

Apr 2011

# THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN  
AIRWAYS LODGE 764



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



## President's Report

When I wrote last month's report we were in the middle of a frantic scramble to get information and clarification on a myriad of issues for our Air Canada members who were being forced into an unwanted game of Russian roulette with their careers and lives. As I sit down today to write this report the clock has literally struck midnight for these members and the transition selection date has now passed. We will all be informed of our fate in the coming days.

March was a frantic month of activity for Local Lodge 764. We conducted 3 days of training for our Shop Stewards and Health and Safety Reps. We hosted several weeks of negotiations preparation for the Air Canada TMOS committee, the United Airlines committee and the MTU committee. Brother Ed Wainwright and I also conducted 4 pension seminars during the month. We have just ended the single busiest month that anybody can remember in LL764 history.

Through it all our members and the newly renovated main hall exceeded all expectations. The money that we invested in turning the main hall into a dual purpose meeting room and audio – visual equipped classroom has proved to be money well spent. We have received nothing but complements from all of the users including other union groups who rent our hall regularly for their own meetings and training.

Both the United Airlines and Air Canada negotiations committees have held their initial meetings with the employers and are now getting ready to begin the collective bargaining process in earnest

### Inside this issue:

President's Report	1-2
White Cadillac	2-4
Tech Ops Report	2-4
Airports/Cargo	5
MTU-C	5-6
United Airlines Report	6
Solidarity Rally	6-7
LL 764 Pension Report	7

as we move deeper into April. The UAL committee is also comprised of members from UAL and Continental in YYC as they conduct joint bargaining sessions with the newly formed United Continental FrankenAirline.

I wish good luck to both committees in getting the Company Leprechauns to hand over the pot of gold at the end of the rainbow. We are tired of their Lucky Charms and sugar filled promises. The time has come for something concrete and substantial. The committees will only be able to wrestle from the employer's tightly clenched fingers what you empower them to get. We will all need to stand together in our demands and support the committees to get what is rightfully ours.

The one shining ray of good light in recent months has been for our members at MTU. After suffering through more lean years than they care to remember they are now being rewarded for their perseverance. MTU is hiring like crazy to meet the incoming workload of USAF and commercial aircraft engines. They are struggling to find suitable candidates and continue to advertise for employees.

For all of our members who have recently been cast adrift with a swift boot to your tender regions by an employer who will go nameless but whose initials are Air Canada, MTU is like Uncle Sam. They want you. Article 9.01 (iii) of the MTU collective agreement gives preferential consideration to members from other IAM&AW DL140 bargaining units. That would be you.

If you visit the LL764 website [www.iam764.ca](http://www.iam764.ca) you will find a link to the MTU job postings as well as an electronic copy of the MTU collective agreement if you would like to check it out. One category of hiring that is not specifically mentioned on the website is for "Refurbisher". They have just reactivated this dormant category and are now actively seeking candidates. It is non-licensed support shop production position.

Any of our Air Canada Cat 13, 19 or 33 members would all be suitable applicants if any of you are looking for career options different from the one currently being placed before you. By all accounts you will find MTU to be a more receptive and forward thinking employer in many respects than the one who is currently casting you aside to make way for their new Latin Lover.

Christopher Hiscock  
President, Canadian Airways Lodge 764

## The White Cadillac



There was a time, long long ago, when the Vancouver International Airport was a much simpler, and nicer place to work at, and terrorism was not a concern.

Airline employees at the Vancouver International Airport, often pressed for time, routinely drove up to the tarmac areas, parked in what is now a "secure area" close to their place of work, and "clocked in" (older workers remember time clocks) to avoid employee penalties for lateness. On weekends, in some areas, and if you knew where, you could park your car inside the airport perimeter all day. Others, like myself, who worked steady midnight shift in the early part of their airline career, and who were savvy about all the unsupervised spaces, could enjoy a thirty second roundtrip walk from car to workplace and back every day while on shift, with no penalty.

This was also a time when the Vancouver International Airport had no fences around it, and no gatehouses at its entrances or exits. This included a time when airline and airport employees, sometimes, took liberties with airline and airport resources. The White Cadillac story took place during those permissive periods.

The Cadillac automobile has always been a declaration of North American success, and the white Cadillac, a recognized symbol of achievement.

White Cadillac ownership was the obsession of one of the young station attendants that I first worked with in the late 1960's. I'll call him Don for the purposes of this narrative.

Don's object of desire was a gleaming white 1962 Cadillac Series 62 two door hardtop. Don first spotted his passion on a

used car lot in Vancouver in the early summer. His first comments to “the ramp guys” about his “dream car” consisted of endless moaning that he could not afford the asking price. We agreed.

His continuing dialogue for the week following was about how badly he wanted the car, coupled with his drama about bidding against other buyers. Into the third week of this escapade, Don announced excitedly to the lunchroom assembly that “the car was still there” (on the lot) and that he might have a chance at being the successful bidder. We waited.

On the first day of the fourth week of Don’s theatrics (and our first day on shift), he triumphantly paraded into the employee parking lot at the wheel of a pristine, radiant white two-door Cadillac. The grin of satisfaction on Don’s face was wider than the massive chrome grille on the front of that car. We were stunned.

When the Ramp winter schedule assignments were posted in the fall, Don bid off his ramp crew assignment. He took Aircraft Lavatory Servicing as his bid. Many of us thought that this was a rather strange winter bid choice for a fairly senior station attendant. Then some of us noticed that the white Cadillac mysteriously disappeared from the employee parking lot. Later, one or two of us observed this same Cadillac sitting warm and cozy inside the heated Lavatory Truck Dump Room, hidden by the big steel entrance door. Mystery solved.

Don would take the Lavatory Truck down to the dump room (for servicing, of course) at the end of his shift. The white Cadillac would get a warm water wash to remove that day’s accumulation of highway salt and road grime. Once all the water droplets had been removed with a chamois, the car was driven home in sparkling condition. This lavish attention was faithfully administered by Don all winter.

When spring arrived the following year, Don returned to the Ramp.

Some of you might remember, in the 1970’s, the increase in the price of silver, and the attempt by the millionaire Hunt Brothers of Texas, to “corner the market” on this precious metal.

One of the outcomes from the “run on silver” was that older Canadian quarters, minted with a large percentage of silver at the time, was now more valuable for their silver content than for their face value as a coin.

A local coin dealer in Vancouver was making a small fortune collecting older Canadian quarters from vending machines. The dealer would ship metal cans filled with old quarters, weighing in at 100 pounds. The can lids were wired shut, and tendered to Air Canada Cargo on a weekly basis for Toronto, where a refiner would melt down the coins to extract their silver content. One night, one of these shipped cans went missing.

There was an intensive Air Canada and RCMP investigation. In those days, valuable cargo was subject to “man-to-man” handling. This meant that there were signatures and paperwork for every person who came into contact with the goods. There was a paper and signature trail from the loading dock to the aircraft door. However, in this case, when the aircraft arrived in Toronto, the goods were gone.

Everyone who handled the goods was questioned, but there were no immediate suspensions and no arrests. It eventually became clear that the RCMP were waiting for something. But what?

It did not have to wait long for “what”.

About a month after the incident, “someone” contacted another coin dealer in Vancouver and offered a large supply of older quarters with high silver content for sale. The coin dealer contacted the RCMP.

## Tech Ops Report

The RCMP arranged for a “sting” through the coin dealer.

The can of coins was recovered, three station attendants were charged with theft by the RCMP, and Air Canada immediately suspended the three “pending investigation”. The three were found guilty by the Courts some months later and given criminal records. Air Canada immediately discharged them.

The Union appealed the three discharges and asked for leniency. Most of us know that Air Canada takes a severe view of theft of company goods or property. The appeals were denied.

Many of us have felt the obsession for a car. A few of us might allow that obsession to challenge our reason and our common sense. Fewer yet would risk their future for something beyond their means.

Barring a spectacular lottery win, a lucky stock market streak, a windfall inheritance, or a lucrative small business on the side, station attendants generally don't drive luxury cars.

Don was right at the beginning. He could not afford a Cadillac.

In the end, he proved it.



David Varnes,  
Chair History Committee

**National Rally:** A special thanks to Brothers Sarbjeet Singh and Steven So who stepped up on very short notice to help organize our Local's participation in the nationwide rally held on Wednesday, March 16<sup>th</sup>. As a result of their hard work and dedication, the rally was a huge success. The purpose of the rally was to raise public awareness of Air Canada's violation of the terms of the Air Canada Public Participation Act that require Air Canada to maintain overhaul and maintenance facilities in Canada.

**Transition Meetings and Arbitration:** The Shop Committee attended Transition Meetings and Transition Arbitrations throughout the month of March in Vancouver, Montreal and Toronto. Arbitration became necessary to resolve issues surrounding selection and bumping as well as MOA interpretation to ensure seniority will be respected when available positions at Air Canada are filled during the transition process. Results are detailed in a Teplitsky Decision - AC/Aveos arbitration and a Selection Option Flow Chart posted on the Local Lodge website.

**Injunction and Notice of Application-ACPPA:** There is a hearing scheduled in the Ontario Superior Court of Justice requesting an injunction to “freeze” the Aveos Transition process until the ACPPA case can be heard on May 18, 2011. The injunction “notice of motion” and the challenge to the ACPPA “notice of intent” is posted on the Local Lodge web site.

In addition, there will be a hearing before the arbitrator on Sunday, April 10, 2011 requesting a cease and desist order from him. The IAM will have legal representation by Mr. Jim Hayes.

**Transition Information Sessions:** The Shop Committee is in the process of meeting with the membership in all formations.

**Stewards Transition Training:** Shop Steward training is scheduled for Thursday April 7<sup>th</sup> at 09:00 in the executive board room. The purpose is to train Shop Stewards to assist members with the selection option process. We have a

shortage of volunteers from the Line Maintenance crew 2 days and night shifts.

**Tech Ops Retirements:** The Shop Committee would like to congratulate the following Member: Pat Travers – Category 19 who retired April 1<sup>st</sup>. The Shop Committee would like to wish him a long, happy and healthy retirement. The Shop Committee also requests the assistance of all Shop Stewards in notifying the Shop Committee of any Member considering retirement.

Peter Perdue, Tech Ops Committee Chair  
Glenn Cooper, Tech Ops Committee Member  
Larry Johnston, Tech Ops Committee Member

## Airports/Cargo Report

The shift bids have been completed in the Cabin Services department and are currently underway for the Ramp. So far, the semi-live bidding process has worked out exceptionally well. The Shop Committee sends out a big thanks to Bro Gord Taylor for setting up the process.

We are at an impasse with the company over the CSA shifts as there is an outstanding grievance over the newly created STOC center positions. The grievance will be heard at arbitration on April 15.

The official 2011 seniority list is available for viewing in either the tool crib or the Shop Committee office. Members are reminded that they have until April 30 to fill out a seniority appeals form if they identify any discrepancies.

The company has hired 40 part-time Station Attendants who will begin 2 week bag room only training courses on May 02 and May 16. These new employees will get to compete on any shifts left over from the current bid. This round of hiring will bring the part-time Station Attendant numbers very close to the allowable cap. We will be watching closely to ensure the cap is not exceeded.

AIRPORTS/CARGO SHOP COMMITTEE

## MTU Report

What's happening at MTU?

We are currently working on a few grievances. One termination which is now in the hands of District and one disciplinary grievance which is at the step 2 level. There are a couple of others that are waiting for action from the District. So while there has been a lull in this activity, there may be more brewing.

The company has posted a bulletin soliciting interest in a weekend shift. The rationale being that before there is a lot of time and effort put into negotiating a new 3.01c shift agreement the level of support would be gauged. For those of you who were around a few years back, you will remember all the drama surrounding the last major shift discussion. Two months to hammer out a shift agreement that only lasted a month. Be aware that the companies posting has some parameters listed that may or may not be part of a negotiated agreement. I have received a number of emails asking about a weekend shift premium, as was in place for the last weekend shift we had a number of years ago. Nothing offered at this time.

The Company continues to hire to meet production requirements. There are now well over 200 Brothers and Sisters working at MTU. For many, working in a Union environment is a new experience. Understanding and respecting trade divisions can be a challenge. Our band of Stewards are always there to give guidance, answer questions and inform.

The trend in overtime is moving in the right direction with fewer hours being worked. There is still room for improvement. There will be further discussion with the Company in this regard.

The Union was successful in negotiating a reintroduction of the Facilities Worker classification. A large part of this work is currently being performed by outside contract. There should be a job advertisement for this position on the notice board soon.

There may also be a reactivation of the dormant "Refurbisher" classification.

Looking at Seniority and the pace of new hiring some surprising stats jump off the page. In the Document Controller classification, the guys hired in

2007 are now in the top quarter of the classification seniority. In the Component Mechanic group, a 2009 start date puts you in the top half of the classification. Of our current squad of Machinists, only one has seniority earlier than 2010! We are now at the point that I have to apologize that I can no longer remember each face and name of all the members working here. (I try, but the old hard drive is pretty much filled).

Yours in Solidarity  
Ray Stec – Senior Steward MTU

## United Airlines Report

There are 7 personal grievances at Step 3

One policy grievance at Step 3

Bargaining will commence with the Company on April 12. The Negotiating Committees for YVR and YYC will meet April 11 in house, and expect to meet with Company representatives April 12-15 for the first round.

The Company has stepped up transition to the time clock, and paper paycerts will no longer be available after April. Members are reminded of the importance of keeping accurate records of their work in case of disputes with the clock. The Company was reminded that there are still several outstanding questions regarding implementation and anticipated usage of the clock. Members are advised to **IMMEDIATELY** report issues with the clock or with payroll to ensure prompt resolutions to errors. Administrative and technical failures that result in payroll errors will not be tolerated.

Access to the ADP payroll website is available now from Evelyn in the office. Members will be given a user name and password to access the site and are encouraged to verify the time keeping is correct at least once before the end of every pay period. Our thanks to Evelyn for facilitating this access. She can be contacted in person, by enote or by email. The Company's designator on the ADP site is UNIT-EDAIR.

The Company has provided an exception log posted next to each clock to capture any time that is outside of normal shifts, such as late lunch, overtime and PDT/VSTs. Exceptions should be recorded in a timely fashion to ensure inclusion in the current pay period. Members with privacy concerns can enote or email exceptions directly to either of the supervisors instead of recording them in the log. Similarly, Members on vacation or sick leave can email either supervisor on the Company Webmail.

Customer Day One, the next step in the merger with Continental is set to happen in mid May. It is unclear exactly how or even if this will impact YVR, as it requires computer and kiosk upgrades that have not been implemented, and passengers will be required to check bags with their originating carrier. Concerns about CO vendors performing UA work have been raised to both the Company and the District.

There will be a federal election May 2. Members are encouraged to make sure they are registered to vote with Elections Canada and to get out to do so. A healthy democracy is strengthened by the participation of all citizens and the accountability of all politicians.

In Solidarity

Janet

[ssual@iam764.ca](mailto:ssual@iam764.ca)

## Int. Solidarity Rally - Peace Arch

Members of Canadian Airways Lodge 764 were in attendance supporting the union brothers and sisters in Wisconsin at the International Solidarity Rally held in Peace Arch Park, on April 2, 2011.



Unions from all over British Columbia, Washington and Oregon turned up to hear the numerous spirited speeches from Labour leaders, included BC Federation of Labour President, Jim Sinclair and Canadian Labour Congress President, Ken Georgetti. The 1,500 - 2,000 labour activists heard the horror stories of what Wisconsin Governor Scott Walker's administration has legislated, stripping many workers of the fundamental right to collective bargaining.

Here in BC, we should be mindful of the events unfolding

south of the border, in case our politicians decide to attempt to follow suit. We need to be politically informed and active.

In solidarity,

Mike Sanghera  
LL764 Political Action Committee

## LL764 Pension Report

Both IAM&AW pension committees met with Air Canada on March 17<sup>th</sup> in YUL for our regular committee meetings. These meetings occur biannually for the ex-CAIL committee and quarterly for the AC committee. These meetings are part of our oversight and monitoring of the pension plans.

The company provides the committees with copies of regulatory filings and correspondence with OSFI and CCRA, regular financial updates and valuations on the plans as well as information of planned activities with respect to the plan throughout the year. This includes things like pension seminars, audits of pensions in payment or any planned changes to administrative policy or procedures.

The union – company committee meetings give us the ability to sit down with the company and review the documents that have been provided to us during the intervals between meetings and ask any questions we may have. It is this process that gives your pension committees the ability to obtain information about the plans and to properly represent our collective interests in ensuring the plans are properly maintained and administered.

Because the plans are employer sponsored, they follow the Golden Rule - he who has the Gold makes the rules. Because Air Canada, as the plan sponsor, is responsible to pay for any funding deficiencies they essentially get to direct the investment and administration of the plans. The Union has no direct say in how the pension plan funds are invested but we do get to provide our comments and concerns. They are politely listened to and considered if not always acted upon.

Air Canada does a very good job of investing and managing the Master Trust Fund (approximately \$10.6B), which

contains the assets of all 10 of Air Canada's pension plans. It is an actively managed fund which means that it pays investment managers to invest the plans assets as directed by the company. Our plan is typically in the first quartile of plans with assets greater than \$1B in Canada. That simply means we are in the top 25% for returns on investment of the plan's assets.

Every pension plan is required to have a document called the Statement of Investment Policies and Objectives (SIPO) or Principles (SIPP). This document is created by the plan sponsor to detail the way the plans assets must be invested and managed. The SIPO is regularly reviewed and updated by the company to ensure the plan's assets are being invested to the best benefit of the plan.

The SIPO also sets the benchmarks for investment return and guidelines for asset investment. This is the document used to grade the performance of the investment managers hired by the fund. They must meet or exceed the benchmarks set for their specific investment class (i.e. Canadian equities, US Bonds, etc.). They must also follow the guidelines set for their asset class. That may restrict them to a maximum or minimum % investment in a particular subclass of that asset (i.e. Canadian gold equities). Their performance is regularly reviewed and if they do not perform as expected they can be replaced with a new manager for their asset class.

There is a highly regulated and vigilant process setup to govern the investment and administration of our pension plans. This report simply gives a very brief Cole's Notes explanation as to how part of it works.

I may be contacted at [president@iam764.ca](mailto:president@iam764.ca) with any questions or concerns that you may have.

**Please note the change in my email address. It is effective as of January 4<sup>th</sup>, 2011.**

Respectfully Submitted,  
Christopher Hiscock  
Chairman, LL 764 Pension Committee

# Next General Meeting

May 11, 2011

5 PM

7980 River Road  
Richmond, B.C.



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

**IN MEMORIAM**  
**BROTHERS**  
**SAMUEL GILMOUR**  
**GERHARD KELLINGHUSEN**  
**ED LIEBRECHT**

## Local 764 Executive Board

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Cam McDonald -Trustee

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Gordon Taylor – Communicator

Peter Perdue - Tech-Ops Shop Chair

Steve Prinz - Airports/Cargo Shop Chair

Ray Stec – Senior Steward MTU

Janet Andrews – Senior Steward UAL

Ron McKelvie – Clerical Chief Shop Steward

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