

Sept 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

Our Brothers and Sisters at CUPE will be in a legal strike position at Air Canada as of Tuesday, September 20th at 2101 PDT. When I wrote my last President's Report in June I started it with this exact same sentence with a different date and CAW was on strike. The only thing missing from this Groundhog Day is Bill Murray. Fire up the DeLorean as we head Back to the Future. CUPE's fight is our fight. It is a fight against corporate greed. It is a fight for fairness and respect. It is a fight to maintain the middle class in Canada despite the best efforts of Corporate Canada and the Harper Government to turn the clock back from 2011 to 1911.

CUPE Local 4094, representing the Air Canada Flight Attendants in Vancouver, will be using the Local Lodge 764 building as their strike headquarters for the duration of their dispute. In addition to supporting them on their picket lines I would encourage all of you to drop by our Lodge to say hello and to offer moral support to their cause. You cannot be disciplined for supporting their strike or walking the picket line with them. Maybe you have a few minutes on your unpaid lunch break or before or after work to stop and talk to them. Offer your support. Hell, offer them a double double. Pay it forward.

Most of us will be forced to cross their picket lines to honour our collective agreement obligations to our employers. That doesn't mean that we should not offer them any support and encouragement that we can. Please be kind. Please be courteous. Please make an effort to put yourself in their shoes. We may very well be asking for their support and for them to respect our picket lines in the near future.

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For those of us who work at Air Canada, CUPE's fight truly is our fight. CUPE has been subjected to the same "edge of the cliff bargaining" concessions and working conditions that we all have since that beautiful April Fool's Day in 2003. Their noses have been rubbed in the same shareholder payouts and obscene Executive compensation packages that ours have.

We all face a major hurdle in dealing with Air Canada, the company that Logic and Fairness forgot. We have seen this company shoot itself in both feet time and time again just to prove to us that they have the gun and aren't afraid to use it. That is the uphill battle that faces all of us. How do you reason with that kind of corporate mentality at the bargaining table? How do we convince them that a gun safety course is not necessarily a bad idea?

It is difficult to determine whether the Executives are too obtuse to see how their treatment of their employees and their unconscionably excessive pay packages offends us and damages their ability to run a better airline. Or if they are just too arrogant to give a shit what the employees or the customers think as long as the money train pulls up in front of their bank accounts every second Wednesday.

The company certainly showed their true colours with their ill conceived direct bargaining letter to the CUPE members. I love the total unmitigated arrogance of this letter. It is one of those "I don't know whether to laugh or cry" things. I never fail to be astonished at how stupid and gullible Air Canada thinks all of their employees are. Do they think the CUPE members didn't understand their Tentative Agreement and what they were voting on? That somehow their union tricked 88% of them into voting "**NO**"? What is the thought process that would make the sending of such a letter seem like a good idea?

Explaining the "facts of life" to dedicated employees and highly trained professionals like they were misbehaving adolescent children is arrogant and condescending. The veiled threat that there are 25 people waiting to take

each one of their jobs is subtle like a kick in the groin. A nice touch from a well meaning, nurturing and caring employer to the very group it is trying to schmooze. I don't think extending an olive branch has quite the same meaning if you set it on fire first.

Please continue to read our bulletin boards and website for any updates on CUPE strike efforts. Our own IAM&AW negotiations committee is scheduled to meet again with Air Canada the first week of October in YOW. To misquote Bette Davis and round out my movie analogies – "Fasten your seat belts, its going to be a bumpy ride".

Christopher Hiscock
President, Canadian Airways Lodge 764

The Two Kevins

The Canadian Pacific Corporation (CP) is one of the oldest companies in Canada, chartered in 1881. Its principal purpose was the pursuit of profit in the newly expanding Canadian Dominion for its very wealthy British investors. A secondary purpose was to provide those investors with rail access to prime Canadian land for their development ventures.

One of CP's principal undertakings for the new Canadian Dominion was the construction of a continental railroad. The contract with the Canadian Government called for the establishment and operation of a sea-to-sea rail transport system across the new Canadian frontier. As a consideration, CP received healthy government subsidies and huge land grants. CP sold these land grants to its directors and investors. The investors then employed the railroad to bring new immigrants to their land holdings and increase its value by lot sale, or, transport goods from their developed lands to market.

As a historical note, the community of Summerland B.C.

was originally established as large orchard estates owned by CP Directors. The directors of the railroad, and the railroad itself, enjoyed comfortable profits for years shipping fresh fruit all over the region.

However, CP's additional appetite for assets in Canada proved insatiable. To the railroad investment were added oil and gas holdings (now Encana and Cenovus), destination hotels at rail points (former CP Hotels, now Fairmont), golf courses, ocean (CP Empress vessels), coastal (CP Princess ships), and inland shipping (SS Sicamous paddlewheeler on the Okanagan Lakes, along with the SS Naramata steam tug, all under the CP Steamships flag), mineral claims (Cominco), telecommunications networks (CP Telegraph), vast real estate holdings (now Marathon Realty), and an airline inspired by Grant McConachie (CPAir).¹

As the young nation of Canada mushroomed and grew, so too did the CP acquisitions hunger. Over time, CP asset tentacles reached out to embrace trucking companies, railroad sleeping car manufacturing, an exclusive glass covered salt water swimming pool (Crystal Pool in Vancouver, since demolished), a private police force, and a macaroni plant.²

By 1980, the Board of Directors of the Canadian Pacific Corporation had determined that the company had become a huge unmanageable conglomerate. Many of its acquisitions had become either pointless or profitless, took too much corporate oversight time, or did not contribute to "core assets" or the "bottom line", and needed to be sold. Cominco Mining in Trail B.C. became one target – and later - Canadian Pacific Airlines, later re-branded CPAir – and without the charismatic Grant McConachie to defend it - became another.

CP started "spinning off" its investments as divestitures or sale as separate companies, to "unlock their value for the shareholders" (sound familiar?). "Spinning them off" was a way to shed either a tiresome historical corporate acquisition offering little return, or a hopeless debt.

In a 1986 sale that stunned the business world, Rhys Eaton's Pacific Western Airlines (PWA), a regional carrier based in Alberta, bought CPAir, an international airline based in Canada, for \$300 million.

For Rhys Eaton, he had consummated his wildest expansionist dreams for PWA. For Canadian Pacific, they had just unloaded one of its meanest morsels on the corporate balance sheet for a tidy profit.

Renamed Canadian Airlines International (CAIL) in 1987, many knowledgeable air transport professionals felt that Rhys Eaton had acquired a corporate asset that was simply a tough debt-ridden mouthful that PWA could not swallow. Then he added Wardair. Over the years, no amount of chewing or grinding (mostly from Union concessions) would allow PWA to digest this tough morsel profitably.

Instead, economic fate decreed that this mouthful would stick in Rhys Eaton's throat, and slowly choke to death, any hope of his aviation legacy. The possibility of a CAIL/Rhys Eaton ascendancy in the Canadian air transport marketplace died a slow agonizing death from 1987 onwards.

After 1987, Rhys Eaton was fighting a relentless cost battle to integrate CAIL and PWA. Collective wisdom in the air transport industry correctly opined that a successful merger could only happen if there was an economic miracle (eg. huge demand in Canada for air travel after 1987).

Eaton had inherited too many older aircraft, with too few commonalities for a cost effective integration. PWA had no money to buy newer aircraft. Cash flow was savaged by aggressive market share struggles with Air Canada and Wardair³, and later, WestJet, and an untimely economic downturn in the air transport industry worldwide.

Later, to keep the airline alive, Eaton mortgaged CAIL's information technology systems, and shackled its future route structures, to the corporate leg irons of American Airlines (AA). This meant he had to leave the made-in-Canada airline electronic reservations system

(Gemini) still-born in the development stage with Air Canada (which prompted a lawsuit). CAIL paid hefty breach of contract court-awarded damages for that decision.

Further, Rhys Eaton agreed to sub-contract out CAIL's accounting department and processes to AA in Tulsa, Oklahoma, and wiped out 1200 good jobs in Canada and IAMAW Clerical Local Lodge 2749 in the process. The grim economic years of the early 1990's for CAIL were made even worse when the Southwest Airlines clone, WestJet, began expanding.

Clive Beddoes' WestJet began to voraciously eat away at both the CAIL and Air Canada domestic market share with quicker service, friendlier staff, and lower pricing. By now, the competitive onslaught had become too much for Rhys Eaton. He passed the CAIL CEO baton to CFO Don Carty, imported from American Airlines, to continue the struggle.

Carty did his best until 1992, but it was clear to Don that this assignment was not going to be one of the brighter spots in his resume.

In 1993, Carty returned to Dallas to assume the presidency of American Airlines.

Carty's replacement as CAIL CEO until November 1996 was the youthful Kevin Jenkins. Young Kevin plunged into his assignment, which was by now a corporate accountant rescue mission. To this task, Kevin brought all the fervour of his evangelical Christian upbringing. Shy of on-hands airline experience, but committed to re-energizing an embattled CAIL, young Jenkins participated in job-shares at ticketing desks, helped with in-flight service, did aircraft loading, and learned about aircraft overhaul procedures from maintenance personnel on the hangar floor, while working as CEO.

Notwithstanding his monumental efforts to embrace the employees of CAIL, and revive the company, economic circumstances were such that, he too, like his predecessors, had to go to the airline's creditors and unions,

cap in hand, for concessions in order to keep CAIL alive. The creditors simply upped the interest rates that they were charging. The unions, with considerable reluctance, and anger, granted concessions, but their terms were more severe. Concessions meant Kevin Jenkins had to go.

Kevin Jenkins left CAIL in 1996. He worked for several large Alberta energy companies over the next decade and a half.

His replacement in November 1996 was the second Kevin, Kevin Benson. Mr. Benson was a skilled chartered accountant from South Africa. When offered the CAIL CEO position, Kevin was given the daunting task to keep CAIL financially alive, and he accepted the challenge.

By 1997, CAIL was feeling the crushing impact of aggressive competition world-wide, a slow economy, high interest rates, onerous charges for its leased aircraft, and, an older aircraft fleet proving too costly to maintain. Then, there was a Federal Government in Canada now unreceptive to any more help for CAIL, after having purchased six former Wardair A-310's to reduce CAIL's debt load, and then falling subject to a storm of protest from military experts and taxpayers, for assigning the A-310's to the Canadian military.

Kevin Benson fought a heroic rear-guard action to maintain the life of CAIL. It included examining every cost for savings, and mortgaging every asset (including the dishes and cutlery on the aircraft) for cash flow, to keep the airline flying. In the final days of 1999, CAIL Station Managers were directed to deposit cash receipts daily, to protect the next day's corporate cash flow, and keep the airline alive.

Survival finally came down to a reverse take-over scheme hatched by Gerald Schwartz of Onex Corporation in late 1999.

When the reverse takeover proposal of Air Canada by CAIL financed by Gerald Schwartz's Onex Corporation was struck down by the Quebec Superior Court on De-

ember 19, 1999, the end was reached.

CAIL, as a federal corporation, had surpassed the threshold for available cash flow falling short of debt obligations, thus triggering bankruptcy, and the Federal Government had no choice but to intervene.

Politically, it was unthinkable that the Liberal Government would allow 16,000 CAIL employees to seek unemployment benefits a week before Christmas. The media fallout would be worse than a nuclear disaster.

Liberal Transport Minister David Collenette permitted Air Canada to purchase the CAIL Toronto – Japan bilateral rights for immediate cash, and then, stepped aside when Air Canada tabled a takeover offer for Canadian Airlines International.

The Japan route cash infusion allowed CAIL to stay alive until the Alberta Supreme Court could approve the acquisition of unencumbered CAIL assets by Air Canada, leaving behind the debt-ridden shell of Rhys Eaton's dream.

Kevin stayed on in a "caretaker capacity" until Air Canada's choice for the "new Air Canada", Chief Financial Officer (CFO) Rob Peterson was installed and assumed control in 2001.

So where are Rhys Eaton, Donald Carty, and the Two Kevins today?

Rhys Eaton was the Professional Accountants of B.C. sitting member to the Board of Directors of the Vancouver Airport Operating Authority (YVRAA) until 2011. He retired this June.

Don Carty retired as CEO of American Airlines in 2001. Don came out of retirement in 2003 and worked as a consultant for Dell Computers for a while, to put them back on track as the lowest cost computer provider in the North American market. Don now sits on the Board of Directors of CN Rail.

Kevin Jenkins found employment in the Alberta Oil and

Gas Industry and retired from that industry in 2010. In 2011 he assumed the presidency of World Vision Canada, a Christian charity organization.

Kevin Benson retired from "the New Air Canada" and is now listed as a Corporate Board Member for TransCanada Pipeline.

Footnotes:

1 CP went through a major restructuring, and many of these assets were sold off. Some assets became separate companies under a new corporate umbrella controlled by CP.

2. I am indebted to Ronald A. Keith (Bush Pilot with a Briefcase, PaperJack Books, Don Mills, Ontario, 1972) for his lengthy and fascinating list of Canadian Pacific Corporation acquisitions and holdings on p.232. An equally interesting revelation can be found from historical accounts of the Kettle Valley Railroad (KVR), a CPR subsidiary, and its investor holdings. Most of the KVR railbed from Penticton to Hope is now part of the Trans-Canada Trail.

3. Max Ward had over-extended his company with the decision to make Wardair the third national Canadian carrier. If CAIL and Rhys Eaton had waited a little while longer, Max would have been bankrupt and his challenge for CAIL market share in Canada would have vanished.



David Varnes,
ST LL764
and Chair,
History Committee

Clerical Report

JULY 2011

We attended Aveos Transition meetings in YWG July 12-14, 2011 to discuss the following issues:

- movement of employees
- passes
- head count
- pension portability
- need for GCs, Shop Committees
- Chief Shop Stewards to have access to Aveos Portal
- Four (4) YWG Finance positions going to YUL and becoming Clerical.

The items listed above are the important ones for Clerical.

Sister Lynda Barr is on the Aveos Negotiations Committee for Clerical.

One Member that has retired (65) from the Company has been given the option to come back to work in YYC in the In-flight Department.

AUGUST 2011

The Arbitrations that took place on August 12, in YUL was to get the four (4) jobs that came from YWG Finance to be listed as Administrative Support Coordinators and not as Clerical Accounting. The jobs were posted as Administrative Support Coordinators.

There were Aveos Transition meetings in YYZ the week of August 16-18, 2011. It was the same go round, trying to straighten out the mess but with a new twist.

The week before, Aveos put out an "Aveos Customer Invoicing Information Evaluation" form for the Clerical to fill out...**NOT**. The Clerical Transition Team then put

out a Bulletin of their own that is **STRONGLY DISCOURAGING** it's Members from participating in it. Aveos popped a top on this and strongly asked us to remove it. Our reply was that the Form was against the Collective Bargaining Agreement and we would do so if the Company stopped asking for the Form to be filled out. They replied that it was their right to do... **NO** it's not. After a long conversation they agreed to look into it and we said scrap the Form and we will take the Bulletin down.

There will be a new job in YVR. Air Canada will be posting a position in the YVR Medical office. The position will be an Administrative Support Senior Coordinator but you need the "Medical Office Assistant" course to be qualified.

In Solidarity,
Ron McKelvie,
Chief Shop Steward

Pension Report

All of you will have received your 2010 Annual pension Statements from Air Canada near the end of June. It is a snapshot look at your personal pension contributions and accrued benefit as at 31 December 2010. If you refer back to my September 2010 Pension report it will explain how to read your annual pension statement. You can find the report on the LL764 website www.iam764.ca under the "Pensions" link on the home page.

Air Canada received the 2011 Actuarial Valuation on their pension plans at the end of June as well. These results were not publically released until August with their Q2 financial results. The valuation which is a snapshot as at 01 January 2011 shows that the solvency funding ratio of the ex-CAIL plan was 82.9% which is up from the 01 January 2010 solvency funding ratio of 77.7%.

While it is nice to see an upswing in the solvency funding it is important to keep in mind that this is a one day snapshot that is used to represent the value of the plan for the entire year from June to June. As you are all no doubt aware the equity markets and most importantly the government bond rates continue to be very volatile and constantly fluctuating in reaction to the uncertainty in the markets.

The countries within the Eurozone will exert a great deal of influence on bond rates over the near and medium term as they grapple with how to solve their financial problems, particularly in Greece, Ireland, Italy and Portugal. The American economy is always a great concern and influence upon all world finances and bond rates. The economic news flowing from our neighbours to the south has not been confidence inspiring for a long time now.

Worldwide DB pension plans make up more than one third of all investment capital. Our financial futures and

retirement dreams are directly linked to all of these countries and markets. That is our money they are playing with. For all of our sakes they had better get it right.

On a third note, the IAM&AW has been holding negotiating meetings with Air Canada and a preliminary meeting with Aveos in late June and July with respect to our pensions. As I mentioned in my June report we tabled a pension proposal to Air Canada in April. We did not have a follow up meeting until the last week of June as they were busy with the CAW contract negotiations. We have had 3 more meetings in July and our initial meeting with Aveos in the last week of July.

We are far from an agreement but we are talking and nothing has been ruled off of the table to date. There is a great deal of work remaining to get a pension deal but we continue to work towards that goal. Previously scheduled vacations precluded any meetings in August but we are scheduled to meet again in September. When a deal is ultimately reached it will come back to the membership to be ratified as part of the CBA ratification process.

I obviously cannot disclose any details of our proposal other than to say that we are endeavouring to negotiate a deal that will be acceptable to all of our members while still providing Air Canada and Aveos with the solvency funding relief they need. We think that both of these goals can be met within the context of our pension proposal.

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

Airports/Cargo Report

The Airports/Cargo membership including the Station Attendants, the Cabin Servicing and Cleaning Attendants, and the Customer Service Agents endured one of the busiest summers we can remember here in YVR. On top of already low staffing levels and heavy passenger loads, the company decided to forget the definition of the word "coverage". As a result, injury and absenteeism levels have been very high.

To express their appreciation for all of our members' hard work, the company generously launched a disciplinary campaign targeting time and attendance and uniform compliance. Since June, management has issued not less than fifty (50) step letters of discipline to their employees. These are in addition to multiple suspensions and two (2) terminations. We would like to remind all members of their right to appeal discipline as per articles 17.01.07 and 17.03.05 of the current Collective Agreement.

We have been advised by the Resource Department that they will be offering permanent full-time Station Attendant upgrades this fall. They may already be canvassing for these positions. Offers will be made in seniority order. If you are interested you will likely have some questions. Please do not hesitate to enquire with a Shop Steward or your Shop Committee. We will be happy to help.

There are currently a number of promotional bulletins posted on the promo board at gate C-45. Be sure to check them out if you are thinking about applying to any of the above-basic classifications. Again, if you have any questions or concerns regarding eligibility or qualifications you should bring them to us for clarification.

It looks like the company is again advertising that LOA's are available. We strongly urge anyone who may be interested in one of these leaves of absence to do their homework and educate themselves on the

terms and conditions. Company service as it relates to your pension and your vacation entitlements can be affected in some cases. Information on the details of LOA's can be found on the Aeronet Portal but your best resource is your local Union rep.

The TMOS Bargaining Committee met for a couple of days last month in YOW. The purpose for the meeting was to introduce and welcome the four (4) new committee members who have taken the places of the former members that have moved on to AVEOS. We also used the time to bring them up to speed on our agenda and make some minor adjustments to it. It looks very likely at this point that we will be back in direct negotiations with the company on October 3rd.

Finally, it seems that we are approaching the end of an era. The Shop Committee office will be re-located sometime in the next few months. Apparently YVR has plans for the area down at gate A-9 and our little trailer will not be a part of it. That is all we know at this point. We will keep you informed as the situation progresses.

In Solidarity,
Steve and Paul

Tech Ops Report

September 13, 2011

Transition Meetings: Three Transition meetings and Arbitration meetings were held in YYZ since the last stewards meeting, numerous issues were discussed and there are still many issues that still need to be resolved. The major issue discussed was the moving of people out of seniority. All 759 have been cancelled and discussions are continuing tomorrow on how to fill the critical vacancies.

Gantt Meetings: The last Gantt meeting was held on Wednesday, August 26th in YUL. Two lines of 767 are confirmed for September plus mod lines starting in October. YUL and YWG are showing full capacity. There are currently no aircraft scheduled to be contracted out.

AVEOS Bargaining Representative: Brother Al Marshall was acclaimed as AVEOS Bargaining Representative. The Bargaining Committee will be attending Training later this month before beginning bargaining.

Air Canada Bargaining: The union has requested meetings in September and the Company has indicated that they are not prepared to meet until October. CUPE is conducting a strike vote and Air Canada is organizing Scab training as we speak.

Positions at AVEOS: The AVEOS will likely post notices of vacancy for the many of the Above Basic positions it needs filled as per the terms of the MOA. The remaining positions should be posted shortly. Members are advised to keep themselves informed by frequently checking the Promotional Notices Bulletin boards. Also we expect AVEOS may be hiring in many Categories. If members are interested they should file transfers with AVEOS using the AVEOS transfer form. Copies are available in the Shop Com-

mittee office.

Tech Ops Retirements: There were no retirements for September 1, 2011.

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

United Airlines Report

SEPTEMBER 2011

The Negotiations Committee met with the Company at the end of June and again August 30-September 1, 2011. Tentative agreements have been reached on some issues and discussion in the last round included PDTs, Hdays, job security and the merger. The next round of Direct Bargaining is scheduled for October 12-14, 2011.

The time clock continues to be a major issue in YVR, and the Company has admitted there are problems in YYC and YYZ also. It is clear the software and technology are not compatible with shift work, our schedule and our contract. The issue was raised to other levels of Management during the last round of Negotiations. The Company has committed to resolving the continued pay issues, and Members are reminded clock failures that result in incorrect pay **WILL NOT BE TOLERATED**. If you do not get a timely resolution to your pay issue, bring it to the attention of myself or a Shop Steward.

There are three outstanding disciplinary grievances at Step I.

Three of our Members that were terminated in February have returned to work in September following settlements with the Company. Both myself and the Sisters involved would like to thank Sister Tania Canniff at DL140 for all her hard work getting our Members back to work.

YVR Station Manager Nigel Newsome is off on medical leave for the fall. During his absence immediate issues are to be brought to Supervisor Chuck Glover, or to Lily Jang-Yuen, Station Manager of YYC, who will be overseeing YVR operations until Nigel's return. She can be reached by phone or Company email at any time.

As part of the merger and transition, the Company has mandated that training begin for SHARES, the CO computer system. The training will begin in October 2011, comprising of a two (2) week course that combines lobby and gate entries, and classes will run until February 2012, with a break at the end of December 2011. The Company has committed that the training for 2011 will be conducted at YVR, welcome news for many of our Members with families and commitments. It is expected that we will transition to SHARES some time in early 2012, likely March. Courses on ticketing and baggage will follow.

Fall brings changes in the weather, the end of cruise season, and back to school for many families. With these distractions in mind Members are encouraged to remember the continued importance of Safety in the workplace. Whether you are driving, lifting or helping passengers, put Safety first at work.

In Solidarity,
Janet Andrews

MTU Report

What's happening at MTU?

The new 3.01c (alternate shift) Agreement for the folks in TMS (stores) area is in place and staffed.

The weekend shift discussion for the TP (production) concluded with a signed 3.01c agreement similar to the stores 3.01c agreement. There were very few volunteers for this shift. As a result the Company approached the Union to discuss the situation some more. The Union presented a proposal to the company that followed the industry standard. Basically the same type of weekend shift that they have at Rolls Royce and Pratt and Whitney. The Company rejected this proposal. The Company did offer a proposal that while reducing slightly the hours worked, it did not satisfy the Unions requirement to not work long shifts. The company has indicated that they will revert back to Article 3.01b and 3.07 which will allow for multiple sets of rest days.

The Negotiating Committee held an open house for the membership to receive info on the results of the survey and to have a general discussion with the committee. The meetings were lightly attended, which the committee took as a sign that the membership had confidence in the committee and trusted their judgment.

The Preamble of Article 1 of the Collective Agreement speaks to the Union and Company working together in an atmosphere characterized by mutual trust and cooperation. Recent events here at MTU have served to rattle this core value right down to its foundation. I get the sense that this employer regards the agreement as some sort of imposed rule book. A document that if at all possible should be disregarded, and if not entirely disregarded then bent, twisted and manipulated beyond all recognizable

shape. It will be very difficult to gauge the credibility of the statements made from across the bargaining table as we approach our first face to face meetings. Do we now need to fill the Collective Agreement with all sorts of penalty clauses? The Collective Agreement should be a document of commitments made by the Employer and the Union on behalf of the unionized employees. Each side should do everything possible to live up to those commitments. Only then can you have an atmosphere of mutual trust and cooperation.

I know there are management staff who do take the Collective Agreement seriously and I hate to paint them with the same broad brush.

Yours in Solidarity
Ray Stec – Senior Steward MTU

Strike Captains—Air Canada

With a view to the experience of our Brothers and Sisters at CAW and CUPE in their recent rounds of collective bargaining with Air Canada, LL764 is soliciting volunteers in the event that an impasse is eventually reached at the IAM&AW collective bargaining table and a strike becomes necessary.

This is strictly a measure of prudence based upon Air Canada's seeming inability to conclude a round of collective bargaining without industrial action or government intervention. All of the DL140 Local Lodges affiliated with Air Canada have been in discussions over this matter and we feel that it is in the best interests of our members to be fully prepared in the event strike action becomes necessary to successfully achieve a new collective agreement. Therefore, LL764 is soliciting any members who wish to step forward and volunteer to act as Strike Captains in the

event a strike becomes necessary. We want to determine and identify our group of volunteers so that we can schedule and implement the necessary training to support this effort.

Any members interested in signing up to act as a Strike Captain are asked to **send an email to ll764@iam764.ca or send a fax to 604-273-9670. Please include your name, employee number, category, work location and current shift schedule** so that we can ensure that we have complete and adequate coverage of all work locations.

The Executive and Officers of LL764 thank all of our members for your continued support of our own IAM&AW negotiations committee and our Brothers and Sisters at all of the affiliated Air Canada unions as they struggle to reach meaningful collective agreements with this employer.

Respectfully,

Christopher Hiscock, President
Canadian Airways Lodge 764

Next General Meeting

Oct 12, 2011

5 PM

7980 River Road
Richmond, B.C.



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

IN MEMORIAM

BROTHERS

TODD MILLER

HENRY MAYNE

KENNETH GRUNERUD

KEN TAYLOR

JOHN MARTIN

JEFFERY SAMSON

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Janet Andrews – Senior Steward UAL

Ron McKelvie – Clerical Chief Shop Steward

The Snag Sheet is published 10 times per year :

CANADIAN AIRWAYS LODGE 764
7980 RIVER ROAD,
RICHMOND, B.C. V6X 1X7
< CHARTERED 1941 >

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**All monthly issues are available
online by visiting the Lodge website:**