

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

Oct 2008



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

Special Meeting

THURSDAY, OCTOBER 30, 2008
Local Lodge 764 Offices
6:00 am to 6:00 pm

SECOND READING AND VOTE

AMEND:

ARTICLE VII – FEES, ALLOWANCES AND EXPENSES –
Section A – Fees and Dues – subsection (b)

to read

(b) Dues – “Effective January 1, 2009 the monthly dues of this Lodge shall be calculated as 1.44% of the member’s monthly gross earnings, covered by the collective bargaining agreements under the jurisdiction of this Local Lodge. The minimum monthly dues rate payable shall be \$42.00 by all members.”

BALLOTING will open from 6:00 am to 6:00 pm

MEETINGS will be held at:

8:00 – 9:00 am

11:00 – 12:00 pm

4:00 – 5:00 pm

In Solidarity,

Laura Sharpe
Recording Secretary

Inside this issue:

Jim Coller	2-4
Pension Report	4
Airports/Cargo Report	5
United Airlines	5
Safety Report	6
MTU-C Report	6
Clerical Report	6
Tech- Ops Report	7

Jim Coller

JIM COLLER, PRESIDENT AND DIRECTING GENERAL CHAIRPERSON

In 1992, Clarence Bremner, many term General Chairperson (GC) Western Region (Winnipeg Base) decided not to seek re-election, and stepped down to return to the work force as a station attendant in the cargo warehouse at Winnipeg.

In 1993, Clive McBride, Local Lodge 714 Shop Committee Chairperson Winnipeg Base was elected GC. Clive completed the four year term, but it was common knowledge when his term ended that Clive would not seek re-election. The "vetting" of a potential Western Region GC for the Winnipeg Base began with vigour in early 1996.

The District Lodge General Chairperson elections of 1996 began with a fresh round of political jockeying in the Western region. A GC was paid in the 1990's upwards of \$70,000 per year plus expenses, and there were other perks that went with the position. The Western Region of the District encompassed two General Chairpersons (Vancouver and Winnipeg Base) account the geographical area to be covered. The region included all the Air Canada bases from Vancouver to Thunder Bay, and the Finance Branch in Winnipeg. Everyone at those bases took a keen interest in anyone who announced they wanted to be the next District representative.

By July 1996, three candidates had announced their political intentions from Winnipeg - Jim Coller, Jim Cole and Kathy Kristjansson.

Jim Coller was a station agent working in Saskatoon. A station agent handled Air Canada ground operations for passengers, cargo and baggage at their location, and was then, one of the highest job-knowledge classifications in the union's flight servicing category in Air Canada Customer Service.

Jim Cole was an aircraft line maintenance mechanic working in Winnipeg. An aircraft line maintenance mechanic meets arriving aircraft with "snags", and services and repairs what they can as the aircraft passed through the station. The line maintenance function is aircraft type job knowledge intense, time critical coupled to a thorough maintenance manual awareness, high pressure with safety

the first imperative, and one of the more challenging occupations in the airline industry.

Kathy Kristjansson was a finance agent with the Air Canada

Finance Branch in Winnipeg. Kathy was responsible for major financial accounts, and accuracy for corporate reporting and forecasting, for the airline. Her responsibilities were as demanding as the two Jims.



Jim Coller was a somewhat reserved and low-key candidate with a big Saskatchewan farm boy grin and folksy, laid-back manner. Jim had no particular agenda. He just wanted to get elected.

Jim Cole campaigned for mechanic's issues to have more prominence at the negotiations bargaining table. Jim held strong views on several points related to the increasing responsibility being placed on mechanics by the company. Some members perceived Brother Cole's views, and his people skills in discussion and presentation, as having a rough edge.

Kathy Kristjansson was the Shop Committee Chair for the Finance Branch employees. Kathy was no stranger to the job knowledge needed for GC work. Kathy accepted the nomination, and her name was placed on the ballot. Prior to the election, Kathy had second thoughts about the GC workload and the time commitment, and chose to withdraw her name prior to the election.

Often, during District elections, the candidate(s) are invited out to dinner by their peers for a "vetting". A vetting is an examination, not unlike a fitness test. It is a relaxed time for good food, camaraderie, but also a serious time for blisteringly tough questions put to a potential candidate.

During the District Lodge Convention 1996 in Halifax, Jim Coller was invited to dinner by his colleagues. Little did Jim know that "grilled candidate" was on the menu, and that those attending this gathering were some of the most politically powerful and savvy within the District. Jim was about to experience "baptism by fire" at its blackened best.

The dinner started casually, with entrees, and at first, the questions were of a gentle soft-ball nature. By the end of

the main course, it had switched to hard-ball. Jim was interrogated non-stop into the wee hours on his vision for the District Lodge going forward, his reasons for running for General Chairperson, his philosophy about trade unionism, his knowledge of the collective agreement, and just about anything else that those at the table could throw out to make his “fiery baptism” as charcoal perfect and skin crisp as possible.

It is to Jim’s credit that he survived this brutal inquisition with his western manners and good humour intact, and harboured no ill-feeling thereafter, while also having impressed his peers with his honesty and his responses.

I sensed that night that the evening dinner in Halifax had become “the right of passage” for Jim Collier and his GC candidacy. His peers had arrived at a consensus that Brother Collier would be the better person for GC Western Region (Winnipeg Base) vacancy.

I want to be very cautionary about any suggestion of “anointment” for Jim while he was in Halifax. Ultimately, in union elections, the membership decides. Sometimes, the blessing of your peers at a “vetting” can become the kiss of death at the ballot box.

Both Jims did the obligatory tour throughout the western region to drum up support and press the flesh. Both candidates knew that after touring, that their support at airport bases was split evenly. Both knew it would be the sisters and brothers in the Finance Branch Winnipeg who would decide the election.

The electoral result came down to each candidate’s political presentation to the Finance group. The Finance Branch has a majority of female members. Jim Collier was adept at responding to questions on women’s workplace issues in the collective agreement. Jim Cole was less adept. The sisters liked Jim Collier’s responses to their issues, and turned out strongly at the polls for his benefit.

Jim Collier went on to serve two four year terms as the General Chairman Western Region (Winnipeg Base), first with District Lodge 148, and then with its successor, District Lodge 140.

District Lodge 140 was created in 1999 when the Executive Council of Grand Lodge mandated a merger of District Lodge 721, created in 1987, (Canadian Airlines International) and District Lodge 148, created in 1968 (Air Canada).

Ron Fontaine was elected President and Directing General Chairperson (PDGC) of the new District 140 on the third ballot, and served until 2003. Ron stepped down and later became a Western Region organizer and Grand Lodge Representative for the IAMAW Canadian Office.

Jean Jallet was elected PDGC at the October 2003 District Lodge Convention. Jim Collier served under both leaders.

Jim also served as General Chairperson Chair for several rounds of Negotiations with Air Canada, including the demanding time of Air Canada bankruptcy in 2003, when the District Lodge faced collective agreement restructuring under the Company and Creditors Arrangement Act (CCAA).

In 2004, Jean Jallet exceeded his authority as the District Lodge 140 PDGC over the Air Canada Pension issue. All the District Board members and General Chairpersons were suspended from office. The District was placed in trusteeship under the supervision of Grand Lodge Auditor Leo Guiliani. After investigation, PDGC Jallet, and several other District officers, were removed from office by Grand Lodge. The General Chairpersons who had no part in the “exceeded authority” incident were retained as “deputies” under Grand Lodge Auditor Guiliani’s direction. Jim Collier remained a “deputy” until District Lodge 140 was released from trusteeship in early 2005.

In late 2005, now released from trusteeship, the District Lodge Convention elected Jim Collier PDGC of District Lodge 140, and Ed Wainwright, former Local Lodge 764 Secretary-Treasurer, as the National Secretary-Treasurer (NST).

In 2008, both Jim Collier, PDGC, and Ed Wainwright, NST, served notice that they would not seek another term within District Lodge 140. These two brothers have earned their retirement, and both have earned it with hard labour. Jim’s steady hand has given the District a solid house for all its members, and Ed’s efforts with finance have given that house a perfect foundation.

Jim Collier has served this membership with patience, wisdom, and distinction for twelve turbulent years. Our debt in gratitude to him is both immeasurable and immense.

Except for the office of General Vice-President Canada IAMAW, the duties and responsibilities of President and Directing General Chairperson District Lodge 140, for its

many members in all facets of air transport, are some of the most demanding and challenging within this union.

No one becomes a PDGC without a long apprenticeship.

Jim Coller passed the assessment of his peers, and went on to serve with distinction.

Jim's successor will be elected by the District Lodge Convention delegates in Toronto this October. I regret that this time, I will not have the opportunity to be at the dinner table, when the "vetting" is done.

David Varnes, ST LL764, and Chair, History Committee

Oct. LL764 Pension Report

Every person who works in Canada pays CPP contributions on their wages until their annual earnings exceed the YMPE. For 2008 that is \$44,900. This entitles you to receive a CPP benefit upon your retirement in addition to your Air Canada pension.

You can elect to receive your CPP pension as early as age 60 or delay it as late as age 70 with age 65 being the normal CPP retirement age. If you opt to take it before age 65 there is a penalty of ½% per month applied and if you delay it after age 65 a premium of ½% per month is applied. If you elect to take your CPP at age 60 there will be a lifetime reduction of 30% from the age 65 value.

In 2008 the maximum CPP pension benefit payable at age 65 is \$884.58 per month which would be reduced to \$619.26 if you elected to take it at age 60. These values are increased each year and once in receipt of your CPP pension it is fully indexed annually to the CPI. Like our own pension plan, the amount of CPP that you receive is based upon the amount of contributions you paid and how many years that you paid them.

To help maximize your CPP benefit, they drop off the lowest 15% of your earning years prior to making their calculations and it is based on your best 5 years of contributions. You may also apply for a "Child Rearing Provision". This allows you to eliminate your years of low earnings while out of the workforce or working reduced hours while caring for children under age 7. This application is submitted at the

same time that you apply for your CPP benefit. It must be accompanied with a copy of your child's birth certificate to validate the years that you are claiming.

Just like the Air Canada pension, CPP sends you an annual statement of contributions. It is important to ensure that all of the personal information and work history (CPP contributions should match your T4 slips) is accurate. If you find any errors you should contact them immediately to have any errors corrected.

There is a survivor benefit associated with the CPP that your spouse will receive if you pre-decease them. If the surviving spouse is less than age 65 then the 2008 benefit is \$493.28 and if over age 65 the benefit is \$530.75. CPP also has a benefit payable to the dependent children of a deceased CPP pensioner that equals \$208.77 this year. In addition there is a \$2500 lump sum death benefit available to the estate of every CPP pensioner upon their death. The death benefit must be applied for; it is not automatically paid out.

The Government suggests that you apply 6 months prior to the date that you wish to begin receiving your CPP benefit. You can apply by phoning 1-800-277-9914 or by going to the www.servicecanada.ca website and clicking on the Canada Pension Plan link.

The Government of Canada website www.servicecanada.ca is one stop shopping for every service that the Federal Government offers to its citizens. There is a tremendous amount of information on this site about the CPP as well as contact information, forms and FAQ's.

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

AIRPORTS / CARGO REPORT

October 08, 2008

Arbitrations

Were held on October 1, 2008 in YYZ. The Union was successful in reducing several discipline letters.

Baggage Agents

The Company has not met with us yet on their winter shift proposal.

Cabins

On October 01, 2008 the Company withdrew its position on the CAT 33 issue and is reevaluating their requirements. There was a meeting today in which the Company was to provide the Union with a new position.

The Shift Committee is working on the winter shift with the original numbers that were presented to us.

Overtime for the third quarter was 1757 hours which equates to 5 full time jobs.

Cargo

There has been no initial discussion on a winter bid in Cargo.

Ramp

The Shift Committee is working on the winter bid, but feels the Company has given them an unrealistic proposal.

Shop Stewards are reminded to take accurate notes so the Shop Committee can proceed with any type of appeal.

Overtime for the third quarter was 12,102 hours which equates to 33 full time jobs.

Layoffs

The latest numbers are **14 LSA 21 SA 25 PTSA** and **5 CSA**.

The deadline for applications on both the DPLP and Special LOA is October 12. These programs will help mitigate the layoffs.

UMCM Roll Down

We are looking for Shop Stewards interested in taking training on the LOU 4 interviews.

There will be a new transfer form on the Aeronet as of November 01, 2008

The Claim Secure form is being looked at by District 140.

Retirements November 01, 2008

Jack Walker, Station Attendant – Ramp 33 years

Respectfully submitted, Kevin Cox, Chair
Craig Chard, Membership

United Airlines Report

SENIOR STEWARD REPORT

OCTOBER, 2008

One outstanding grievance still at Step 3, awaiting the Company's response.

One outstanding grievance at Step 1.

One outstanding grievance on discipline that the Union considers to be at Step 3. The Company seems divided on whether to consider it at Step 3 or Step 2, however it is being pursued both locally and by the district.

The Company provided the man-hour pme count to the scheduling committee at the end of September. There will be a bid scheduled to start November 2, which has been constructed and given to the Company for consideration. The committee is confident the new bid meets the Company's requirements and includes some 4/3 shifts per the new contract and the commitment to providing alternate shift schedules. A response is expected this week.

The Company has committed to drafting a document regarding the expectations for station dependability. It will be made available to all members. This resulted from the more than 30 grievances submitted regarding the previous arbitrary and unspecified system of 'interviews' and 'letters'.

In solidarity,

Janet Andrews, Senior Steward, UAL

Safety Ramp/GSE/Cabins

The next ACGHS/IAM&AW Policy Health and Safety Committee meeting is scheduled for Oct 24th. On the agenda will be discussion of where Cargo and Cabins fit in under publication 5 and what their internal resolution process looks like. The same issue has also been raised with District 140 representatives for their input.

A Risk Assessment is being conducted with Jazz Flight Safety with regards to YVR's plan to Live De-Ice Dash-8 aircraft this winter. Mirabel findings will be reviewed as well as the recommended procedures. Report to be posted.

Training for recurrent and new first-aiders is planned for Oct 21st and the training is being conducted by St. Johns Ambulance. Safety committee member training request has been sent to headquarters with expected date to be in early November.

The Domestic Inbelt dispense area has some concerns that have been raised by members working in the area. The YVRLAA has agreed to remedy these issues including re-routing Harvey's restaurant exhaust fan or eliminating the odour via filters, adding two "bunkers" by the inbelts for staff protection from the elements, and re-routing an exhaust vent and drain in the area. This is presently in the consultant process for design but it is expected all to be ready within a month.

There was a recent snap safety audit conducted by ACGHS headquarters staff. The major finding besides not following Standard Operating Procedures was many members not wearing their Personal Protective Equipment (PPE) as mandated by the Canada Labour Code. PPE is for your own protection, please use it.

Larry O'Brien – Ramp Safety Coordinator (604-231-6533)

Senior Steward MTU-C

GRIEVANCE STATUS

Policy Complaints	Personal/Group Grievance
Article 5 – Mandatory O/T	Bore scope blending (step 1)
Article 2 – CIP (In Progress)	Removal as Lead (step 3)
Article 4 – Stat Entitlement	Discipline Stores (step 1)
Article 10 – Perf. Assessments (DL140)	

Recently Dr. Stefan Weingartner (President and CEO Commercial) visited our facility to give us an update on MTU Global as well as the future of MTU Canada. The direction that MTU Canada will head will depend on the outcome of the KC 10 contract that we are currently bidding on.

The planning for the 10 Year Anniversary and the Christmas Party is progressing well. A reminder to all to return the questionnaire as soon as possible.

Shop Steward nomination forms will be posted the week of October 13th, 2008.

The Company and the Union are in discussions regarding the VTL and the responsibilities associated with this machine. Preliminary discussions are going well but more information is required prior to finalizing the process.

In solidarity, Neil Carter - Senior Steward

Clerical Steward's Report

One of our long serving members retired this month.

One member is on LTD.

Still have a couple of grievances outstanding.

We have our new seniority list (still have a few problems with it).

Lay off notice was handed out to a member who is in a temporary position.

Heard about some new hires from the street (part time). There is no language in our collective agreement for part-timers.

Received a call from a Manager at Hewitt and was advised that the problem with a member's medical has been corrected.

There are many questions and complaints about the Job Classification Appeals.
In Solidarity, Ron McKelvie CSS Clerical, Local Lodge 764

Tech-Ops Shop Committee Report

October 8, 2008

Information Issues:

Arbitration Hearings: The Union met with Chief Arbitrator Martin Teplitsky on October 1st, 2008 in Toronto. The issue pertaining to the transfer of Category 33 work to the Cabin Service Cleaning Attendants was scheduled to be heard. However, as a result of a change in direction from the Company, the issue did not proceed to arbitration. The Union is awaiting further response from the Company regarding the Company's intentions affecting the Category 33's and Cabin Service Cleaning Attendants.

UMCM Meeting: The UMCM Meeting was held on September 15th to 19th, 2008 in Toronto. The Shop Committee attended the role down portion at the end of the week.

ACTS Monetization - Letter of Intent (LOI) Discussions: The Presidents, Negotiation Representatives and Shop Committee Representatives met with Jim Coller, President and National Directing General Chairperson of District Lodge 140 on September 24th, 2008 in Montreal to receive an update pertaining to the separation of Aveos and Air Canada.

Article 16.18.01 Seniority List Appeals: The Tech Ops Shop Committees along with District Lodge 140 Representatives met with the Company on September 23rd, 2008 in Montreal to review all Article 16.18.01 seniority appeals. The Company has advised the Union that all individuals that submitted an appeal will receive a written response from the Company.

Heavy Maintenance Production Line Overtime Canvassing: The Shop Committee and Local Heavy Maintenance Management are currently discussing a mutually agreeable location for the posting of all overtime opportunities for Members working on the Production Lines within the Heavy Maintenance Formation. The Membership will be advised once a location has been agreed upon.

Line Maintenance 2009 Shift Bid: All Line Maintenance personnel are reminded to ensure that the Company has received their 2009 Shift bid prior to the October 10th, 2008 deadline. The Shop Committee will be meeting with Local Line Maintenance Management to review all submitted shift bids prior to posting.

Line Maintenance 2009 Vacations: The Shop Committee and Local Line Mtce. Management have entered into 2009 vacation discussions for all Categories in the Line Maintenance Formation. The Shop Committee has not reached an agreement to date. The Membership will be advised as more information becomes available.

Ground Support Equipment Shop Field and Emergency Agreement: The Shop Committee along with Local Union Representatives and Local Management have entered into discussions regarding a process for offering and recording assignments away from the Vancouver Base for Categories 14, 23 and 24. The Membership will be advised as more information becomes available.

Ground Support Equipment Shop Overtime Agreement: The Shop Committee along with Local Union Representatives and Local Line Mtce. Management have entered into discussions regarding a process for the offering and recording of overtime for Categories 14, 23 and 24.

YVR Base Recalls: The Company has concluded the recall process to permanent positions to support the Heavy Maintenance Formation. The affected Categories are Category 1, 13, 19, 38 and Licensed Planner. District Lodge 140 is currently in discussions with the Company regarding temporary recalls. Any Member receiving recall paperwork from Air Canada is reminded to ensure that the Tech Ops Shop Committee receives a faxed copy of their selection to accept/decline recall. The Tech Ops Shop Committee Office fax number is (604) 273-0896.

LOU #4 Above Basic Interviewer Training: The Shop Committee is requesting that any Tech Ops Shop Steward(s) that are interesting in receiving the LOU #4 Above Basic Interviewer Training, to advise the Shop Committee Office via email indicating their desire to participate in this process. Once the Company has advised the Shop Committee of a training date, the Shop Committee will convey this information to the participating Stewards.

New Tech Ops Shop Committee Company Mailing Address: Please be advised that the Tech Ops Shop Committee office has been assigned a new company mailing address. The new co mail address is YVR8111. The office contact numbers remain unchanged - Telephone (604-273-8135 & 602-270-5600) and Fax (604-273-0896).
In Solidarity,

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

Next General Meeting

Nov 12, 2008

5 PM

7980 River Road
Richmond, B.C.



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

IN MEMORIAM
NONE THIS MONTH

Local 764 Executive Board

Chris Hiscock – President

Mike Sanghera – Vice-President

David Varnes – Secretary Treasurer

Laura Sharpe -Recording Secretary

Steve Daechsel -Trustee

Wes Sim – Trustee, Educator

Cam McDonald -Trustee

Dan Cooke – Conductor/Sentinel

Gordon Taylor – Communicator

Joe Toth - Tech-Ops Shop Chair

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 :

CANADIAN AIRWAYS LODGE 764
7980 RIVER ROAD,
RICHMOND, B.C. V6X 1X7
< CHARTERED 1941 >

EDITOR: Gord Taylor
WEBMASTER: Gord Taylor

Office: (604) 273-9668

Fax: (604) 273-9670

E-mail:
webmaster@iam764.ca

All monthly issues are available
online by visiting the Lodge website: