

- One outstanding Pay Grievance, still unresolved, at Step Two. One more pending.
- Thirteen summer temporary staff now on board. Summer flight schedule began June 7/07.
- Retirement party now set for 21July, at the Richmond Rod and Gun Club.
- Two members were involved in a vehicle accident on the ramp. The electric baggage tractor they were driving was struck by a Service Air Lav truck driving in the wrong lane near the blast fence behind Gate 85.  
No one was seriously injured, but all parties shook up and the vehicles were damaged.
- Member, Bro. Kurt Stotz, (age 33) passed away on May 24, 2007. Our thoughts and condolences are with his family.

In Solidarity,  
Laura Sharpe  
UAL Senior Steward

## Bill C-6 - SMS

### **Bill C-6 Submission from the IAMAW to the Standing Committee on Transport Infrastructure and Communities**

#### **Introduction:**

The International Association Machinists and Aerospace Workers, represents about 50,000 members across the country of which about 16,000 come from the aviation sector, and about 7,000 are technicians working in the aircraft maintenance industry in Canada.

The IAM is the largest union in the air transport sector in Canada, and in North America, and we have represented Canadian air transport workers for almost 70 years.

We represent technicians at Air Canada, Air Transat, MTU Maintenance Canada, Bombardier, Land Mark Aviation, Bearskin Lake Air Services, Innotech Aviation Inc, and Piedmont Hawthorne Aviation. We also represent workers who perform aviation support functions at companies such as Skycharter, Air Consol Aviation Services Ltd, Air Labrador, Allied Aviation Inc, Irving Aviation, PLH Aviation Services, and Consolidated Aviation Fueling.

We welcome the opportunity to present the views of Canadian air transport workers to the Standing Committee. We have a number of concerns with Bill C-6, amending the Aeronautics Act, including Safety Management Systems

(SMS) (Clause 12), outsourcing of work to other countries, security clearances, fatigue (Clause 8), and privatization of Transport Canada functions.

#### **Safety Management Systems**

When the Canadian air transport sector was deregulated in the mid-1980s, we were assured that economic deregulation would never lead to the deregulation of safety. Since that time, however, there has been a steady move to weaken Transport Canada's regulatory capacity. SMS is the newest step. Transport Canada will simply approve a company's system, and leave the monitoring and control to internal corporate procedures.

We have seen, most clearly in the Air Ontario crash in Dryden, Ontario, that corporations facing economic pressures cannot be relied upon. Without constant and effective public regulation, corporations will constantly push the limits of safe operations, at growing risk to the traveling public. While the government's intention to download the regulation and monitoring of safety to the private sector is dangerous, we are particularly concerned about the use of SMS in foreign repair stations. If the effective monitoring by Transport Canada of SMS in Canada is problematic, it is even more unlikely at foreign worksites.

The introduction of SMS will also undermine the current whistleblower process, which affords some protection to employees reporting unsafe work practices. If a carrier or service company has no responsibility beyond meeting the terms of its own SMS, who can a concerned employee report to?

#### **Outsourcing of Canadian Work:**

Aircraft maintenance is a highly-skilled occupation and a growing industry. It provides excellent job opportunities today and for future generations. Unfortunately, it is an industry which is being threatened by short sighted actions of some Canadian companies and Government inaction.

As an example, Air Canada is breaking up its airline and increasing its foreign outsourcing. The flagship Canadian carrier recently purchased 80% of Aeroman TACAS, an aircraft maintenance facility in El Salvador, and has announced major expansion plans. Air Canada is clearly planning to send a large part of Air Canada's future heavy maintenance work to El Salvador, and to compete with Canadians for other maintenance work from Canada and elsewhere, from this low-wage site.

This is a major threat to the future of the aviation maintenance industry in Canada, with potentially dire consequences for Canadian employment and skills, education infrastructure. As we noted above, there will also be consequences for aviation safety. Will foreign workers be subject to the same security clearance requirements as Canadian workers?

#### **Fatigue:**

Clause 8 of Bill C-6 allows for the setting of clear standards on hours of work for workers in this sector, including those performing maintenance.

Fatigue is a real concern for Aircraft Technicians. Excessive hours can increase the likelihood of errors, and undermines safety.

While Transport Canada has for many years studied worker fatigue, and has reviewed processes and legislation developed in other countries, it does not seem to be committed to move forward in this area.

There are many ways to address issue of fatigue. Countries such as Australia have taken the lead on this issue and developed a framework to address it properly. We believe that Transport Canada should be moving ahead quickly to set firm industry standards to deal with the problem of fatigue and safety.

#### **Privatization of Transport Canada Functions:**

We are concerned that Bill C-6 will allow Transport Canada to privatize its key regulatory functions, with a serious impact on effectiveness and accountability.

Transport Canada is actively pursuing downloading the issuance of Aircraft Maintenance Engineer (AME) licenses to private sector bodies. AME license-holders are the individuals who are qualified to certify an aircraft's airworthiness. We believe that the issuance, inspection and control of AME licenses must remain with Transport Canada.

The issuance of AME licenses to aircraft technicians, inspections and audits performed by Transport Canada Inspectors, and others should be left in the hands of the regulator, in order to ensure the highest safety standards, and to ensure it is done without the influence of corporate agendas. Safety should not be sacrificed regardless of budgets, and corporate and investors needs.

#### **Conclusion:**

We are concerned that Bill C-6 will facilitate Transport Canada's relinquishing of a large part of its safety oversight role, further dismantling the checks and controls that have led to this country's excellent aviation safety record.

We believe that air safety cannot be left to private companies, the marketplace, and the profit-making imperative. We believe that it is imperative for safety, economic and social reasons, that the government act to keep maintenance work in Canada.

Respectfully Submitted,  
Dave Ritchie  
General Vice President

# Next General Meeting

Sept 12, 2007

5 PM

7980 River Road  
Richmond, B.C.



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

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## 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

KURT STOTZ, GERRITT BOEKHORST,  
JACK BERG, FRED DUDYCH

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