

THE SNAG SHEET

MONTHLY NEWSLETTER OF
CANADIAN AIRWAYS LODGE 764

Feb 2008



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

The President's Message

For those of you who don't know me, my name is Christopher Hiscock and I am the newly elected President of Local Lodge 764. I work in Air Canada Line Maintenance as a Cat 38 Licensed Avionics Technician. I am also Chairman of the ex-CAIL IAMAW Pension Committee. Air Canada is the 4th company that I have worked for without missing a day doing the same job that I started in 1983 in Gander, Newfoundland.

Welcome to the glamour of the Airline business. Travel. See the world. They just didn't say it would be chasing your own job from layoff to layoff and base closure to base closure across the country. I don't remember that little detail on the application form. Oh well, C'est la vie.

My predecessor, Sister Tania Caniff did a tremendous job as President of our Local for the past 3 years exhibiting a high level of stewardship to Local 764. She opted not to run for re-election and threw her hat in the ring for the District Lodge Elections, running for and ultimately winning the General Chairman, Servicing position. Tania and the outgoing Executive have left the Local in extremely good shape despite having to deal with some huge issues last year.

I also offer congratulations to 2 other members of LL764. Brother Todd Haverstock, former ASC Chairman and Brother Fred Hospes, former TOSC Chairman have also been elected as General Chairmen, At Large, with DL 140. I am sure that all 3 of these General Chairmen will provide a very high level of representation to our members.

2007 was not a very good year for the members of our Local. We saw 550 of our members employed in the Technical Services and Logistics and Supply divisions of Air Canada laid off to the street. This has resulted in a large reduction in the Locals operating funds. More importantly it has

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meant the loss of some very energetic and active new Stewards and representatives.

The past Executive as well as the new Executive has had to make a large number of reductions in the operating costs of the Local. The biggest reduction was in the hours of our office assistant and our Secretary Treasurer. Both were full time positions and have now been reduced to ½ time. They have staggered their days of work to try and keep the Local open for as long as possible from Monday to Friday. Vacation, illness and unavoidable shift changes will ultimately result in some days of the year when the Lodge will not be staffed and open for business. The hours of operation are posted on the LL764 website.

The Local has provided office phones, cell phones, and dedicated email accounts for all of our Executive members as well as our Airport and Tech Ops Shop Committees and our Senior Stewards at UAL, MTU and the Air Canada Clerical group. The Local has published a contact list of names, numbers and addresses for all of these positions. This information can be found on any of the Union bulletin boards in the various work locations as well as on the LL764 website, www.iam764.ca. Please contact any of us with any issues or concerns you may have.

All of the members who have run for election and volunteered to fill these positions and serve on the myriad of committees that our Local Lodge operates, do so because they believe they can help to make a difference for the better in all of our working lives. We have all agreed to take on an active role as IAMAW representatives but the level of our effectiveness is only as good as the support we get from the membership at large.

I do not ask that you all immediately run out and become Union activists. That would be nice but it is not very realistic. What I ask is that all of the members of Local 764 make a small but serious effort to become informed and stay informed on workplace issues and how the Union is trying to deal with them. Visit the website once a month for 10 minutes. Read the *Snagsheet* once a month, read the bulletin boards once each shift cycle or better yet, come to a Monthly meeting once a year.

I ask each work location to find 10 people who are willing to come to 1 meeting a year. One person for each month except July and August who will agree to come for 2 hours once a year to attend a meeting. This way, every member has direct access to someone who knows exactly what the Local is doing or not doing each and every month. Just as importantly, that person can bring any issues and concerns from your work place to the attention of the Local. We can-

not be everywhere all the time and we rely upon each of you to provide us with the information and concerns that affect you and your co-workers.

Our meetings, while structured are informal and easy to participate in. I think that you will find the factual information reported each month from both the Local and District far outweighs any boredom you may be anticipating. With collective bargaining coming up in 2009, I would urge all of our Air Canada members to begin now to make themselves more aware and involved. The Company will notice your participation and that support translates directly into leverage at the bargaining table.

I know it sounds like a cliché but please help your Union help you.

Christopher Hiscock
President Canadian Airways Lodge 764

Article 20.22 Job Related Liability

Every clause in the Collective Agreement has a history. And every history has a story behind it. Article 20.22 was added to the Agreement in 1985, and the recent retirement of an early model B767 has triggered my memory of this clause.

During the week of January 21, 2008 Air Canada consigned another B767 to the desert. However, this well-used veteran retired with a more colourful history than most. The aircraft was 604, aka "the Gimli Glider, registration C-



GAUN. The aircraft performed a last ceremonial fly-by at the Montreal Base on Thursday, January 24 before being ferried to Mojave, California to await its desert destiny.

Air Canada spent the week milking every opportune drop of publicity available from the retirement of “the Gimli Glider”. The captain, first officer, and two flight crew members of that memorable flight were featured in photo opportunities, and the tale was retold of the exceptional gliding skills of the cockpit crew and their aircraft, and the good fortune of passengers and crew members, and spectators on the ground, at Gimli, all of whom escaped serious injury.

But there is another story also worth telling about 604.

That story embraces Air Canada, the Machinists Union, the two mechanics who assisted the pilots with the fuel calculations for Flight 143 in Ottawa, and the subsequent public inquiry led by Manitoba Justice Lockwood into the Gimli incident.

We all know the basics of the story. A fuel indicator on the aircraft was inoperative. The pilots elected to calculate the fuel on board by “dripping” the aircraft with maintenance assistance. Dripping uses graduated measuring sticks embedded in the aircraft fuel tanks to measure fuel quantity. The fuel quantity was not calculated in metric measure, so



the aircraft had only half the amount of fuel it needed for the flight from Ottawa to Edmonton. The cockpit crew glided the fuel-starved aircraft for 200 miles before achieving a dead-stick landing on an abandoned airstrip at Gimli, Manitoba.

The incident at Gimli ignited an immediate demand for a public inquiry and a legal nightmare for the Machinists Union. The two mechanics involved with the fuelling suddenly found themselves subject to a public judicial process. Both members appealed to District Lodge 148 for protection and legal representation. Their appeal could not have come at a

worse time.

The District had just emerged from a lengthy and costly battle with Air Canada over the “Golden Handshake” issue. Air Canada had off-loaded surplus managers during the 1983 cutbacks on to the Pension Plan, and then, refused to provide additional funding to the Plan or the same benefits to affected union members. The membership demanded District action.

The District spent all its 1983 cash reserves on an aggressive political campaign in Ottawa to stop the Golden Handshake. It included a full-time, four person committee for months with no spending cap, legal challenges against Air Canada before the Office of the Superintendent of Financial Institutions (OSFI) resulting in huge legal bills, and an expensive “Golden Finger” button campaign distributed to union members system-wide.

When the two mechanics asked for legal protection from the District, there was no money available. The mechanics had an Air Canada offer to provide legal representation at the Lockwood Commission Hearings. However, the members knew Air Canada would be making the legal choices for them as the Hearings progressed, and not the Union.

The mechanics declined Air Canada’s offer for legal representation, knowing full well that their interests might be sacrificed for corporate advantage. The District retained legal counsel to write a brief to the Lockwood Hearings and defend the mechanic’s roles. The submission was very expensive.

Appeals for legal cost-share to the Federal Government and the Canadian Office, IAMAW fell on deaf ears. District shortfalls were partially covered by affiliated Local Lodges who made legal defense donations. After November 1983, the District assigned a General Chairperson to attend the Hearings and intervene in the proceedings as required.

By the middle of 1984, the Lockwood Commission had completed its Hearings and the District had learned two painful lessons...

- You cannot spend your cash reserves and expect somebody else to make up your shortfall when there are unforeseen circumstances and
- There will always be unforeseen circumstances.

The mechanics were acquitted of any negligence on their part in the Gimli incident, but the legal horror faced by

these two members sent a cold shiver through the spine of the membership.

The Negotiations Committee of 1985 received hundreds of suggestions from members for legal protection language in the Collective Agreement when public proceedings are held.

It resulted in the language of Article 20.22 which states...
“In cases where an employees civil liability is involved or in cases where an employee is the subject of criminal proceedings as a result of acts committed within the exercise and limits of his duties, the parties will meet in a timely manner to discuss a response including provision of legal counsel.”

What that means is that the Company will pay for the cost of legal counsel, but that the Union will have a voice in the selection and the direction of that counsel.

Fin 604, the “Gimli Glider” now rests quietly and roasts daily in the California desert at Mojave.

As 604 rests and roasts in the desert, the membership should think back to the “Gimli Glider” incident. That incident helped us gain solid legal protection language in the Collective Agreement and the aircraft is worthy of our thanks.

David Varnes,
ST LL764

LL764 Pension Report - Feb 2008

Last month I talked a little bit about the retirement process and the pension benefit selection package to notify the Company of your preferred payment option.

The Company will send you a second selection package, very similar to the first one you completed for your money. This second package is to select your insurance and extended health benefit options. They will not send it to you until the first package of monetary selection forms and documents is completed and finalized. This usually occurs three (3) to five (5) weeks **after** you retire.

Air Canada provides a \$10,000 death benefit to all retirees free of charge if they have 15 years or more of Air Canada service. Employees with less than 15 years of service are prorated at 1/15th of that amount for each year of service. Ex-CAIL employees retiring in 2008 for example, would be entitled to 7/15th or \$4666.

Your insurance selection package will give you an option of four (4) optional insurance policies you may wish to purchase. The coverage terms, amounts and premiums are described in that paperwork.

The ex-CAIL members will also get to select one (1) of three (3) extended health plans. The OAC members get to choose one (1) of two (2) plans. Air Canada provides a Basic extended health plan free of charge to members who have 15 years or more of AC service. It is prorated the same as the death benefit.

The 2nd extended health plan is called the Voluntary Supplemental Health Plan (VSHP). The premiums are subsidized by AC with the balance paid for by the retiree. The rates vary from province to province and are available on the Aeronet on the last page of the pdf file that contains the details of the Basic plan and the VSHP plan. The VSHP is almost identical to the extended health plan we have as active employees. There are 2 major differences. Eye glasses and contacts are not covered and the dental coverage is reduced to about \$800 per year. The VSHP insurance provider is Sunlife.

The ex-CAIL retirees have a 3rd option and that is a Blue Cross plan that was available to CAIL retirees pre-merger and it remains as an option for them.

For the first 30 days after you retire, you continue to be covered as an active employee on the GWL and Manulife Plans. On day 31 you will transition to whichever retirement plan you choose. You will be covered seamlessly in this time frame even though you may not have finalized your selection package. You simply save your receipts and submit them for reimbursement to your new plan after your paperwork is complete and you are registered with that plan provider.

The Company will withhold \$150 per month from your pension cheques until you have completed and returned your selection forms. They will keep the required amount to pay the premiums for the policies and plans you have selected and refund the difference. Each month after that, they will simply deduct the premiums and income tax owed from your pension and pay you the balance. You will think you are still working.

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

Proposed Dues Increase

Warren L. Mart
General Secretary Treasurer
International Association of Machinists
and Aerospace Workers
9000 Machinists Place
Upper Marlboro, Maryland 20772 – 2687

Dear Brother Mart:

Re: Proposed Membership Dues Restructuring

This letter is written on behalf of the Executive and membership of Canadian Airways Lodge 764 in Vancouver, British Columbia Canada. I apologize for the lateness of this letter with respect to this subject, but our new Executive has just been installed into office on 09 January 2008 and we are only now able to address this issue.

There has been considerable discussion within our Local with respect to the proposed dues restructuring. Finances have been very much at the forefront of our Lodge business in 2007 and 2008. The majority of our members work for Air Canada and we were subject to a layoff of approximately 550 of our highest dues paying members in June 2007 when Air Canada's Technical Operations Department closed 3 of the 4 lines of heavy maintenance being performed by our members here in Vancouver.

You can easily guess as to the impact on our budget and operations with the reduction of dues income associated with this decimation of our membership. The previous Executive was forced to make some very significant cut-backs and changes to our day to day operations and expenses. The current Executive that has assumed office this month has had to uphold and in some cases deepen these cuts. Most regrettably, we have had to reduce the hours of our full time staff and Secretary Treasurer by 50%, foisting a huge financial hardship upon them.

While at first glance these circumstances would seem to make our Local the poster child for an increased dues structure and certainly a microcosm of the circumstances plaguing our Union, we find that we cannot support the proposed Constitutional amendment altering the calculation of dues.

All of our members work in the Air Transport Industry with Air Canada, United Airlines and MTU Canada. I am sure that you are acutely aware of the sacrifices demanded of and paid by IAM&AW members to help line the shareholder and executive officer pockets of their respective employers over the past decade. Sadly, our members

have been subjugated in this race to the bottom by North American Airlines. To ask this level of increase of dues from our membership (in the order of a 73% increase) to put in our own pockets far exceeds our collective comprehension.

To use our members employed by Air Canada as an example, by June of 2009, at the expiration of their current Collective Agreement, they will have realized a 0.9% wage increase over their salaries in June of 2002 in absolute dollar terms. Less than 1% in 7 years. In real terms, adjusted for inflation, their wages are 18% below their value in 2002.

We fully understand the need to increase and standardize the method and amount of dues paid by the membership. Local Lodge 764 will support a modest dues increase from the current 2 hours weighted average (approximately 1.15%) to a percentage not to exceed 1.5% at the very most. We will also support a standardization of the dues calculation.

Local Lodge 764 also supports the maintenance of the current division of dues between the Grand Lodge, District Lodge and Local Lodges.

In Canada unions benefit from "Closed Shop" legislation which enables us to receive dues from all of the members that we represent. Unfortunately this is not the case in the "Right to Work" states in America. Our financial crisis is a direct result of declining membership. The reasons for this are myriad and many are beyond our control like insatiable shareholders shipping our jobs to third and fourth world countries. Our fear is that with a dues increase of the magnitude proposed, the IAM&AW will actually trigger the law of diminishing returns.

The IAM&AW expends hundreds of thousands of hours and millions of dollars trying to organize and recruit new members to reinvigorate our declining membership numbers. We feel that the 2% proposal will work at cross purposes to all of that time and effort and indeed to the purpose of the amendment itself and will actually result in a net reduction of dues income over time.

For the reasons explained in this letter, the Executive and membership of Canadian Airways Lodge 764 will bestow its Grand Lodge Convention delegates with a mandate to **not** support any Constitutional amendment for dues increases in excess of 1.5% at the absolute maximum.

We thank you for your consideration of our position on this issue and welcome any response you may wish to convey to us.

In Solidarity, Christopher Hiscock,
President Canadian Airways Lodge 764

United Airlines Report

Three outstanding grievances at Step Two. Elections for the Negotiating Committee were held. Our three Negotiators are:

Laura Sharpe
Geoff Smith
Al Thurgood

The current contract expires in April 2008 and the new Committee is already preparing for upcoming bargaining.

Nigel Newsome returned suddenly from leave and has resumed his position as General Manager of UAL at YVR. Acting GM Ken Brown has returned to SMF and his visit scheduled for early February has been postponed.

One of Nigel's first orders of business was to demand yet another shift bid, with two more proposed before the start of the summer. The purpose of the new bid was to eradicate the 5:59am starts from the schedule. This brought yet more disruption to the membership, following the removal of 4 and 3 day off pattern in December 2007.

In Solidarity,
Janet Andrews Senior Steward, UAL

Chief Steward Clerical

One outstanding Grievance to go to District Lodge 140.

Waiting for a response to one other grievance.

Handed out notices about upcoming arbitration on the final two matters on the new agreement.

Participated in a two hour conference call with the Manager from Flight Ops in YYZ regarding matters on the roles of the coordinator and other problems with the department.

Dealt with questions regarding back-filling jobs within the Company.

Many comments, questions and concerns about the concessions/losses we agreed to in the new collective agree-

ment.

Phone conversations with the chief shop stewards in both YYZ and YUL about some job classifications.

Personnel meeting with the Manager from Flight Ops in YVR about replacements for some up-coming retirements.

In Solidarity,
Ron McKelvie
Chief Shop Steward, 764 Clerical

Senior Steward MTU-C

GRIEVANCE STATUS

Policy Complaints

Article 5 – Mandatory O/T
Article 2 – CIP (In Progress)
Article 4 – Stat Entitlement (DL 140)
Article 10 – Perf. Assessments (DL 140)

Personal/Group Grievances

(1) O/T denial (Step one)
Termination (Arb. decision pending)
Discipline. (forced O/T Step 3)
Borescope blending (Step one)

The company is currently interviewing candidates for the AOG team. The individuals will be going through a process of a written exam. The list will then be narrowed down and a formal interview will be conducted. Once the team has been selected they will then be required to be interviewed by the American Consulate for their working Visa.

The company will proceed with purchasing common tool boxes for the Mechanic classification. This will require that all mechanics will need to take their own tool boxes home.

Upgrades are continuing to be performed in the facility. The gearbox area has been completely revamped. Modular area is currently receiving 4 new cranes and a shop layout redo.

In Solidarity, Neil Carter
Senior Steward

Care & Comfort Report

Another year has come and gone the Care and Comfort Committee has successfully completed another very busy Christmas Season.

We had approximately 111 members to contact. With that we were only successful in locating 76 of the members and or retirees who were ill or disabled during the Holiday Season.

This task seems to be as difficult as last year with many addresses and phone numbers that were not up to date.

Addresses were verified in our data bank then updated prior to the \$20 gift certificate for Safeway were mailed out.

This process was very time consuming.

To touch bases with members or to visit with the ones that expressed a desire for a visit from one of the committee members was very rewarding in its self.

Every effort was made not to miss anyone. We are very sorry if anyone was overlooked.

In order for our Local Lodge to keep up to date information on members we ask you the members to be our eyes and ears. We continue to need your assistance to let us know when you are aware of someone who is ill or injured with there contact details if possible.

The contact numbers are as follows:

Care and Comfort Committee: 604-273-9668

LL764 Union Office: 604-273-9668

Tech Ops Air Canada Shop Committee: 604-270-5600

Ramp Services Air Canada Shop Committee: 604-231-6686

Senior Steward, MTU – 604-233-5720

Senior Steward, UAL – 604-482-5330

We send out many thanks to those of you who assisted us in this way all year long.

In Solidarity,

Care and Comfort Committee

Sis. Shelley Cermak, Sis Noreen Schmitt, Sis Paige Clark

Shop Committee Airports/Cargo

CABINS

7 part-time CSCA's have been recalled

Currently there are 8 vacant part-time shifts on the board. Bid closes on Monday, February 18, 2008 @ 09:00.

Company is currently calling ALT employees for Air New Zealand as vacancies occurred due to the 7 part-time vacancies

1,042 hours of overtime worked in January 2008

Nomination for 2008 Shift Committee are posted

CARGO

Report of an abusive customer January 4, 2008

Shop Committee requested that customer not to be let back in building. Company has agreed. Shop Committee requested a training module be put in place for incidents like this. Cargo Management has requested research into this option.

RAMP

Upgrading 15 part-time SA's to permanent full-time SA's

8,181 hours overtime worked in January 2008

Nominations for 2008 Shift Committee are posted

GENERAL INFORMATION

Next arbitration is scheduled for February 27, 2008 in YYZ

Promo out for Lead Station Attendant closes February 26, 2008

Negotiation Surveys are being handed out. Call the Shop Committee office if you want one. Return completed survey to office or mail as directed on survey.

Shop Steward training is tentatively scheduled to begin in March 2008

Respectfully submitted,

Craig Chard

Cam McDonald

Next General Meeting

Mar 12, 2008

5 PM

7980 River Road
Richmond, B.C.



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

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

Neil Carter – Senior Steward MTU

Dan Cooke – Conductor/Sentinel

Janet Andrews – Senior Steward UAL

Ron McKelvie – Clerical

Gordon Taylor – Communicator

IN MEMORIAM

THANKFULLY NONE

The Snag Sheet is published 10 times per year :

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