

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

June 2008



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

The President's Message

Exactly one year ago Local Lodge 764 was dealing with the layoff of nearly 700 of our members in the Technical and Logistics and Supply branches of Air Canada. Today it is our Brothers and Sisters in the Airports and Cargo divisions who are being asked to bear the brunt of Air Canada's shareholder profit maximization.

While our senior Executives have enriched themselves since CCAA through their obscene stock options and corporate restructuring, they are now moving to squeeze every last penny they can out of the Air Canada's profits on the backs of the workers.

The thanks we get for slashing our wages and benefits as our part in turning Air Canada around and returning it to profitability is 2000 layoffs – 650 of them in the IAMAW. YVR is second only to YYZ in the price we are being told we will have to pay – 173 members or nearly 27% of the total number. I wonder how many of that 2000 will come from the Management ranks. I suspect their sacrifice will be non-existent.

The secret to Southwest Airlines years of profitability was their hugely successful fuel hedging deals that allowed them to purchase fuel well below market value and the price paid by their competitors. While our Executives have some fuel hedging in place, one can only wonder how much different this news would be today if the BILLIONS of dollars in special shareholder dividends, stock option splits and asset selloffs had been used to hedge fuel for airline operations instead of lining Executive's and investor's pockets.

Let's hope that they at least get a small twinge of the "GUILTS" in the next 16 weeks as we work through the layoff notice period and come to the table with some meaningful mitigation packages. Let's hope that it's something that will reward our longtime members and provide a glimmer of hope for our newest members.

On behalf of the Executive of LL 764 I hope each and every one of you has a safe summer at home on vacation and especially at work. Stays focused on your jobs while at work and remember the safety of you and your co-workers is of paramount importance.

Keep your eyes on your pay cheques for that big 1.75% windfall that we will start to receive as of July 1st. That is our share of corporate gruel. Please sir, may I have another?

Christopher Hiscock
President Canadian Airways Lodge 764

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The Power of One!

On March 06 of 2007 all the employees of Air Canada Heavy Maintenance were given some shocking news. Air Canada had chosen to layoff 700 plus maintenance workers in Vancouver's Heavy Maintenance hangar. They claimed it was because we lost the 5 year Delta Airlines Contract. This was the first time Vancouver had ever seen layoffs of this magnitude. This would be the "mother of all bumps" in Air Canada's system and would affect maintenance workers across Canada.

On March 7th I realized that this corporate decision was beyond unions and if anything was to be done - the best route is to go political.

I sent out a communiqué to all members telling them how important it would be for them to let their Member of Parliament know of this devastation. This will affect employees and families all across Canada, which will also have an effect on the communities we live in.

I also knew, I had to do something myself. I made an appointment with my MP in Ottawa, where Brother Daechsel and I told our story of the devastation in Vancouver to Dawn Black (MP Coquitlam-New Westminster B.C.) in her office.

Dawn brought out Libby Davies (NDP Labour Critic) and Peter Julian (Transportation Critic NDP) to meet with us and come up with a solution. From our discussions, Peter prepared a Motion to take to the Transportation Committee on behalf of the maintenance people in Vancouver - (Go to Dawn's website and put Wes Sim on the "search" and read the results) to see why the 700 were to be laid off.

The Motion was rejected at Committee 3 to 7. The reason was that there was not enough pressure put on the people on the transportation committee. I had put out a newsletter for our members to canvass the committee members and consider the Motion. I guess we did not do "OUR" part.

This was a "HUGE" lesson in how the political system "CAN" work if you try. For those faced with the reality of the ACM/ACTS split and career decisions, I challenge you to contact the MP in your riding and let them know how it will affect you and your family. Is it a good thing or not? For those who are in Cabin Services, Cargo and Ground Handling, watch closely and see how it compares with Maintenance; your

area will go down a similar road and you must be prepared to get political.

Some other issues worth discussing with your MP would be topics like:

- Gross amounts of Overtime worked at the Ramp in YVR last year.(65,000 hours worked last year...32 possible full time jobs could have been created).
- Are there threats of outsourcing (fancy word for contracting out huh?) to foreign low cost providers?
- Tax dollars for BCIT when the industry seems to be in a down turn, and who is going to employ graduates?
- Who last serviced the airplane they last flew in (politicians do more flying on our planes than we do!)?
- Was the plane late to the Gate, cancelled, gone mechanical or was there luggage there to meet them?

There are only a few political parties that are receptive to our needs and if you are at all concerned about your future and others in Aviation as we know it, ***it would be in your best interest to meet your MP.***

So, once again, I am challenging each and every member of this Local to contact their Member of Parliament and make an appointment to talk about your future. Business uses the two statements "Empowerment" and "Moving forward", so why don't we? Move forward and do something for US, through our own empowerment. We have to sound out ourselves and this will give our Union Executives political clout with both the Company and our Political Leaders.

It is up to you and your fellow members to fight your battle and you watch, you "WILL" make a difference. Fight YOUR battle and the satisfaction will feel great, believe me, I did it and I know there is the power in one person.

***If you choose to sit idle and let it "just happen",
then you get out, what you put in.***

In Solidarity,
Wes Sim
Educator/Trustee, LL764

The Hunt for MSN 46115 and Siblings

When McDonnell-Douglas announced a stretched version of the DC8 in April 1965, many airlines lined up to order them for their fleets. Air Canada and CPAir were amongst them. All of these aircraft had a Manufacturer's Serial Number (MSN). After 1970, the DC8-61 and DC8-63 was a common sight in the Canadian skies.



By 1980, jet fuel prices had forced many airlines to sell or park their "stretched eights". They were simply too fuel hungry. Many of these aircraft got a reprieve from the scrap yard with a retrofit from CammaCorp USA, which installed the gas-sipping CFM engine on to the DC8 61/63 aircraft frame, using a proprietary engine pylon modification. These aircraft are later identified as DC8 71/73 models.

When CPAir began enlarging their DC10 fleet, they were able to sell their four DC8-63's in excellent condition "as is" in May of 1983 to Worldways, a growing charter company based in Ontario. Worldways further expanded and sold the DC8-63's to acquire L1011 aircraft.

My inquiring mind asked – what happened to all these aircraft?

We now know that Air Canada sent its seven DC8-61's (AC860-866) to desert storage in 1982. Two aircraft were sold after about a year. One went to Viking Air of France, who operated the aircraft on a "wet lease" for Air Algerie, and one other was picked up by Icelandaire for charter work. The rest sat in storage until 1986, then were bought by a variety of used aircraft overhaulers, who converted them to high density seating, for charter work by third tier operators, or removed the interiors to allow their use as package freighters.

The thirteen Air Canada DC8-63 passenger aircraft (fins 867 to 879) were dealt a very different hand in the following year.

Air Canada initially decided to have seven passenger aircraft converted to 18 pallet freighters. Mechanically, this meant stripping out the passenger interior and galleys, cutting the left side skin away after the forward cabin door, and strengthening the frame of the aircraft for a large cargo door. In addition, the flooring struts of the aircraft had to be reinforced over its entire length to support pallets.

Seven aircraft had these structural modifications done in Italy (fins 867, 870-875). The modified aircraft were later retrofitted by Air Canada Montreal shops with the quieter, more fuel efficient CFM engines to become DC8-73F aircraft. The CFM engine retrofit from Canada was as good as CammaCorp's,

and less costly. As the DC8-73F aircraft were added to the fleet, the six older 12 and 13 pallet DC8-54F "Jet Traders" were sold.

Air Canada made strong competitive bids to the major American carriers operating "stretched eights" for DC8-63 CFM engine refit work. The bids never received consideration account a "Buy American" policy imposed by the US Congress on USA airlines. Canada quickly discovered that the spirit and application of the North American Free Trade Agreement (NAFTA) on aviation overhaul work was not as "free" as was imagined nor as "fair" as was intended.

When the explosive growth of air cargo in Canada exceeded the capacity of the initial seven converted DC8-63 aircraft, Air Canada had two more aircraft (fins 876-877) structurally modified to DC8-63F freighters by McDonnell Douglas in Oklahoma. These two aircraft retained their original engines, and re-entered service, but were now limited by noise abatement rules imposed by various airports.

When Air Canada abandoned the dedicated cargo fleet concept after 1990, the two DC8-63F's were sold to USA charter supplemental carrier Evergreen International, and most of the DC8-73F's went to USA small package air carrier DHL.

There were four Air Canada DC8-63 aircraft fins that were never converted. One was fin 879, registration CF-TIX, MSN (Manufacturer's Serial Number) 46115, the original focal point of my curiosity, and the subject of this article. Fin 879 also had a number of sibling aircraft within the Air Canada and CPAir fleets.

Air Canada DC8-63 fin 878, registration C-FTIW, was lost in a catastrophic accident at Toronto in July 1970. The other two, fins 868 and 869, were sent to desert obscurity at the Pinal Air Park, Marana Arizona, along with fin 879, and were offered for sale in 1983.

My first search was for these three aircraft. I was able to track down all three airframes using the Internet.

Fins 868, 869 and 879 were delivered by McDonnell-Douglas as DC8-63 passenger aircraft, bearing registrations C-FTIL, C-FTIM and

C-FTIX to Air Canada during 1970, and these aircraft were operated by Air Canada until 1983. After 1984, Air Canada aircraft records show these three aircraft with no assignment. These three aircraft were in fact stored in an Arizona desert aircraft graveyard with windows, duct openings, tires, and engines covered in protective foil, simmering in the dry heat, awaiting an unknown fate.

When I searched the aircraft registry on the Internet for Air Canada and fin 897 (C-FTIX), the information display went no farther than the Air Canada record. I decided to try an alternate Internet search for the aircraft by its McDonnell-Douglas manufacturer's serial number (MSN), which is 46115.

Bingo!

In 1984 C-FTIX was purchased by Lineas Aereas Paraguayas of Paraguay and was re-registered as ZP-CCH. For eleven years, the aircraft was operated on their Asuncion – European route. This route included a scheduled refuelling stop in Tenerife, on the Canary Islands, and later, the scheduled stop was changed to Dakar, Senegal.

I even found a photo of ZP-CCH. The tail had been repainted and the name changed on the upper top white portion of the aircraft, but the familiar Air Canada red cheat lines surrounding the windows over the aircraft length, and other obvious markings, were still there.

In 1995, ZP-CCH was sold to AirBorne Express (ABX) and re-registered as N825AX. ABX converted the aircraft to a DC8-63F package freighter and N825AX remained in Airborne operation until some time after 2003. By 2003, C-FTIX, then ZP-CCH, now N825AX, was a 33 year old aircraft veteran and well past the 25 year life expectancy of a commercial airplane. Even with excellent maintenance, it is not hard to guess what one would find as the last line on the aircraft record. C-FTIX. ZP-CCH. N825AX. MSN 46115. Broken up after 2003.

So now began an Internet search for the two sisters. Fins 868 and 869 (C-FTIL and C-FTIM) are purchased some time after 1984 by Burlington Air Express (BAX) and converted to DC8-63F freighters. After conversion, they were given American registration as N868BX and N869BX. Both aircraft were painted in BAX green and white livery and were utilized on North American routes. However, these aircraft were operated by a sub-contactor independent of BAX, Air Transport International (ATI). ATI provided the aircraft with operational and maintenance support, and supplied flight crews.

In the early 2000's, ABX sold N868BX and N869BX to Johnson's Air. Johnson's Air, doing business as Heavylift International, a cargo charter supplemental carrier, re-registered the aircraft under Dubai signatures A6-HLA and A6-HLB. Both aircraft were recorded as seen carrying cargo between the Middle East and Eastern European nations as of 2006. Both Johnson's Air and Heavylift International do not seem to be very well regarded in the aviation world, if you follow company cross references and read contract pilot "blogs" on the Internet.

These aircraft have been consigned to the "third tier" of aircraft operators. I will leave it to you, the reader, to look up Heavylift International, and the subject of "third tier" aircraft operators on the Internet and form your own opinion. I found sufficient fodder on this subject to prepare an article on "Third Tier Aviation Operators" for the Fall 2008 Snagsheet.

Three of the four McDonnell-Douglas CPAir "stretched eights" were converted to DC8-63(F) freighters after disposal by Worldways.

CF-CPO and CF-CPS (801&804) were converted by Air Transport International (ATI), and leased by Burlington Air Express (BAX). CF-CPS crashed in Kansas City in 1995 and was destroyed. CF-CPP (802) was sold, converted, and re-registered to DHL for service in Miami.

Unconverted DC8-63 CF-CPQ (803) has some great history. While in CPAir registry, it had a major portion of its vertical stabilizer sheared off after taxi by a departing Trans-Australian B727 aircraft taking off at Kingsfield Airport, Sydney Australia in January 1971. There were no fatalities on either flight. CF-CPQ was repaired and operated until sold to Worldways. Worldways sold the aircraft and the record ends there.

There was a fifth DC8-63 in the CPAir fleet (CF-CPL) which was an ex-Eastern Airlines aircraft. It was sold by CPAir to Cammacorp of the USA in 1982, and converted by Cammacorp to a DC8-73PF (package freighter). The aircraft was bought by Adnan Khashoggi's Triad Aviation Group and saw limited service. After long storage at Stansted Airport in the U.K., the aircraft was leased by USA cargo carrier Emery Worldwide. Emery was shut down by the American FAA for maintenance standards violations in 2002. The aircraft was returned to the U.K. and its last record shows it as broken up.

My wonder was quenched. Or so I thought. Soon after rummaging around in those dusty bins of aircraft registries, I started to think about what ever happened to the last Vickers Vanguard. Then I questioned whether if I could track that aircraft down.

The question demanded an answer. So the hunt began again.

A HISTORY TIDBIT:

When Air Canada sold its cargo aircraft in 1992, it was still contractually bound to provide cargo space to Canada Post until 1994. There was not enough cargo capacity within the existing fleet.

Air Canada had to lease two former United Airlines DC8-71F's (C-FQPL and C-FQPM), painted all white, from Guinness Peat Leasing for two years to fulfill its postal obligations. These aircraft had their lower hold "belly pod" mechanics removed, and were awkward to load and unload for bulk loading. These aircraft had no markings of any kind. Their only identification was their Canadian registration number below the tail. They became known as "the white ghosts".

David Varnes, ST LL764 and Member, History Committee

LL764 Pension Committee Report

Section 12 of the Pension Plan Text deals with the division (split) and distribution of your pension benefits in cases of divorce, annulment, separation or breakdown of common-law relationship. Air Canada also has an Administration Policy that provides information on the available options and recommendations on the wording to be used in the court order or agreement for your pension division. It is available on the Aeronet in "My HR", "My Pension", "Information & Tools", "Defined Benefit", "Forms" ..

In the last few months we have seen several members retire who had ended spousal relationships prior to the merger in 2001. They had registered their pension benefit division agreements with CAIL under the terms of the Pension Plan at that time. Unfortunately, the agreements were not specific enough for Air Canada to proceed with the split of the pension benefits. The issue is that the Separation Agreements or Court Orders are worded in such a way that they remain subject to interpretation as to exactly which dates, method of calculation or method of payment should be used to calculate the asset split between you and your ex-spouse.

Air Canada, as the administrator of the Plan, does not want to be responsible for deciding how these agreements should be interpreted. They have correctly taken the position that the pension benefit division should be jointly determined by the spouses and their respective legal councils and not by the Company trying to interpret what the parties had actually agreed to.

We would ask that any members who are unfortunate enough to have suffered dissolution of their marriage while employed with Air Canada or any of the predecessor airlines to please ensure that your pension benefit agreements have been registered with Air Canada. Most importantly, please ensure that it complies with the requirements of the Air Canada Administration Policy or that it is written in such a way that Air Canada can apply the court order or agreement without having to make any interpretation. This being said, the Administration Policy offers suggested wording in the appendices should a new separation agreement be required.

As with most things, any errors or ambiguities in your agreement become harder to fix as more time passes. This is especially true with these types of agreements and circumstances. Furthermore, we understand that it is also difficult for you and your ex-spouse to get together and agree upon the intent of the wording in your agreement and therefore once again suggest that you refer to the Administration Policy for the sufficient wording when drafting a new separation agreement should it be required.

Anyone who is not certain if their pension benefit division has been properly registered with Air Canada should contact the Company in a timely manner. If you have not previously registered your agreement with Air Canada, call Employee Services (Mercer) at 1-877-645-5000 and tell them that you would like to register your pension benefit division agreement. If you have previously registered your agreement and are unsure as to its status, tell them you would like confirmation that your agreement conforms to the policy guidelines and that it will pose no problems when you retire.

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, LL 764 Pension Committee

United Airlines Report

JUNE, 2008

There are 3 outstanding grievances at Step 3

The Negotiating Committee will be meeting with the company for direct Bargaining June 9 -13, 2008.

There was a Union/Management meeting May 28. Nigel Newsome began the meeting with the news that the Company is revisiting all the budgets in the region. The budget review and the continually rising cost of fuel means the Company is looking for ways to further cut costs.

Also, brought up at the meeting, the need for more training, possibly in-house, for Critical Positions like Fuel Assist.

Following in the same vein as their 'dependability' letter campaign, the Company advised that it will be looking at employee tardiness and leaving before shift end. The Company continues to issue dependability letters to employees despite not having published any parameters for their 'program'.

Due to apparent misunderstandings, the Company will publish examples of how to correctly cert for overtime and PDTs.

Overtime hours continue to be excessive. The Company had allowance to hire 25 temporary summer employees and only had 17 successful candidates, so in spite of budget considerations, it is likely Overtime will continue to be offered through the summer and employees will be expected to work 'lean'.

In Solidarity,
Janet Andrews
Senior Steward, UAL

AC Mainline Pension Report

The committee met with the company on June 5, 2008. The 1st quarter un-audited investment results were as follows:

March 31,2008	March 31,2007
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Master pension trust fund \$10.562 billion	\$11.3 billion
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Main pension trust fund \$5.77 billion	\$6.23 billion
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The price of oil, the credit market stress, and spiralling food costs has not been a recipe for economic growth. Economic prospects for global markets are being revised on the down-side.

Company contributions to the pension plans are current and on schedule (\$31.4 million 1st quarter).

The actuarial valuation for December 31 2007 will be re-leased in August 2008.

The company will resume pre-retirement seminars in the fall. Invitations will be sent to those that qualify. If you do not receive an invitation please DO NOT call the pension department. You will receive an invitation eventually, as the process is being carried out in order of seniority/location basis.

Proposed dates are Oct 1 YUL, Oct 2 YYZ, Oct 7 YVR.

The Maritimes, Alberta, and Winnipeg are yet to be determined, and will be contingent on an attendance response. Members who are confirmed for attendance are asked to ensure they have time clearance from their Manager and to notify the Union if a problem arises. Once confirmed you are required to immediately notify the pension department by e-mail if you cannot attend. This is so the vacant seat may be filled with someone else (sessions are limited to 40).

Further information on these seminars will be posted on the aeronet portal.

A new feature has been added to the pension estimate function on one-view and will show the period of actual best 36 months earnings and the YMPE on the last page of the estimate. Also a new more user friendly document has been created dealing with marital breakdown as it relates to pension, and will be available on the portal.

Next meeting is tentatively September 2008.

Respectfully submitted
AC IAMAW Pension Committee.

Airports/Cargo Shop Committee

Arbitrations

Next meeting with Mr. Teplitsky is set for June 27, 2008 in YYZ.

Agents

The Promo for Agents that closed on May 16, 2008 is in the process of being awarded.

Cabins

The Summer shift has been bid and there is now a shortage of 15 Part Time positions which the Company is trying to fill.

The Shop Committee has identified the need for additional Full Time positions to Local Management due to retirements, movement out of Scope as well as movement within Scope.

Overtime: 464 hours for the month of May.

Cargo

There were several shift vacancies as well as vacation vacancies that were posted and have since closed. The Membership is reminded to check the Bulletin Boards for any further vacancies.

Ramp

The Summer shift is in place and as usual we are still short. The Company has offered term employment to almost all the Part Timers.

The Promo for Leads that closed on May 16, 2008 is in the process of being awarded.

Overtime: 3662 hours for the month of May, which equates to 23 full time jobs.

General Info.

I would like to thank Brother Terry Grunerud for helping out in the Shop Committee Office for the last 3 weeks.

Retirements July 01 2008.

Gunther Cienciala, Station Attendant - Ramp
Glen Laing, Station Attendant - Ramp
Karen Martin, Customer Service Agent - Cargo
Ray Skeith, Station Attendant – Cargo

Respectfully Submitted,
Kevin Cox, Chair

Tech-Ops Shop Committee Report

Information Issues:

Arbitration Hearings: The Union met with Chief Arbitrator Martin Teplitsky on May 23rd, 2008 in Toronto. The next scheduled arbitration date with Chief Arbitrator Martin Teplitsky is June 10th, 2008 in Ottawa.

UMCM Meeting: The next UMCM Meeting is scheduled for September 15th to 19th, 2008 in Vancouver. The Shop Committee Chairs will be attending the role down portion at the end of the week.

Deferred Payment Leave Plan (DPLP): As a result of Line Mtce. and Heavy Mtce. Managements delay in reinstating the Deferred Payment Leave Plan (DPLP) for Categories 1, 19 & 38. The Union raised this issue before Chief Arbitrator Martin Teplitsky on May 23rd, 2008 in Toronto. The Union is currently awaiting an outcome. The Shop Committee will apprise the affected Members once the Shop Committee has further information.

Heavy Maintenance Field and Emergency Agreements: The Shop Committee has entered into discussions with Local Heavy Mtce. Management regarding Field and Emergency Agreements for Categories 1, 13, 19 and 38.

Heavy Maintenance Category 3 N.D.T. Shop Shifts: The Shop Committee along with Local Union Representatives has entered into discussions pertaining to shifts affecting the Category 3 N.D.T. Technicians working within the Heavy Maintenance Formation. The Company has been provided with a draft proposal. The Shop Committee will apprise the affected Members as more information becomes available.

Heavy Maintenance Category 31 Tool Issuer Shifts: The Shop Committee has been notified that the Company wishes to enter into shift discussions regarding a new Shift Agreement for the Tool Issuers. The Shop Committee will apprise the affected Members as more information becomes available.

Heavy Maintenance Overtime Agreements: The Shop Committee along with Union Representatives from Categories 1, 13, 19, 33, 38 and Technical Data Controller are currently in discussions with Local Heavy Maintenance Management to address the offering and recording of overtime. The Shop Committee will apprise the Membership as more infor-

mation becomes available.

YVR Base Recalls: The Company has not provided the Union with a Category/Classification breakdown or with an expected recall date. 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.

ACTS Monetization - Letter of Intent (LOI) Discussions: Representatives of District 140 met with Labour Relations on May 27th & 28th, 2008. Further discussions are scheduled for June 9th, 2008. The Membership is reminded to monitor the Local and District Lodge web sites and the Local Union Bulletin Boards for updates pertaining to these ongoing discussions.

New Tech Ops Shop Committee Company Mailing Address: The Company has informed the Shop Committee that most of the ACTS work areas have been assigned new company mailing addresses. The Tech Ops Shop Committee would like to inform our members that our new co mail address is YVR8111.

Gantt Chart Meetings: The next Gantt Chart meeting is scheduled for June 11th, 2008 in Montreal. District 140 General Chairpersons and Shop Committee Representatives from Vancouver, Winnipeg and Montreal are scheduled to attend this meeting.

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

Sept 17, 2008

5 PM

7980 River Road
Richmond, B.C.



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IN MEMORIAM

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KEN MARIO

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