

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

Oct 2007



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

Pension Seminars

Pension seminars are scheduled for **November 13 and 15, 2007** for all interested IAM Members. The seminars will deal with the Air Canada Pension plans for both AC & ex-CAIL Pension Plan Members. The rules of the plans and available options for both retirement and termination will be discussed. Post retirement benefits provided by the Government and Company will be explained. There will be opportunity for individuals to ask questions and we will endeavour to provide answers for all. We expect the seminar will run 2-3 hours.

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There will be two (2) sessions each day, one at **0900 hours** and the other at **1600 hours**, at the Local 764 offices, 7980 River Road, Richmond.

All Members are welcome to attend, but as space will be limited I ask that you register as soon as possible. Please provide your name, phone and/or email contact and indicate the session you would like to attend. Please be advised that attendance will be on your time and will not be at Company expense.

Please register by fax or email only:

Fax: (604) 273-9670 **or**

Email: iam764@telus.net

Respectfully submitted by, Chris Hiscock and Ed Wainwright

Tech Ops Shop Committee Report

General Meeting
October 10, 2007

Information Issues:

Arbitration Hearings: The Union met with Arbitrator Reva Devins on September 13th, 2007 in YVR to arbitrate one (1) Re-instatement of Great West Life Benefits grievance.

The Union met with Chief Arbitrator Martin Teplitsky on September 14th, 2007 in YVR to arbitrate four (4) Discipline grievances and also met with Chief Arbitrator Martin Teplitsky on September 20th, 2007 in YYZ to arbitrate two (2) Sub-contracting Out grievances and two (2) pay issue grievances.

Grievance Forms: The Shop Committee is continuing a review of all active grievances held at the Shop Committee Level. All Shop Stewards are reminded to ensure that all pertinent documentation is attached to the grievance prior to submission to the Shop Committee for processing to the Second Level of the Grievance Procedures. Any Shop Steward requiring assistance should contact the Shop Committee Office.

UMCM Meeting: The scheduled UMCM Meeting for September 24th to 28th, 2007 in YUL between the Union and the Company has been rescheduled for November 26th to 30th, 2007 in YUL. The Shop Committee will be attending the role down portion scheduled for the end of the week.

YWG, YUL, YOW and YYZ Base Recalls: The Shop Committee has been informed that the Company is

offering permanent and temporary recalls in multiple Categories to the YWG, YUL, YOW and YYZ Bases. Any YVR Member that has been offered a recall is reminded to ensure that the Tech Ops Shop Committee Office receives a faxed copy of their acceptance or declination.

YVR Heavy Maintenance Temporary Recalls: The Shop Committee has been informed that the Company intends to temporarily recall seventy-five Members to the YVR Base to perform Extreme Makeover (XM) Modifications to Airbus A319 and A320 aircraft. This temporary recall will affect Members from Categories 1, 13, 14, 19, 33, 38, Technical Data Controller and Licensed Planner. Any Member requiring information on the recall process is requested to contact the Tech Ops Shop Committee Office at 604-273-8135 or 604-270-5600.

Heavy Maintenance Shifts: The Shop Committee along with Local Union Representatives will be entering into 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 will be entering into discussions with Local Heavy Maintenance Management regarding 2008 vacations. As more information becomes available it will be communicated to the Membership.

Line Maintenance 2008 Vacations: The Shop Committee has informed Local Line Maintenance Management that the Union wishes to enter into discussions regarding 2008 vacations. As more information becomes available it will be communicated to

Tech Ops Shop Committee Report

the Membership.

LOU #4 Above Basic Interview Training: Any Shop Steward interested in receiving training as an interviewer for the LOU #4 Above Basic Interview Process is requested to notify the Shop Committee Office.

These are Union Representative positions that participate on a panel to interview candidates for Above Basic positions.

Local Lodge 764 & District Lodge 140 Elections:

All Members are 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. Any Member that is expected to be absent on election day is reminded of the Absentee Ballot Process and is encouraged to exercise their democratic voice and vote for their respective Union Representative.

Inter-Formation Transfers: The Shop Committee has been advised that the fax contact numbers for Line Maintenance and Heavy Maintenance Formations have been revised. The new fax numbers are as follow: 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.

Duty to Accommodate: The Shop Committee requests that any Member that is returning to the workplace following an injury and requires an accommodation, to contact the Tech Ops Shop Committee Office prior to their return. This is to ensure that the ap-

propriate process is followed for each Member.

Membership Retirements: The Shop Committee requests that any Member that intends to retire to ensure that they have notified the Shop Committee Office in writing. This is to ensure all retirees have the appropriate retirement documentation from the Union.

Sub-Contracting Out of Bargaining Unit Work: In order to ensure that the Company adheres to Article 20.07 and to the guidelines established by Chief Arbitrator Martin Teplitsky, the Shop Committee requests that all Shop Stewards be vigilant in documenting any attempts by the Company to sub-contract out Bargaining Unit work in violation of the Collective Agreement.

Respectfully Submitted,

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

Airports/Cargo Shop Committee

Winter Shifts:

Ramp: The shift committee is working on a shift proposal.

Cabins: The shift discussions should start the week of October 15.

Cargo: We are awaiting a third level meeting with L.R. and District. The main issue is bidding twice at the same time.

If you will be out of town over the next couple of weeks please leave a written bid with the Shop Committee.

UMCM Meeting: The UMCM meeting that was scheduled for the week of Sept. 25 was cancelled. The next scheduled meeting is the week of Nov. 26, 2007.

Elections: All members are reminded of the up and coming elections for all local lodge positions and District Chairperson positions. Voting day is November 20, 2007 at the local lodge office between the hours of 6:00 till 18:00.

Overtime Ramp: The amount of overtime worked in the 3rd quarter totaled 15946 hours. We have found that 4 employees have exceeded the 104 hour cap and we will be taking this issue back to Arbitrator Martin Teplitsky.

Washrooms Ramp: Over the past couple of weeks the condition of the washrooms located in the ready rooms has been disgusting and unacceptable. The Company has changed service providers and a mix

up as to the end date of one provider and the start up of the other. I believe it now has been rectified and the washrooms are being cleaned and maintained properly. If you should have any further issues please contact any Health and Safety rep.

½ Lunch Issue: There was an internal audit being performed by the Company over the past couple of weeks regarding the amount of employees claiming "no lunch". During this investigation one of the findings was that a high number of employees were over paid. The Company has advised the union that they will be issuing a letter to each employee explaining the over payment. The Company will be collecting this over payment back from all employees involved.

Vacation Agreements: Once we have agreements on shifts we will be moving forward on getting vacation agreements with all departments. If you are going on holidays during the month of November please leave a written bid with the Shop Committee.

Recalls: The Company has now finished the process of recalling 40 Full Time Station Attendants. Any employees that wish to know where they sit on the revised and updated recall list are asked to contact the Shop Committee office.

Arbitration Date: Vancouver Airports next scheduled arbitration date is Nov. 24, 2007 in Winnipeg.

Regards,

Todd Haverstock, Shop Committee Chair

Pension Report – exCAIL

The Pension Committee ran 4 pension seminars in April of this year. They were very well attended and we received a lot of positive feedback from those who attended. We also received a lot of requests to run more seminars for those members who missed the April sessions.

Brother Wainwright and I will be presenting 4 more pension seminars in response to these requests. The seminars have been scheduled for Tuesday and Thursday, November 13th and 15th at 0900 and 1600 hours on each day. They will be held at the LL764 Office on River Road in Richmond.

We welcome and indeed, encourage members to bring their spouses to the seminars. Your Pension benefit information is of equal importance to your spouse and two sets of ears are always better than one. Attendance is on your own time and will not be paid by the Company.

Anyone interested in attending one of the seminars should register via fax (604-273-9670) or email (iam764@telus.net) as space is limited.

The unaudited second quarter 2007 results for the Master Trust Fund continue to provide mostly good news for the Pension fund. The declining growth of the US economy and concerns of inflation caused the stock markets to be erratic but the long term interest rates remained strong. While this is not good news for your mortgage, it is excellent news for your pension fund.

The long term rate increased 30 basis points providing a 2.1% decline in Fixed Income returns, which

constitute about 40% of the total fund assets but it also provides a reduction in liabilities equivalent to a 4% positive return on all assets.

Respectfully Submitted,
Christopher Hiscock
LL764 Pension Committee Chair

United Airlines Report

United Airlines Monthly Report
October 9, 2007

Step Three hearing for both outstanding grievances was held on October 05, 2007. We expect decisions by the end of the week. The local EAP issues were also discussed, resulting in the Company promising to immediately look into the matter.

Some Summer Temps still working until the end of October.

Winter Shift bid (Oct28-probably early March) will take place October 16. This will be followed shortly by the 2008 vacation bid.

In an attempt to improve working conditions, local management has budgeted funds for the updating of our ready room, lunch room and operations areas. Painting, repair and replacement of microwave etc have already begun. Thanks to Shop Steward, Paul Newman for undertaking this big task.

In Solidarity,
Laura Sharpe
UAL Senior Steward

Our Crass Business Ethos

Our crass business ethos cannot survive

Toronto Star, August 6, 2007

From Dick Smyth - Special to the Toronto Star

Free trade had the potential of improving the human condition. But instead of bettering wages and working conditions in Mexico and the U.S. south, it has exerted downward pressure on them in Canada. Unions are loathed. The first indication of their demise was when politicians dispensed with the once mandatory union "bug" on their campaign material. Unions today negotiate concessions rather than benefits. Pension and medical plans are increasingly rare. The five-day week and eight-hour day, wrested into existence by unions, are vanishing under the twin chimeras of "competitiveness" and "productivity." Employers evade the spirit of the law while observing its letter by hiring people "on contract" or as part-timers. Others are given meaningless "management" titles to thwart laws on overtime. There are two inevitable consequences of these selfish, short sighted policies. -One will be a massive social problem as a pensionless generation and others "dehired" in middle age turn 65 with no adequate means of support. The second will be a huge resurgence of the union movement as workers realize how they have been exploited.

A government should exist for the greatest benefit to the greatest number of citizens. In recent years, highlighted by the reactionary regimes of Ronald Reagan, Margaret Thatcher, Brian Mulroney and Bomber "Mike" Harris in Ontario, the goal of government has been to assist business while reviling the common man. The "trickle down" theory quickly was discredited as the rich got richer and the part-time and minimum-wage poor got poorer.

Two generations ago, our unionized blue-collar fathers worked diligently to win a better life for their children and provide the higher education they had never had themselves. Those kids earned MBAs, learned contempt for the labour movement and became bust-ers of the very unions that had made their education and success possible. There is neither loyalty nor mercy in modern business. Companies prattle slick slogans about their "teams" when in reality the workplace is a snake pit of competing ambitions. "I work 65 hours a week because Harry in the next cubicle is a slacker who does only 60." People find it politic to go with the flow rather than innovate, challenge or complain. Nonconformists are shunned and excluded. Company policy too often involves the creation of a favourable image rather than a useful product. Providing good value has been replaced by earning maximum profit. Errors and failures are punished ruthlessly. Someone with an exemplary record who screws up once – and don't we all? – is sacked. Workers are assigned shifts that look efficient on a beancounter's spread sheet but which make family life all but impossible and generate anger, hostility, fatigue and job hatred.

Companies pursue their stockholders more ardently than their customers. There is a self-destructive pre-occupation with the fiscal year and the performance of the stock which inhibits long-term planning. Profits and market share must be up up, ever up. Mergers and acquisitions create bloated monoliths of corporate arrogance. The potentates of these vast enterprises live lives of such opulence that they have no understanding of either their workers or their consumers.

The solution is inevitable but it will be slow, difficult, stormy and disruptive. It has taken 30 years of environmental protest to achieve the first small attacks on that problem. Environmentalists, once regarded as radicals, have achieved mature respectability. So too will the theatrical and violent protests against globalization seen outside the barricades at every G8 meeting prove to be the beginning of the end for today's crass business philosophy.

Thus has society's pendulum always swung.

Liberals Helped to Kill Anti-Scab Bill

On March 21, Bill C-257, which would have banned strike-breaking replacement workers in the federal jurisdiction, went down to a stunning defeat in a House of Commons vote on third reading.

Bill C-257 would have protected airline, airport and other federal workers from the threats and violence that scabs can bring to collective bargaining. As a reflection of its importance, the labour movement's lobbying campaign for Bill C-257 was perhaps the largest ever.

The Bill, (and amendments which would have made it clear beyond any doubt that there would be no threat to essential services) were defeated by a margin of over 50 votes. This was a stunning turnaround from the Bill's passage by over 50 votes on Second Reading (Approval in Principle, and normally a guarantee of a Bill's ultimate passage).

Under obvious pressure from the government, all but one of the 20 Conservatives who had voted for the Bill on Second Reading voted against it on Third Reading. The Bill would still have passed, however, if

29 Liberals had not switched their vote. This would have been just enough to kill the Bill, even if the Conservatives had not switched.

As the numbers make clear, the Liberals are trying to play both sides of the fence. The majority of Liberals supported the Bill as long as it looked like an election call would kill it before it was enacted. But when the Bloc Quebecois announced its support for the Conservative budget, and C-257 looked like it might get through the Senate and become law before the next election, the Liberals showed their true colours. They killed the Bill for their corporate backers.

Some people have been talking about the labour movement supporting the Liberals as a progressive alternative to the Conservatives. Bill C-257 shows yet again that, while they might sometimes talk a progressive line, in action the Liberals are just another conservative party.

Courtesy of Louis Erlichman – IAM Canada

Election Notice – Nov 20, 2007

Election Notice - Nov 20, 2007

Elect your executive for the next 3 year period. January 2008 to **December 31, 2010.**

POLLS WILL BE OPEN: Nov. 20/07 at 6:00 am and close at 6:00 pm

LOCATION: **Lodge 764 Offices, 7980 River Road, Richmond, BC**

Next General Meeting

Nov 14, 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.

BROTHER

RALPH EASTERBROOK

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