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# 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



Shop Steward Training

## President's Report

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As I write this report, 42 of the 74 days allotted by the Transition MOA for all of those who work in Air Canada's Tech Ops division to choose their future employer have elapsed. As I had feared and predicted there is still very little solid information available to any of us on a great number of crucial issues as the clock continues to tick by. Tick tock, tick tock.

All of the effected members have received a nice glossy package of emails and documents in their company email account. They invite you to visit "Destination" websites where they will sweep away all of your worries. Anyone who tried to log on to these websites in the first 2 days after they were launched will tell you that they did not work. A promising start. The way the employers talk about their "Destination" websites you would think they were inviting you to go on an all inclusive resort vacation. But like most online offers or that Nigerian official who keeps emailing looking for help to get his fortune out of Africa, the Devil is in the details. In the instance of the "Travel" document, the term fine print is very literal. It must be enlarged 300% to even make it readable.

While the documents furnished by the employers provide a lot of information, they raise more questions than they answer. We have very little confidence in the credibility of these companies in dealing with our members and their track record suggests that this has not always been done in a forthright manner. Our members are justifiably worried that this promised all inclusive vacation offer will evaporate and turn into an all exclusive offer the minute their non-refundable deposit is cashed and they press "submit" on April 15<sup>th</sup>.

Conversations with our CAW Brothers and Sisters about their experience with the transition of their members to Aeroplan give us very little comfort. They transitioned to that employer based on MOAs and transition agreements that are remarkably similar to the ones that are being used for the Air Canada – Aveos transition. That is no accident. They were all drafted in the same time period around 2007 to accomplish the same purpose – allow Air Canada to shed employees and benefit obligations and to provide profits for executives and shareholders.

For us to ask to have all of the facts in our possession prior to us having to make this life altering decision is not an outrageous request. We are simply asking for fair and decent treatment from both employers. I find it incomprehensible that 2 companies who lobbied the CIRB as tenaciously as they did to have the transition date fixed prior to October 19<sup>th</sup>, 2010 are still scrambling 4 months later to try and meet their obligations under the terms of these MOAs. I cannot imagine how dysfunctional this undertaking would have been had they been successful in their request to the Board for that date.

Please continue to submit your questions to the company through their established "Destination" websites and emails. Please copy the Union so we can track if your questions get answered. Surely it must be apparent to all involved that the April 15<sup>th</sup> date is fast becoming an unrealistic timeline for this transition selection process to be done in a meaningful and informed manner. A stay should be granted to allow everyone to have time to read

the documents and study the answers to the hundreds of questions that have been asked. Many of them have not even been received answers yet. This is necessary for everyone to be allowed to make an informed decision. I cannot believe that an extension of a few weeks or a month will make a rat's ass of a difference in the ultimate outcome for either company or the completion of this transition.

Christopher Hiscock  
President, Canadian Airways Lodge 764

## Aerial Tankers



Most of you now know that our Sisters and Brothers at MTU Canada are working diligently and to the highest level of precision to fulfill a major multi-year contract for engine overhaul work for the United States Air Force. What you may not know is the history behind the awarding of this contract. Allow me a little of your Snagsheet time for this fascinating revelation.

The term "aerial tanker" covers two types of aircraft. One type is the commercial version that scoops up water from lakes or seas for fighting forest fires in remote areas [\[1\]](#).

The other type is the military version which is basically a flying gas can. Military tankers are used for refueling fighter aircraft and bombers, working on missions far

away from their base of supply. The oldest tanker models are the United States Air Force (USAF) KC-135, a derivative of the legendary Boeing 707, with more than 330 aircraft delivered between 1960 and 1965. The USAF currently has 195 operational KC-135 aircraft (see photo of KC-135 retrofit over Mount Rushmore), a further 251 with the Air National Guard, and 84 held in reserve, many retrofitted by Cammacorp with newer engines and avionics, but all now very fuel thirsty to operate, and with airframes nearing their operational life<sup>[ii]</sup>. In addition, in 1979 and onwards through to 1986, sixty KC-10 Extender tankers (a McDonnell-Douglas DC-10 derivative) were added to the fleet. Today, there are fifty-nine. One was lost in a ground fire in 1987. Like its KC-135 cousin, the KC-10 is a multi-role aircraft capable of cargo and troop carriage, as well as performing an aerial refueling function. Also, like its KC-135 kin, the KC-10 had become a costly aircraft to operate and maintain.

A request for proposal (RFP) was tendered by the USAF more than a decade ago for a cost-effective replacement for its aerial tanker fleet. In addition, a parallel RFP was also issued by the USAF for a long term maintenance contract for the engines and airframe on the KC-10 Extender fleet.

That parallel contract had been held by Boeing and General Electric and was up for renewal.

The surprise winner for a new tanker, in 2008, after a long battle within the American Government procurement system and the Pentagon, was the European Airbus consortium in partnership with Northrop-Grumman, an American defence contractor, for an aerial tanker based on a derivative of the A-330-200.

The loser was the Boeing Corporation. Boeing offering a tanker based on a B767-200 derivative (see photo of a current model being used by the Japanese Defence Force). Boeing began an immediate and aggressive political battle to have the award overturned. Lobbyists from all sides of the tanker replacement and overhaul issue descended upon the lawmakers in Washington, D.C. I have followed this issue for more than two years, and needless to say, American federal politics offers far more excitement on debate for major military purchases, as opposed to, say, our rather dull Canadian federal discussions over Sea King or Cormorant helicopters.

It soon became clear that the USAF RFP process for the new aerial tanker was flawed, and Boeing used every political advantage to exploit each error. In late 2010, Boeing was successful in having the award reversed in its favour.



So, the almost decade-long procurement process and delay has meant that new aerial tankers for the USAF may not start to appear at major military bases until around 2014. As a consequence, a full USAF tanker fleet replacement may not be complete before 2020. Thus, the older equipment will have to be maintained longer. This repercussion also included the KC-10 Extender. A political delay on their RFP was not what the USAF had included in its tanker fleet replacement planning. USAF generals are now saddled with older aircraft and increased operating costs until the Boeing military production arm provides a replacement.

The United States Air Force RFP renewal for airframe and engine overhaul work for the KC-10 Extender was subject to the same political infighting. The USAF does not have an aircraft overhaul facility of its own, so the airframe, and CF6-50 engine overhaul work, has been contracted out. Northrop-Grumman and its partners bid against General Electric and Boeing (the current holders) for this sizable contract.

GE/Boeing, and Northrop-Grumman, with partners MTU and Chromalloy lobbied the American Congress unmercifully. One stipulation in the RFP was that the USAF CF6-50 engines had to be overhauled in North America for American Homeland security reasons. General Electric could not meet the requirement. Northrop-Grumman partner MTU, with a facility in Richmond, British Columbia, could. Boeing was less aggressive in this bid as it had focused all its energies on the contract for the new aerial tanker.

The contract was finally awarded to the Northrop-Grumman partners in 2010, with MTU Canada assuming the responsibility for the engine overhaul portion of the contract.

The KC-10 Extender is powered by three CF6-50 General Electric turbofan engines.

You can well imagine the backlog of engine overhauls that were awaiting the successful bidder from the United States Air Force, once the contract decision was made.

The job got done, but not without some staffing and skills availability headaches for the employees and the employer.

An overhaul contract of this size required MTU Canada to vastly increase its roster of skilled and licensed gas turbine engine and component mechanics, in addition to other skilled supporting trades and disciplines like document controllers, machinists, quality analysts, and buyers. These skills are not always readily available.

MTU has had to advertise Canada-wide for needed expertise, and continues to do so. As a stop-gap measure, MTU "borrowed" certain skilled workers from their main overhaul plant in Hanover, Germany for a short period to meet the immediate rush of engines. More recently, MTU Canada hired the graduating class of gas turbine mechanics from BCIT as apprentices, and has been in discussion with BCIT about establishing a component mechanics course.

As of this writing, MTU Canada is still actively hiring for all categories and classifications.

The battle by global aircraft manufacturers Boeing and Airbus delayed the decision on a USAF aerial tanker fleet replacement choice for years. Clearly, the loser in this delay for decision was the American taxpayer, who will pay more taxes to keep costly aircraft in the air. Having said that, no one has ever claimed that the democratic process was based on affordable models.

Yet, there is a winner in this long battle to determine who would sustain the present fleet of USAF KC-10 Extender tankers with quality engines. The winner is

Canadian aviation excellence, and its practitioners, our Sister and Brother professionals at MTU Canada.

David Varnes,



Chair  
History Committee

**Footnotes:**

*[i] Most commercial aerial tankers have been older model aircraft modified for a forest fighting role. In*

*British Columbia, ConAir Aviation has a fleet of modified DC6-B's and other aircraft that perform this*

*task, while the legendary Martin Mars is now down to one aircraft based at Lake Cowichan. In*

*Canada, for new aircraft, the Bombardier 415 aircraft is manufactured specifically for this role.*

*In the United States, one company has a modified DC10-10 available, while another, Evergreen Aviation*

*(the subject of the September 2009 Snagsheet) has a modified B747-273 on call for the same purpose.*

*The bigger wide-bodied aircraft must be loaded with water and retardant at an airport which limits their flexibility.*

*[ii] An interesting note is that the USAF has been the bigger purchaser of older B707 aircraft from around*

*the world. These aircraft are flown to the USAF Davis-Monthon storage facility in Arizona, where these*

*older aircraft are progressively dismantled for parts no longer available, to keep the KC-135 operational.*

## Tech Ops Report

**Line Maintenance Shifts:** The Shop Committee met with Line Maintenance Management group to discuss resumption of shift proposals. Shift discussions were deferred November 5<sup>th</sup>, 2010 with the intent to resume talks in the first quarter of 2011 with the Vancouver Shop Committee.

**Ramifications of CIRB Decision:** On February 16<sup>th</sup>, Tech Ops Shop Committee members attended a meeting held in Toronto to discuss the ramifications of the CIRB decisions to allow the split of the Tech Ops bargaining certification. In attendance was the IAM Canadian General Vice President Dave Ritchie, President & Direction General Chairperson Chuck Atkinson, IAM's legal advisors, Local Lodge Presidents & Vice Presidents, Local Lodge Shop Committees from across the country and members from all bargaining units.

During this meeting, there was a review of the CIRB decision and what is planned in the future regarding such issues as the Air Canada Public Participation Act, transition and how the collective bargaining process will commence.

**Layoff Numbers:** On February 25<sup>th</sup>, Air Canada Director of Labour Relations provided the Union with layoff numbers for YVR, YWG and YUL subject to mitigation.

**Overtime Agreements:** Overtime agreements in the Heavy Maintenance formation will be reviewed with the applicable Shop Stewards to address a number of concerns.

**Outstanding Transition Items:** The Shop Commit-

tee has been gathering questions from the membership with regards to Transition concerns. We have been and will continue to forward your questions to the Transition Committee. Questions that deal with travel benefits must be submitted to the Transition Committee by Friday, March 4<sup>th</sup>.

**Transition Committee Meetings:** The Transition Committee met for three days in Vancouver last week. The Shop Committee was invited and was able to gain valuable insight on the transition process and outstanding issues by attending these meetings.

**2011 Shop Steward Basic Training:** Basic Shop Steward Training is tentatively scheduled for Thursday, March 10<sup>th</sup>, 2011 at 08:00 at the Local Lodge on River Road. It is important that Time Release forms are submitted in a timely fashion to ensure everyone who is interested in the training is released to attend.

**Arbitrations:** The Shop Committee attended Arbitration hearings held in Vancouver on Feb 25<sup>th</sup>. The next scheduled Arbitration date is March 11<sup>th</sup> and will also take place in Vancouver.

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

## United Airlines Report

There are six personal grievances at Step 3.

One policy grievance at Step 2.

The Negotiations committees for YVR and YYC met in YVR March 3 and 4 to discuss results of the bargaining surveys for the two bases. The Union will have first meetings with the company in April.

The Company has advised they will implement use of the time clock in the pay period beginning April 3. Members are strongly encouraged to track their own work schedules until the new electronic system is proven to be accurate and without issues. There are plans for an 'exception' log to be posted next to both scanners to capture shift irregularities such as no lunch, OT, sick time, etc. The Company was advised that the Union still has several unanswered questions around use of the clock and has committed to meeting after implementation to deal with issues as they arise.

There will be a complete rebid of shifts on Thursday March 10 in the United Boardroom 604-482-5305. The new bid will commence on March 20, 2011. The 2011 vacation bid will remain as it is for the present time.

The Company proposed a 30 day pay back period for PDTs following the station audit in late 2010. This is a change from current practices. Tania Canniff and Janet Andrews met briefly with Nigel Newsome on this issue on March 4, and the topic remains under discussion. Both parties are committed to retaining the current practice of day trades, however the Company has advised they will begin monitoring the pay back of shifts once payroll transitions to the automated clock.

Ticket agents are advised that with the new audit procedures if they cannot access the cash floats to call

a supervisor for direction. The Company was asked to provide the name of the supervisor on call on the daily sheets. While ticket agents are empowered to use their best judgement in situations that may arise, they are reminded to document all exceptions made that deviate from standard practice. Any questions or problems should be referred to the help desk or a supervisor for resolution or authorization.

Stress in the workplace can be detrimental to a member's emotional and mental well being. Members are reminded that the Company provides access to EAP, and any questions, issues or concerns that arise can be brought to a Shop Steward at any time. Members can also email Janet Andrews at [ssual@iam764.ca](mailto:ssual@iam764.ca) or call 604-767-4195.

In Solidarity,

Janet Andrews

## LL764 Pension Report

This month I will continue our stroll down Terminology Lane with four more terms. I urge anyone who is either divorced, separated or has had an annulment to pay particular attention to the 4<sup>th</sup> term - "Spouse".

"*Pensionable Age*", for members with pensionable service before the transition date (December 2001), is age 65. For Service after the transition date the "*Air Canada Pensionable Age*" means the earliest age at which an early retirement pension can be paid, under the terms of the plan, without reduction. It is calculated at the time of termination, retirement or death. It is determined by subtracting from 80 your qualifying (pensionable) service on that date. It cannot be more than 65 or less than 55.

"*Pre-Transition Rules*" mean the rules of the plan that

were in effect before December 2001. That is the date that the benefit and contribution rules of the CAIL plan changed to mirror the Air Canada Pension rules. These rules still exist in the plan text and comprise Appendix A of the text. For those of us in the ex-CAIL pension plan our pension essentially comprises 2 parts added together. There is one set of rules and benefits that cover the pre-transition period - everything before December 2001. There is a second set of rules and benefits that covers all service in and after December 2001.

*"Retirement Date"* means the first day of the month during which the member retires. You always retire on the first day of a month. It is actually the first day of the month following your last day of work or last day as an employee if you are inactive at the time of retirement. It covers retiring on any date other than your *"Normal Retirement Date"* which is the first day of the month following your 65<sup>th</sup> birthday. I described this in January's report.

*"Spouse"* means the person married to a member or ex-member of the plan, an established common law partner (for a minimum of one year) or is partner to a void marriage to a member or former member if there is no subsequent spouse or common law partner. In any matter of dispute as to the legal spouse of the member or former member the priority shall be determined by a reference to the courts. The plan text has an entire section, Section 12, which deals with the distribution of the pension benefits in the event of divorce, separation or annulment. Air Canada also has a 31 page administrative policy that provides the interpretation and explains the procedures for complying with Section 12 of the text. It is available on the Aeronet under My HR>My Pensions Information and Tools>Administrative Policy on the Distribution.... as a pdf document. The June 2010 Pension Report discussed this process in detail.

All of the monthly pension reports are archived on the Local Lodge 764 website [www.iam764.ca](http://www.iam764.ca). There is a "Pensions" link on the top right hand side of the home page and it will provide access to all of the reports.

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

## Education Committee Report

Steward Training - February 2011

(Picture on front page)

We had 30 Stewards go through Steward Level I training on Thursday, February 3rd at our Local Lodge. There was a mix of Members from all work areas who participated. With the newly refurbished Lodge meeting room it was a comfortable learning environment for our Members. The attending Members were from Air Canada / Aveos, United Airlines, and MTU. Also in attendance were 11 Stewards of Local Lodge 16, representing the Members at Garda. Our President, Bro. Chris Hiscock, was also in attendance.

Our Facilitator was Bro. Glenn Cooper from the Avionics Department of Air Canada. Before getting into Avionics, Bro. Cooper spent a few years in the Train-

ing Department teaching many courses.

This day long course covers a generic view of the Union's structure. Stewards are also given an awareness section from our Educator, Bro. Wes Sim and the EAP Representative, Bro. Brian Bethell (pictured above). Another Level I Steward class will be happening in March. As we head into a year or two of new contracts, our Education Committee will be tasking other individuals, with their newly negotiated contracts, to take this training to another level. We would like to see each Steward receive Collective Agreement training for their respective agreements. As well, we will be resuming Health & Safety I and II for our active Safety Reps, facilitated by Bro. Steve Daechsel and Bro. Dan Cooke. Brothers Hiscock and Wainwright are also having Pension Seminars in the month of March as the impending split is looming.

So a big thank you goes out to Bro. Cooper for his keen approach to helping our Stewards gain some knowledge which will give them some confidence when helping to represent their Members in the workplace.

In Solidarity,

Wes Sim,

Educator and Trustee

## Air Cadet Work Program



### Air Cadet Work Experience Program

In late January to early March, Aveos Fleet Performance in collaboration with the IAM&AW LL 764 hosted a number of Royal Canadian Air Cadets from around the province of BC, into our YVR Heavy maintenance facilities for a 1 week work experience.

The purpose of this joint company/union program is to open up our world to youth and let them participate first hand in the realities of aviation maintenance and the daily chores associated with the various trades done by our people in the hangar. It is hoped that this information will help them in their future career choices.

Application for this program is made initially through the Air Cadet Squadron and upon acceptance they approach their high schools career counsellor to obtain a worksite agreement that will cover them while in our facilities for any injuries and liabilities, they are also asked to write a short essay describing their interest (goals and aspirations) in the field of aviation maintenance.

The first day they arrived they were greeted by the work experience co-ordinator and briefed on what to expect during their stay. They are then briefed by the union safety representative on the safety requirements in the hangar, fire alarm system, evacuation routes and general hangar safety and responsibilities.

Then they proceeded to the hangar floor and the aircraft, to begin their indoctrination into the world of aviation heavy maintenance. While in the hangar they were assigned to work various trade groups and learn how things work and why we do things. During the time the cadets worked with our technicians and trade groups learning the ways aircraft heavy maintenance and inspection. While they were here, they helped do inspections, functions, replacement of components and controls.

In spite of the aura of negativity that was prevalent around the hangar due to the upcoming split of heavy maintenance, talks about layoffs, the loss of certain benefits and the feeling of gloom, the cadets noted that the technicians do their work in a responsible and professional manner.

As the Union Work Experience Coordinator, I would like to thank all the mechanics and technicians that took the time to work with these young people and share their experience and life stories about our great industry. A job well done !!!!

Respectfully submitted  
Gary Mondoux

## Airports/Cargo Report

As anticipated, we've had a high volume of calls and questions from the members who did not receive the \$500.00 Pension MOU bonus paid on March 02. For those who didn't get paid, we are suggesting that you contact the company at [Compensation-Remuneration@aircanada.ca](mailto:Compensation-Remuneration@aircanada.ca) and ask them why. You should then call the Shop Committee and provide us with your information so that we can add your name to our list. We are awaiting direction on how to proceed from there.

Due to the implementation of Streamline, the manpower rosters have a new category. The company is identifying certain daily duties that they feel do not require coverage and are subsequently moving people from their bid work locations under the heading "Available For Movement". They feel no obligation to respect seniority as they are maintaining we only bid days off and start times. We are formulating the grievance this week.

Three of the four Airports/Cargo shift Committees have been elected. The baggage Customer Service Agents are nominating for their committee right now and elections will be finalized next week. The Shop Committee thanks everyone who volunteered their time.

There was a shake-up in management here last month that left us with a new Aircraft Services Manager. Roland Ruel has taken over that post from Mark Shankland who is now the manager of the STOC center. The Baggage Services Manager position is currently up for grabs with Darrel Marsh filling in temporarily.

In Solidarity,  
YVR Airports/Cargo Shop Committee

## Employee Assistance Program

Coping  
with  
workplace  
stress



Work is obviously a very significant part of our lives.

When individuals are introduced for the first time, they often ask each other what they do for a living.

It is easy to understand why, since one third of our life is spent at work. That does not include the time spent

commuting, working overtime and thinking about work after we go home.

Occupational stress generally occurs when demands relating to work exceed the employee's resources and ability to cope. As a result various reactions may occur, such as:

**Physical:** Headaches, grinding teeth, clenched jaws, chest pain, shortness of breath, fatigue, insomnia, muscle aches, indigestion, high blood pressure, frequent illness

**Psychosocial:** Anxiety, irritability, sadness, defensiveness, anger, frustration, boredom, hypersensitivity, apathy, depression, slowed thinking or racing thoughts, hopelessness.

**Behavioral:** Impatience, quickness to argue, procrastination, increased smoking, use of alcohol or drugs, isolation from others, neglect responsibility, poor job performance.

### Sources Of Stress:

- 1) Work Overload
- 2) Lack of recognition by peers
- 3) Poor relationship with one's supervisor
- 4) Lack of participation in decision making
- 5) Lack of information

### Some Tips For Coping with Stress

Learn to identify the signs your body is giving you, as this will help you do what is necessary to reduce stress.

Learn to identify what increases your stress: by acting on the causes of stress, you can better control it.

Laughing is one of the easiest and best ways to reduce stress.

Learn to relax, take several deep breaths throughout the day, or have stretch breaks.

Learn to delegate- don't shoulder all responsibilities on your own.

Take charge of your situation by taking 10 minutes at the beginning of each day to prioritize and organize your day.

Suggest changes at work, talk about irritating situations with your colleagues and supervisor, and try to find solutions that are mutually acceptable.

Develop a good support network and recognize that help is sometimes necessary to get through hard times.

Participate in leisure activities. Apart from helping you relax, such activities will help "recharge your batteries"

Exercise. In addition to the obvious health benefits, exercise will help you sleep better

Reduce your consumption of stimulating foods and beverages such as coffee, tea, chocolate soft drinks or alcohol.

Remember, Employee Assistance Programs (EAP) offer confidential, short-term counseling services for employees with problems that affect their work performance.

#### **EAP Contact Numbers:**

Atlantic Region (902) 223-7911

Montreal (514) 972-4095

Toronto (416) 882-6997

Winnipeg (204) 471-5307

Calgary (403) 880-2589

Vancouver (604) 992-4491

### **MTU Senior Stewards Report**

The Seniority Lists have been posted. Please check your dates to ensure they are accurate. How important is this? Ask the guy who was at the bottom of the seniority list during the last lay off. An accurate date can mean the difference between staying employed and being out on the street. The employer has set up a new seniority tracking program and there have been errors made.

For our newer employees, be advised that if you feel that you have been hired into the company at a lower than deserved pay scale, you do have the opportunity to have your experience and credentials reviewed by the Training and Licencing Committee. The Committee will assess your qualifications and possibly recommend an adjustment. Contact your Training and Licencing Committee member for more information.

Did you know? Article 9.01(iii) Deals with the hiring of employees from outside the company. So what's the

big deal about this? It includes a statement that when the company hires, they must give first preference to qualified applicants who are laid off from other IAM&AW District Lodge 140 bargaining units. So our Union Brothers and Sisters who may be laid off will go directly to the head of the line. The trick is that I need to know about it. So if you or someone you know falls into this category and has applied at MTU, I need to be sent an email ([ssmtu@iam764.ca](mailto:ssmtu@iam764.ca)). That way I can make sure your application is dealt with accordingly. We have a few new folks here at MTU Human Resources and they are just coming up to speed on all the collective agreement issues they need to respect.

Hiring continues at MTU. We have hired a fair number of new employees that were previously employed over at Vector Aerospace. They are probably none too pleased over there as more and more of their mechanics abandon ship. However, the Union welcomes them on board. The current challenge is getting all the new hires up to speed.

We have had a rare occurrence, an actual retirement. August Albrecher has finally decided to retire. August worked at CP Air, and Canadian Airlines before making the jump to MTU and worked over 23 years within the Local Lodge membership. We wish August well on his retirement.

Secretary Treasurer David Varnes advised me that those of you who intend to "retire" multiple times (I won't mention any names here) you only get one Union send off.

Yours in Solidarity  
Ray Stec – Senior Steward MTU

# Next General Meeting

**Apr 13, 2011**

**5 PM**

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



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

**IN MEMORIAM  
BROTHER  
HANS SIEGLER**

## **Local 764 Executive Board**

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David Varnes – Secretary Treasurer

Laura Sharpe -Recording Secretary

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Wes Sim – Trustee, Educator

Cam McDonald -Trustee

Dan Cooke – Conductor/Sentinel

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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