

May 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

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The preliminary round of the *"Who wants to make their Air Canada CEO a Multi-Millionaire?"* contest has been completed and notification has been sent to those Tech Ops members lucky enough to have the correct answer to their classification and seniority question. Those members still wishing to play the game have now entered Round 1 and had from May 4th to 11th to use their *"Phone a Shop Committee Friend"* and *"Bumping and Layoff Selection Form"* lifelines to get the correct answer to their classification, seniority and point questions.

We also had a number of members who chose to no longer play this game, cashed out the money they had accumulated and applied for a position at the *"Celebrity Apprentice – Aveos Edition"*. We will have to wait and see if anyone steps forward in the future with the requisite dead hamster pelt hairpiece to tell them they are all fired. I hope that doesn't happen but after all this is a big budget production that is designed to provide a big payoff for Executives "an employer of choice" to fulfill our members dreams.

Negotiations continued during the weeks of April 25th and May 9th in YOW for the various

Air Canada bargaining units. Copies of both the Union's and the Company's bargaining agendas were made available in the workplace during the first week of May. If you did not see a copy or have any questions on negotiations John, Ron and Steve will be back in YVR the week of May 16th.

The UAL committee met with the employer in YVR in April. Their next round of meetings is not scheduled until the first week of June when the Union committee can get their day timers to lineup with the DEN based UAL Labor Relations folks.

The LL764 Political Action Committee has also been busy since my last report. They attended an international rally at the Peace Arch Border crossing on April 2nd in support of the State workers in Wisconsin who were stripped of their right to free collective bargaining by their Government. I really should clarify that statement. They are still allowed to collectively bargain for everything except wages, benefits, work rules and pensions. The State will dictate those items to them. The Labour movement is trying to reverse this travesty and prevent it from coming soon to a government or workplace near you.

We also had members attend the NDP rally for Jack Layton on April 30th. Please visit our website to see a couple of their smiling faces in an ambush photo with the new BC NDP Leader Adrian Dix. Sister Janet Andrews was seconded to the CLC "Better Choices" and "Get out the Vote" initiatives for 2 weeks during the Federal Election campaign. Please read her report in the May *Snag-sheet* for the details.

We are also very pleased to note that an ever increasing number of our members are taking the first steps to becoming politically active and engaged by emailing, writing, calling and visiting them MPs and MLAs about issues that concern them and their families. It is being no-

ticed and we are getting feedback from the MPs acknowledging our issues and pledging their support. We will have to wait and see what that translates into in the real world but at least some of our issues are now being acknowledged and put on the political radar.

On a completely different and happier note, LL764 has another winner in our midst. Miss Sally Lee, daughter of Jaegug Lee, one of our members who works in Air Canada Heavy Maintenance has won an IAM&AW Grand Lodge Scholarship that will pay her \$1000 a year for 4 years toward her bachelor's degree. On behalf of the Executive and members of LL764 I would like to extend our congratulations to Sally and wish her good luck in her future endeavors.

And finally LL764 held our annual long service Pin Party on Sunday, May 1st at the McKee Centre in Ladner. We hosted 158 members and guests for a luncheon and social including 2 members who received their 60 year service awards. This is our second year at this venue and there were a great number of compliments for our Social Committee and the work they put into planning and hosting this event for the Local. I would like to extend our thanks to Committee Chair Daniela Zalunardo and members Gerald Gowans and Mel Hoffinger for another great event this year. Please visit our website www.iam764.ca to view the photos from the pin party.

Christopher Hiscock
President, Canadian Airways Lodge 764

Picture on front page:

PAC committee members Mike Sanghera and Janet Andrews

*with the new **Provincial NDP leader***

***Adrian Dix** outside the rally for **Jack Layton** April 30*

19th General Meeting YVRAA

The Vancouver International Airport Operating Authority (YVRAA) was created in 1992 through the influence of Grace McCarthy, Chester Johnston, and Graham Clarke. On May 12, 2011 YVRAA held its 19th Annual Meeting in the East Concourse of the International Terminal Building, with new Chairperson Mary Jordan (former VP Air Canada in 2001) presiding.

There has been a major sea change at YVRAA. Long time Directors John Watson, Rhys Eaton, Philip Owen, and Graham Clarke have stepped down from the YVRAA Board, and only Graham Clarke remains as the Chair of YVR Airport Services (YVRAS), that portion of YVRAA that markets airport management expertise and administers airports (now 19 in total) in Canada and around the world.

There were the usual brief reports from the principal officers of YVRAA

(Finance, Operations, and Community/Environment) and remarks from CEO Larry Berg on new initiatives for the future. The Meeting was then opened for questions from the floor.

Questions and comments from the general public included wait times in the Canada Customs Hall, drinking fountain access in the Airport (there are none), the availability of airport information in languages other than English or French, taxi drivers with complaints

about taxi owners and looking for YVRAA help (there will be none), and the Airport's role in the fuel pipeline controversy currently proposed by the Airline Consortium. Your Secretary-Treasurer was also present for the nineteenth time, representing the membership of Local Lodge 764.

I had a long string of questions, beginning with the change to the Federal Government's rent formula for YVRAA. The previous complicated formula has been reduced to a simple twelve (12%) percent assessment on gross revenues yearly, which cut the YVRAA rent bill in half. Moreover, most of the major Airport construction projects are now complete, reducing YVRAA bank borrowing and lines of credit, and allowing the Authority to pay down its long term debt with the \$56M in profits from revenues (mostly AIF Fees) in 2010. After two years of decline, flight movements, passenger visits, and cargo tonnage is increasing, but not at the rate forecasted in the 2027 Master Plan. This led to my second question.

The 2027 Master Plan established timelines for major expansions at the Airport based on passenger and aircraft movement volumes. The next two major projects were - another addition to the International Terminal Building (ITB) for more gates and a new Customs Hall in 2013, and, in 2015, a new connector taxiway for the North and South runways running past the Air Canada South Hangar, bridging Grant McConachie Way and the Skytrain track, through the existing side parking lot for the North Hangar, and using some of the land from

YVRAA Long Term Parking. All of this has now been delayed by about three years account slower passenger growth.

However, there will be immediate improvements for Terminal to Terminal baggage handling systems, and there are discussions in progress for tail-to-tail baggage transfers for connecting passengers. Much of this is now driven by competition from other major airports (Calgary, Edmonton, Los Angeles, and Chicago) who are hungry for the Asian traffic currently fuelling the profitable operation at Vancouver, and from WestJet, who want to reduce the ninety (90) minute connection time for international passengers¹. In addition, the Vancouver Airport advantage of being the closest to Asian points for aircraft operation, has now been diminished with the new long range aircraft that can operate point to point worldwide without refuelling. All this discussion about projects prompted another question about the size of management at YVRAA, an item forwarded to me by Brother Glenn Girard of the Local Lodge 764 Political Action Committee.

In 2008, YVRAA and the Public Service Alliance of Canada (PSAC), who represent the majority of workers, superintendants, and managers at the Vancouver Airport, were before the Canadian Industrial Relations Board (CIRB), disputing certification of yet another YVRAA off-shoot, Vancouver Airport Project Management. In 2010, the CIRB ruled that sixty-one of the positions in Project Management were within the scope of the PSAC certification, and awarded

these positions to the Union. The question then became – what happens to all these people when there are no projects, and was this a way of sustaining a bloated management structure at YVRAA?

Larry Berg's answer was to list off an abundance of smaller projects being undertaken for airport improvements, while major projects were on hold.

There was discussion about maintaining competitiveness and profitability, and this led to another question.

The YVRAA Art Collection was valued in 2009 at \$6.4M and increased in value to \$6.8M in 2010. The question was why? The answer was that the increase in value was as a result of YVRAA having bought the Inuit art collection from the owners, thus making the collection airport property. This answer gave new meaning to the term "art appreciation".

Further noting that YVRAA was into acquiring things, this year's report stated that "the leasehold agreement" with the Federal Government (for the Airport buildings and lands) had been extended to 2072, even though the current lease does not expire until 2052. When queried on this extension, CEO Larry Berg stated that the purpose was to allow YVRAA to enter into long term land and building leases with tenants, many of whom wanted a fifty year contract with YVRAA on any property arrangement.

I concluded my remarks with a salute to retiring Board Member Graham Clarke for his long service to YVRAA, and was pleased that the Airport Authority had honoured Mr. Clarke by naming the Atrium in the Link Building after him – in my mind, a fitting tribute to one of three individuals who had a vision of what the Vancouver International Airport could become if placed in private not-for-profit provincial hands!

Documents relating to the 2010 operational and financial performance of YVRAA are available on their Website. Members with questions about the Airport Authority are invited to contact the undersigned at their convenience at the Lodge Office.



Respectfully submitted,
David Varnes,
Secretary-Treasurer and
Intervener YVRAA AGM
1992-2011

Footnote: The WestJet position is being driven by their recent code-share agreements with British Airways and Cathay Pacific, as well as their entry into the transborder and Caribbean market from Canada.

Tech Ops Report

AVEOS Selection Closure: Friday, April 15th was the deadline for Transition Selection. The Layoff Process timelines are being finalized and members who are negatively impacted by their selection have been receiving Layoff and Bumping paperwork. The deadline to return the response is May 11th.

Layoff and Bumping Meetings: The first Layoff and Bumping meeting as a result of transition will occur in YUL on Tuesday, May 17th. Both Peter Perdue and Glenn Cooper expect to attend these meetings.

Transition Meetings and Arbitration: The Shop Committee attended Transition Meetings and Arbitrations throughout the month of April in Vancouver and Toronto. Arbitration became necessary to resolve issues surrounding selection of Transition Options 3/4 and 6/7 and clarity on the retire/rehire options.

ACPPA: The ACPPA case is scheduled for Wednesday, May 18, 2011 in the Ontario Supreme Court.

Negotiations Update: Your negotiation committee was in direct bargaining with Air Canada during the last week of April. Agendas were exchanged. Copies of the Union and Company agendas will be distributed to the membership this week and representatives will be going on the floor to answer questions.

Line Maintenance Shifts: The Local Shift Committee met on Monday, May 9th along with the employer to resume the process that wasn't finalized last fall.

Discussions are ongoing.

AVEOS Above Basic Positions: As a result of several retire/rehires, the Shop Committee is reminding everyone of the language of Letter of Understanding (LOU) 4 and encourages anyone interested in an above basic position or an above basic category to request a LOU 4 interview from their manager. It is important to qualify per the language of LOU 4 as some positions require a qualifying exam.

Ground Support Equipment Shifts: A temporary shift for one Cat 23 Lead has been implemented until the impacts of transition are realized. A brief meeting with Mr. Kevin Trail, the new manager of GSE who replaced Stan Bolk, indicated there may be a need to address shift issues later in the summer.

Tech Ops Retirements: The Shop Committee would like to congratulate the following Members: Albert Hatcher – Category 1, Sam Bozman – Category 23 and Graham Stevens – Lead Stockkeeper who retired May 1st. The Shop Committee would like to wish them 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 and equalization has commenced in all areas except for the baggage CSA's. We are still awaiting a meeting with Mark Southern to hear a proposal regarding the STOC center position grievance. If the issue still can't be settled we will proceed to Arbitration.

We are very pleased to announce that we have set up a Shop Committee sub-office in the cargo warehouse. It is located upstairs between the training room and CSM office. Look for the IAM sticker behind the door. Initially, the hours of operation will be from 1000-1400 every Tuesday. This is subject to change as may be needed. Please come on by and pay us a visit.

By now most of the membership should have seen a copy of both the Union and Company agendas for the current round of negotiations. If you don't have one you can come by the Shop Committee office and we will print you off some copies.

Along with the agendas the Bargaining Committee has provided the floor with Negotiations Survival Handbooks. The information in these booklets is excellent. They outline the bargaining process and strike/lockout procedures in Canada under the laws of the Canada Labor Code. We encourage you all to take the time to read one and if you have any questions please see your Shop Steward for clarification.

The Shop Committee wishes to thank those Shop Stewards who took the time on April 27 to become qualified as LOU 4 interviewers. We were in desperate need of a bigger pool of qualified personnel in that area.

In Solidarity

YVR Airports/Cargo Shop Committee

MTU-C Report

What's happening at MTU?

Well the pace of hiring has slowed to a trickle. There are a few positions still unfilled, and a few delayed hires still to come, but the bulk of the 2011 hiring surge is complete.

We had a visit from the CEO of MTU global empire a couple of weeks ago. He was impressed with the facility and personnel and made positive comments. Hopefully a sign of continued expansion.

Last month I mentioned the Companies desire to bring in a weekend shift. The Senior Stewards office offered a "standard" 3.01c alternate shift agreement patterned after 3 past weekend shift agreements. This agreement included a \$2.00/Hr shift premium. It was flatly rejected by the Company. As the company was proposing something from the "norm", a shift

committee was assembled. After discussion it was decided to solicit feedback from the membership as to the acceptability of going forward with negotiations without a premium.

There were a few members who did originally indicate they were interested in the weekend shift. Most were new or young employees. That got me thinking (sometimes a dangerous thing) about us as a group, a Union. I have shared this analogy with the Steward group, but I think it deserves a wider audience. I look at the Union as a herd of Musk Ox. Now you're thinking this guy has a few loose screws, but bear with me. When things are good the oxen ramble around the tundra, the not so strong taking it easy and the young maybe playing in a stream. Do you see the National Geographic mind picture? Then the wolves come prowling. The natural instinct for the Oxen is to bring the young and weak into the center of a herd huddle. As the wolves circle the herd forms a circle, horns facing out. The young and weak protected by the experienced, strong and able. In this manner they are able to fend off the wolves. We as a Union need to do the same. The young oxen left to their own devices, would surely provide a tasty treat for the wolves, as would the weak.

Now I'm not saying the guys who signed up for the weekend shift are not bright, or that they are not strong, they just don't have the experience with the wolves that many of us have had. In the bad times the company has been kept alive by the sacrifices of

the membership. We shared in the pain. Now when times are good we expect to share in the gain. Giving up a hard fought for premium would not be in the best interest of the entire membership.

Would you go on a hike through the park when the Park Ranger warns you not to, because the hungry bears are just out of hibernation? You might think to yourself "I can handle myself in the wild". But I'm sure you will be second guessing yourself and remembering the words of the Ranger when you hear that twig snap behind you!

Yours in Solidarity

Ray Stec – Senior Steward MTU

Social Committee Report

Every year Local Lodge 764 holds a Service Pin Awards Party in the form of a dinner or luncheon. This is an opportunity to honour and recognize our Brothers and Sisters with longstanding membership.

At this years function, Local Lodge Executives presented a Certificate and Pin to members who have completed 15 years of union service and every 5 years thereafter.

This year 150 guests were treated to a fabulous lunch at McKee House in Ladner on Sunday May 1.

A special honorary mention was made to Edward Berrie and Elizabeth Muren with 60 years of IAM membership. Congratulations to all our Pin recipients.

A special thank you to Chris Hiscock and Mike Sanghera for presenting all the certificates and pins and a big thank you also to Wes Sim for being our Master of Ceremonies!

IAM Social Committee

Daniela Zalunardo

Mel Hoffinger

Gerald Gowans

Political Action Report

POLITICAL ACTION REPORT ON THE CLC LABOUR OUTREACH PROGRAM DURING THE RECENT FEDERAL ELECTION

For two weeks prior to the recent federal election the IAM&AW provided, through the CMPL, one Member to work on Labour issues with the Canadian Labour Congress. The purpose was to encourage Union members, through their Executive Boards, Local, District and Grand Lodges and District Labour Councils, to participate in the election, whether by just getting out to vote or by donating their time and money towards campaigns and candidates with worker friendly platforms.

The CLC identified four issues critical to workers and their families in this election; Pensions, Healthcare,

Jobs and Childcare. They produced a non-partisan web and pamphlet campaign entitled 'Better Choices' which was distributed widely to Unions across Canada. The campaign does not endorse a political party and is suited for non-partisan Unions, in response to changes in Federal Election law that restricts union and corporate contributions to political parties. For mobilized and partisan members there was also a partisan flyer in support of the NDP and Jack Layton. While Bill C-2 prevents donations of money or workers, it does not restrict unions from 'talking politics', even partisan politics, with their own members. As the NDP is recognized as the Federal Party with the most worker friendly platform, the CLC identified target ridings where partisan members could focus their efforts in support NDP candidates who would in turn support worker's issues in Parliament if elected.

Labour Outreach Organizers were trained to work with local unions in 48 targeted seats across Canada identified by working with the Federal Party based on previous election data and on areas where union density would help win the seats. The IAM Organizer worked out of the CLC office in Vancouver together with Union Members from the UFCW, HSA and Building Trades on a handful of key ridings in the Lower Mainland. The targeted ridings were Burnaby-Douglas, Surrey North and Pitt Meadows-Maple Ridge-Mission, with some additional focus on Newton-North Delta and Esquimalt-Juan de Fuca.

In the time available presentations were made to Local

Lodge and Executive Board meetings for IAM&AW LL 11 and 16, and the NWDLC. Members of DL 140 and DL250 living in the targeted ridings were also contacted directly by phone to encourage their participation in the election. The general message was non-partisan and focussed on election awareness, while partisan members were further encouraged to help or donate to NDP campaigns and candidates. Organizers also donated their own time to hand out pamphlets at Gateway Skytrain for Jasbir Sandhu's campaign, phone banking for Kennedy Stewart's campaign and Don Davies' campaign.

The Organizers were tasked with contacting CLC affiliated unions and the Delegates to Vancouver, New Westminster and Fraser Valley District Labour Councils by phone and email to encourage them to contact their own members about the election. As well as contacting their own unions the Organizers spent time contacting Members of UFCW 1518 in the targeted ridings.

While it is likely too soon to know how much the Labour Outreach directly contributed to the outcome of the 2011 Federal Election, two results are immediately apparent. The NDP's Jack Layton will be the Leader of the Opposition in the next Parliament, joined by the following MP-elects from the targeted ridings:

Kennedy Stewart, NDP Burnaby-Douglas
Randall Garrison, NDP Esquimalt-Juan de Fuca
Jinny Sims, NDP Newton-North Delta
Jasbir Sandhu, NDP, Surrey North

With this in mind, I feel that the IAM participation in the CLC's Labour Outreach program for the 2011 Federal Election was worthwhile with concrete results, as even in a Conservative Majority these MP's will listen to the concerns and give voice to the issues important to IAM members and their families. I would like to thank the following for their help with this project and in facilitating contact with IAM members, both in general and in specific targeted ridings: Bro. Ron Fontaine, GLR; Bro. Walter Gerlach, DL250; Bro. Rick Singh, President LL16; Bro. Jeff Smith, President LL11; and the Executive and Members of LL764, particularly LL President Chris Hiscock and Bro. David Varnes.

Respectfully submitted,
Janet Andrews

LL764 Pension Report

During the Aveos selection process that occurred during the last 3 months a lot of confusion surfaced amongst our members on the issue of post-retirement travel and benefits. Most of the confusion arose because of the Option 3 vs. 4 and 6 vs. 7 (retire vs. resign) selections on the transition paperwork. The confusion stemmed mainly from the definition of "eligible to retire" used by the companies in the implementation of the Transition MOA.

That definition stipulated that the individual must have

met a milestone to retire under the rules of their pension plan to be eligible to select option 3 or 6 (retire/rehire). Anyone else who did not meet a qualifying service milestone had to select option 4 or 7 (resign/rehire). The semantics of these 2 options led a lot of members to believe that they would not be eligible to receive their post-retirement benefits and travel if they transitioned to Aveos on either option 4 or 7 even though they had met a continuous service milestone.

A lot of our members will have met a retirement milestone before August 1, 2011 and therefore will qualify for the post-retirement insurance, health and travel privileges. It just is not necessarily in accordance with the rules of their pension plan. Therein lays the confusion. Your pension and your post-retirement benefits are based upon 2 different sets of service criteria – qualifying (pensionable) and continuous (Company).

Note: Both the ex-CAIL and AC plans have exactly the same retirement criteria of 25 years of service or 80 points of age + service.

The amount of money you will receive from your pension is absolutely dependent upon your qualifying (pensionable) service. In addition, if you meet the retirement milestones in the pension plan that also qualifies you for the post retirement benefits. However, there is also a second way to qualify for "Retiree" status and eligibility for post-retirement

benefits and travel. That is by reaching a continuous (Company) service milestone of 25 years or 80 points. (Please refer to the January 2011 Pension Report for an explanation of continuous service).

At the time of the CAIL – Air Canada merger in December 2001 there were 1008 CAIL IAM&AW employees who were not in the pension plan. They only became members of the plan after that date. There were also a lot of CAIL employees who did not immediately join the pension plan when they were hired and therefore have more continuous service than qualifying service. Many of these members will never meet the qualifying service milestones before they retire but most of them will meet a continuous service milestone. That will make them eligible for post-retirement benefits and travel.

The Air Canada policy for post-retirement benefit eligibility criteria can be found on the Aeronet by following the link to My HR>Life Events>Retirement>Retirement Benefits Information>Criteria for post-retirement benefits. This policy clearly states that eligibility can be achieved through either qualifying or continuous service. It also provides a definition of both types of service.

The Air Canada policy for post-retirement travel can be found on the Aeronet by following the link to My Travel>Employee Travel>News & Policies>Policies>Eligible Passengers>Retired Employees. This policy also clearly states that eligibility can

be achieved through either qualifying or continuous service and provides a definition of both types of service.

I may be contacted at 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 4th, 2011.

Respectfully Submitted,

Christopher Hiscock
Chairman, LL 764 Pension Committee

Next General Meeting

June 08, 2011

5 PM

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



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**IN MEMORIAM
NONE**

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