

Nov 2010

# 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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By the time you read this report Remembrance Day will have come and gone. As the years go by fewer and fewer people take the time to reflect on the significance of this holiday. It has become just another day off from work or school. Who among you can honestly say you stood still and observed the minute of silence and remembrance at 11:11 on November 11<sup>th</sup>? One minute a year is a very small price to pay for the country and the freedom we enjoy today. Both were made possible by the service and blood of Canada's young men and women since our birth as a nation.

It is a special day for those who stood up for their beliefs and served our country in too many wars and conflicts. What they remember is the ultimate sacrifice of their comrades who died protecting their Brothers in Arms. If you talk to any veteran they will tell you that they fought and died for the men next to them above all else. They endured horrors and hell we will never know to hold up their end of the unspoken bond and promise that exists between soldiers. Most will tell you that they were more afraid of letting down their buddies and not being there to help their comrades at a crucial time than they were of dying. That is selfless service and solidarity of purpose that you will ever know unless you lived it. They stood together unbroken and victorious

because they understood the universal truth that all soldiers know. To survive and win you must work and fight together. Broken ranks and the ensuing chaos lead only to retreat and defeat.

Our members from LL2323 in YYZ and YTR do a magnificent job of ensuring that Canada's fallen soldiers who are making the long final journey home to their families are treated with the utmost dignity and respect. Their professionalism reflects well on all of us.

Besides giving thanks to our veterans every year we should also take the time to learn from them. The strategy of cohesion and unity of action to achieve a common goal has proven to be effective since the dawn of time. For a group of people to deviate from that principle is to invite defeat. Next year we will head into our own skirmishes at Air Canada, MTU-C and United Airlines. We must demonstrate to our employers that we are resolute and united in our demands. We have been in retreat for 8 years now and it is time for us to take back some ground.

I have not had anyone come forward to me and say "I already have enough. I don't want a raise, or more vacation, or sick time or shift premiums or respect. That money should go to my Executive team. We are too greedy. We are overpaid." There is a lot of pent up anger toward our employers for making millions of dollars off of our sweat and our labour all the while telling us there is not enough to go around. When I am given \$15 million in one year then I will be overpaid.

Wrestling anything out of our employer's hands will not be easy. They are not lining up to give us a bigger share of what they view as "their" money. If we want it we must be willing to fight for it. There will be a price to pay. Every one of us must pay that price if we are to succeed. If you want your Union to

go to the bargaining table and get you any of the things you demand then you had better show the companies that you support your representatives totally. You have to be prepared to show them that you want the things that we are all demanding. Each and every one of us has to be prepared to demonstrate that we will settle for our fair share and nothing less. The employers have to know and understand that they ignore us at their peril.

That is not a threat. That is collective bargaining. The operative word, the key word, the most important word, the only word that gives us any power with the employer is the word "collective". Our employers have not been subjected to true collective bargaining for almost a decade now. It is time that we remind them and ourselves how it works and how effective it can be. Do not ask the negotiations committee to fight for something you want if you will not fight with them. Make no mistake; the employers will be looking to gut our contracts for even more concessions. The 2011 negotiations will probably be the most crucial round of bargaining we have ever entered into. Our collective actions next year will go a very long way to determining our future. Do we want to settle for more of the same or do we just want more? More for us. More for our families. More for our "Brothers in Arms". This we must do together or not at all. That is a choice each of us must make.

Christopher Hiscock  
President,  
Canadian Airways Lodge 764

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**Photo on front cover:**

*Second Place IAM Photo Contest  
A Misty Morning Departure  
Peter Ng, Local Lodge 764, Air Canada, Richmond, BC*

*Jazz ground crew members Peter Richardson and Dean Storey dispatch a Dash 8 aircraft at Vancouver Airport.*

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## District 140 Convention



The Annual Convention of District Lodge 140 was convened this year on October 26 and 27 in Whistler, B.C. Forty-four Delegates from across Canada representing over eighty collective agreements and all facets of Air Transport, Transportation Servicing, and related industries assembled to consider the accomplishments of 2010, and prepare for the challenges of 2011.

Clearly, there were accomplishments and growth to be proud of, but there are more challenges to prepare for.

In contrast to our Sisters and Brothers in District Lodges in the United States of America who face shrinking memberships, District Lodge 140 has been growing. MTU Vancouver Canada is hiring gas turbine and component mechanics, and related trades, as fast as they can be found, to meet the demands of a military contract. Air Canada, has increased its Asian service from the Pacific Rim, and now requires a third work line of heavy maintenance at Vancouver to address B777 remedial work.

However, this has been a grim year for legal challenges from the various employers. Most notable were extensive unfair

labour practice litigations from an employer under District contract in Ontario, and the extensive legal proceedings arising from the Air Canada/Aveos split.

In short, the 2010 legal costs crippled the District Lodge budget. The District was obliged to lay off one General Chairperson and an Office Assistant, and reduce its costs wherever possible in order to close the books and not report a massive deficit.

The District Convention assigns its delegates to various Committees to consider propositions brought forward by the various Lodges for the forthcoming year. It came as no surprise to me to find myself assigned to the Finance Committee.

The Finance Committee reviewed the 2010 operations, and commended the District Officers on the significant savings achieved (more than \$200,000). However, the District will be in negotiations in 2011 with Air Canada, MTU Canada, and the new United/Continental merged airline. The tabled budget forecasted another deficit operation, and the District Officers asked the Delegates to consider a District Lodge per capita increase over and above the normal yearly \$0.25 per Member. The Delegates said no when informed of the growing dues-paying membership in Western Canada.

Clearly, the Delegates saw more savings to be achieved, and the District has responded.

The Western Region District office space on Horseshoe Way, Richmond B.C. has been sold, and the three General Chairpersons will now rent workspace from Local Lodge 764 and Local Lodge 16 at substantially lower cost. In addition, the valuable assets, including the District Lodge 140 Office Assistant, along with the necessary telephone, Internet, ease of contact, and other benefits will now be cost-shared between the District and the Locals.

This was not an easy Convention for a District Lodge 140 Delegate to attend. Many hard decisions had to be made. Be

assured that the Delegation sent by Local Lodge 764 attended with full attention to their responsibilities, deliberated and debated on your behalf with our Sisters and Brothers from other Regions on all the propositions before the Convention, and voted with a sharp eye on the balance sheet, countered by a keen awareness of the national interest, and what is best for the Union and the Membership.

Thank you for electing me as a Delegate.



David Varnes  
ST LL764 and Chair, History  
Committee

## Educator's Report

CAMC Forum Vancouver 201 Vancouver B.C.

This year it was CAMC's 19<sup>th</sup> annual Forum and AGM.

The major sponsor this year was Aveos Fleet Performance.

We had a good turn out from local lodge 764 with Gary Mondoux as an executive member. Wayne Dick on the accreditation committee, from Technical training YVR. Myself on the structures committee and we asked Vice President of LL764 Mike Sanghera to attend.

The week was busy at the first part with many meetings with either trade committee's, executive meetings and many other satellite meetings during the week.

There were many panel discussions and if you were to go

to the CAMC website at [www.camc.ca](http://www.camc.ca), the itinerary for the forum is posted there .

I will hit on the highlights that I thought it made it a successful event.

Firstly it was nice to see all in industry flying or driving to the west coast and the weather in Vancouver was amazing.

We had an extensive meeting on the first day facilitated by the Director of Accreditation and certification, Glenn Priestly. He conducted a meeting that involved all trades, schools and management from around Canada. Fixed wing and rotor, passenger aircraft to repair and overhaul. One thing that caught my ear was that some of the aviation programs, and apprenticeship programs are funded or endorsed by the provincial government, where most others in other provinces were on their own.

There was discussion that they had done an analysis of the machinist trade and a "red seal" machinist can be certified after working 1 year on aircraft.

There is a gas turbine committee and anyone who has the inclination to get involved let anyone of us on the board or committee's know.

There are also painters, furnishings people needed to get on their respective committee's.

I have said it before at past reports, there are also occupational standards for many cargo and baggage, just seems the big employers do not have a need for it, but they are there.

Over the 3 days there were many panel discussions on many topics like

- The state of the Canadian industry-prognosis for the coming year

- Innovation...
- Lack of qualified trades people?
- Buzz topics like "Is the current business model broken? (wonder where they heard that before?)."
- Is recovery on the way?...If so, how fragile is it?
- What is the legacy of the recession?
- Are there structural problems in industry?
- What are the future trends and forecasts?
- Trends in enforcement actions for AME's and pilots.
- TC aviation organization structure
- What are common violations and enforcement?
- How has enforcement changed since the introduction to SMS?
- TC challenges: how pilots and AME's can help?

lot's of air operators with presentations that had some amazing industry related statistics. The statistics were in the billions, but most of the buying and, fixing projections were pointing towards Asia, middle east and Australia, to name a few.

There was a good presentation put on by the executive vice president of the Air Line Pilots Association. He discussed the fact that many pilots future wages pensions and benefits were being threatened. The new pilots were working for minimal wages and the long term outlook for their jobs was

not looking good. I got up and spoke about a similar group that had the same concerns, and he was not aware of this.

Some old familiar faces and names some might remember were panellist's as well at the forum. Names like Les Alders now working in Ottawa as the Executive V.P. at AIAC. Bernie Wurster now an aviation consultant. Standard Aero in Winnipeg gave an awesome video presentation and talked about the process for training and employment used to integrate an Accredited National Standard trade into the provincial Apprenticeship program and the benefits of doing so.. The Canadian armed forces delivered an awesome presentation from Colonel Philip Garbutt. The President and CEO from the Canadian owners and Pilots Association had a turn at the mic. Gordon Turner spoke about the aviation program at BCIT, interesting to note that foreign student enrolment there was at 50%. . We had a presentation last year from a flight school in Moncton N.B. that had full classes of pilots from Asia. There was a social held down town on Wednesday night and a final Awards and Gala banquet on the last night.

It extremely important we participate in the forum and AGM each year. The industry trends are changing as we are in a global economy. What business and governing bodies are looking at, in relation to our industry and our future, are a big part of the what goes on at these industry forums. Next years Forum and AGM is in Winnipeg Manitoba. Our attendance is not only warranted, it is also valued. Many industry experts value our input and need to hear our voice, and the members from LL764 are an extremely important resource to this Council.

I thank the members of local lodge 764 for the support, and look forward to continue being involved.

In Solidarity.

Wes Sim LL764 Trustee, Educator  
and NSTAC (Structures committee).

## United Airlines Report

Nominations for Shop Steward 2011 will be open until November 19. Elections will be held the following week. Nomination forms are available on the board in Ops. Please return completed forms to me or to the envelope provided. The members of the Negotiations committee and our alternate will be travelling to Placid Harbour November 27 for a week of training and preparation.

The Company has installed a time clock in Ops. There is a meeting with Management scheduled for November 19 to discuss issues that may arise with this change in procedure. Anyone with questions should direct them to myself or a Shop Steward. At this time there is no firm date when the clock will come into use.

The Company has made some changes to the schedule to accommodate changes in the flight schedule without the need for a complete rebid of shifts. Concerns about any of these changes should be raised so they may be dealt with immediately.

The Company has again been meeting with employees regarding dependability. All Members are encouraged to take a Shop Steward to such meetings and to verify the Company's records regarding their sick time are accurate.

The Company has introduced CS Evaluation forms and they are scheduled to complete 2 per agent per quarter, for a total of 8 per year. As many of the observations on these forms appear subjective, Members are encouraged to have a Shop Steward present when discussing the forms with Management. The supervisors have advised that continuing negative evaluations may lead to disciplinary action. These forms are in addition to the STW evaluations for ramp functions.

Forms for the IAM children's Christmas party are available on the board in Ops. Completed forms may be returned to the envelope available or directly to the lodge office.

This month we remember those who sacrificed their tomorrows for our today. 'Lest we forget.'

In Solidarity,  
Janet Andrews

## IAMAW Degree - Brian Bethell

It all started in the spring of 2006. I was down at the William Winpisinger Technology Centre in Hollywood Maryland. I was there to take an advanced class with the District Lodge 140 Employee Assistance Program.

During my study Charlie Micallef a professor at William Winpisinger announced to the EAP class that there would be a presentation after dinner from the National Labour College on the Bachelor of Arts Program.

Along with a few other interested IAM members I attended this presentation. It was a well put together power point with a question and answer session at the end on how IAM members could accomplish a degree offered by the National Labour College.

Having understood all the details on how we can accomplish a degree with classes that are offered at the William Winpisinger Technology Centre in association with the National Labour College. I thought this to be an excellent opportunity to enroll. With the application filled out and a confirmation letter from the IAM I was all signed up.

Registration paid I was now an online student at NLC with remarkable elective courses and the mandatory requirement Math, Science, History, and creative English writing classes.

Being back to school like anything else took some getting use to but I was ready to take on the challenges of finishing my assignments as the credits added up I started to enjoy my online work with NLC. I was finally starting to see a light at the end of the tunnel.

With almost four years in and all my elective courses finished I ventured towards finishing my Senior Seminar paper called A Joint Agreement on an Employee Assistance Program. Completed and submitted in May of 2010 it will remain in the National Labour Achieve Library. I finally had achieved my goal of needing the required 120 credits to graduated in a Bachelor Degree in Labour Studies

Elated that it was all over I visited the National Labour College with my family there wearing my cap and gown attended the commencement ceremonies and respectfully represented the graduating class of 2010.

I would like to say as I sat there with 90 union members 20 representing the IAM union across North America it was one of my proudest moments of my life. We all entered the auditorium knowing we all had accomplished our own goals but we left as proud union members and grateful that our IAM union had contributed greatly to this achievement.

Our IAMAW union does have an interest in well trained and educated union members and if any member has an interest in obtaining a bachelor's degree it is achievable.



In Solidarity

Brian Bethell

## LL764 Pension Report

In a continuation of last month's report I will continue working my way through the alphabet of pension language and terms. Here are three more to help cure your insomnia.

*"Average Annual Compensation"* - is similar to but slightly different than *"Final Average Earnings"*. AAC applies to allowable service since the transition date (December 2001) and *FAE* applies to allowable service prior to transition under the CAIL rules. The difference is simply this; AAC is your average monthly compensation in **any 36 successive months** of allowable service times 12. *FAE* is the average of either your **last 36 consecutive months** prior to the date you cease to be an employee (retire, quit or die) or **any 3 consecutive calendar years** of allowable service, whichever is greater. If you have reached a full 35 years in the pension plan you cease to make contributions or accumulate any more service as you have reached the maximum. However your AAC and *FAE* are calculated from any period during your entire employment including any time you work after you have 35 years in the plan. Therefore, you still have the ability to increase your AAC and *FAE* and possibly your pension after you have reached the full 35 years of service. Your AAC and *FAE* are one of two ways in which you have the ability to affect the amount of your pension benefit. The other one is the amount of allowable service you accumulate.

*"Beneficiary"* - means any person or persons last designated by you to receive any benefit payable under the Plan in the event of your death. Beneficiary is not the same as Spouse. Your beneficiary can be anyone, not only your spouse. This is a very important distinction. The benefits payable to your beneficiary and your spouse are completely different. Your spouse is entitled to receive a survivor's

pension equal to 60% of your pension amount that will be payable until their death. A beneficiary is only entitled to receive the minimum amount payable under the terms of the Plan. That is your contributions plus interest (C+I) where the interest has been calculated at the 5 year Canadian Bank Rate during your years of contribution. If you die prior to receiving any pension benefit then your beneficiary will receive the full amount of your C+I. If you die after retirement but before you have received a benefit amount equal to your C+I, then your beneficiary will be entitled to receive the difference. If you die after having received a benefit amount equal to or greater than your C+I then your beneficiary is not entitled to anything. Your spouse and your beneficiary can be different people. They do not have to be the same person. Quite a few employees find out that they still have one or both of their parents listed as their beneficiary long after they have been married simply because they did not change their beneficiary information with the Company. It is important to ensure that you have the beneficiary information on file that you wish to have. The document you signed when you named your beneficiary is a legally binding agreement that the Company must abide by. If you wish to change beneficiaries, then you must submit by mail a new (revised) beneficiary card. Faxes and emails are not accepted because the original signed document must be kept on file. You can print a change of beneficiary form from the Aeronet Portal under the My Work>All Forms tabs. The CAIL Plan form is ACF850B.

“*Commuted Value*” – is commonly referred to as the “lump sum” amount of your pension benefit. This is an actuarial equivalent amount (see last month’s report) of money that equals the total dollar value of your pension benefit. It is calculated using the actuarial assumptions and methods which are prescribed in the *Pension Benefits Standards Act* and the *Income Tax Act*. Your sex (male or female) cannot

be used in determining this amount. This is to ensure you are not advantaged or disadvantaged in the calculation of this value.

I may be contacted at [pres764@telus.net](mailto:pres764@telus.net) with any questions or concerns that you may have.

Respectfully Submitted,  
 Christopher Hiscock  
 Chairman, LL 764 Pension Committee

## District 140 Convention Report



The Convention was opened at 0905 with a few announcements. Sis Angie Schira would not be in attendance as she was in a car accident while on vacation in Italy and is home recuperating. Few agenda changes, including International President Buffenbarger will not be in attendance as planned, due to DL/NW merger issues (Involves about 30,000 people)

There were 44 delegates, 16 guests and 4 alternates in attendance.

### PDGC Report;

- DL140 represents 80 Collective Bargaining Agreements.
- Town hall meetings were held across the country.

Many thanks to of District Lodges who assisted.

- Will be sending 6 Bargaining Committees to Placid Harbour for training.

- Update of ongoing issues:

- AC-Aveos Split
- EAP National Coordinator position
- Budget Changes. Legal costs high.
- Organizing. Up to about 15000 members.

#### **GVP Bro. Dave Ritchie;**

- Major threat is pensions. All carriers are not funding pensions as they should. Members are angry and only have their pensions left. It is time to let the politicians know they are not responding to what the people want.
- Each Local Lodge needs a committee ready to act politically.
- ITF – Local Lodges need to be more active.
- The average Canadian wants to be treated fairly.

Presentation of cheque for Grand Lodge Convention, by Local Lodge 764.

#### **Transportation Coordinator (Airline), Bro. Carlos De Costa;**

International Airline Trends:

- 2009 bad financially. 15% drop in revenue (\$10 billion decrease)
- Airports suffered in North America, Europe and Japan had a 1.4% drop in passengers. 7% increase in Asia, Middle East and Latin America.
- US Airports had a decrease of 75 million passengers

while China had an increase of 79 million.

- Canadian travelers heading to Europe.

- Air Transat had best quarter ever (first quarter of 2010)

- 2011 forecast;

- Slow down in 3<sup>rd</sup> quarter of 2009. Industry outlook weaker.

- Aircraft deliveries (1400) only increased capacity by 6%.

- Expect airfare wars

- Steady, progressive profits 2011-2014.

- MRO – (maintenance, repair and overhaul)

- Growth expected to return 2015-2020

- Prepare for new technologies

ICAO update, CAMC update

ITF – 760 unions in 154 countries. 4.69 million Workers globally.

- Civil Aviation meetings yearly. Issues include Organizing, fatigue, Open skies, Aviation and Environment.
- Congress meets every 4 years.

Transport Canada

- SMS problematic across the country. Meeting to be held with IAM and Transport Canada.

Future Concerns

- Outsourcing of work
- Get involved. Lobby government.

#### **Organizing Report; Bro Robert Savoie, Bro. Ian Morland:**

- Union membership is down

- Labour movement has less clout.

- Anti-union government in power.
- Globalization (cheaper to outsource)
- New jobs do not have secure foundation (gain jobs @ \$10.00 but loose jobs @ \$20.00 p/h)
- 66% of workers would like to be unionized, if they had a choice.

#### Campaigns:

- Dorval Swissport CS
- ATS
- NS Machine Shop Ltd
- Honeywell OEI

#### Targets 2011:

- Porter Airlines
- YYZ Continental Airlines (42 csr's)
- Canjet Dispatchers
- YYC BA/YVR BA
- Swissport YVR baggage and 12 csr'S

#### Health and Safety Report: Bro Steve Daechsel:

- 2 years ago IAM Joint Air Transport Committee with US, DL 140, 141 and 142. Represent US, AC, UA, CO. Meet 4 times per year (two of those meetings are joint with the National Safety Council).
- Wellness programs
- Training. Need to do a better job training safety reps.
- Polar hoods available.

Nominations for EBoard and Auditors:

#### DL 140 Conference Day Two

#### GC Reports

Eastern Region Report submitted jointly by Robert Savoie and Ian Morland, also covered activities in the Central Region and Maritimes.

- the majority of time was spent on Labour Relations Management tasks, with ongoing Organizing drives.
- the biggest issue is the subcontracting out of work, and fines by the arbitrator have not served to change this trend.
- concerns about the AC/Aveos transition and the 2011 Negotiations, particularly revolving around a viable future, pensions, and salaries.
- Negotiations in the past year were difficult, with Employers demanding concessions.

#### **Western Region Report submitted by Fred Hospes.**

- there were many issues facing the GC's this year including an attempted raid at YVR Aeroguard, the AC/Aveos transition, the UA/CO merger, layoffs/mitigations/recalls at AC, and fighting the subcontracting out of bargaining unit work.
- Six collective agreements were successfully negotiated and ratified, in the coming year there will be nine bargaining units entering into Negotiations.
- Organizing is ongoing, and GC's have been working jointly with DL 250 on some campaigns.
- **Stan Pickthall, DBC DL 250**
  - Spoke of the passing of Bro. Bruce Richards, a long time Unionist and activist with DL 250.

- Discussed joint Organizing campaigns with DL 140, including Airlines and Bus/Trolley companies.
- Covered BC politics, the HST and the importance of political activism.

#### **Peter Greenberg, IAM Economist with the Strategic Resources Department**

- Spoke about how his department is an internal resource for IAM members, providing support for bargaining with surveys, maintaining the contract database.
- Discussed the current situation with US airlines, including the DL/NW merger, the UA/CO merger, mergers and buyouts of regional and low cost carriers.
- Cited the lack of a business plan for Airframe past 2013 at Aveos as a major concern for the AC/Aveos transition.
- Spoke about Aeroman, and improving the conditions and wages at Service Groups.

#### **Unfinished Business**

-Terms of reference for the EAP Coordinator

#### **New Business**

- Budget for 2011 was approved. The increase in legal fees was discussed, and Negotiations expenses.
- Bylaw Amendments. Most dealt with housekeeping and updating.
- Next Convention to be held in the Halifax area.
- Motion by Wes Sim to form a Political Action Steering Committee for the DL. The intent is to coordinate Political Action for the whole District while not

incurring any extra expense. Passed

- Motion for DL to review the Women's Committee with regards to length of term and number of members. Article 1303D. Passed.
- Motion to keep Dennis Yelle as EAP coordinator was ruled Out of Order.

#### **Goodness and Welfare**

-The DL building at Horseshoe Way in Richmond, BC was sold. Tania Canniff and Todd Haverstock will continue working out of the LL 16 offices at YVR, Fred Hospes will move to an office at LL764 in Richmond.

**50/50 draw winner** – Stan Pickthall

#### **Regional Caucuses and the Election of Officers**

-The Western Region Officers were elected as follows

- Ed Aronyk - Service
- Chris Hiscock - AC
- Lorne Hammerberg -At Large

Convention Adjourned October 27, 1500 hours.

On behalf of the Delegates and Alternates that attended the convention, we would like to thank the membership. Also, kudos to Bro Haverstock for his organizing of the event and an excellent choice of venue. Job well done!

Submitted by  
Laura Sharpe  
Janet Andrews

# Next General Meeting

**Dec 8, 2010**

**5 PM**

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



**WE'RE ON THE WEB!**  
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**IN MEMORIAM  
BROTHER  
LARRY FRALICK**

## **Local 764 Executive Board**

Chris Hiscock – President

Mike Sanghera – Vice-President

David Varnes – Secretary Treasurer

Laura Sharpe -Recording Secretary

Steve Daechsel -Trustee

Wes Sim – Trustee, Educator

Cam McDonald -Trustee

Dan Cooke – Conductor/Sentinel

Gordon Taylor – Communicator

Joe Toth - Tech-Ops Shop Chair

Craig Chard - Airports/Cargo Shop Chair

Neil Carter – Senior Steward MTU

Janet Andrews – Senior Steward UAL

Ron McKelvie – Clerical Chief Shop Steward

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