

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

Nov 2008



International Association
of Machinists and
Aerospace Workers

Representing Air Transport
Workers in
British Columbia and the
Yukon

President's Message

In my September report I spoke of the Grand Lodge per capita increase that was approved at the Convention in Orlando. Last week District Lodge 140 held their annual convention in Toronto and approved their 2009 budget. It also contained a dues increase. As a result of these increased per capitas LL 764 will be required to pay \$42.02 in dues and affiliation fees per member per month starting in January 2009 with further increases scheduled for 2010 and 2011.

This represents an increase in our dues owed of approximately \$117,000 in 2009, \$139,800 in 2010 and \$210,480 in 2011 above the amount of dues we will pay in 2008. The LL 764 budget for 2008 was already approved as a deficit budget to accommodate the increased number of delegates the membership voted to send to the Grand Lodge and District conventions.

A large number of our members who voted on October 30th felt that they were voting against a dues increase for the Grand Lodge and their jet and their large executive salaries. That dues increase was already approved in September in Orlando at the Grand Lodge Convention. A majority of the delegates to the convention voted to keep the jet and to give the Grand Lodge the increase in per capita dues that they requested. That ship has sailed and we are now required to pay for an increasing share of the cost of that cruise starting in January.

The IAM&AW dues structure is such that the Grand Lodge and District Lodge get their money guaranteed each and every month from the dues that are deducted from your paycheques. The Local Lodge operates only on any remaining money after those dues are paid. This increase in dues owed left the Executive with only 2 choices. Either leave our dues rate as it is and subsidize the increase from the Local Lodge operating budget or ask our members to grant us a dues increase to pay for the additional expense allowing us to maintain our Local Lodge budget at the current level. This is the bylaw amendment that we were asking our members to vote for. That

Inside this issue:

Third Tier Operators	2-4
GDIP / Compensation	4
Airports/Cargo Report	5
Pension Report	5
UAL Report	6
Safety Ramp/GSE/Cargo	6-7
MTU-C Report	7
Clerical Report	7

would have stabilized our dues income to equal our dues expenses and help ensure the survival of our own Local Lodge.

In 2007, Air Canada laid off over 500 of our members and we were forced to reduce our 2008 budget by nearly 25% as a result. The Local is now in a position where we cannot continue to sustain these continuing increases in our expenses without any increase in our income. This is the increase that we were asking our members to support.

As a result of the membership's rejection of the proposed dues increase on October 30th, our current dues structure will remain unchanged. That means that these extra per capita increases will have to be taken from the LL 764 operating budget going forward. This will represent budget reductions of approximately 25% in 2009, 30% in 2010 and 44% in 2011 and a corresponding reduction in the services that we can continue to offer our members.

Christopher Hiscock
President

Canadian Airways Lodge 764

Children's Christmas Party

I.A.M. & A.W. – LODGE 764 CHILDREN'S CHRISTMAS PARTY



SUNDAY, DECEMBER 7,
2008 – 11:00AM until 14:30

LADNER COMMUNITY CENTRE
4734 51ST STREET
DELTA, BC

(Must be registered to attend)

Third Tier Operators

Several of the Snagsheet articles that I have written so far have traced aircraft employments and histories, and outlined a "tier and usage". I compared aircraft "tiers and usage" to the sales history of a car, from the showroom floor to the scrap yard gate.

The first tier of commercial usage for an aircraft, in most cases, starts off with the delivery to a legacy carrier. The carrier often maintains that aircraft to its standards, those standards often exceeding the requirements set by national and international regulatory authorities. Long ago legacy carriers kept their aircraft until they reached their maximum airframe hours or their cost-effective retirement age. Now the practice is to unload older technology aircraft as soon as something newer, with more proven economies comes along, in order to cash in on any remaining older aircraft value.

Second tier usage is essentially when a factory order aircraft is sold by the legacy carrier to a supplemental charter operator or cargo airline. Most supplementals also operate within the tightly regulated bounds of national and international air transport rules, but often, used aircraft from legacy carriers are modified by supplementals to high density passenger seating for charter operation, or have their interiors removed for low cost cargo service.

Some supplemental carriers also buy new aircraft directly from the manufacturer to their specifications. These aircraft are often flown for extended periods of time, and operate to smaller, less frequented airports. These operations may result in longer periods before the aircraft sees maintenance support at home base. Minor snags and defects can take longer to be addressed, resulting in some of the "delayed charter airline" horror stories that we all know so well.

Supplemental carriers are quick to toss their existing aircraft back into the used market when something newer, with cheaper operating costs, or larger capacity that matches their demand, presents itself at a handsome price. Supplementals also lease their aircraft to other low cost carriers when their own seasonal or route demand is low.

Eventually, if a well-used, well-kept, high-time aircraft is offered for sale by a legacy carrier, or a heavily-used, low-time aircraft is put on the bidding block by a supplemental, and the aircraft is still in reasonable condition, it will be shopped around to the open commercial aircraft market.

There are a number of aircraft brokers and banks for who used commercial aircraft is a specialty. Using the car (or aircraft) example, it is not unlike your aircraft ending up on a lot at the lower end of town, with lots of miles and hours on it, and a huge, gaudy bright orange "for sale" sign in the cockpit window, and surrounded by lots of multi-colour plastic flags. These aircraft have reached the "clearance sale" plateau for their commercial value.

"Clearance sale" is the third tier of aircraft usage. At this

level, the history of third tier aircraft usage is decidedly mixed. Allow me to expand a little.

The most respectful buyers in this tier are the collectors. The collectors recognize vintage aircraft for their historical value and have either very deep financial pockets, or the fund-raising abilities with like-minded friends, to restore older aircraft to their former, and current, maintenance standards. Collectors include:

- aircraft museums supported by governments or members
- Legacy airlines preserving an older aircraft for promotional reasons
- societies/individuals who like and/or operate older aircraft

The Canadian Aviation Museum at Rockcliffe, Ottawa is currently restoring the last operational RCAF DC4M "North Star" to operational standards. Local Lodge 764 was a founding sponsor of this endeavor. The museum houses most of the classic aircraft from air transport in Canada. The Americans have made the same effort at the National Air and Space Museum in Washington, D.C. I have visited both museums, and both are worthy of your time.

Air Canada has a modified Lockheed 10A "Lodestar" operated for air shows and charity events, and CPAir (until bought by PWA) retained its last operational DC3 for the same purposes. Delta Airlines recently consigned its first Boeing 767 (and employee purchased) "Pride of Delta" to its flight museum in Atlanta. The finest aircraft museum pieces on exhibit today are the supersonic Concorde and the hypersonic SR-71 Blackbird spy plane.

Numerous societies operate older commercial aircraft and warplanes for air shows and public events. A Swiss society currently operates one of the last remaining operational Lockheed Super Constellations. Individually, actor John Travolta owns and pilots a classic Boeing 707-138B in its original Qantas V-Jet colours from the 1960's. Travolta paid Qantas Maintenance Australia to overhaul and restore the aircraft to its original markings and condition.

At the base of this tier however, are some very shabby operators. Dwelling in the dark corners of the air transport world, these individuals look for used aircraft bargains and spend nothing on maintenance. They cut every corner until the aircraft certificate of airworthiness (C of A) expires, and often, fly the aircraft beyond airworthiness, if maintenance inspection regulations in the country of registration are weak, or more often, corrupt. Often, the only maintenance work performed is that which is essential to keep the aircraft flying.

The end for an aircraft in third tier use is often a catastrophic accident, or abandonment. Often one finds a once well maintained aircraft, parked at a minor airport, derelict in an weed infested field or unused taxiway, stripped of its major parts, and looking like some hollow aluminum ghost.

There is also a dark cave in this tier. This cave is occupied by some very shadowy and grim individuals. These individuals are the "go anywhere, carry anything, no questions asked"

buccaneer-types of the air transport world who fly anything anywhere, if the price is right. While their websites, business cards and brochures advertise that they carry "special cargo" on demand, their bread and butter revenue often consist of cargoes of illicit military goods for secret service units, shipments of contraband materials whose movements must not be traceable, or uninspected products that cannot be sold in a well regulated country, so they are dumped in an unregulated one.

These owner/operators hide behind numbered companies and phony "business fronts". Their company is often convicted of air transport breaches in well regulated nations, and their license to operate is lifted. Almost overnight, their aircraft are re-registered in nations that have a less stringent enforcement record of commercial aircraft inspection, and that enforcement is further reduced by an active level of corruption within the regulatory authority itself. Inspection certificates are covered by bribes to keep the aviation authorities off the operator's back. Manufacturer and international aviation directives for corrective repair to older aircraft are routinely rubber-stamped completed or simply ignored by these operators. Cash under the table from operators to inspectors ensures that questions about qualified personnel or proper procedures are never asked. The aircraft are often repainted and reregistered multiple times, to mask the true operator's identity, and to escape scrutiny by international air transport authorities. The poorer countries in Africa, the Middle East, and South-East Asia are the usual locations for this type of operation.

For these "buccaneer" operators, registration in central Africa is now the preferred location. If you wanted minimum maintenance supervision for commercial passenger aircraft operation, Indonesia (until last year) was the place to be.

Nor should we rightly apply the morale lash just to these buccaneers. Large carriers like China Airlines of Taiwan and Nationair Canada also quickly learned on how to bottom-feed with maintenance and inspection practices.

Everyone remembers the internet pictures of the China Airlines B747 that was forced to make an unscheduled stop in Germany for engine problems. Mechanics found three engines with loose engine fan blades tied together with seat belt straps from the aircraft. German aviation authorities required that the three engines be replaced before the aircraft was allowed to depart from German air space.

Nationair flew Nigeria – Jedda charter flights for the Muslim Hadj, and their DC8-61 aircraft crashed on take-off in Saudi Arabia and killed all on board. The disaster inquiry highlighted the lack of tire maintenance on Nationair's Hadj flights, and prompted Nationair's CEO to flee to Brazil to escape criminal and civil prosecution. Nationair went bankrupt, and the assets were devoured by hungry lawyers and lawsuits. The hard working employees at Nationair joined the ash heap of aviation history in Canada.

No more vivid picture of the hazards of the third tier cave can be presented than that of a DC8-62H freighter aircraft – McDonnell-Douglas MSN 46085, as shown on the Internet.

See for yourself. Google MSN 46085. Then follow the internet threads from Johnstons Air to HeavyLift International Dubai.

First delivered in passenger configuration to Hawaiian Airlines in 1976, the aircraft passed into the hands of USA supplemental carrier Kalitta, and then Silkways of Asia. Converted to a freighter, MSN 46085 finally became the property of Johnstons Air in 2003.

Johnstons Air registered the aircraft in Ghana as 9G-PEL for commercial use. In 2005 the aircraft was photographed parked on the Abu Dubai ramp with two cockpit windows apparently shot out, and oil leaking from bullet holes into buckets under the engines. The image suggests that the aircraft had been shot up someplace in Africa while delivering illicit goods.

These types of operators require a strong national air transport regulatory authority with frequent inspection and constant vigilance. Unfortunately, this strong authority does not exist worldwide.

In Canada, the present Federal government is considering changing the regulatory environment from one with government vigilance, to a system of air operator self regulation. Federal Government Bill C6 would allow the air carrier to certify that it is in compliance with national air transport standards. The Machinists Union argues forcefully that it is a lot easier for the airline to pressure its own mechanics to declare a questionable aircraft serviceable, than it is for the airline to pressure a federal government inspector.

Gone would be the protection for "whistle-blowers", as was the concern in the Ontario float plane scandal, and, the Air Transat engine maintenance inquiry from the Tenerife hard landing. We all know that in the air transport business, "when the times get tough, the corners get cut". Should dedicated air transport maintenance workers have to face unwarranted corporate management pressure that would compromise national standards and human safety?

None of us want that!

There is a bright side to this article. Increased publicity from numerous aircraft catastrophes in the last two years have forced countries like Nigeria and Indonesia, with poor air transport regulation and inspection standards, to clean up their act. Both countries suspended the operating licenses of several airlines under their jurisdiction in 2007 until the airlines were recapitalized, and then demonstrated proper regulatory compliance with maintenance and inspection procedures.

However, the "buccaneer" operators were equally quick to move their operations and registrations to the Middle East, where enforcement still remains somewhat lax. This is where former Air Canada DC8-63 passenger aircraft fins 868 and 869 (later converted to freighters by AirBorne Express) can now be found.

David Varnes, ST LL764 and Chair, History Committee

GDIP / Workers Compensation

GDIP

I am presently in receipt of documents from Medisys regarding the status of several of our members. The document contains information as to the status of their claims and advises them of what is required to continue benefits.

Two members' have contacted me for assistance with termination notices due to inability to meet medical standards. I have reviewed their circumstances and advised the members of the appropriate action they should take.

I had submitted a grievance on one member's behalf for non-payment of benefits and have been in contact with Todd Havestock regarding preparation for Arbitration.

The case involves non-payment of benefits for a period of approximately nine months.

I am presently reviewing the case and will submit my assessment shortly.

A member was recently denied benefits by GWL for a \$2,600 medical device not listed in our plan. I submitted evidence and appealed this decision to the AC Disabilities Manager Montreal and at this time, I have a verbal confirmation the member will now be reimbursed for the claim.

One member is returning to work from a 5 year absence and I have been assisting him a grievance for a long outstanding denial of LTD benefits.

WCB

I have been contacted by several members requesting advice on their WCB claims and have referred those requiring appeals to the Workers Advisors Board

I have recently received notice of a decision from the WCB Review Division regarding an appeal I submitted for a denial of an ongoing complex medical case. The decision was positive and the member's claim will now be accepted.

Members are advised to consider hearing tests through their physicians if they believe they have a loss of hearing due to exposure at work and to be sure to advise the physician to process the test as a **WCB** claim!! This should be done prior to any retirement applications.

Respectfully Submitted,

Cam McDonald
Local Lodge 764, Trustee

AIRPORTS / CARGO REPORT

November 12, 2008

RAMP

Shift discussions are at an impasse. The Shop Committee has requested the Company impose its shift.

At issue is the level on compressed shifts. (i.e. 4/4, 4/3/4, 4/3)

The Shift Committee would require a 15% - 20% reduction in our current compressed shifts to meet the Company requirements.

Shift was to be posted Nov. 10th, bid start Nov 17th and implement Nov. 30th.

Waiting for a date for the Arbitrator to give us work rules for the 5/2 shift pattern. (i.e. sick calls, overtime refusal, tagging of equipment)

We had a great response to the DPLP package. We had one - 90/10 for the Ramp Leads, one - 90/10 for the Full Time Stats, four - 50/50's for the Full Time Stats, three - 80/20's for the Full Time Stats, two - 50/50's for the Part Time Stats.

We had 25 employees taking a twelve month LOA and 12 employees taking a six month LOA.

Vacation bidding will be posted and bid in the near future.

There was 2,363 hours of overtime worked on the Ramp and Bag rooms in the month of October, which equates to roughly 15 Full Time jobs.

CABINS

The Cabin shift has been bid and implemented Nov. 1st, 2008.

Vacation bidding will be posted and bid in the near future.

There was 332 hours of overtime worked in October, which equates to roughly 2 Full Time jobs.

CSA'S

The winter shift has been bid and implemented Nov. 10th, 2008

Vacation bidding will be posted and bid in the near future.

There was 42 hours of overtime worked in October.

CARGO

The winter shift has been agreed to. The bidding will take place Nov. 17th & 18th, 2008. The Company wants to implement the winter shift on Jan. 19th, 2009.

We are having Arbitration on this matter. As in past practice, the Union's position is to bid and implement shortly thereafter.

We had one DPLP; a 90/10 for CSA'S in Cargo.

In Solidarity,
Craig Chard
Shop Committee Member

LL764 Pension Report

Nov 2008

In the April 2008 Pension Committee report I discussed the YMPE. I also said that I would talk about the pension funding formulas in a future report. Well the future is now. The Pension Plan text for former CAIL IAMAW members contains 2 parts. The main body of the text contains the rules that govern the Plan post-transition (December 2001) and is essentially a mirror of the Main AC IAMAW text and rules as they relate to compensation. Appendix A of the text contains the rules of the old CAIL Plan which are used to govern all pensionable service and benefits earned pre-transition.

For all service credited pre and post transition, any income earned that exceeds the YMPE in the applicable years used for your BAE36 (best 3 years earnings) is calculated at 2% for each year of service. All service pre transition is calculated at 1.4% below the YMPE and all service post transition is credited at 1.75%. **The AC rules use the YMPE during the same period as your BAE36 and the CAIL rules use the YMPE of the last 36 months you work.**

For example: Ron entered the CAIL pension plan on 01 December 1983. He will retire on 01 December 2013. He will have 30 years (360 months) of pensionable service - 18 years (216 months) of CAIL (December 1983 - November 2001) and 12 years (144 months) of AC (December 2001 - November 2013) service. His BAE36 earnings are \$67,052 earned in 2002, 2003 and 2004. The average YMPE in 2002-2004 was \$39,833 and we will assume the YMPE for 2011-2013 is \$48,000. Remember, the AC rules use the YMPE during the same period as your BAE36 (2002-2004) and the CAIL rules use the YMPE of the last 36 months you work (2011-2013).

Ron's pension will be calculated in 4 parts and added together to determine his total pension earned. The 216 months at CAIL are multiplied by \$48,000 and 1.4% which equals \$1008.00 per month. The 216 months are then multiplied by \$19,052 (\$67,052 - \$48,000) and 2% which equals

\$571.56 per month for a total pension of \$1579.56 per month for Ron's 18 years at CAIL.

Ron's 144 months at AC are multiplied by \$39,833 and **1.75%** which equals \$697.08 per month. The 144 months are then multiplied by \$27,219 (\$67,052 - \$39,833) and **2%** which equals \$544.38 per month for a total pension of \$1241.46 covering Ron's 12 years at AC. Ron's total pension covering his entire 30 years at both CAIL and AC will be \$2821.02 per month.

Ron's friend Bill entered the Air Canada plan on the same day as Ron on 01 December 1983 and they retired together on 01 December 2013. Bill's pension would be calculated in 2 parts. Bill's 360 months of service would be multiplied by \$39,833 and **1.75%** which would equal \$ 1742.69 per month. The 360 months are then multiplied by \$27,219 (\$67,052 - \$39,833) and **2%** which equals \$ 1360.95 per month for a total pension of \$3103.64 per month for Bill's 30 years of service at AC.

So to recap, your total months of service X your best 36 months (or 3 years) average earnings X the applicable formulas = your monthly pension.

If you retire before age 55 or with less than 80 years of (age + pensionable service), there are penalties that will be applied to reduce your pension after these "total pension earned" calculations have been done. I will explain those penalties in another report. Email is the most effective way to reach me. I may be contacted at pres764@telus.net with any questions or concerns that you may have.

Respectfully Submitted,

Christopher Hiscock,
Chairman, LL764 Pension Committee

United Airlines Report

1 outstanding grievance at Step 3

1 outstanding grievance proceeding to arbitration

Three members took advantage of the Company's early out program for agents not yet at retirement age but who qualify based on age and years of service. We say good bye to Tere Reid, Lance Booker and Mary Kallal, and wish them all the best.

Nominations for 2009 shop steward elections are now available and will be accepted until November 18. The election will be held the following week. Dave Pollard will again be our poll captain.

The new bid, which includes some 4/3 shifts, began November 2. One full time member opted to take the furlough, the rest of the full time members opted to remain, at part time. No part time members were laid off, and all temporary employees have now been laid off, with no new agents being kept on.

The vacation bid for 2009 is progressing and will be completed by the end of this week.

The Company held another round of meetings regarding dependability where they issued more letters. Nothing has been posted yet regarding the Company's expectations, as was agreed on in a meeting September 10 with management. At that meeting it was agreed that all members would reset to a letter 1 once the Company's expectation and position had been posted. Members are encouraged to keep the arbitrary, unpublished, and inconsistent nature of the 'non-program' in mind when meeting with the Company.

Supervisor Brian Bird leaves this month on an extended medical leave. It is not known yet whether the Company will attempt to backfill his position while he is away, however the Union will monitor any such move to ensure it follows and complies with the Contract.

In solidarity,
Janet Andrews, Senior Steward
United Airlines

Safety Ramp/GSE/Cabins

NOVEMBER, 2008

Live De-Icing Dash 8 Aircraft : Status

To date, there are NO staff trained to do Live Dash-8 de-icing.

A Train the Trainer classroom session took place with our local trainers on Oct.23rd.

The de-icing recurrent training started on Nov. 3rd and consists of a 4 hr session which involves some slides identifying how to Live spray a Dash-8 with engines on feather.

Upon completion of this session, staff are NOT qualified to Live spray a/c until they have had On the Job Training which will be provided by YYZ trainers which is expected to be late November/early December. At that time, they will be given the OJT to a small group of members who will then, if successful, be certified.

The Live spray procedures (SOP) calls for the No. 1 Man to decide whether to Live spray or NOT.

The "draft" Jazz Risk Assessment was finally received on Nov. 12th and is being sent back for further work.

The YVRLAA Winter Operations Plan published in October

for the 2007/08 spray season, does not permit Live spraying. Procedure is to request a change and the authority will have to conduct a Risk and Environmental assessment. Brother Hiscock, per October's General Meeting, has sent a letter to the other Locals regarding this topic.

Unserviceable Ground Equipment Tagging: Status

The Tool Crib at Gate 45 has been restocked with the correct tags. They are 3 part – one sheet goes to the Ramp GSE shop, mail box and the rest stays on the equipment.

The tag provides a place to describe the unserviceability, please fill in.

GSE personnel are the ONLY people permitted to remove these tags from equipment.

Do not use the "single pink tag" to flag u/s equipment.

Carts and Dollies/Carriers u/s area is in the "Penalty Box".

In solidarity,

Larry O'Brien, Ramp Safety Co-ordinator

Email: Larry.j.obrien@aircanada.ca ; Phone : (604)231-6533
(p:1-888-219-1144)

MTU-C Steward's Report

NOVEMBER, 2008

GRIEVANCE STATUS

Policy Complaints:

Article 5 – Mandatory O/T

Article 2 – CIP (In Progress)

Article 4 – Stat Entitlement (resolved)

Article 10 – Perf. Assessments (DL 140)

Personal/Group Grievances:

Bore scope blending (resolved)

Removal as Lead (step three)

Discipline Stores (step one)

The 10 Year Anniversary Party which was held at the Richmond Curling Club this past Friday November 07, 2008 was a great success. There was a great turnout and everyone seemed to enjoy themselves.

Members are reminded to review the Bulletin posted on October 28, 2008 regarding Performance Management Appraisals. Members are also reminded that if they are requested to attend such meetings they should request a shop steward to be present. Furthermore Members are discouraged from signing or vocalizing anything pertaining

to this process.

The Social Committee is now in the process of organizing the Company Christmas Party. All are reminded that your deposits are due to secure your set at this event. Please see any of the following for further information. Neil Carter, Joe Di Fabio, Amy Shakky, Mabel Chung or Angela Roxborough.

All Members are reminded to refresh themselves with Article 18.07 (vacation bidding). The bidding process has been delayed. The process will start the week of November 17, 2008 and due dates will be amended as necessary.

In Solidarity,

Neil Carter
Senior Steward

Clerical Report

CHIEF SHOP STEWARD

NOVEMBER, 2008

Some members are inquiring about do they have to join the Company Pension.

Waiting for answers to some outstanding Grievances.

Questions from new members regarding entitlement to holidays, leave of absence days and floaters.

Bumping is still on-going. This is a result of one member's temporary position which no longer exists.

A meeting is being held in YUL with Labour Relations, the Chief Shop Steward, Clerical and Sis. Laurie Ferguson-Marsh.

Outstanding Appeals regarding jobs that were classified incorrectly. Still waiting for answers.

In Solidarity,
Ron McKelvie
Chief Shop Steward
764 Clerical

Next General Meeting

Dec 10, 2008

5 PM

**7980 River Road
Richmond, B.C.**



WE'RE ON THE WEB!
WWW.IAM764.CA

IN MEMORIAM

TOM MILFORD

Local 764 Executive Board

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Laura Sharpe -Recording Secretary

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Wes Sim – Trustee, Educator

Cam McDonald -Trustee

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Kevin Cox - Airports/Cargo Shop Chair

Neil Carter – Senior Steward MTU

Janet Andrews – Senior Steward UAL

Ron McKelvie – Clerical Chief Shop Steward

The Snag Sheet is published 10 times per year :

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**All monthly issues are available
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