

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

May 2007



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



Letter to a Member of Parliament

I am writing to you out of concern over the pending job losses of over 800 Aviation Maintenance Professionals currently employed by Air Canada in Vancouver at their heavy maintenance operation.

Air Canada exited from CCAA protection primarily as a result of the concessions made by their employees. The concessions made by the Aircraft Maintenance workers remain in effect until expiry of the current collective agreement in June 2009. All indications promise an intractable corporate position and that will likely force an intervention by the Labour Board or a strike, as Air Canada does not want to negotiate in good faith with its Unions.

Air Canada would like to outsource more of its heavy maintenance but is currently bound by the Air Canada Act and collective agreement obligations. However, in spite of their contractual and legislative obligations, they continue to contract out as much maintenance work as possible, bringing work back in house only when its Unions are successful in obtaining Arbitration directives.

In the fall of 2006 shortly following their emergence from bankruptcy, Air Canada purchased an 80% interest in the El Salvador TACA Aeroman heavy maintenance facility. Along with a sizable tract of surrounding land allowing for future expansion. Since El Salvador joined as a member of CAFTA its trade deficit with the US has continued to grow. Labour standards, health and safety regulations and MTU human rights are either not established or are unenforceable in their country. Organized crime and gang violence appear prevalent in this society and in the workplace and the El Salvador government is unable to remedy these issues. Reportedly, wages paid at the

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TACA facility range between \$300 and \$1000 US per month, only the few that hold AME Licenses under FAA regulations are paid the most. In the interest of the public, the risk associated with outsourcing of Canadian aviation jobs and compromising flight safety is not a trend that should be supported by our government.

When asked by its Unions, Air Canada strongly denies any intention of exporting its heavy maintenance operations to El Salvador, however, a body of evidence is growing that indicates otherwise. The Canadian Aviation Maintenance Council (CAMC) is a non-profit organization whose stated goal is to develop, promote and administer the human resources strategy for the Aviation Maintenance and Aerospace Manufacturing Industry. Their CEO is a former Air Canada Technical Services Manager, Mr. Bill Zoeller. Recently, the Labour Representatives on the board became aware that Mr. Zoeller was soliciting CAMC's collegial resources to provide material, curriculum and technical instructors to facilitate the training of 3000 Aviation Technicians in El Salvador. The colleges involved in providing these types of training programs do so with financial support from the Federal Government with Taxpayer investment to provide skills to young Canadians wishing to pursue a career in the Aviation Industry.

On June 27, 2007, hundreds of Aviation Maintenance Professionals with decades of experience will loose their jobs. Thousands of Canadian families will be devastated by these job losses from Vancouver to Montreal.

A motion will be presented to the Transport Committee from the offices of Mr. Peter Julian to investigate the real purpose behind these layoffs and the future sustainability of the Heavy Maintenance Industry in Canada. Help us preserve the legacy of aviation maintenance excellence in Canada and support this motion.

Sincerely,

An Open Letter

Tania Canniff

Hello, My name is Glenn Thompson.

I am an aircraft maintenance engineer currently in the employ of Air Canada. I am sure that you are aware of the lay-off and outsourcing issues that are happening at Air Canada. Something needs to be done to preserve skilled jobs in Canada. I have been keeping the flying public and our military safe for 28 years. I take great pride in my work, and take my responsibility to the people who fly seriously. Yes, my job is at stake as well as hundreds, soon to be thousands of other skilled aviation workers. This is important to me.

Having said that, There is something much more important than "my" job at play here. That is the safety and well being of every passenger who boards a Canadian registered airliner. In my 28 years in this industry I have never seen the likes of what is happening now. Air Canada is laying waste to an entire high skilled industry in its pursuit of greed. Robert Milton and his pirates are pillaging the assets of Canada's flagship airline. I expect that when Robert Milton is done, Air Canada will be little more than a bank account and a post office box.

In it's relentless rampage for profit, Air Canada is outsourcing maintenance to 3rd world repair facilities.

This is a grave mistake!.

From a maintenance quality perspective, as well as a homeland security perspective, this is the wrong thing for Canadians and our country, . Just look at the available news regarding outsourced maintenance safety issues. (Qantas Airlines ect.) Is this what Canadians want?

I think not!

From the homeland security perspective, when Canadian

aircraft are repaired in 3rd world countries there is no possible way to assure quality of maintenance, or that there has been no sabotage, or explosives planted on these aircraft while undergoing heavy maintenance. Think about it. The 2010 Olympics are coming!

Also factor in the effects of Ottawa's proposed legislation, Bill C-6, that would essentially transfer responsibility for managing airline safety from Transport Canada to the airlines themselves. Do you think Air Canada can be trusted to put public safety first, without transport Canada oversight? I know they can't be trusted! We require government oversight for public safety in commercial aviation. The companies cannot be trusted with safety. All that matters is profit. I face this problem almost daily, the company is always trying to cut corners. I understand Aircraft heavy maintenance intimately, as it is my life. The safety of Canadians, and an entire industry are at risk.

I ask you, as a member of our government, what are you willing to do about this? As a member of our government I assume that you fly frequently as a requirement of your work, as well as for pleasure. **You and your family are at risk as well!** Please don't wait until there are a bunch of burning, smoking holes in the ground before deciding to do something about this. Remember, it could be you, your family, or someone you love.

Personally, if Air Canada succeeds in this endeavor, my family and I will never fly again. This comment comes from a professional aircraft maintenance engineer, who until recently would never have been concerned with my family, or myself flying on Canadian maintained aircraft!

Air Canada is not worthy of flying "OUR" maple leaf on it's aircraft tails.

I have done my job professionally and competently for 28 years, keeping our military personnel, you, your family, and the flying public safe.

I believe now it is time for you to do your job! I can only pray that you are as effective at your job as I am at mine.

YVR Airport General Meeting

Respectfully, Glenn Thompson

May 10, 2007

REPORT ON THE 15TH ANNUAL GENERAL MEETING OF THE VANCOUVER AIRPORT OPERATING AUTHORITY MAY 10, 2007

The Meeting was held in the East Concourse, International Terminal Building and called to order at 1530 hours by YVRAA Board Chairman Graham Clarke.

Reports with multi-media support were offered by the Chair, then followed by the Vice-Presidents of Operations, Finance, Engineering, Community and Environmental Relations, and finally by YVRAA CEO Larry Berg. At the conclusion of the reports, the floor was opened for questions.

Your delegate raised questions on the declining YVRAA cargo handling volumes over the last three years and the reasons for it, requested a copy of the YVRAA letter on their negotiating priorities for the Federal Government Blue Skies initiative, sought clarity on the Transfer Passenger Departure Facility and delays preventing its implementation, wanted answers to YVRAA objections to Federal Bill C-20 (The Canada Airports Act), asked if the three years of deferred airport rent had been paid and accounted for in the 2006 financial statements, complained that the YVRAA statement about 26,700 jobs at the airport was false account Air Canada layoff actions at Vancouver in Heavy Maintenance, inquired on the publication date for the 2027 Draft Master Airport Plan, demanded a reply as to what authority permitted the raising of YVRAA debt levels, and whether subsidiary YVRAS was being financed with BC taxpayer dollars for financial commitments at airports in Hamilton, Ontario and Larnaka, Cyprus.

I closed my comments attacking the “spin doctor” remarks justifying the AIF Fee in the 2006 Annual Report. In addition, there was a verbal spanking delivered to YVRAA CEO Berg for the non-cooperation inflicted upon the Local Lodge at our March 24 demonstration by his “regulatory rotweilers” who had to be choke-chained into co-operation by the RCMP. Larry needed to be reminded that the Airport was still public property, and that the right to demonstrate peacefully, publicly, and properly still exists.



property, and that the right to demonstrate peacefully, publicly, and properly still exists.

Airports/Cargo Shop Committee Report

David Varnes, ST LL764

MAY 9, 2007

Recalls: The Company is in the process of recalling Full time in the following classifications:

Station Attendants – Temporary Full Time 19

Cabins – Permanent Full Time 20

Promos: We are still awaiting the Notice of Selection for promos 2007-14 and 2007 -15. We will be holding off the Baggage Agent shift bid until these notices come out.

Open Promos: At present time there are 2 promos open for Vancouver (Lead Station Attendant and Customer Service Agent)

Contracts: The Company is actively pursuing several contracts at present time. The Shop Committee has been involved in some of the proposals and we are awaiting responses from the carriers.

Shifts: We are in discussions with the Company regarding Summer shift schedules. We are hopeful that we will have agreements within the next week. Once the shift has been agreed to it will be posted on bulletin boards along with the local lodge website. If you will be out of town over this period please make sure you leave a written bid with the Shop Committee.

Arbitration: We have an arbitration date set for May 17, 2007 in Winnipeg. We have three cases scheduled for this date (promo, overtime, cabins recall)

Overtime: We have had a lot of calls and discussions with members regarding overtime (104). I have been told by

Clerical Shop Stewards Report

several members in Vancouver that we are the only base that is applying this rule, I can assure you this is untrue all other Shop Committees are taking the same position and are trying to enforce this rule.

PTO Cargo: The Company has advised us that they hope to have all calculations regarding PTO finalized with in the next week. We will be meeting the Company after this has been completed to come to an agreement on the bidding process.

Clerical Shop Stewards Report

Regards,
Todd Haverstock
Shop Committee Chair

- Received a Judgment from Don Munroe on our Pension Add-Hoc and his decision was to send it back to Martin Teplitsky for clarification on the jurisdiction.
- The two grievances (W011582 & W011578) are being dealt with Martin Teplitsky this month (May, 2007).
- Phone calls regarding the Recall (info) letter- the Company is starting to send it out. ARE THERE JOBS COMING UP? is the question.
- Also, calls about the letter from Winpisinger, what is it about?
- No new Seniority List yet.
- The usual phone calls and people coming by for updates on Negotiations.
- Received the answer to the burning question

United Airlines Report

WHO is the other AS 6 member that is going to be laid off ... well it's a mistake, there is only one AS 6 being laid off. Waiting for the layoff letter for the AS 6 member.

- The Negotiation meeting last month was canceled, trying to set a new date, no luck yet.

In Solidarity,

Ron McKelvie
Clerical Chief Shop Steward

- One outstanding Pay Grievance at Step Two
 - Failure to pay minimum 4-hour call-in.
- Interviews for Summer Temporary Staff taking place this week.
The first 9 successful applicants will begin ramp

Pension Committee Report

training on May 14th.

- Union-Management meeting was on Friday, May 04. Items discussed included;
 - Ongoing Hiring (or lack thereof) issues
 - Ground Equipment
 - Retirement Parties (or lack thereof)
 - Outsourcing of Wheelchair handling
 - Upcoming Shift Bid on May 15th
- Rumours of Pilot Job action during the summer

In Solidarity,
Laura Sharpe
UAL Senior Steward

MAY 2007

April has been a very busy month for the Pension Committee. Brother Cox and the AC Pension Committee had their quarterly meeting with the Company near the end of March. The CAIL Committee held our semi-annual in-house meet-

Pension Committee Report

ing on April 18th and met with the Company on the 19th.

The Company sent opt-out letters to those members who were forced into the Pension Plan at the merger in December 2001 and January 2002. They have a one time option until May 14th to opt-out of the Pension Plan.

The Company has been reviewing the Disability Pension application and medical review process and developing a new application form. This information and form should be posted on the Aeronet Portal in the next few weeks.

The Company also advised us that the Portal is being revised in the near future and the pension calculator and information will be moving from the "My Life" tab to the "My HR" tab. Please keep this in mind if you are unable to find the information in the "My Life" tab.

As mentioned by Brother Cox at the April monthly meeting, the preliminary un-audited 2006 Pension Plan numbers are very positive. At January 1st, 2006 the Master Trust deficit was \$1.65B and a solvency funding of 84%. As of December 31st, 2007 the deficit was \$700M, a reduction of \$950M and the solvency funding is expected to be approximately 91%.

Because of the announced layoffs in YVR, there has been a marked increase in interest in Pension Plan and benefit information. This led to the development of 2 Q&A documents that answer a lot of the basic questions that members have asked. Brother Taylor has been kind enough to have them posted on the LL 764 website in pdf format if you wish to read, print or download them.

The Committee ran 4 Pension seminars on April 23rd and 25th at the LL offices. These seminars had been in the planning stages since last fall and as circumstance would have it fell at a very convenient time for our members.

Kevin Falcon Minister of Transportation

We had approximately 160 members and spouses attend our seminars. Brother Wainwright and I thank all of them for coming out on their own time to attend. The feedback has been positive and there have been enquiries about us holding more seminars. We will assess the demand and schedule future dates as we are able.

The Company is also running their own seminars during the week of May 7th to 11th. They are holding a total of 9 seminars, 2 each on Monday thru Thursday and 1 on Friday morning. They are by invitation only to members with at least 23 years of service or 76 points.

Respectfully submitted,

Christopher Hiscock
LL764 Pension Committee Chairman

*The following email exchange is between former IAM 764 President Glen Powell and MLA Kevin Falcon. If you every needed a better reason to **not** vote Liberal in the next election please tell me what it would be. The Editor*

Dear Glen:

Thank you for your recent e-mail regarding the announced layoffs of nearly 900 staff at the Air Canada Technical Services (ACTS) maintenance facility at Vancouver International Airport.

Like you, I was extremely disappointed to hear that ACTS was laying off skilled British Columbians. The affected workers have my sincere best wishes, and I'm confident their talents will be put to use soon.

Airlines in Canada are federally regulated, so there is no

official role for my ministry to play in this situation. However, my ministry will encourage ACTS to mitigate the impacts of these layoffs to the greatest extent possible, and we will continue to work hard to promote the aviation sector in British Columbia. After all, our experienced and world-class workforce is one of the factors helping us build North America's leading gateway to the Asia Pacific region.

Again, thanks for taking the time to write.

Best regards,
Kevin Falcon
Minister of Transportation

Dear Kevin.

Thank you so much for your response... I do appreciate it. I just felt that I had to come out of my retirement in order to do my part in order to try to mitigate the terrible impact that this layoff is going to have, not only upon the career people currently working at Air Canada's Vancouver ACTS operation and upon the communities where these folks spend their wages, but also upon their families (the future

Senior Steward's Report MTU-C

British Columbians who will now not be financially able to attend college and university and fully contribute to society as a result - not everybody is going to land on their feet here).

I do realize that there is precious little that I can do to mitigate the layoff itself. But what a waste! After putting so much time and energy and faith into a "job". You know, that after so many airline crises, most of the affected people have 20, 25, 30 and more years in. All of the "junior" people were laid off years ago.

In any event, these folks are hitting the streets of Vancouver in a couple of weeks... looking for another "job". Yes, these highly skilled, highly trained and highly disciplined individuals - with a great deal for both themselves and their

families to offer society - are hitting the streets. Please, do your best to take care of these people.

Glen Powell
President, Local Lodge 764 (Retired)

GRIEVANCE STATUS

Policy Complaints Personal/Group Grievances

Article 2 – CIP (In Progress)
Termination (Arb)
Article 4 – Stat Entitlement (DL140)
Reassignment of Rest Days (Step 2)
Article 5 & 6 Rates of Pay (DL 140)
Article 10 – Perf. Assessments (DL140)
Article 13 & 14 Seniority Dispute (Abey)
Article 16 – Release of SS (In Progress)
Article 23 – Attendance Policy (DL 140)

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 provisions of Article 13.10 which govern the (90 day) dispute period will not come into effect until the list has been officially posted. The Union is in the process of reviewing discrepancies identified during the Employer Review.

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 has been forwarded to DL 140 for review to Arbitration 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

Next General Meeting

June 13, 2007

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

Bro. Marc Baird, Bro. Joe Smith

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