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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



President's Report

Last month I talked about how Air Canada is benefiting from the intervention of the Canadian federal government into their collective bargaining process. So far they are two for two. The government's foot on the throat of the CAW in June forced them to hastily conclude and ratify a collective agreement that they were initially preparing to strike over. While they were able to obtain a few extra items in the final deal they ratified, that deal was not a true measure of what the CAW felt they could have obtained if they had been allowed to bargain freely with the employer.

The CAW leadership has told their members that while the deal they did bargain provided some measure of improvement over their previous contract, they were also of the opinion that they had been forced to leave improvements "on the table" due to the government's intervention. Bargaining with the employer under long established and judicially entrenched rules and legislation is one thing. Bargaining with the employer while the employer's friends fundamentally change half a century's worth of collective bargaining history and jurisprudence by calling audibles from a hurry up offense is another.

Last month the federal Conservative government once again inserted a barely warmed finger into Air Canada's collective bargaining process. This time the recipient of the probing middle digit was CUPE. After their members rejected two tentative agreements, Air Canada and the government commenced operation "I can't hear you!" and seized the matter with the CIRB. The initial referral was to prevent a strike while the MPs feasted on turkey. But the overarching reason was to have a quasi judicial, government appointed body do what Air Canada had been unable to do on its own at the bargaining table. Impose a deal on the CUPE members that they had very clearly rejected, not just once, but twice.

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In last month's report I said that the end result of the *CIRB* intervention would be the imposition of the very same tentative agreement that the CUPE members rejected. On Monday, November 7th, that is exactly what happened. In a 13 page ruling, *Board* Chair Elizabeth MacPherson briefly cited her reasons for the imposition of the rejected deal. While the law behind her decision is valid and widely understood, the real problem that is glossed over by this decision is why the dispute ended up before her in the first place. This is a collective agreement that was not allowed to be shaped by the true competing economic dynamics wielded by both parties. Only the economics concerns and abilities of one party were given credence. The union's economics be damned.

Air Canada filed for federal conciliation with ACPA in the last week of October to begin the process of bringing them under the jackbooted foot of the Conservatives. Like the CAW and CUPE, ACPA also rejected their first tentative agreement. They have been undergoing an internal reorganization of their leadership in the wake of that rejection but they have been working through their processes. Things simply are not moving along quickly enough for the company. It is my opinion that Air Canada is taking this pre-emptive step to avoid any possible labour action or disruption to their bookings over the upcoming Christmas period. It is impossible to tell how this intervention will ultimately end up, but with their undefeated track record and the overwhelming home field advantage they now enjoy, you have got to like their chances in this one. I'm pretty sure they do.

The IAM&AW TMOS negotiations committee has been meeting with Air Canada in YOW for the past two weeks. To date the reports are that they are making some measured progress. That is always a good thing but our members must be fully cognizant of the uphill battle they face in this round of bargaining. The template for groundbreaking and highly suspect government intervention has clearly been developed.

You can rest assured that there is no special love in Calin's heart for the members of the IAM&AW that would prevent him from picking up that Batphone to YOW when the time comes. Oh where oh where is little Cindy Lou Who when you need that heart to grow 3 sizes? Here's hoping that the green suited man, his little dog and the sleigh loaded with that sack of pilfered Christmas gifts come trundling down our hill. Alas, I fear that Theodore Geisel will not see the food brought back for this feast, especially not the carved roast beast.

Christopher Hiscock
President, Canadian Airways Lodge 764

Clerical Report

The company has posted 4 new positions but has listed them as ATS

- (Non-union) but we looking into this as most of the duties are in scope.

There may-be another position coming up and the clerical considers that

- It would be a backfill.

One retired member still has no answer from the company yet on a pension

- Upgrade as per their retro pay that they got after retiring. I was told that the company had to get someone special to look into this matter.

One member in (Aveos) is splitting their time between their present position and their new position they are going to in (AC).

Had a bit of a problem with the job that was awarded (medical office) last month As many people said that they did not see it posted , but after a few phone calls and many emails the appropriate documentation was provided and the job Was posted back in August on the 25 at 1:57 pm eastern time,

Job # Yvr 10380.

This is final the VPP is dead this year.

The clerical CSS from AC and Aveos attended a conference call today (Wednesday November 9 2011) to discuss the future movement of employees To/from AC/Aveos.

This is a notice that this being November, it is time to bid your vacation time.

In solidarity Ron McKelvie CSS LL 764

Photo on Front Cover

Congratulations to Peter Ng from Local Lodge 764 he got second place in the IAM Photo Contest for 2011

Safe Start Engines - Selim Turgut pulls out the 28V Ground Power unit from a Dash 8 aircraft after two safe engine starts.

Merlin Engines & North Stars



The necessary imperative for new technology in aircraft development before World War II spawned not only the demand for new lighter and stronger airframes, but also, the requirement for more powerful engines. The need for faster, more agile fighter aircraft with engines having greater horsepower, durability, and the requirement to operate at higher elevations was prompted by German military build up after the First World War. The British Government issued specifications to the British aircraft engine manufacturing industry in 1933 for an aircraft engine with greater power and less weight, to match German aviation initiatives. Rolls Royce Aircraft Engines division responded. Rolls-Royce submitted the PV-12 design, a V12 cast aluminum 27 litre (1650 cu in) in-line engine, later to become known worldwide as the Merlin.ⁱ

A prototype Merlin engine was tested in 1933 by British authorities. The engine had numerous problems, not uncommon for a new design. Rolls-Royce had to address frequent gear train failures, coolant and oil leaks, cylinder head cracking, and excessive wear on the camshaft and the crankshaft bearings.

At least five engine designs were tested in development. It was not until 1937 that the Merlin "G" series at 1030 horsepower passed stringent British Government military testing. Shortly thereafter, regular production began. The "G" engine was to be followed by later improvements for both military and civilian application.ⁱⁱ

All of the improvements focused on reliability and power. In the Merlin "G" engine (and several variants that followed until the end of the Second World War), enhancements, including the cooling system and supercharger, better car-

buretion, and the use of higher octane (100) aviation fuels, increased the engine life by thousands of hours, and boosted the horsepower rating from the original 1030 to 1600.

During the Second World War years, production of Merlin engines was spread over three Rolls-Royce Great Britain facilities – Derby, Crewe, and Glasgow. The spread reduced threats from bombing and losses of productive capacity. Ford of Britain also secretly operated a production facility at Manchester.

The powerful Merlin design was quickly embraced by the Americans. British Merlins were manufactured under license by the Packard Motor Company as the V-1650-1 after 1941. Its most prominent use was in the USAF P-51 Mustang fighter aircraft.

There were 149,659 Merlin engines in total produced by the various manufacturers. The final engine was built and shipped in 1950 before the last Merlin production facility was shut down by the Packard Motor Company, which was by now, in serious financial trouble from falling car sales.

The majority of Merlin engines produced were employed in Lancaster bombers. When the Second World War ended, the fledgling Trans-Canada Airlines (TCA) converted several Lancaster bomber airframes to commercial passenger use as "Lancasterians", and operated the first scheduled Trans-Atlantic service between Canada and Great Britain.

Merlin engines became the power plant of choice for the Canadair Four (later renamed the North Star). Federal Transport Minister C.D. Howe (the fabled "Minister of Everything") purchased the production equipment and processes, the tooling, and the spares for the Douglas DC4 from the American Government at war's end. The goal was to establish a Canadian air transport manufacturing industry, and its beginning was the manufacture of the North Star.

The North Star was to play a prominent role with the two major airlines in Canada – TCA and CPA – and a later role in Great Britain – with purchases by the British Overseas Airways Corporation (BOAC), where the North Star became known as the "Argonaut". The Argonauts would subsequently find their way to the Gulf of Arabia, as part of the BOAC subsidiary, Aden Airways. However, the North Star's greatest renown was with the Royal Canadian Air Force (RCAF) during the Korean Conflict. Part of Transport Command, the RCAF North Stars were the backbone of the Allied war effort to provide a steady flow of critical military

supplies to the Korean peninsula.

North Stars manufactured in Canada by Canadair were powered by Merlin 622 and 624 engine variants throughout their production cycle of seventy aircraft. The history of these aircraft is fascinating.

The shortest employment was with Canadian Pacific Airlines (CPA). There were four aircraft delivered as Canadair Fours in 1949. One was lost in an accident at Tokyo in bad weather in September 1950. The other three were later sold to Trans-Canada Airlines (TCA) by 1952 to make room for the DC6-B's that Grant McConachie wanted for his South-East Asian and Pacific (SOPAC) routes.

TCA operated twenty-six aircraft, the majority being DC4-M2 models which had pressurized cabins. Four of the early production models (DC4-M1) were loaned to TCA by the RCAF in 1946, to get commercial service started, and then returned to the Air Force in 1948. The North Stars were extremely noisy with their Merlin engine exhaust stacks venting directly toward the aircraft fuselage from the in-board engines. TCA was able to improve passenger comfort by modifying the exhaust stacks close to the cabin with a cross-over manifold of its own design, which reduced engine noise. Gradually, the noisy North Star was replaced on long haul TCA routes by newer quieter aircraft (the Lockheed Constellation), and by 1961, most of the North Stars had been sold to other airlines.ⁱⁱⁱ

The Royal Canadian Air Force (RCAF) operated a total of twenty-five aircraft, the majority being the C-54GM model designed for military use. The RCAF Merlin powered North Stars were to distinguish themselves during the Korean War. Canada contributed logistical support to American forces in Korea, transporting thousands of tons of supplies between North America and the Korean peninsula, and ferrying thousands of tired troops home, with unflinching regularity.

Today, there are precious few North Stars left. One sits abandoned on a remote Caribbean island short runway (ex-RCAF 17514), following (alleged) dubious use by drug lords. Another was last reported as derelict at a Central American airport, no longer used by the military of that nation, and pushed off into a weed covered corner of the tarmac. The last remaining completely intact operational North Star (RCAF 17515), and its Merlin engines (with a spare) is currently being restored to military specifications at the National Aeronautical and Space Museum in Rockcliffe, Ottawa. Local Lodge 764 is a sponsor of this project, and I

had a chance to review the project progress on Friday, October 28, 2011. Without doubt, the project has excellent stewardship, but completion will take willing and knowledgeable hands, consume many hours, and involve a lot of money. My thanks to "Eric", staff member from the Canadian Aviation Museum, for taking the time to provide me with a private inspection tour of North Star restoration progress.

And of course, with 149,659 engines produced between the British (Rolls-Royce and Ford) and the Americans (Packard) manufacturing plants, there are still a limited number of engines available. Some are preserved by museums, while others are held (as spares) by aeronautical societies.

The limited number of Merlin engines that are still available are powering collector airplanes, many of war time vintage, flown by individual enthusiasts, and societies. The best example is the Confederate Air Force, which make their treasury of older preserved aircraft available to air shows around North America.



Sadly, many surplus engines from scrapped aircraft found their way into the drag strip and "funny car" circuits of the United States. These engines lived a short life, with cylinder walls exploding from metal fatigue imposed by immensely supercharged volatile fuel mixtures. Some Merlins still survive, used in the air race circuits popular in Nevada and elsewhere, when powerful engines are needed to propel racing aircraft to incredible speeds and brute force turns.

Many drag strip Merlin engines now languish in an obscure warehouse, lined up, row upon row, with one cylinder bank displaying perfect mechanical condition, while the other side, manifests a jagged testament of broken cylinder walls and pistons shattered inside the engine block, signifying

their violent and catastrophic end.

But perhaps the greatest loss in this history is that generation of mechanics who used to troubleshoot and repair these magnificent engines. That generation is now rapidly fading away. At the last Local Lodge 764 Retirees Meeting, I asked the assembly if anyone had ever worked on Merlins. Only two hands were raised. Lost to us also are those wonderful anecdotes told by our grease and glycol stained senior colleagues, who maintained the many varieties of temperamental Merlins. These craftsmen kept those cranky engines running, allowing the Merlin to build a legacy of engine reliability that became the envy of the piston prop world.



Take a moment to reflect upon our grease-stained Brothers, and the historic Merlins that they serviced. Both will be missed.

David Varnes,
ST LL764 and Chair
History Committee

Footnotes:

i Rolls-Royce adopted the practice of naming its engines for military aviation after birds of prey. A merlin is a

falcon found in the Scottish Highlands. Thus the smaller engine to precede the Merlin was named the Kestrel, and the larger engine which followed it was named the Griffon.

ii The “G” series was to become the base production model from Rolls-Royce, and was later produced by the

Packard Motor Company, under license, in the United States until 1950. The “622” and “624” variants of the Merlin were the most successful in commercial use.

iii Two North Stars was operated by the RCAF (17518 and 17524) in VIP configuration for the Federal Cabinet.

17518 had an extra window in the aft cargo door and an auxiliary power unit (APU). RCAF 17518 was taken out of service in 1962. RCAF registration 17524 was sold in 1966, and was last reported as scrapped in California. The Larry Milberry book, *The Canadair North Star* (1982) has a complete tracking of all aircraft produced, in an Index at the back of this excellent publication.

Tech Ops Report

Transition: Air Canada is interested in getting their employees as soon as possible. Anyone interested in volunteering to move ahead of schedule needs to advise the employers in writing and we ask you copy the Shop Committee; we have forms in the Shop Committee office.

Arbitrations: Western arbitration scheduled for Vancouver on November 9th have been moved to Calgary on short notice for the same day.

Aveos Gantt Meeting: A Gantt meeting was held in Winnipeg on October 24th. The Gantt chart shows 2 B767 heavy check lines to the end of the year and a third A330 Fr 53 mod line currently in place, ending December 11th. The 3rd line has a gap until January 3rd.

The 2012 schedule shows a resumption of the 3rd line on January 3rd. Line 1, B767 H & M checks until June 2nd. Line 2, B767 H & M checks followed by B777 B checks until May 18th. Line 3, B767 H and Lease return checks followed by A320 H checks that continue into the summer.

The Gantt chart extends only until the end of June so the full summer plan remains unclear. The next Gantt meeting is scheduled for December 1st. We were promised a chart with summer details prior to the December meeting.

GSE Shift Meetings: The Shift Committee has met with the employer and talks are ongoing. Some of the proposed changes to shifts may impact vacations and this is being considered by the Shift Committee as well.

Positions at AVEOS: Many of the Above Basic positions have been posted and the Shop Committee has been involved with vetting the lists in an attempt to ensure no one gets missed. The Shop Committee has been informed by AVEOS HR that the LOU 4 process will not be used for most positions.

AVEOS Pension Representative: It has been brought to the Shop Committee's attention that both LL764 Pension representatives have ended up at Air Canada. Therefore, we need a Pension Representative who is with AVEOS. Any Brother or Sister at AVEOS interested in becoming a Pension Guru, please contact the Shop Committee at your earliest convenience.

Line Shift Meetings: The Shop Committee along with the Shift Committee met with the employer on Oct 28th, the Company was given a couple of proposals for consideration and we are waiting for the employer to respond to these proposals.

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

Airports/Cargo Report

Shift bids have been completed in all areas except for the baggage CSA's who should be getting underway any day now. Most of you are aware that we were at an impasse with the company over their intent to eliminate 7 LSA positions. Negotiations over this issue ultimately did not delay the original shift changeover date. DL 140 and the Shop/Shift Committees were eventually able to reach a satisfactory agreement with the company. The agreement saw the return of the domestic dispense LSA positions and a December 12th arbitration date to fight for the remaining spots. We are hoping to get them all back.

Vacation bidding is about to start in most areas. Please check the website frequently to view the vacation bid lists, times, and phone numbers to call in. For the ramp, the bid will again take place in the Shop Committee office boardroom for those who do not wish to call in their vacation choice preferences.

Shop Steward nomination forms are now up in most areas throughout the workplace. We are always looking for dedicated Stewards so please be sure to nominate anyone who you think would be a good candidate for the job. Local Lodge 764 provides basic Shop Steward training every year. 2012 will also see the first ever Collective Agreement training course as well.

The Airports and Tech-Ops negotiations sub-committees spent 8 days from November 1-8 in Gatineau Quebec moving forward with the Collective Bargaining process. There was some real progress made at the tables and future dates have been set both this year and next.

In Solidarity,
Airports/Cargo Shop Committee

DL140 Convention Report

DL140 CONVENTION OCTOBER 26-27

The 2011 District 140 Convention was held in Ottawa at the Delta Ottawa City Centre Hotel. The Convention opened with a welcome from PDGC Bro. Chuck Atkinson. The Minutes of the last sessions were approved and the agenda adopted.

International President Bro. Thomas Buffenbarger arrived to address the convention. His address highlighted the importance of organizing to the IAM and the union movement. He touched on how important passing the new dues formula at the 2008 Convention was for the IAM to continue to exist and service the membership. He spoke on the state of airlines in the US, what has been lost in the DL/NW merger when the NW IAM members were decertified, and the possibility of a new vote in the future. He reminded the convention of the pensions, seniority rights and access to the grievance process that has been lost to those workers. He touched on the UA/CO merger, preparations for the 2012 convention in YYZ, the importance of the U cubed program given the rise in layoffs and unemployment in the US, and the Occupy Wall St. movement. He spoke about how politics affects unions, the new laws proposed to inhibit the freedom to engage, changes to union finance disclosure proposed by the Conservative government and the assault on collective bargaining that saw its extreme in Wisconsin with the public unions there. Bro. Buffenbarger finished by stating unions are more important now than ever, and that working people matter.

Canadian GVP Bro. Dave Ritchie then rose to address the convention. He spoke about the AVEOS/Air Canada split, the threat posed by the Harper Conservative majority and the importance of education to the union, keeping the membership informed and engaging in public dialogue. He finished his remarks by stressing the importance of political action and the union's involvement in having a say in Canadian political life.

Bro. Robert Roach, who will succeed Bro. Warren Mart as GST in January 2012 was also present and spoke. His remarks touched on the viciousness of the representational vote at Delta Airlines, what is at stake in the UA/CO merger, and the dirty campaign waged by the AFA in the UA Flight Attendant vote. He reminded the delegates that if we don't lift standards, they are lowered for everyone. Only IAM represented workers retained their pensions in many of the recent airline bankruptcies.

After lunch the very knowledgeable Bro. Peter Greenberg from Strategic Resources gave an industry update that included the US mergers, the financial difficulties currently facing American Airlines, the AC/Aveos split, the rise of foreign MROs, the aggressive expansion of companies like Aeroman.

Bro. Ron Rawding gave an EAP report. The Union is focusing on bringing EAP to those members who do not have access to it by engaging with employers.

Committee Assignments were then given out for both the budget and the proposed bylaw changes. The convention broke into Committees after Bro. Atkinson dealt with the Nominations for the Eboard (West region).

There was a social event in the evening, but prior to that the LL764 delegation, including GC Bro. Fred Hospes, went to visit the Honourable Don Davies, MP (NDP Vancouver-Kingsway) at his Ottawa offices. MP Davies treated the delegation to an interesting and extensive tour of Parliament, including visiting the Chamber of Parliament and dinner in the Parliamentary Dining room. He listened attentively to the delegates' concerns about the state of the airline industry and was an informed speaker on the issues currently facing working Canadians under a Conservative majority government.

Thursday morning opened with the General Chairperson's reports. Bro. Fred Hospes reported on organizing efforts in the West, current contract negotiations and the fact that the MOA with AC drew out the split for four years that enabled many members to reach milestones or retirement with the company. He also touched on the trusteeship at LL16. His report was followed by similar reports on the East, Central and Maritime Regions.

Bro. David Chartrand of DL11 was invited to speak to the delegates. He spoke about outsourcing, the importance of getting government support for Canadian industry, using Mexico as an example of an entire country and government involved in trade missions to bring work to the country. He stressed the importance of political action in this process, how government could be involved in bringing work and industry into a country instead of fostering outsourcing of good jobs that pay living wages to citizens. He spoke of the importance of educating the membership on issues that serve their own best interests. He finished by talking about how important it is for District Lodges to work together.

Delegates were then treated to an address by the Honourable Olivia Chow, MP (NDP, Trinity-Spadina) the Official

Opposition Critic for Transport, Infrastructure and Communities. Given all that she has gone through in the last few months, MP Chow was an engaging, energetic speaker whose occasional references to the late Jack Layton added poignancy to her speech. She robustly decried the Harper Government's current Union baiting, the concessions being demanded constantly by corporations now not only in recessions but at every round of bargaining. She informed the delegation about the proposed legislation that would force Union's into burdensome and unnecessarily intrusive disclosure. Unions are now tax exempt, and the proposed changes are both punitive and add to bureaucratic red tape. She spoke passionately of how in bankruptcy worker pensions should be protected and honoured ahead of shareholders, and the robust dialogue brought to the party by the new Quebec caucus.

After lunch the reports of the Budget and Bylaw Committees were presented. The budget was passed. Most of the bylaw changes involved housekeeping, changes to reflect the split of AC, or adjustments to the French translations. There was some debate around changes to Article V. While there was a friendly amendment proposed, and the intent was purely to ensure those running for positions be experienced and qualified to best serve the membership, the change was ruled out of order as it presents barriers to members wanting to run for District positions. Also discussed were changes to Article XI, revolving around elected GC assignments. This was referred back to the District. The committee recommended concurrence with the proposed changes to Article XIII, specifically 13.10, but this was defeated. There was some discussion on this proposal, and Bro. Ritchie rose at one point to clearly state that this change was already being tried at the current round of AC and AVEOS bargaining, where separate groups could negotiate some of their own issues. Discussion centred on whether there should be the ability to negotiate monetary items, and what that extends to. It would appear the results of the current rounds of bargaining may determine future changes to this Article.

The convention then broke into Caucuses with the purpose of electing regional District representatives for the Women's and Political Action Committees. From the West region Sis. Carol Douglas of LL 2603 was acclaimed the Women's Committee representative and Sis. Janet Andrews of LL764 was acclaimed to the DL140 PAC.

The 2012 Convention will be held in Halifax, NS, and it was decided that Winnipeg would host the 2013 Convention.

Respectfully Submitted, Janet Andrews

Pension Report

The governing legislative document for federally regulated pension plans in Canada is the *Pension Benefits Standards Act, 1985* - colloquially referred to as the *PBSA*. It is the statute that contains all of the rules and responsibilities binding on all parties to a federally registered pension plan.

Every pension plan is comprised of a variety of elements but two that are essential to every plan are the plan sponsor and the plan administrator. In the case of a single employer pension plan like Air Canada, the company is bound by the *PBSA* to act as both the plan sponsor and the plan administrator.

Of these two roles, the sponsor's role is the simplest. They are required to provide the money. The pension fund must be held in trust separate from the employer's own monies and the sponsor bears the sole responsibility for ensuring that all monies owed to the pension plan are paid into the fund. They are also responsible to ensure that all monies owed by the pension plan are paid to the benefit of the members. They are required to fund any shortfalls that arise in the plan when the assets are insufficient to pay for the associated liabilities. The buck literally stops with the sponsor.

Section 7(1)(c) of the *PBSA* also requires the employer to be the administrator of a single company pension plan. All of the varied roles and responsibilities of the administrator are set out in Section 7 of the *Act*. The role of the administrator of a pension plan is by far the more complex and involved of the dual roles. It is through this role that the company bears their fiduciary duties to the plan. That is a legal way of saying they have a duty to act reasonably and prudently. They must handle the money as any reasonable person would handle another person's money. They have a duty of loyalty to the people whose interests they represent, both the sponsor and the members. They cannot have a conflict of interest with the interests of the plan. They cannot profit from their role as administrator and they must act with an "even hand" when dealing with competing interests (like the sponsor and the members)

The employer can hire a separate third party person or company to act as the administrator on their behalf but ultimately they retain the fiduciary duties owed to the plan. This is the case with Air Canada having contracted the Mercer Pension Consulting Group to act as the plan administra-

tor for all of their pension plans.

The administrator must oversee the investment of the pension fund acting as a trustee for the employer and ensure that the plan is in compliance with all pension and tax laws and regulations. They must file all required documents and provide all of the required information (like annual statements) to the members. The administrator also must hire an actuary for the plan. The sponsor must provide all of the information required for the administrator to comply with the terms of the plan and to discharge their duties to the plan.

Canadian pension plans are highly regulated and there is a tightly controlled system of oversight established to ensure good governance and financial stability for every plan. The funding, investing and reporting of pension plans is very tightly controlled to protect the assets and thereby the pensions of all plan members. Canadians benefit from a more stringent pension regulation system than our American cousins. The evidence of that was born out a decade ago during Chapter 11 filings of several large US airlines. In every single instance the employees who were members of company sponsored pension plans lost their pensions overnight. Most of them were left with as little as 20% of their pension that was insured by the US government Pension Benefit Guaranty Corporation. The Canadian Federal *PBSA* is the only reason we did not suffer a similar fate during the 2003 CCAA restructuring of Air Canada despite the best efforts of many involved in that CCAA process. That is why we still have a pension plan to explain today.

I may be contacted at president@iam764.ca with any questions or concerns that you may have.

Respectfully Submitted,

Christopher Hiscock
Chairman, LL 764 Pension Committee

UAL Report

There is one Step 1 pay grievance and two outstanding Step 1 disciplinary grievances.

The Negotiations meetings in October were postponed at United LR's request. Bargaining will resume November 14, 2011.

After many delays and discussion, the fall bid was approved and bid. At issue for the Company were the number of 4/3 shift lines. Given that there is extra manpower due to the SHARES training, the Union argued that the shifts could not be unreasonably withheld, as per discussions from the last contract. The bid will likely run until March when training ends.

The Vacation Bid has been submitted for approval. Members will notice some months with fewer weeks, than last year as there are fewer weeks needed to cover all the current staff.

SHARES training is continuing. After technical problems with the first class it appears to be running relatively smoothly. Members are reminded to be aware that there are employees from other bases and other ground handling companies on course with them, and are encouraged to help foster a positive learning environment.

Preparation for the LOSA ramp Safety Audit is underway. There was a pre audit visit that focussed on compliance with training and paperwork. Members are reminded of the importance of safety no matter what the job function. Never assume safety is someone else's responsibility, especially on the ramp.

The time clock continues to present problems in terms of correct pay and hour calculations. Also at issue are Management's conflicting approaches to the clock, a lack of clarity that stems from the Union's concerns not having been addressed when the clock was first introduced. Address any unresolved problems to a Shop Steward for grievance.

Shop Steward 2012 nominations will open November 10 for elections November 22. Nomination forms will be available on the Union Board in Operations.

The toybox will be out in the Ops office at the end of December for the IAM's annual holiday toy drive. New, un-

wrapped toys or dry or canned food donations can be left for collection in the first week of December.

Civic Elections are November 19. Members are reminded of the importance of voting to maintain a healthy democracy. Labour and working family friendly candidate endorsements can be found on both the Vancouver and the New Westminster and District Labour Council websites. 'Lest we forget' those who have fought for this right, Remembrance Day is November 11.

In Solidarity,

Janet

MTU Report

What's happening at MTU?

The Policy Complaint re the granting of extra vacation time to select individuals has been sent to the Union District Lodge for resolution (Step two as per Article 17.02).

Speaking about grievances, be prepared to see many more listed in the monthly reports. I get a sense that the past process here at MTU, where there is at least an attempt to work together to resolve issues before resorting to the grievance process, is about to change. This demonstrated change in philosophy is already manifesting itself in some of the more recent complaints. Disregard what it says in the Agreement and deal with it in a complaint process seems to be the new direction of the company. Many times the grievance process can bog down to the point that when it actually gets dealt with, it is no longer an issue. At the end of the day there may be some sort of compensation to the group or person who has had their rights trampled, but so what? The Company achieved what they wanted and only received maybe a slap on the wrist. So I am going to order a new box of pens and a case of grievance forms. Remember when MTU Canada first started? The group that negotiated agreement #1 had this vision of a joint partnership between the Company and the Union. There were Joint Steering Committees, pages in the agreement about the "Joint Venture Culture" that had "eight spokes of our work culture". One of these spokes included "New ideas are developed jointly", "Decision making is shared". "Partnership for Success" was also prominently emblazoned on this page. I wonder what the architects of this original agreement would think of MTU today. The Joint Committees are

gone. The slogans are a hollow pipe dream of the past and the reality is of a company trying to flex their management rights muscle. The latest to fall victim of this emerging ideology is perhaps one of the last remnants of the "joint decision making" philosophy, Article 9.03 Filling of Vacancies. This Clause has the candidate for a vacancy chosen through an interview process whereby a panel, including an employee rep, jointly determine the best candidate for the position. The process has each candidate rated in different categories with a consensus reached between the panel for each score. Scores are tallied and the candidate with the best score is awarded the position. This has been the process since the start up of MTU. It now seems that the rules will be changing. The company would now like to see the employee rep as a token participant in a totally company directed process. I guess the company feels its management rights to hire, fire, and promote are being handcuffed by having to achieve a joint decision. So I'm afraid we are heading down the road to the "us" and "them" relationship. Not exactly what the founders of this company envisioned.

Yours in Solidarity

Ray Stec – Senior Steward MTU

CAMC-CCAA Report

This years forum was in Winnipeg, the 20 th annual and major sponsors were Boeing and Standard Aero. Representing our local lodge were brothers Wes Sim, Gary Mondeux, and Wayne Dick along with myself. As this was my first time attending I was given the task of writing the review for the Snag Sheet.

It was a busy week trying to take in as much information and listen to as many speakers as i could. As always Glenn Priestly from CAMC-CCAA had alot of valuable information to pass along. He was interested in our opinions on where CAMC-CCAA should invest their funds? Although they want to create more of an awareness for the jobs in the aviation industry, he wanted to know in which priority do they spend funds. What were the main issues? Is it in advertising to create more jobs or is it in social media? How do we get kids in high schools interested in going into the aviation business? Are we as parents talking our kids into following in our footsteps or are we telling them not to go into this business?

There was representation from the military(RCAF) and there was also alot of Air Cadets there for some presentations. There was also reps from trade schools and a few

high schools. Interesting discussion at one meeting with regards to apprenticeship programs. I suggested in front of the group that CAMC-CCAA should be talking with the executives of all the MRO's in Canada that there has to be a program in place for these kids to go to one they finish their schooling. Everyone in the room agreed except for one of the reps for a college teaching the AME course ! He thought that it was ok to keep graduating these kids with nowhere to go for a job. In fact he said he believed that 70% of the kids that graduate don't even go into aviation as a career. Big or small ,all MRO's should have some sort of program in place. He is making money because his classes are full, but does he care if it helps the industry? Apprenticeship was one of the main issues that we discussed. It seems that there is no program in place that is consistent with each province. Each MRO has their on program or if they don't they basically hire a kid for the lowest wage possible any throw him on the floor to start working. At the same time alot of these MRO's are saying they can't get enough qualified people ? Us being the unionized group said that's exactly why we need to have the apprenticeship programs in place. So it went back and forth, with the employers wanting experienced people but don't want to pay for it. We should be training our kids in approved programs and building the workforce with our kids, protecting jobs in Canada.

Overall, CAMC-CCAA is in place to increase awareness for jobs in our industry. We need to have certification for all trades as it leads to a more highly skilled workforce leading to higher wages and hopefully more job security in the future. We know there will be a shortage of skilled workers in the next few years. If we don't replace them with our own people then they jobs could easily go overseas. As our union executives will tell you, and we all agree we need to increase the unionized workforce in this country. The more workers we have that are CAMC-CCAA certified the better it is for all of us. Occupational standards and logbooks have been updated by CAMC-CCAA in recent years and there will be more changes to come.

Next years forum is tentatively set for Montreal and I hope to see more of our members in attendance. We need to get more members certified in all trade groups. Please find out in your area who is a CAMC-CCAA Evaluator if you need information to get certified. Thanks to brothers Wes Sim, Gary Mondeux and Wayne Dick for all the hard work and extra hours they put in. On these forums they have been the voice of our union.

Thanks for your support, in solidarity ,
Ian Warnock, Interior Tech Evaluator.

EAP - Work Life Balance

Balancing ACTS

Spending more time at work and less time with the family? More than ever, Canadians are working longer and have more family responsibilities than they did 10 years ago. All too often, this means juggling home chores and work duties around the clock. Recent studies confirm that, on average, Canadian workers spend 45 minutes less with their family during workdays and hours spent on the job have generally increased. But even though you've heard it all before, there's always something more to say about striking the right balance between your work life and personal life.

More Responsibility. Less Time.

Truth is, most Canadians are faced with more responsibility and play several roles in the course of a day. We play the part of worker, parent, spouse, friend, caregiver, and volunteer—even a shoulder to lean on. The list is endless. And so are the hours. If you're finding it difficult to balance the different elements in your life, you're not alone. In fact, fifty-eight percent of Canadians report feeling overwhelmed by their ever-increasing responsibilities. Indeed, today's workplace is a lot different than just a few years ago: there's the daily barrage of email, sleek laptops and PDAs that go where we go, wireless overload, and the added pressure of being available 24/7. Most employees—and an increasing number of employers—now agree that technological innovation intended to make our work lives easier is having a dramatic impact on our work/life balance.

You're in Control.

Some of us might be surprised to learn that a moderate amount of stress improves our efficiency and our mental sharpness. But how do you know if your busy routine is doing more harm than good? You may need to slow down if you experience:

- A loss of control over daily activities
- Feelings of guilt about neglecting different roles
- Difficulty concentrating
- Persistent fatigue

If any of the above seems familiar, take a moment to assess how well you take care of yourself and what you can do to improve your work/life balance. You might want to consider the following:

At Work

- Schedule 10-minute breaks throughout the day. You'll feel less tired and accomplish more.
- Set realistic goals about what you can accomplish in a given time frame
- Try to respond to e-mails once or twice a day, then close your e-mail program in order to avoid being distracted
- Distinguish between your work life and personal life. Protect your private time by turning off electronic communication devices whenever possible.

At Home

- After work, take a brief walk, do a crossword puzzle or listen to some music before starting your evening routine
- Prioritize household chores and share tasks with others. Don't try to do everything by yourself.
- Remember to exercise: Even 15 minutes is enough to keep you energized and refreshed
- Create a household budget and set aside some money for a rainy day

By taking a few simple steps toward protecting your mental health, you can get back to an acceptable work/life balance faster than you think. And remember, your EAP coordinator has the necessary resources to help you along the way.

**Courtesy of the Canadian Mental Health Association*

Next General Meeting

Dec 14, 2011

5 PM

**7980 River Road
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