

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

Feb 2009



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



"picture used with permission"

President's Message

Air Canada has chosen Friday the 13th to release their 2008 4th quarter and year end financial reports. I guess they are big movie buffs and figure the numbers will look scarier on that date. Make no mistake, the economy is in terrible shape and almost every airline in the world is losing money, at least when compared to their profits a year ago when the world was awash in obscenely large CEO and shareholder payouts. Any business analyst you ask will tell you things will get worse in 2009 before they get better, but these results need to be put in some context.

By taking an operating loss (from the actual business of flying airplanes) of \$39 Million and turning it into a \$1.08 Billion loss by the time the accountants put down their pencils, Air Canada is re-branding itself as Air Chicken Little; "The sky is falling". A more cynical person might say that this is a conveniently large loss going into a year in which the Company will be in collective bargaining with all 5 of its major Unions. Just a little something to temper expectations at the bargaining table and make their claw-back demands seem justified and reasonable.

The \$2 Billion in "shareholder dividends" distributed in the last 3 years would have covered this entire loss and still left \$1 Billion in cash in Air Canada's bank account. They would not have to sell and leaseback assets to raise liquidity as they are being forced to do now. This lack of fiduciary foresight and the inability to properly hedge against fuel and currency fluctuations are the major reasons for the huge size of this loss.

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Not a single one of these decisions were made by any of the unionized workers who keep this airline flying day in and day out. But just take a wild guess at who will be asked to make further concessions and sacrifices to keep the airline afloat and to protect all of our jobs once we sit at the bargaining table. If you guessed that it's the person you see looking back at you in the mirror every morning when you brush your teeth, you win.

DL 140 issued a Bulletin yesterday stating that we are beginning to prepare our negotiations team for bargaining. Air Canada has just told you in a not too subtle way, with the release of these financial results, that they are doing the same thing. Bargaining is a marathon, not a sprint and both sides are just limbering up before getting to the start line. In the coming months there will be a mountain of information for you to wade through and try and understand. It will not all be factual. To make sure you get correct, timely and pertinent information, check the Union Bulletin boards, our website or even better, sign up for our email list and we will send it directly to you as soon as we get it.

To sign up, simply go to the LL764 website www.iam764.ca home page. At the bottom of the right hand column there is a link "**Join IAM 764 mailing list**". Simply click on the link and input your personal email address that you wish to use. Do not use your Air Canada, MTU or United Airlines email address. We will not send any information or communications to Company email accounts and risk members being disciplined for misuse of company email.

Christopher Hiscock
President
Canadian Airways Lodge 764

Robert Milton

Robert Milton arrived upon the air transport scene after graduating in 1982 from Georgia Tech University with a Bachelor of Science degree in Industrial Management. Robert grew up with a fascination with all types of aircraft, and a passion to master the levers of legacy airline management. His objective was no less than airline industry stardom. History will decide if he succeeded.

In his graduating year (1982), Robert was hired by a notable mentor in airline finance and management – Hollis Harris. Harris, the former CEO of Delta Airlines, retired from Delta in the 1980's, then founded his own aviation company in Atlanta, Georgia. In 1992, Milton, now a full partner in Hollis' company, was offered an upper management position at Air Canada, and began his purposeful climb to the top of the treacherous corporate ladder.

When Air Canada reached a critical debt load by 1990, CEO Pierre Jeannot possessed no stomach for the carnage of staff reduction. The paternal but ruthless Board Chairman Claude Taylor felt that radical surgery and merciless brutality was needed to save the airline, and Pierre was not the man for the job. Jeannot was unceremoniously shown the door by the Air Canada Board.

Hollis ("the hatchet man") Harris was hired by the Air Canada Board in 1990 as Chief Operating Officer (COO) to trim their staff level of 22,000 employees, to an organization that current revenues could afford.

In the wake of escalating fuel costs, lethargic management, and an ever deepening economic recession, which now endangered the entire airline industry, downsizing and bloodshed became an immediate priority. Hollis brought along Lamar Durette, his former financial officer at Delta to assist with the butchery, and later, in 1992, a young Robert Milton to help bolster the management ranks.

For five painful years, Hollis applied his fat trimming procedures to Air Canada. With an ever-sharper managerial boning knife, Hollis sliced off, hacked at, peeled back, filleted,

and scraped off excesses from the corporate body. As soon as one trimming had been completed, another would shortly begin.

By 1995, six thousand (6000) Air Canada employees, more union than management, had received a pink slip from Hollis for their services. Hollis' five year slaughter on the corporate body had reduced Air Canada to a skeleton. Those who remained struggled to finish their shift and provided a bare minimum of morbid service to the traveling public.

Hollis achieved what he was hired to do. He delivered to the Air Canada Board of Directors, a corporation with 16,000 employees after his five year contract expired. Employees had experienced the maximum threshold of pain during this corporate downsizing, and customer service dissatisfaction had reached an all-time low. But this was not Hollis' problem. He took his separation bonus and left.

Hollis was the first Air Canada CEO to apply what I call "the Klingon Pain Stick Theory" to the corporate structure of the airline.

"The Painstick Theory" works like this. Headquarters management keeps on cutting back on functional staff and services, until the organization is almost paralyzed. Dedicated employees (and managers) will struggle to make customer service operative (out of feelings of loyalty to the "airline") with "work-arounds", but when that loyalty (and the disillusioned worker) burns out, and there are no more "work-arounds" remaining, the disheartened and dedicated employees surrender in exhaustion, and let their bitterness flow. Soon after, when the employees and managers are indifferent to the airline, the traveling public gets the message and the complaints are delivered to the press and Parliament.

Long term employees in air transport in Canada will remember similar circumstances for Air Canada (then a Crown Corporation) in 1972, when Yves Pratte became Chairman by Liberal Government appointment. Pratte had grandiose visions on how to reorganize Air Canada. His visions recklessly dismissed experience, long service, and loyalty to the airline. Pratte placed inexperienced managers in new positions, dis-

carded the accumulated operational knowledge of skilled hands, and destroyed a three decade legacy of good will with the customer. The changes quickly resulted in the airline becoming known to its patrons as "Air Ugly". Pratte was summarily replaced.

However, from a corporate management point of view, the objective of reaching near operational paralysis (although risky) has informational value. Near paralysis reveals the actual numbers of workers critically needed to run the organization minimally. Constant staff shortages allow corporate management to capture and record the knowledge that workers solely possess - how to get the job done in limited and demanding circumstances and still remain operational.

With this job knowledge capture, corporate management, in its discussions with unions at the Headquarters level about staffing levels, has an upper hand.

Knowing what the minimum staffing level is, management can add staff (usually part time) to meet day-of-operation volume needs and special circumstances, and thus, mitigate customer complaints. The union argument for more full-time staff is blunted by the corporate rebuttal for productivity. Robert Milton was no stranger to this dialogue, or these practices. As he climbed the rungs of the corporate ladder, he remained ever watchful of these processes.

In 1996, Robert Milton, after four upwardly-mobile years at Air Canada, became the Chief Operating Officer (COO) under Lamarr Durette.

Hollis Harris delivered to Robert, both the knowledge and the model, for a "leaner, meaner" Air Canada. The model was not predicated on past corporate structures, practices, or numbers. Accessing booked loads and operational history over many years, Robert learned that with advance reservations at sixty (60%) percent of seat capacity, his managers could short staff levels and still operate with minimal customer complaint. However, at seventy-five percent (75%) booking levels and beyond, staff shortages would severely impact customer service and generate bad press. The key was that minimum staffing knowledge.

When the airline staffed badly, Air Canada got bad press. Robert knew that bad press was a bad thing.

In 1999, Robert Milton was promoted to Chief Executive Officer (CEO) of Air Canada, after Hollis's understudy and successor, Lamarr Durette, fumbled the ball with the Air Canada Pilot's negotiations a year earlier. Lamarr was invited to leave by the Air Canada Board of Directors.

When Robert was appointed CEO, the economy had been fairly robust for several years, and, Air Canada had stopped bleeding red ink. Profits for five years had been helped by lower maintenance cost, more fuel efficient aircraft, improved automation, increased worker productivity, and cheaper fuel prices. Air Canada looked good, the employees started to believe in the airline again, and Robert took the credit for it.

Air Canada had been in an economic war with Canadian Airlines for domination of market share since 1937. In 1999, Milton's immediate challenge became a reverse corporate takeover initiative by American Airlines and the Onex Corporation, lead by Canadian financier Gerald Schwartz, on behalf of Canadian Airlines. Schwartz proposed a takeover of Air Canada, funded by Onex and American. The plan was ruled illegal in the dying days of 1999 by the Supreme Court of the Province of Quebec. The Court ruled that the reverse takeover was a contravention of the ownership provisions of the Parliamentary Air Canada Act (1986). Immediately after the ruling, Gerald Schwartz and American Airlines vanished.

Thereafter unfolded the new millennium. It began with the financial collapse of Canadian Airlines.

Robert Milton had long coveted Grant McConachie's legacy. Federal Cabinet Transport Minister David Collenette demanded powerful promises on job protection for the people of the merged airline, and threatened to award new Federal Government route authorities to other carriers, if Air Canada did not comply with his wishes. Milton accepted the terms but harboured no love for Collenette. The "new Air Canada" went from challenge to challenge until 2003.

Upon merger, Robert painted a picture to the "new Air Can-

ada" employees of "clear sailing" after the integration process. The merged employees knew better. The ship would be obliged to traverse turbulent legal waters, the ("new Air Canada") vessel was not be all that seaworthy in terms of finances or employee morale, the air transport economic storms after year 2000 would likely be numerous and unpredictable, and the captain was not all that well liked by the crew. However, the crew had little choice but to sign on for the voyage.

From 2001 onwards, the "new Air Canada" battled its way through economic, technological, and operational circumstances. First came the devastating September "9/11" attacks on the World Trade Towers in New York – and then -- the "SARS" epidemic in South-east Asia, crippling Air Canada Orient revenue traffic for months. Not long after, the "White Hat Virus" paralyzed Air Canada's centralized computer reservation and operations system for days. The virus exposed the airline's software vulnerability to malicious hackers. Thereafter followed the embarrassing emergency supply power outage in Montreal Headquarters, again crippling the airline's central computer and operations systems. Investigation revealed management negligence in checking auxiliary diesel power fuel tanks for condensation.

I remember the "White Hat virus" incident well. I was one of the few remaining older workers then employed at Air Canada Vancouver who still knew how to run the airline's operations display system at the airport manually. I had not thrown my old training books away. Those old computer codes were invaluable, but it made for some very long days.

Finally in 2003, lengthy and expense arbitrations had settled some of the outstanding integration processes for the merged employees of Air Canada and CAIL. Then, abruptly, the resolution processes stopped.

Air Canada declared bankruptcy in April 2003 under the Companies and Creditors Arrangement Act (CCAA), when the pension liability issue could not be resolved with Federal Government regulators.

Robert Milton and Calin Rovinescu, a CCAA legal guru

brought in as an Air Canada Executive by Milton, initiated a complete makeover of Air Canada under Federal Government bankruptcy laws written several decades ago. I hold the view that Milton wanted the bankruptcy.

Air Canada was re-born as a corporation of separate parts, and bundled around a holding company known as ACE Aviation. The restructuring reshaped and rebuilt the legacy airline, but at the expense of existing collective agreements, good long term jobs, stable careers for new entrants to the airline industry, employee good will, and the written agreements with every supplier to the airline.

Milton wrote a book on his CCAA experiences and publicly announced the donation of the book sale proceeds to charity. Nice gift. The gift gave him a nice fat tax break when he cashed in his Ace Aviation warrants upon leaving Air Canada.

Robert departed Air Canada at the end of 2007 and moved to London, England. The holding company that Robert Milton and Calin Rovinescu created, ACE Aviation, dissolved itself in December 2008.

ACE distributed its assets to its major financial investors and hedge funds, leaving Air Canada to fend for itself with its unfunded pension plan liabilities, renewed economic uncertainty, and foreign investment limits in the company for future solvency, as unresolved issues. Robert also left the acid merger mess and a naked Air Canada (with no ACE cash umbrella) in the hands of Monty Brewer.

In England, Robert became a principal investor in Asia-X Airlines.

Asia-X is a low cost, long haul carrier based in Kuala Lumpur, Malaysia. Asia-X operates less frequented routes (eg. Kuala Lumpur – Manchester) and develops Asia-X market opportunities for low cost long haul to other continents. In December 2008 Asia-X secured former Air Canada A340-313X aircraft 909 to add to its fleet of long range aircraft.

I concede that Robert Milton worked hard to join the hallowed halls of aviation luminaries. Legends such as Juan Trippe of Pan American Airways, who envisioned the 747 (and Boeing built it for him), Robert Crandall of American Airlines, who wrote the book on bare-knuckled airline management efficiency, and Freddy Laker of Laker Airways, and Max Ward of Wardair Canada, who pioneered the trans-Atlantic low cost model, have become legends in their time.

Robert Milton might possibly be recognized, historically, for his innovative efforts to rescue a legacy carrier in Canada from severe economic circumstances, and use the bankruptcy laws to revitalize the airline.

But I remain saddened that a man with so much talent, and such a profound fascination with the airline industry and its people, should use his societal gift of knowledge for the pursuit of personal profit, and abandon those who make the system work. It is the employees who give this industry its public face and its human character.

I will save my rant on excessive and obscene executive level corporate compensation for some other occasion.

David Varnes, ST LL764 and Chair, History Committee



AIRPORTS / CARGO REPORT

Arbitrations

Were held in YYZ with Martin Teplitsky on February 03, 2009. The District was successful in winning several cases, one of which was the Gate Planner positions. There should be a Promotional Bulletin out for these positions soon.

Baggage Agents

Andrew Chan was acclaimed as the Shift Committee representative.

Cabins

There will be an election for the Shift Committee next week [days to be determined]

Overtime for the month of January was 346 hours.

Cargo

The Company has informed the Shop Committee that they no longer require Part Time Station Attendants, the affected Employees will be moved up to the Ramp. The Shop Committee has asked the Company to sign an agreement that should they require P/T in the future that the affected Employees be given first right of refusal. The Company has thus far refused to sign.

The summer shift bid is forecast to take effect May 24, 2009.

Grievances

There are several Grievances at the District level that may be proceeding to full Arbitration February 24 and 25.

Promos

The Promotional Bulletin for Trainer Level 1 in YVR that closed on Dec. 26 has still not been awarded.

Ramp

There will be an election for the Shift Committee next week [days to be determined]

Overtime for the month of January was **9278** hours which equates to **58** full time jobs.

Retirements March 01, 2009

Les Bevan, Lead Customer Service Agent – Cargo 35 years.

Wade Macrae, Station Attendant – Ramp 22 years.

Shop Stewards

The Shop Steward list for 2009 is posted on the Union bulletin board.

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

Respectfully submitted,

Kevin Cox, Chair Craig Chard, Member

MTU-C Report

GRIEVANCE STATUS

Policy Complaints

Article 5 – Mandatory O/T

Established minimum wages (step two)

Article 10 – Perf. Asses. (resolved)

Denial of recall (step three)

Rescinded recall (step three)

Failure to recall (step three)

Personal/Group Grievances

Discipline Stores (step two)

A bulletin has been presented to the Employer resolving the grievance regarding performance appraisals. Each shop steward has a copy of this. If you wish to see the resolve please contact your local steward for a copy.

The vacation list has been removed and the employer is in the process of posting the final copy.

The Employer has approached the Union to discuss ways to reduce costs during this slow down in the economy. Although layoffs were discussed it appears to be the last avenue the Employer wishes to take. Currently the Employer has exercised their rights under 3.02 (b) (iii) reducing the number of individuals from 40 hours to 37.5 work week.

The Union will be in further discussions with the Employer on ways we may mitigate layoffs.

In Solidarity,

Neil Carter

Senior Steward

Tech-Ops Report

February 11, 2009

Arbitration Hearings: The last scheduled arbitration hearing with Chief Arbitrator Martin Teplitsky was held on February 3rd, 2009 in Toronto. The Shop Committee was not in attendance due to the requirement of the Local Lodge Executive to reduce expenditures of the Local Lodge.

UMCM Meeting: The next scheduled UMCM Meeting for February 17th to 20th, 2009 in Toronto has been cancelled.

YVR Base Permanent Recalls: Local Heavy Maintenance Management has nearly completed the "First Wave" of permanent recalls to the Vancouver Base. The Shop Committee has not been provided with an update as to the "Second Wave" of additional recalls to support the Heavy Maintenance Production Lines in the YVR North Hangar. Any Member receiving recall paperwork from Air Canada/Aveos 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 Selection Process: The Membership is reminded to ensure that they have reviewed LOU #4 of the Collective Agreement prior to submitting an application to a Promotional/Vacancy Notice. Recently, several vacancies/positions have been cancelled as a result of applicants not meeting the terms of this Letter of Understanding. Any Member that has a concern is recommended to contact the Shop Committee Office (604-273-8135 or 604-270-5600) for assistance. In addition, please ensure that the Tech Ops Shop Committee receives a faxed copy of their application. The Tech Ops Shop Committee Office fax number is (604) 273-0896.

Air Canada/Aveos Transition - District Lodge Bulletin

#10: The District Lodge General Chairpersons met on

January 28th and 29th, 2009 in Toronto to discuss several issues pertaining to the transition process. Some of the issues discussed were the many questions submitted by the Membership to the Shop Committee and a timeline to address the Membership regarding the Air Canada/Aveos Memorandum of Agreement. Once the "Question & Answer" document has been completed, it will be published on both the District Lodge <http://www.iam140.ca/> and Local Lodge <http://iam764.ca/> websites.

Line Maintenance Vacation Principles Agreement: The Shop Committee and Local Management have entered into discussions regarding a process to address vacation selection changes that occur throughout the calendar year. This agreement will pertain to any Category/Classification working within the Line Maintenance Formation that does not have a signed Vacation Agreement with the Shop Committee. The Membership will be advised as more information becomes available.

Tech Ops Retirements: The Shop Committee would like to congratulate the following Members; Dennis Gauthier – Category 13 and Don Gooch – Category 13 who retired on January 1st 2009. Also, Al Churton – Category 23, Mike Bobanovic – Category 23, Rolly Greczmiel – Category 38 and Mike Field – Licensed Technical Instructor who retired on February 1st, 2009. The Shop Committee would like to wish them a long and healthy retirement. The Shop Committee also requests the assistance of all Shop Stewards in notifying the Shop Committee of any Member considering retirement.

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 Report

In the November report I explained how your pension is calculated based on your years of service, average annual earnings and the applicable formulas. For members who choose to retire early there can be penalties applied to these calculations that result in your final pension being reduced.

There are 2 such penalties in the Plan text. The first, which most people are aware of, applies to retirements before age 55. The second is less well known and applies for retirements before reaching the earliest of either age 60 or 80 points (of age + pensionable service) or 30 years of pensionable service. Your pension would be reduced by whichever of these penalties applied or by the larger of the 2 penalties if both were applicable.

For retirement before age 55, the penalty is a ratio of your months of pensionable service (in the month you retire) divided by (your months of pensionable service plus the number of months you retire before your 55th birthday). For example, John retires 22 months before his 55th birthday and has 27 years (324 months) of pensionable service. His pension is multiplied by 324/346. This means he would receive 93.64% of his normal full pension. He has more than 80 points (27 + 53 years, 2 months) so the second penalty would not apply. If John had 35 years (420 months) of service when he retired, his ratio would be 420/442. He would receive 95.02% of his full pension. He has more than 30 years of pensionable service and more than 80 points so the second penalty does not apply in this case either.

The 2nd penalty, retiring before obtaining either age 60 or 80 points or 30 years of pensionable service is ¼% for each month prior to reaching the earliest of these 3 milestones. Mike retires when he is 56 but has only 23 years of pensionable service. He is 7 years short of 30 years pensionable service, 4 years short of age 60 but only 1 year short of 80 points. His penalty will be 1 year (12 months) x ¼% per month = 3%. He will receive 97% of his full pension entitlement.

In the 3rd example, Gord can no longer handle the glamour and glory of the airline industry and wants to go to another job where his employer will not treat him with the great respect and appreciation he gets as an Air Canada employee. It is the month of his 53rd birthday and he has 23 years of pensionable service. He would be subject to both penalties clauses but his pension would be reduced by the larger one only, not both. His first penalty for retiring 24 months prior to age 55 would be 23 years (276 months) / 300 (276 + 24). This would entitle Gord to 92% of his fully calculated pension.

Gord's 2nd penalty would be for retiring 4 years (53 +23) prior to reaching 80 points. It would be 4 years (48 months) x ¼% per month = 12% reduction. Gord would be entitled to receive 88% of his fully calculated pension. Because this is the larger of the 2 penalties, this is the one that would apply and Gord would receive only 88% of the full pension entitlement that had been calculated before the penalty was applied.

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

Please update your
address/email
information
with the Lodge 764
offices as
Negotiations will be
starting up in 2009.

Ed Wainwright Retirement

Friends, family, co-workers, and colleagues of Brother Ed Wainwright gathered at the Richmond Inn, Richmond B.C., to honour Ed following his retirement as National Secretary-Treasurer of District Lodge 140, IAMAW.



General Chairpersons Sister Tanya Canniff served as event convener, and Brother Fred Hospes served as Master of Ceremonies.

Ed began his aviation career with CPAir as a Category 24 electrician.

He went on to become Shop Steward for his

workplace, then later, was elected to the Secretary-Treasurer position of Local Lodge 764 in 1999.

In 2004 Ed was elected as National Secretary-Treasurer of District Lodge 140, and served until the completion of his term in 2008.

Ed's accomplishments were praised by a number of speakers, and all wished Ed, and wife Cheryl, a full and happy retirement.

Clerical Report

Many questions about the MOA AC/Aveos split.

MSP-We withdrew the grievance due to Teplitsky's Decision; that we should have brought this matter up during Negotiations.

The Union received the new grievance decision dealing with the Canada Labour Code on the MOA.

Questions about backfilling the two up-coming positions due to Retirement.

Flight Attendants' Coordinator Position

They wish to bring back the retired members on a sub-contract basis to train the new people.

Pilots' Library Coordinator Position

There have been some problems about who will backfill this position.

We have been dealing with two members that have been placed in a lower position than they should have been working in (Coordinator, Senior Coordinator), one has gone to Labour Relations again. Aveos Management has approved this upgrade. A MOA is being drawn up to approve the upgrade on the latter.

We have also been dealing with a member that believes they should hold multiple recall rights - three positions. They were told that due to a previous appeal they had won, they had lost the right to one classification. (Coordinator to Senior Coordinator).

Waiting for the decision about my Grievance in the Aveos Tech Writers area.

Waiting for a decision about my Grievance in the Aveos Training area.

In Solidarity,
Ron McKelvie, CSS LL764 Clerical

Delegates Labour Council Report

FEBRUARY, 2009

NEW WESTMINSTER DISTRICT & LABOUR COUNCIL MEETING

On late notice, I attended the New Westminster District and Labour Council Meeting held every month in Burnaby's BCGEU Auditorium.

There were 70 delegates from different local unions in attendance, most of which were in the Provincial Sector. Brother Walter Gerlach from District 250 IAM & AW was in attendance and was appointed to the Executive. I noticed that there was no one younger than 40 years old....kind of odd?

Here are a few highlights of the meeting.

The meeting commenced promptly at 7 pm with President Terri Van Steinberg as Chair.

After the usual business of credentials, affiliations, new applications, adopt the Minutes of the previous month's meeting, we went into a rather lengthy discussion on the Budget.

At Elections of Officers, Terri Van Steinberg stepped down; Laurie Mayhew took the position of President and Carolyn Rice continued as Secretary Treasurer. Both positions were acclaimed.

There were many interesting reports from the Union Affiliates.

There was a presentation on Bill 42 - basically a Gag Law.

The boycott of Petro Canada in support of the 260 locked out members of the C.E.P. Local 175 in Montreal. The 13 month lock out was resolved and the boycott has lifted, They felt the boycott did "help their cause".

Discussion took place regarding reinstating the weekend schools to educate members.

A Teacher spoke about the opposition of the F.S.A. Testing. The BCTF is opposing the Foundation Skills Assessment because they feel this is an avenue to bring more privatized schooling to our Province. They feel the tests are being used to compare the academic levels of students in public and private schools - . not taking into consideration, the social/economic scale of the area and logistics of ethnic varieties. They encourage everyone to phone their School trustee and oppose the testing and discourage our youth from taking this test. Everyone has a right to refuse. **My Grade 7 boy will not be participating in this testing at our request.**

85% of teachers disapprove and suggest a random type testing that is done fairly. Testing starts on Feb 2nd, so call "NOW", call your school trustee or the DPAC.

A Brother spoke on the new enhanced Drivers License. This would allow ICBC to subject their members to a C.S.I.S. (Canadian Security Intelligence Service) Test. The membership opposes.

Also, there is a company called the Plutonic Power Company from the U.S. that has set up business on the Sunshine Coast. This Company is running the show up there but does not adhere to any environmental controls. He stated that we are allowing "privatization of our own resources".

A Brother from the UFCW made a presentation about the boycott of Extra Foods in Maple Ridge. The owner operators are being told that Extra Foods and Super Value stores are going to be converted to a "no frills" type of a store, having direct impact on current members' wages, benefits, job security, and pensions. The stores (Superstore as well) are controlled by West-

fair Foods and Loblaws, the food equivalent of Wal Mart from the East. In support of the members, we are not only asked to boycott Extra Foods in Maple Ridge, but we are also asked to walk with them, or donate cash or food to the cause...There is more information on the Labour Councils website at www.nwdlc.ca.

I left the meeting with a real sense of strength...yet all the time I sat and listened, the feeling of apathy came over me as I thought of other unionized workers everywhere.

I will continue to attend these meetings on my own time - time away from my family and friends, to represent you and your union.

I will make presentations at these meetings getting the word out about the way Aviation is being changed as Airlines enter the Global Market.

Respectfully submitted,

Wes Sim

IAM &AW LL764 Trustee and Educator



United Airlines Report

One outstanding grievance at Step 3, with a meeting scheduled this month

One outstanding grievance at Step 3, pending further investigation

There is still no posted expectations regarding the Company's dependability program. This issue was raised with them on September 10, 2008 and still has not been addressed

The Company has withdrawn YVR from participating in the SOSAP program that is being implemented in the US. While DL 141 has signed off on it, no similiar arrangement has been made with DL 140, so it will not proceed at this time.

The Company is trying to organize recurrent first aid training for a limited number members. Anyone interested should speak with Chuck Glover, or with Bro. Adam Anderson.

Two of our Members were sent to WHQ to take part in a train the trainer course on fuelling. This should improve our ability to train for completing fuel sheets in house, an important component to retaining the work.

There will be a Union Management meeting February 11. On the agenda will be planning for the Olympics, which are one year away. The Union hopes to be able to work with Management to ensure the event comes off as smoothly as possible. Several members have expressed interest in forming a committee to facilitate this.

In solidarity,

Janet Andrews

Senior Steward UAL

Next General Meeting

Mar 11, 2009

5 PM

**7980 River Road
Richmond, B.C.**



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

**IN MEMORIAM
BROTHERS
RICK DION
GORDON JACK**

Local 764 Executive Board

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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

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