

# THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN  
AIRWAYS LODGE 764

Mar 2008



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

## Joint Training & Licensing Committee Report

Report for Meeting February 5 & 6, 2008. YYZ

The Joint Training & Licensing Committee currently consists of 5 IAMAW representatives and 5 Company representatives. Article 4.06 of the Air Canada Collective Agreement outlines the purpose and mandate of the Committee. The main purpose for the IAMAW is to discuss and resolve issues thereby enhancing the overall effectiveness and quality of the Technical Training in Technical Services, participating to ensure your rights and concerns are respected. As Training & Licensing is an integral part of the Aviation industry, some policies, procedures or regulations could ultimately impact your rights. This could affect your opportunities for promotions, shift selection, rate of pay, overtime assignments, transfers, etc. We are also there to provide meaningful resources to assist in effective and efficient training programs. This provides the members with the knowledge based tools in order to safely and effectively produce the products that provide a profitable return for all stakeholders. On February 4, 5, and 13, 2008, The IAMAW committee members held meetings on your behalf. The outcome of the meetings were as follows:

The purpose of this meeting was to organize or revitalize the Training & Licensing Committee. Since the committee had not held any meetings since January 26, 2005, it was decided to hold an internal meeting between District 140 and the IAMAW committee members prior to meeting with the company's JTLC representatives.

The meeting began with an introduction of the committee members and the District 140 General Chairperson that has been assigned to assist the members in their roles & responsibilities as it pertains to article 4.06.

The GC assigned by the PDGC (Brother Coller) shall be Brother George Bujold from the Eastern District. The other IAM Training & Licensing committee Brothers are as follows:

Robert Therrien YUL

Edward Hemsley YWG

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Dennis Hansen YYZ

Albert Moncion YVR

Francois Bouchard YUL

**Present at this introduction meeting:** Bro. Jim Coller, Bro. Georges Bujold, Bro. Albert Moncion, Bro. Dennis Hansen and Bro. Robert Terrien. The other two members from YUL & YWG had other commitments and were unable to attend.

The first day comprised of reviewing the mandate of the JTLC, as it pertains to Article 4.06. A reassessment of the committee's future direction was also discussed.

The second day entailed reviewing the committee's status as of January 2005. We also reviewed items that were outstanding and prioritised the new items to be included on the agenda.

The outstanding items were:

Item 02-14 . The OJT guidelines.

Item 03-04/05 . The MOA for Basic & Advanced training.

Item 03-09 . Moving the contents of Pub.831 to the control manual.

The new items that were brought forward are:

Status of recurrent technical training.

Status of the qualification process.

Audit and Status of the Grd. run & Taxi policy.

Status of the learner program.

### **JTLC Training & Licensing Committee**

Report for Meeting February 13, 2008. YUL

**Present at this meeting:** all 5 IAMAW JTLC members,

G.C.'s, Bro.Bujold  
and P.D.G.C. Brother Coller.

The Employer advised us that their 5 official committee member selection process had not been concluded as of yet.

**For the Employer, in attendance:** Jim Cains, Tom Liepens, Steve Hill, Mark Ballard, Gord Turner, Maria Scaglioni, Jean Trepenien, Steve Taylor, Marielle Laporte.

The meeting began with some dismay and disappointment for not meeting since January 26, 2005. Both parties agreed to assume responsibility for the lack of such. It also became obvious the challenges the JTLC will be facing while dealing with two identities, ACTS, ACM and three control manuals with all their differences.

We then began to review the minutes of the last meeting and concluded to accept the minutes as printed, and close all open items to begin afresh. This was due to the long time frame and only one member present at the last meeting. Both parties agreed to reserve the option of re-opening any items if the need arises. If anyone has been affected by the closure of any outstanding items, please contact your JTLC representative to bring forth your concern at the next available meeting.

We then reviewed Article 4.06 of the Air Canada / IAMAW Collective Agreement and both parties agreed to accept it as the Term of Reference for the committee.

We also reviewed the content table section of Publication 831 and the Company Co-Chair provided a brief description of the manual and its history. He advised us where to obtain one for those who were unfamiliar or did not have access to the manual. Since the manual had not been updated since at least 2002, it was agreed that many items did not conform to today's regulatory process, and should not be made available to the general audience. Your committee members will be reviewing the complete Publication 831 and may require assistance from the membership to ensure that your rights and future opportunities will not be impacted if a transition of the manual occurs. Your assistance, suggestions, and concerns would be greatly appreciated on this enormous task, as it involves approximately 17 different trade groups and their certification process.

On recurrent / update training, it was agreed that the "technical and troubleshooting" side of the training program could use a review, but we were advised that all training must

have a "return of investment" before any commitments could be achieved.

ACM will be introducing a new system so everyone can view the deficiencies and reliability of the different aircraft. This should help us in targeting where the training would be more efficient and effectively used.

The concern for the Qualification Process was mainly revolving the shops and the Cat 8 group of employees. The shop concern is on the introduction of a "family of units" and the company's application of the overtime list to determine the qualifications of staff. Unfortunately, CAMC does not break down the multiple units or their differences, therefore, the training requirements may not be reflected. The Cat 8 issue is to ensure those employees are not performing work outside of their qualifications.

Ground Run & Taxi issues are the inconsistencies in the application of the simulator process between the different bases, and following up on the audit of the Evaluation process. Although a lot of members do not approve of the policy, this is an Insurance requirement and is not regulatory. The Company is of the opinion it meets its insurance requirements. The Company is in the mist of building a database on the Evaluation process and a report will be made available to the committee.

The Learner Program is not viewed as an immediate issue at ACM. They are able pool qualified employees from other organizations like ACTS at this time. ACTS, on the other hand, recognises the concern. As this is a global problem, the Educational Institutes and Councils like CAMC are also finding it difficult in acquiring younger or new generation of people entering the aviation trade.

The most positive aspect of these meetings was the enthusiasm, professionalism and dedication demonstrated by all.

As I mentioned in previous reports, change is imminent, especially in the Aviation industry. As a member, you have a choice. You can choose to participate and support your committee representative to ensure that your concerns are addressed and heard, or complain later. Sadly, the later may result in a pointless exercise in futility. The choice is yours!

In Solidarity,  
**Brother Moncion**

## Airports/Cargo Shop Committee

### Arbitrations

Were held Feb. 27, 2008 in YYZ, of the 5 cases taken, 3 were deferred until

March 11, the Cargo shift bid and 2 GRTW. The 2 Awards were that the 9 Cabins ALT employees receive \$500 compensation for the Company being so tardy in getting them in the door.

The other was a discipline case that was reduced from a Step 5 20 day suspension to a Step 4 with no suspension.

The next scheduled meeting with Mr. Teplitsky is April 7, 2008

### Agents

A promotional bulletin closes on March 18' 2008.

As yet there are no summer shift discussions.

### Cabins

The Shift Committee is working on a summer schedule which drives an additional (3) full time C.S.C.A and (4) full time L.C.S.C.A. positions.

The Shop Committee along with District 140 are still trying to have AVEX ousted from the Air New Zealand contract.

Overtime: 489 hours

### Cargo

The implementation of the summer schedule was to be put on hold as per Arbitrator Martin Teplitsky until final arguments were heard on the 11<sup>th</sup> of March, but Cargo being Cargo, they implemented it anyway!

Overtime: 0 that's right a Goose Egg.

**Ramp**

Shift Committee elections were held the 10<sup>th</sup> and 11<sup>th</sup>. The Shop Committee would like to thank Brother Terry Grunerud for his valuable help and expertise in conducting the election.

A promotional Bulletin for (2) L.S.A closed on Feb 26, we are waiting for the Award.

Overtime: 6,527 hours, which would translate to about 40 full time jobs?

**General Information**

The National Shop Committee meeting was held on Feb. 21<sup>st</sup> the issues discussed seem to be the same system wide.

The local Shop Committee also was invited to the roll down of the quarterly U.M.C.M.

We had a presentation on G.R.T.W. but as yet have not received the hard copy.

P.T.O. - if any one took too much the Company will only be able to recover 20%.

Pay discrepancies shall be resolved within 4 days or the employee should grieve it and also ask for \$100 compensation.

Shop steward training is scheduled for Mar. 26<sup>th</sup>

**Retirements**

Don Baker, Station Attendant  
Craig Benson, Station Attendant  
Richard Christopherson, Cargo Agent  
Rocky Courage, Station Attendant  
Colin Stanton, Lead Station Attendant  
Ann Fellman, Cabin Service Cleaning Attendant  
Terry Hodge, Lead Station Attendant  
Dan Kelly, Station Attendant

Respectfully Submitted,  
Kevin Cox, Chair Craig Chard, Member

**Tech Ops Shop Committee Report****Information Issues:**

**Arbitration Hearings:** The Union met with Chief Arbitrator Martin Teplitzky on February 27<sup>th</sup>, 2008 in Toronto to present four (4) issues.

**UMCM Meeting:** The UMCM Meeting was held on February 18<sup>th</sup> to 22<sup>nd</sup>, 2008 in Vancouver. The Shop Committee attended the role down portion at the end of the week.

**Gantt Chart Meetings:** District 140 General Chairpersons and Shop Committee Representatives from Vancouver, Winnipeg and Montreal met on February 28<sup>th</sup>, 2008 in Montreal to review the constant changes that are occurring regarding the planning/scheduling of aircraft heavy maintenance throughout the system in 2008. The Union and the Company is scheduled to meet again in April at the Montreal Base.

**2009 Bargaining Survey:** The Shop Committee has forwarded many surveys on behalf of the Membership. If there are still surveys that need to be completed, please forward them to the Shop Committee ASAP.

**System Recalls:** The Company is attempting to fill approved staffing requests in several Categories and Classification across the system. In some cases the Company has exhausted the Base Recall Lists and is now exercising from the System Transfer List. The Membership is reminded to keep their transfers current and to ensure the transfers they have on file are accurate. Any Member receiving recall or transfer 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 or transfer. The Tech Ops Shop Committee Office fax number is 604-273-0896.

**Work Place Visits:** Unfortunately the Shop Committee has not had the opportunity to visit the workplace as frequently as we would have liked. The Shop Committee is hoping to improve on this and meet with the Membership on a regular basis moving forward.

**Shop Steward Training:** The Education Committee has tentatively scheduled one (1) day to complete the Basic Shop Steward Training. The training is scheduled to take place at the Local Lodge Offices.

**ACTS Monetization - Letter of Intent (LOI) Discussions:** The Union and the Company met in Montreal on February 28<sup>th</sup> and 29<sup>th</sup>, 2008 and in Regina on March 6<sup>th</sup> and 7<sup>th</sup>, 2008.

Further meetings are scheduled in Montreal on March 12<sup>th</sup> and 13<sup>th</sup>, 2008.

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

## LL764 Pension Committee Report

As I mentioned in the January Report, the Company requests 3 months notice of retirement. Although it is not necessary it does help ensure that you get your first pension cheque as soon as possible. As with any administrative or bureaucratic process there is a built in time line to accomplish any task. Adhering to the 3 month notification period allows for the retirement process to be completed as soon as possible after your last day of work.

You may request any day of the month to be your last day of actual work but your official retirement date will always be the first day of the following month. This is because everything associated with pensions is calculated in months. You may elect to take vacation owed, time bank or simply unpaid time off to cover the time from your last day of work until the end of the month if required.

The Company will owe you your first pension cheque on the first day of the month you retire. You will not get it on that day. After anyone severs their employment relationship with the Company for any reason including retirement, it takes about thirty (30) days for them to produce your 'final' pay cheque. This is when they do a final accounting of all time and monies owed to you or to them. This final accounting of your time must be completed by Hewitt before Mercer can begin to calculate your pension.

Because of this process, it is usually about 6 weeks before you will receive your first pension cheque. It will be for your first 2 months pension combined and it will be an estimate of your actual pension. Your first 3 or 4 cheques will be estimates. This is because it takes Mercer that long to do a final precise calculation of your pension. If they have not received your completed pension payment option package before you retire, your first pension payments default to the Level Life 50% J&S option amount. You will continue to receive this amount until your option selection form is processed and they make the necessary adjustments. As I stated in last month's report, they will also withhold \$150 per month to pay for any

benefits you may elect to receive. This will continue until they have processed your completed benefits selection form.

The main point I want to make out of this explanation of the process, is that even if you follow the 3 month suggested guideline for submission of your retirement notice, you should expect to receive little or no money for 4 to 6 weeks after you retire. If you give less than the 3 month notice, it will be an even longer period. You will get all your money eventually, but please plan your finances for the first 2 months after you retire with this in mind. This can be a very unpleasant surprise if you are unaware and have not planned for it.

Email is the most effective way to reach me. I may be contacted at [pres764@telus.net](mailto:pres764@telus.net) with any questions or concerns that you may have.

Respectfully submitted,  
Christopher Hiscock  
Chairman, LL764 Pension Committee

## Educator's Report

I am waiting on confirmation from Brothers Steve Daechsel and Dan Cooke on Health and Safety Training for OH&S Reps. We understand the urgency of the training but we also want the proper materials presented to our members.

Steward training for new stewards will be on March 26<sup>TH</sup>. Brother Ken Hagen will facilitate the training in our meeting room at the local lodge. This is beginner training for new stewards who will get an overview of what the machinist union is all about. as well, they will interact with other new stewards to do some role playing and given the ability to problem solve and understand the greivance procedure.

I was given the honour last month to be interviewed by A FILMING crew hired by the grand lodge. A gentleman by the name of Glen Totem wanted to here some of my struggles and success' as an active member of our union. Glen hired out a local film crew and we spent over 4 hours doing the interview.

I had all of my topics chronologically laid out. Everything from my many experiences as an active health and safety rep. to the work I am performing as a trustee and the lodge educator. To date, I have been an active member ---participating in developing and delivering Confined spaces training.

Hazardous materials emergency response.

New hire orientation

Facilitated people with disabilities forum

Safety training for the CAMC high schools in British COLUMBIA (London High in Richmond B.C., and Smithers high in Smithers BC).

The success of these courses could not be done without the other two key players – Bro. Glen Powell and Bro. Steve Daechsel; their names are mentioned IN MY interview.

Bill Trbovich has been in contact with me about some general comments about the state of affairs concerning provincial and federal issues like medicare, the union families and how they survive and these results will be on the Canadian machinist's website and in the next month's version of the journal.

So...764 is on the map and I hope I've represented our lodge and its members with the honour and respect they deserve.

Thanks to all past and present executive for their continual confidence and all the members of our local.

Respectfully submitted,  
in Solidarity,  
Bro. Wes Sim, Trustee  
Local Lodge 764 Educator

## Clerical Report

Dealing with questions about the negotiations.

No new grievances.

Bulletin dealing with up-coming Agreement was handed out at AC Cargo, Medical office and the Airport Medical office. Answered questions for members.

A quiet month, except for the questions dealing with negotiations.

Group meetings will be scheduled to discuss the new Collective Agreement.

In solidarity,  
Ron McKelvie, Chief Shop Steward  
764 Clerical

## Senior Steward's Report 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  
(DL140)

#### Personal/Group Grievances

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

The Company has concluded their selection of individuals for the AOG team. Ten individuals have been selected. The next step will required an interview with the American Consulate for a working Visa.

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.

The employer hosted a quarterly meeting this month with their employees. Highlights were overtime, employee satisfaction and engine induction. Also the employer highlighted that last year we lost money but due mostly to the implementation of SAP.

This year is MTU Canada's 10 year anniversary. The Social Committee has been tasked with coming up with an event that will celebrate this occasion. If any employees would like to provide suggestions please contact Angela Roxborough, Joe Di Fabio, Alero Martins, Pam McKinlay or Neil Carter.

In Solidarity,  
Neil Carter - Senior Steward

## EAP Report

EAP presents SOLVE - Feb. 27, 2008 at ACTS Ops. Centre.

EAP installs new info. pamphlet racks at ACTS, ACM, CARGO, coming in March 2008 to ACGHS.

EAP attaches poster for new EAP Coordinator (volunteer position)

at ACGHS. Training to commence May 2008.

EAP writes in ACTS Leading Edge for March (Friendship).

EAP 001 Reimbursement Plan form now located in the workplaces.

In Solidarity,

Brian Bethell  
EAP Coordinator  
Western Region

## United Airlines Report

We have 2 grievances at Step Two.

There will be a Union/Management meeting March 13, the first since Nigel

Newsome has returned from leave. He has stated that Ken Brown of SMF no longer has any input into YVR operations.

After contracting out the mail and freight handling several years ago, the

Company has found that the vendor is not meeting their needs and has demanded of some members that they perform work that has been contracted out. As the Company has not been clear on what they require from the membership, we will be asking for clarification at the Union/Management meeting on March 13, with a view to pursuing the issue.

There will be another shift bid coming out in March, with promise of yet

another in early June. There seems to be a lot of overtime hours on offer, in what should typically be a slow period.

With the negotiating committee in place a negotiations survey is being prepared for the membership, in anticipation of bargaining with the company after the expiration of the current contract on April 1.

In Solidarity,

Janet Andrews - Senior Steward, United Airlines

# Next General Meeting

Apr 09, 2008

5 PM

7980 River Road  
Richmond, B.C.



WE'RE ON THE WEB!  
[WWW.IAM764.CA](http://WWW.IAM764.CA)

IN MEMORIAM

THANKFULLY NONE

## 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

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