

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

Nov 2007



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

2007 CAMC Forum Report

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What is CAMC?

“The Canadian Aviation Maintenance Council (CAMC) is a not-for-profit **sector council** that represents and assists Canada’s aviation and aerospace industry with its human resource strategy, issues and solutions. **With the participation of industry members,** they develop and publish National Occupational Standards with supporting Logbooks (for professional certification) and Curricula (for post-secondary training organizations). They promote safety, professionalism and standardization through national communication with industry. They provide Human Factors and Safety Management Systems training, individual certification in 24 occupations and accreditation of training organization programs.”

What is a Sector Council?

Sector councils are a partnership with permanent organizations and **HRSDC** that bring together representatives with different perspectives from key stakeholder groups in an industrial sector. Sector councils deal with human resources issues and share a commitment to identify and act on the skills needs that are most important to a given sector.

What is a HRSDC?

Human resources and Social Development Canada basically is a ministry of the Federal Government that assist and provides funding for the betterment of Canadians. They have provided funding for such projects as \$1,352,650 for **CAMC Leading Edge,**

\$2,012,358 **CAMC Infrastructure**, \$1,606,200 **Prior Learning & Foreign Credential Recognition Program**, etc.

To date, CAMC has developed national occupational standards for the following twenty-four (24) Aviation Maintenance and Aerospace occupations:

- Aircraft Gas Turbine Engine Repair and Overhaul Technician*
- Aircraft Interior Technician*
- Aircraft Maintenance Technician**
- Aircraft Propeller Systems Technician*
- Aircraft Reciprocating Engine Technician*
- Aircraft Simulator Technician
- Aircraft Structures Technician*
- Aviation Maintenance Inspector**
- Aviation Electrical/Electronics/Instrument Component Technician*
- Aviation Machinist*
- Aviation Maintenance Manager
- Aviation Mechanical Component Technician*
- Aviation Nondestructive Inspection Technician*
- Aviation Painter*
- Aviation Special Processes Technician*
- Aviation Welding Technician*
- Avionics Maintenance Technician**
- Aerospace Materials Specialist*
- Aircraft Refueller
- Aviation Ground Services Attendant
- Aircraft Mechanical Assembler
- Composite Fabricator
- Electrical/Electronic Assembler
- Structures Assembler

*These standards have been recognized by Transport Canada (Ref: Airworthiness Notice AN C009) for personnel working in an Approved Maintenance Organization (AMO). **CAMC is pursuing recognition and acknowledgement from Transport Canada.

Fortunately, as IAM&AW members, we have the following dedicated representatives to speak on our behalf.

The IAM&AW representatives for CAMC are:

On the Board of Directors we have Brothers Gary Mondoux and Carlos DaCosta as (Co-Chair) and Brother Wayne Dick on the Accreditation Board.

For the National Standing Trade Advisory Committees (NSTAC), we have the following representation; For the Aircraft Maintenance Technician we have Brother Eric Telfer,

For the Avionics Maintenance Technician we have Brother Walter Rohrer,

For the Aviation Machinist is Brother Peter Partridge, For the Aviation Mechanical Component Technician is Brother Mark Vickery,

For the Aircraft Painters we have Sister Noreen Schmitt,

For the Aircraft Structures Technician, as Chair, we have Brother Wes Sim.

With CAMC being utilized as an important resource for input by organizations like Transport Canada, HRSDC, and many other Aviation Maintenance and Aerospace manufacturing industries in Canada, combined with the Globalization environment, it is very important to maintain a **strong united** voice in shap-

ing the Aviation industry.

This year the Forum theme was “Convergence”, which means “to tend toward a common point”. With the different representatives from West Jet, Field Aviation, DND, Bombardier, ACTS, and numerous Educational Institutes, there were a lot of different views and suggestions. The one thing that was common to everyone was the lack of new individuals entering the Aviation / Aerospace industry. The forum held four types of workshops, Human Resources Challenges, Staying Relevant, The Ins and Outs of Globalization and the Environmental Effects of Aviation and Aerospace. The results of these workshops can be available on demand. As your Local 764 representatives, we attended them with a common goal in mind. This was to find a “**Made in Canada**”

solution. We also enlightened the many delegates and the forum exhibitors about the devastation that was created with the recent layoff at Air Canada in Vancouver.

ACTS being a major sponsor, had the opportunity to showcase its product and services available in Montreal, Winnipeg and El Salvador, with a slight mention of Vancouver.

Other Guest speakers were Mr. Warren Couch from Pratt & Whitney who presented the delegates with an overview of the process involved in the “Instructions for Continued Airworthiness” which involves the process in technical documentation writing, engine maintenance programs and engine health monitoring technology. Eurocopter Canada had Mr. Gerard Bringue, the Chief Operating Officer explaining the success and the advancement since the merger of Aerospa-tiale and Daimler Benz Aerospace. Mr. John Graham

from Iqualuit International Airport in Nunavut spoke about the experiences encountered during the Airbus A380 cold-weather testing, and how the whole community came together to welcome the many aircraft & engine manufactures in order to help boost their local economy.

In closing, we would like to remind **ALL** IAM&AW members to **stay informed, participate** and **voice your concerns**. You can bet your hard earned dollar that other stakeholders are actively pursuing their interest. After all, your lifestyle, career, and future depend on it. If you have any comments, suggestions or concerns, please feel free to contact the TLC at tlciam@shaw.ca.

Respectfully submitted,
Wes Sim
LL764 Educator
Chair of the Structures, NSTAC.

Albert Moncion
Acting Chair, LL764, TLC

Tech Ops Shop Committee Report

General Meeting

November 14, 2007

Information Issues:

Arbitration Hearings: The next arbitration date with Chief Arbitrator Martin Teplitsky is scheduled for November 23rd, 2007 in Winnipeg.

UMCM Meeting: The next UMCM Meeting is scheduled for November 26th to 30th, 2007 in Montreal. The Shop Committee will be attending the role down portion scheduled for the end of the week.

Shop Steward's Nominations and Elections: 2008 Shop Steward Nominations Forms will be posted shortly with elections to follow if required. Please contact the Shop Committee office if Nomination Forms are not posted in your work location.

YVR Heavy Maintenance Temporary Recalls: The Shop Committee has been informed that the Company intends to delay the commencement of the Extreme Makeover (XM) Modifications to Airbus A319 and A320 aircraft. This is a result of the unexpected arrival of aircrafts 645, 932 & 938 at the YVR Base.

Heavy Maintenance Shifts: The Shop Committee along with Local Union Representatives is attempting to schedule shift discussions with Local Heavy Maintenance Management. The purpose of these discussions will be to address current shifts and shifts pertaining to the Extreme Makeover (XM) aircraft.

Heavy Maintenance 2008 Vacations: The Shop Committee along with Local Union Representatives is attempting to schedule discussions with Local Heavy

Maintenance Management regarding 2008 vacations. As more information becomes available it will be communicated to the Membership.

Line Maintenance Shifts: The Shop Committee and Local Line Maintenance Management have reached a tentative agreement pertaining to shifts affecting Members in Categories 1, 4, 13, 19, 31, 33, 38, Tech Data Controller, Planner and Licensed Planner. Ratification of these shifts has been scheduled for November 13th, 14th & 15th, 2007.

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: The Shop Committee and Local G.S.E. Management have reached a tentative agreement pertaining to shifts affecting Members in Category 23. Ratification of these shifts has been scheduled for November 12th, 13th & 15th, 2007. The Shop Committee would like to thank the Local Shift Committee for their efforts.

Local Lodge 764 & District Lodge 140 Elections: The Membership is reminded of the November 20th, 2007 elections for Local Lodge Executive, Shop Committee positions and General Chairperson positions. Notices have been posted on Union Bulletin Boards in the workplace. All Members are encouraged to exercise their democratic voice and vote for their respective Union Representative.

Inter-Formation Transfers: The Shop Committee is in the process of scheduling a meeting to discuss transfers between the Line Maintenance and Heavy

Maintenance Formations. Please be advised of the new fax numbers for the following departments: Line Mtce. Administration: (604) 231-6871 and Heavy Mtce. Administration: (604) 276-4627. The Membership is advised to ensure that they retain a copy of their fax receipt in the event that any issues arise.

Respectfully Submitted,

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

764 Clerical Report

Chief Shop Stewards Report November 2007

In October, the Clerical Union and the Company met for three weeks of negotiations on the new collective agreement.

There have been many phone calls and emails as to the progress of these negotiations. The main questions have been about pay, holidays, benefits being lost or gained and the big one, how is the bumping process going to take place between the old ATS and the old Union members? One member was displaced due to bumping.

We had two long time members retire.

I received some questions from ATS members in regard to what the Company has been offering other ATS personnel. They wanted to know why they were not included in some or all of the 'sweet deals' that the other ATS people were being offered. They were advised that as future union members, they would not be included - this was the Company's way of causing

divisions within groups.

I enquired about the filling of the existing job vacancies which had resulted from members retiring. It appears that the Company is going to "pull a fast one" in this area. Please have a supply of grievance forms available.

There was a meeting with Department Managers where they expressed their views as to what they expected the future personnel to possess in the way of technical skills and courses. I informed them that if these requirements were not included in the Collective Agreement, this was a non-issue. They were not pleased with this response.

in Solidarity,
Ron McKelvie
Chief Shop Steward

United Airlines Report

November 14, 2007

- Decision for Step Three hearing , Failure to pay four hour call-in , found in favour of the Company. Decision for Grievance, Reduced Work Status violation, found in the Union's favour.
- Company served notice to the Bargaining Unit to cancel all alternate work schedules effective 01Dec07. The Union is still attempting to get reasoning behind this decision. The Scheduling Committee has formulated a tentative new fall shift bid with all 5 & 2 shifts.
- Membership information meeting was held

Monday Oct29. The agenda was to discuss latest workplace events and make sure members were getting consistent information. Many thanks to Shop Steward, Janet Andrews, who is administering a membership survey, to be used as pre-bargaining information gathering.

- Vacation Bid 2008 to be done in conjunction with the new shift bid, mid November. A proposal to change the past practice of bidding in 'rounds' was defeated by the membership.

In Solidarity,
Laura Sharpe
UAL Senior Steward

EAP Report

November, 2007

EAP pamphlets on wellness will be on display at the ACGHS Ramp C 30 Lunchroom and ACTS Lunchrooms OPS Cafeteria, just in time for National Addictions Awareness Week, coming up November 19 – 23 / 07.

EAP in YVR has contacted various self help groups AA, EAP referrals and BC Stop Gambling program to provide info sessions to our members on their respective topics of interest, Smoking, Gambling, Drug & Alcohol literature.

Suicide prevention and intervention training sessions in YYC during October - two of our

EAP YVR coordinators have taken the two day training

EAP continues to write in Leading Edge newsletter column of EAP related topics of interest.

October 29, 30 and 31/07, we had a National EAP Coordinators meeting at Placid Harbour.

Reimbursement policy is going well but the results show some are not claiming what they are entitled.

EAP talks with the United Way about ideas on Community Service Program inside a Local Lodge.

In Solidarity,
Brian Bethell
EAP Regional Coordinator
<http://www.iam140eap.ca/>

Virtual Financial Officer (VFO)

September 25, 2007

During the week of September 08 – 14, 2007 I attended a Financial Officer's Seminar at the Winpisinger Education Center at Placid Harbour. In addition to the instruction on proper accounting methods and record keeping, this was my first experience with the Virtual Financial Officer (VFO) electronic accounting program developed by the Systems Information branch of the IAMAW.

VFO is an electronic bookkeeping program not unlike Quicken or Quickbooks. The program is designed to assist IAM Financial Officers in maintaining accurate records of receipts, disbursements, and payrolls items for their Local Lodge. VFO's strongest attraction is its ability to produce a six month completed audit for the Trustees and Auditors in four quick steps, if the Secretary-Treasurer has reconciled his accounts monthly. Like the other Grand Lodge electronic program for membership records, Virtual Lodge Management (VLM), it is centrally-hosted by computer servers at Grand Lodge Headquarters, offering off-site protection for Local Lodge records. The system also affords Grand Lodge a major control over information collected by the Local Lodge.

Equally valuable from this seminar is the chance to meet other Secretary-Treasurers from across North America and share experiences. I was shocked at the amount of forms completion and time-consuming reporting demanded by the U.S. Federal Government from the IAM in the United States. Needless to say, the Grand Lodge Auditors who taught this seminar constantly stressed the necessity to keep all account-

ing and reporting up-to-date.

I arrived late Saturday night and work began on Sunday evening, with opening remarks by General Secretary-Treasurer Warren Mart and seminar assignments. The remaining week included lectures by the instructors on financial procedure, presentations by invited guests (Michael Winpisinger from the Bylaws Department on the IAM Constitution) and VFO and VLM tutorials. The week concluded Friday with a tour of IAM Headquarters, visits to the various Grand Lodge Departments, and meetings with helpful contact persons.

Late Friday afternoon, the long journey home began. The only downside all week was the weather – it was hot (90F+ or 32C+) and the swimming pool at the Winpisinger Center was closed for maintenance.

Local Lodge 764 places a high priority on training at the Winpisinger Education Center for active union members and endeavors to send the maximum number of candidates each year for leadership skills enhancement. I urge every active, concerned, and qualified member to apply to the Local Lodge President for a Leadership School opening to help us improve membership service.

I would like to thank the membership for affording me the opportunity to attend the Secretary-Treasurer Seminar.

David Varnes, ST LL764

Next General Meeting

Dec 12, 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 & SISTER

RAY GREEN, JACKIE TUCKER,
HERMAN FRIEDL, RON MARSH

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