

Jan 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 Message

I must open this report with profound apologies to all of our recalled and newly hired members in Heavy Maintenance. In my December 2009 report I talked about the good news of the recalls and hires in early 2009. No sooner had we gone to print than Air Canada / Aveos decided to undo their good deed and layoff a large portion of these members again in April 2010. No one will ever confuse me with Nostradamus.

On a completely different note, you will notice an invitation for a financial planning workshop in this issue of the Snagsheet, our website [www.iam764.ca](http://www.iam764.ca) and on the Union Bulletin Boards. LL764 has been in discussion with Mr. Christian White of *Investor's Group Financial Services* with respect to providing planning advice for our members for several months now.

After the debacle we had with the free supplemental life insurance offer that was mailed out to our members last fall we obviously approached this very cautiously. The *Investor's Group* has agreed to conduct free, no obligation, and no unsolicited follow up educational workshops on financial planning for our members.

What can possibly be in it for them you ask? They are hoping to do business obviously, but only business with those members who wish to contact them on their own and set up personal follow up appointments. They have run workshops like these in the past for other Unions and groups and they find that typically 10-20% of the people who attend the workshops subsequently choose to call them and schedule appointments for personal financial planning. That decision is entirely

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up to each and every one of you after you have attended and listened to the information they will give you.

I would certainly recommend that anyone who has any questions, concerns or interest in personal financial planning, tax reduction or retirement planning consider attending one of these workshops. There are currently 2 workshops scheduled for Monday and Tuesday, January 25<sup>th</sup> and 26<sup>th</sup> at 15:00 and 18:00 respectively at the LL764 offices on River Road. There are also tentative plans for 2 more workshops in February.

The workshops are basic introductory level workshops that lay out the basics of the topics covered. The *Investor's Group* has a series of workshops that are progressively more detailed and specific in the topics they cover. Based upon the response and interest we receive in these first few workshops we will subsequently schedule more follow up workshops as requested.

Attendance is not restricted but we do ask that you email the Lodge at [iam764@telus.net](mailto:iam764@telus.net) if you wish to attend so that we can plan accordingly for handouts and coffee. Spouses are always welcome as well. We hope that this is something that the membership has an interest in and can benefit from.

Please email me at [pres764@telus.net](mailto:pres764@telus.net) and let me know if this type of workshop / seminar is something you would like to see more of in the future.

Christopher Hiscock  
President  
Canadian Airways Lodge 764

*Photo: from the recent installation of Officers for the LL764 Retirees on January 06, 2010.*

*From rear to front, accepting office was Diane Bjornson, Trustee – Noreen Schmitt, Secretary-Treasurer, Al Watson, President, Ed Wainwright, Vice-President, and Claudius Pais, Trustee. Unavailable at picture time were Wayne Bailey, Conductor/Sentinel and Vie Moews, Trustee.*

*Many thanks to Colin Iverson for the photo.*

## World Airways



You meet people through strange connections. I met the Stapleton family from California through my friend's brother, Rene, from Switzerland. Rene was travelling and working in the Northwest Territories, and one of the Stapleton girls, Carol, was travelling with him. Carol had two brothers and a sister, and I made contact with her sister Suzanne in 1980, who at that time worked as a passenger agent for World Airways in Oakland, California. Suzanne later transferred to Paris, married, and left the airline industry to raise her family and pursue her career. World Airways carried on.

While several of the articles on these pages have chronicled the demise of well-known names in the airline industry which have succumbed to the ravages of run-away oil pricing, ruthless competition, and managerial incompetence, some smaller "niche" carriers have survived and prospered, although not in their original form. World Airways is one of them.

World Airways was founded in 1948 by entrepreneur Benjamin Pepper, who purchased used Pan American B314 flying boats for charter work. Pepper sold the company in 1950 to Edward Daly for \$50,000. Daly replaced the Boeing flying boats with DC4 aircraft and actively pursued charter work for the American government and the American military.

From 1950 to 1970 World constantly updated its fleet with new and used aircraft, operating DC6's, Lockheed Constellations, Boeing 707 and 727 aircraft in various models, and DC8's. The company prospered as a charter operator.

In 1970 World Airways was the launch customer for the nose-loading B747-200F freighter. A World B747-273F was later converted to a forest fire-fighting tanker by Evergreen Airlines, the subject of a previous (September 2009) Snagsheet article. World also purchased DC10's and MD11's in both passenger and cargo configurations, and was skilled at rapid conversions for these aircraft to meet market demands.

My one experience with World Airways was in the 1970's. World had contracted Air Canada for ground handling services for its DC10-30 charter to Vancouver, and was scheduled to dock at the notoriously tight Gate 30 (since demolished) on the old International Terminal building. I was on shift that day.

The World Airways DC10 captain approached Gate 30 when the aircraft wandered off the gate taxi line. The captain failed to respond to the directions of the Air Canada Lead Station Attendant, including a red signal light actioned by the Lead from the bridge guide light. The aircraft made contact with the loading bridge fenders and punched a huge hole in the right side wing root fiberglass fairing, rendering the aircraft unserviceable for several days.

A year later, World Airways took Air Canada to court, alleging negligence, in order to recover costs and damage to their aircraft. Fortunately, the Air Canada Aircraft Service Manager of the day had the foresight to employ a professional photographer at \$400 an hour to take pictures of the World aircraft at the Gate 30 position before the DC10-30 was moved away. When the case was heard, and the pictures were tabled as evidence, the photographs clearly showed the aircraft off the guidelines. The Lead Station Attendant and Air Canada were exonerated, and the case was dismissed by the courts.

In the 1980's World attempted to become a scheduled carrier and for the company, it was a bad business move and an economic disaster. Not long after my friend Suzanne had transferred from Oakland, California to Paris, France as a World Airways passenger agent, World Airways ceased its scheduled services, and she was unemployed. Happily, Suzanne found a better job in France working for a private school.

In the 1990's World focused on its bread and butter charter work, and restored its profitability, by operating trunk routes for the American military transporting troops to and from Asia to Los Angeles. In 2000, additional contracts were secured ferrying troops to American bases in the Middle and Far East.

Today World operates a mixture of twenty (20) passenger and cargo (DC10-30, MD11, and B747-400F) aircraft and makes its profit from what are known as "ACMI (aircraft, crew, maintenance and insurance included)" or "wet lease" charters. Wet Lease requires the chartering airline to pay for fuel, ground handling, and airport and navigation fees. World Airways supplies the rest.

Air Canada Cargo has such an arrangement with World for the operation of an MD11 freighter from its Toronto hub, and the contract was recently extended when Air Canada decided to cancel its order for two B777-200F aircraft in 2009.

World Airways now provides both passenger and cargo service to airlines that find it more cost effective to rent additional capacity when required, as opposed to leasing or buying additional aircraft in the short term. Airlines such as Malaysian, Etihad, and Lufthansa Cargo have chartered from World, in addition to the American military, who now contract with World for regular flights from American military bases to points in Iraq, Afghanistan, and Kyrgyzstan.

World currently has three DC10-30's in all economy configuration, six MD11's in mixed passenger configurations, nine

MD11F's, and in 2008, purchased two used B747-400 aircraft from Malaysian Airlines for conversion to freighters. One aircraft was converted by Israel Aviation Industries (IAI) Bedeck division and identified as a B747-400"BDSF" (Bedeck special freighter), and the other was converted by Boeing Aircraft in Washington state and designated a B747-400"BCF" (Boeing converted freighter). Incidentally, IAI and Bedeck are now the world leaders for conversion of B767-200 and -300 aircraft to freighters.

World always bought aircraft that could be easily re-configured for passenger or cargo use, and enjoyed a ready resale market when its used aircraft are put on the block. Well maintained World Airways aircraft have been snapped up by airlines happy to have them, with many former World Airways DC10's now still employed in the services of FedEx and UPS.

As an example, World bought former CPAir DC10-30 C-GCPD (fin 902) in year 2000, and converted it for freighter use. In 2005, the aircraft was sold to Dutch AirCargo Service (DAS) of Holland. DAS operated the aircraft until the end of 2006, and then placed the aircraft in storage.

In 2006, as the "ACMI" charter business became more competitive and cuthroat, World, faced with increased economic pressure to either grow larger for "economies of scale reasons", or perish, was made part of a larger company called World Air Holdings, Inc., and combined with North American Airlines, another American "supplemental" carrier with services (since suspended in 2008) to South America and Africa.

Mergers and consolidations are now a part of the continuing trend of corporate consolidation in the American supplemental air transport scene, as operating costs ravaged even the best well-run "niche" carriers.

In late 2007, Global Aero Logistics Inc., and the Matlin Patter-son Global Opportunities Investment Fund, purchased the

assets of bankrupt charter carrier American Trans Air (ATA), and combined them with World Air Holdings, to create an autonomous group of supplemental carriers in the United States under one administration. Only two carriers under Global Aero, World Airways, and North American, are currently operating.

North American operates "on-demand charters" from New York Kennedy (JFK) Airport, and most notably supplied the B757 aircraft chartered by the Barrack Obama Presidential campaign in the United States last year.

Today, World operates under Global Aero Logistics administration and is headquartered in Atlanta, Georgia. It is a dominant player in the ACMI "wet lease" market, and World's well maintained aircraft and market "savvy" bring healthy financial returns to its owner. World Airways enjoys a great history and reputation in global aviation, and its decision to "stick to what it does best" ensures the company of a long and prosperous future in the "ACMI" market.



David Varnes,  
ST LL764 and  
Chair, History Committee

## Care & Comfort Report

Another year has come and gone the Care and Comfort Committee has successfully completed another very busy Christmas Season.

We had approximately 131 members to contact. With that we were only successful in locating 44 of the members and or retirees who were ill or disabled during the Holiday Season.

This task seems to be as difficult as last year with many addresses and phone numbers that were not up to date.

Addresses were verified in our data bank then updated prior to the \$20 gift certificate for Safeway were mailed out.

This process was very time consuming.

To touch bases with members or to visit with the ones that expressed a desire for a visit from one of the committee members was very rewarding in its self.

Every effort was made not to miss anyone. We are very sorry if anyone was overlooked.

In order for our Local Lodge to keep up to date information on members we ask you the members to be our eyes and ears. We continue to need your assistance to let us know when you are aware of someone who is ill or injured with there contact details if possible.

The contact numbers are as follows:

Care and Comfort Committee: 604-273-9668

LL764 Union Office: 604-273-9668

Tech Ops Air Canada Shop Committee: 604-270-5600

Ramp Services Air Canada Shop Committee: 604-231-6686

Senior Steward, MTU – 604-233-5720

Senior Steward, UAL – 604-482-5330

*We send out many thanks to those of you who assisted us in this way all year long.*

In Solidarity,

Care and Comfort Committee

Sis. Shelley Cermak,

## Disability and the Workplace

As our workforce ages we find an increasing frequency of coworkers discovering they have a physical disability. We are all getting older and those old bones don't accept the same strains that they used to when we were young. The Canadian Human Rights Act includes the disabled as one of the protected groups employers are forbidden from discriminating against. It was not always this way.

At one time employers were permitted to discard employees for any operational reason. Workers who were injured on the job were subject to exclusion from the workplace before the days of Workers Compensation. Even later, Workers Compensation laws prevented legal action against exploitative employers and Employment Insurance was yet unknown. Universal Healthcare was not available and Medicine was wholly in the private domain. Injuries sustained outside the workplace didn't require the employer to accommodate or make any adjustment in employment. Discrimination was permitted; business-owners sent employees home without any medical benefit or future consideration. Imagine being crippled and unable to work, with no money for medical treatment or unemployment benefit- an unnecessary and harsh prospect. Employers only ever fulfill the minimum legal requirement in the labour code and that mentality is the same today as it was in the last century. These deficient employment standards were acceptable in Canada not so long ago.

Following the experience of the Second World War and particularly the Holocaust, western society collectively recognized that human rights required a legislative framework. It was through the election of social-minded representatives that provincial legislation was first passed, beginning in the 1950's. Progressively, the various different governments expanded coverage's and oversight through the 1950's and 1960's; finally, in 1977, the Federal Government passed the basic Canadian Human Rights Act into law and amendments have since followed.

Today, regardless of where an employee sustains injury, our Employer has a Duty to Accommodate up to the point of undue hardship. To the extent necessary, the employer must adjust the work or the workplace to allow persons with disabilities employment. On a case-by-case basis, each individual and every one of their restrictions must be recognized and adjusted for to the extent necessary. The objective is to satisfy the reasonable needs of employment while impacting the affected individuals and the workplace as little as possible. Expense is anticipated, even to the point of financial hardship to the Company if necessary; collective agreement and seniority impacts may similarly result. The accommodated individual is not entitled to benefit from the accommodation process; the process may in extreme cases reduce the employees' compensation depending on the position that may unavoidably result. In general, each disabled employee retains constructive meaningful employment, and the company receives productive work in return. The Union has the right to complain if the employer violates the Act, but we do not have the authority to design any Accommodations; only the Company has that right. The Company is required to allow the Union to participate in a transparent process and allow full verification. We sometimes find that the Company's design of an Accommodation causes friction among our membership. Seniority and scope duties may become distorted through Accommodations and morale may be affected. We have taken several cases to Arbitration and acquired significant clarification on the limits of the Employers powers. As a result, we can provide some guidelines for the membership in seeking and maintaining Accommodation.

Generally, the terms of an Accommodation are communicated to Air Canada management through Occupational Health Services. The disabled individual should provide written information from their family Doctor describing the clinical medical conditions affecting their ability to work. Management is not entitled to your specific clinical medical

information unless you want to share it; this is private information and is converted to essential details by O.H.S. in a "Result of Medical Evaluation Form"- an R.M.E. With the clinical medical information from your Doctor, Occupational Health Services (offices at the North and South hangar as well as secondarily from the Airport Terminal Clinic) should convey the correct information. Read what the Nurse or Doctor at O.H.S. has written on the form and carefully consider it for accuracy, if it properly captures everything, sign the form and take it to management. Based on what is in the R.M.E. management should place you into a role that satisfies your rehabilitation needs while as much as possible maintaining your established work, shift, and crew. Once your accommodation is established, the Company should provide you with a Rehabilitation Confirmation Letter which clearly explains all of the terms of your Accommodation so that you understand your new duties and responsibilities going forward. The restrictions should be listed completely; any impacts on vacation, travel, overtime, field & Emergency work, out-of-town assignments, shifts, crew changes, your graduated return to work progression; when any subsequent re-evaluation is due; Etcetera- should all be detailed within reasonable limits in order to meet your disability needs.

Although most individuals experience a graduated return to full duties, some may never fully recover and will retain a level of permanent disability. If there are unusual or complicated terms required in a permanent accommodation, the Shop Committee will endeavor to capture these terms in a local agreement or if there are also Collective Agreement impacts, in a Memorandum of Agreement through the District Lodge. Each individual accommodation has different requirements and a case-by-case evaluation should generally produce a wide variation in accommodation profiles. However, employers have a tendency to apply a blanket treatment in resolving accommodations whereby the individuals are "all" placed on the same shift or in the same

crew or isolated into the same work area. Such segregation is not an acceptable part of any accommodation process.

With fair consideration of their restrictions, accommodated individuals are equally entitled to work-related opportunities and a workplace that is free of discrimination, harassment, and abuse; the employer is required to provide these requirements to all employees.

Regarding Doctors notes, especially for short-term issues- If you go to your Doctor and ask for "a note for work," because you sprained your ankle or had the flu, he cannot charge Healthcare for that service and may instead charge you. Realize that if you need a note, your Doctor can charge Healthcare for the examination; so instead of asking for just a note, try asking to be examined to verify your condition and then on that basis to be provided with a note for your employer, this approach usually results in a note at no additional cost. However, if management has specifically asked you to obtain the note in question, or established a policy requirement specifically for one; the charges incurred can be passed over to the Company in an expense claim, and please don't forget to keep copies for your records.

If any of the Technical Services membership ever has questions regarding an issue of accommodation, please contact the Tech Ops Shop Committee at 604-273-8135 or [tosc764@telus.net](mailto:tosc764@telus.net).

Glenn Girard  
Tech Ops Shop Committee Member  
IAM&AW, LL764.

## Tech Ops Report

January 13, 2010

**Gantt Chart Meetings:** District 140 General Chairpersons and Shop Committee Chairpersons from Vancouver, Calgary, Winnipeg, Montreal and Toronto met on January 6<sup>th</sup> & 7<sup>th</sup>, 2010 in Toronto to discuss the layoff impacts as a result of the reduction in heavy maintenance work being performed at the three (3) heavy maintenance facilities.

**Heavy Maintenance Staff Reductions:** The Shop Committee along with District Lodge 140 has been provided with a list identifying the layoff numbers per Category but not by Classification. The Union is still awaiting clarity on this issue as well as the Company's response to the mitigation programs presented by the Union. District Lodge 140 has issued Bulletin #001- January 6, 2010 outlining the breakdown. The Shop Committee will advise the Membership as further information becomes available.

**Arbitration Hearings:** The next Arbitration hearing date with Chief Arbitrator Martin Teplitsky is scheduled for January 25<sup>th</sup>, 2009 in Toronto.

**Article 16 – Seniority Committee:** The Article 16 Committee is tentatively scheduled to meet in Montreal on January 18<sup>th</sup>-20 to discuss issues pertaining to this Article.

**Heavy Maintenance 2010 Vacations:** The Shop Committees from Vancouver, Winnipeg and Montreal have all reached 2010 Vacation Agreements with senior Aveos Management as a result of the delay in the 2010 Heavy Maintenance schedule being produced by the Company. The Shop Committee will be meeting with the Local Heavy Maintenance Vacation Committee to discuss the terms of this Agreement for the Membership working in Heavy Maintenance. The Membership will be advised of the commencement of the vacation bidding process once it has

been determined locally.

**Welcome New and Returning Stewards:** The Shop Committee would like to welcome all New and Returning Shop Stewards. The Local Lodge Education Committee will be providing a one (1) day Basic Shop Stewards Training Course for those Shop Stewards that have not had this initial training. The affected individuals will be contacted once a date has been determined.

**UMCM:** The next quarterly UMCM meeting date is yet to be confirmed.

**Tech Ops Retirements:** The Shop Committee would like to congratulate the following Members; Dale Jeske – Category 1, Steve Tsang – Category 1, Willi Loosz – Category 1, Jeff Masters – Category 13, Zvi Zalel – Category 38, Dan Flint – Buyer/Analyst, Dan Lamont – Licensed Planner, Jan Janmohamed – Licensed Planner and Valorie Mitchell – Technical Data Controller who retired on January 1<sup>st</sup>. The Shop Committee would like to wish them a long, happy and healthy retirement. The Shop Committee also requests the assistance of all Shop Stewards in notifying the Shop Committee of any Member considering retirement.

In Solidarity,

Joe Toth, L/L 764, Tech Ops Chair

Glenn Cooper, L/L 764, Tech Ops Member

Glenn Girard, L/L 764, Tech Ops Member

## Airports/Cargo Report

January 2010

### AIRPORT & CARGO – SHOP COMMITTEE REPORT.

#### RAMP:

The Shop Committee attended a meeting with the Company and District 140 on Jan 07, 2010. Topics discussed included, dealing directly with the membership, the Company's position in regards to the Health and Safety position, cleanliness of the facilities, requests for written statements, and the overall lack of respect/recognition of our Collective Agreement and the Shop Stewards that enforce it.

An agreement for the Olympic Overtime is being finalized. The Shop Committee has requested that all overtime worked from 2200 hrs – Feb 27, 2010 to Mar 01, 2010 be credited at double time.

#### CABINS:

There is a requirement for three (3) temp upgrades to LCSCA.

There is also a requirement for temporary upgrades to Full Time CSCA for Feb & Mar.

#### CSA's:

There will be a large requirement for Overtime for this classification prior to and during the Olympic period. Details are still being finalized.

#### Cargo:

Any Overtime not filled by the Airports group will be offered to the Cargo members prior to the filling of vacancies from another base.

#### General:

The Shop Committee has received numerous calls in regards to members altering their shifts to accommodate

the Company's desire to avoid Overtime. We would like to remind our members that we have an agreed to shift and that our members do not have the right to negotiate their own work schedule.

**Retirements:**

Kevin Berryman- Station Attendant- 31Years

Kevin Cox Craig Chard  
Shop Committee Chair Shop Committee Member

## RAIC Pass

**TO ALL I.A.M.A.W MEMBERS EMPLOYED AT  
AIR CANADA:**

The Shop Committee has dealt with several cases lately involving alleged insubordination, due to the fact that members are refusing to surrender their RAIC passes upon request by the employer.

Please see below an excerpt from the YVR Airport Authority which all members have signed when receiving your RAIC,

*“I understand that the Restricted Area Identity Card (RAIC) or other document of entitlement issued to me, and all information therein, is the property of the Vancouver Airport Authority. I will present the RAIC or other document of entitlement for inspection or surrender immediately upon demand to the Minister, the Aerodrome Operator (Vancouver Airport Authority)(including those appointed or authorized by the Aerodrome Operator), a CATSA screening officer, a peace officer, or my employer”*

The Shop Committee therefore advises that if requested by the above mentioned authorized entities to surrender their RAIC, they should comply.

In Solidarity,  
YVR Ramp/Cargo Shop Committee.

## LL 764 Pension Report

Our Pension Plan has what is called a Joint Life and Survivor benefit when the pension is taken as a monthly benefit. What this means is that if you are married, your spouse is entitled to continue to receive a portion of your pension if you predecease them. It also means that your spouse is entitled to receive a portion of your pension if you die prior to retiring.

When pension plans were initially designed the survivor benefit was originally 50% of the pension payable. Changes made to the PBSA legislation over the years have changed the default survivor benefit to 60% of the pension payable. You, or more correctly your spouse, can still elect to receive the 50% option but they must sign a waiver indicating that they wish to receive the smaller amount. This waiver form is one of the documents that the company will send to you in your benefit option selection package when you retire.

Because the total amount of the pension payable has to be actuarially calculated to ensure there is sufficient money to pay your pension, a larger % survivor pension results in a smaller initial pension for you. Things have to balance out. Having said that, if you run a detailed report for your projected retirement date and look at the decrease in your pension for the 60% vs. 50% JL&S options you will notice that the reduction is typically only about 1/10<sup>th</sup> of the increase in your spouses survivor pension. In other words, you should see about a 2% reduction in your pension to leave your spouse with about a 20% increase in their survivor pension.

The choice of the 50% or 60% option is very much up to each couple to decide based upon their own personal circumstances. Consideration should be given to such things as your relative health, chronic illnesses, your spouse's retirement income and your overall financial picture to name a few.

The 60% option is only available to couples who are married at the time the first pension payment is made. If you marry after you retire, only the 50% JL&S option is available for your spouse. In an interesting side note the JL&S option you select at the time of your retirement is a factor if you subsequently divorce and remarry after retiring. If your spouse at the time of retirement opted to take only the 50% JL&S option, then your next spouse would also be entitled to receive a JL&S 50% survivor pension (of the pension you have left as your share after your divorce of course). If your spouse at the time of retirement had selected the 60% JL&S option, then no future spouse is entitled to any JL&S option should you remarry.

Anyone who is single at the time of retirement receives a monthly pension equivalent to the JL&S 50% option. This is still the default value that is used to **calculate** all pension benefits payable. If you marry after retiring, your new spouse would be eligible for the JL&S 50% benefit only, as noted above.

Email is the most effective way to reach me. 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, LL764 Pension Committee

## Financial Workshops

***Don't Make An RRSP Contribution..... YET!***

**Christian White and Bryn Hamilton, CFP, Division Directors** with Investors Group Financial Services Inc. invite you to a series of educational workshops brought to you by **Canadian Airways Lodge 764**

**Thursday, February 4th at 15:00  
Monday, February 15th at 18:00  
Local Lodge 764 Offices  
7980 River Road, Richmond**

To reserve your seat, please email.....  
[iam764@telus.net](mailto:iam764@telus.net)

### **Seating is Limited**

Whole Life Insurance product offered by Canada Life. Insurance products and services distributed through I.G. Insurance Services Inc. Insurance license sponsored by the Great-West Life Assurance Company. Borrowing to invest involves risk and may not be suitable in all situations. Speak to an Investors Group Consultant to see if this strategy is suitable for you. The Investors Group Corporate Class mutual funds are shares issued by Investors Group Corporate Class Inc.™

Enjoy refreshments while learning how to:

***Use "effective" Pension Maximization Strategies***

***Dramatically reduce your income tax bill***

***Receive similar tax refunds without making an RSP contribution***

***Receive tax deferred growth, even from non-registered investments***

***"Guarantee" your principal on equity investments***

***Are you investing with the goals of no negative returns?***

***For the same monthly contribution create the possibility of increasing your RRSP refund by 30% on average\****

\*Refunds vary depending on your own personal tax situation.

## United Airlines Report

Shop Stewards for 2010 are:

Sis Janet Andrews Bro Jim Lynch

Bro Jason Bjerke Sis Laura Sharpe

Bro Mike Deane Bro Glen Stoten

Sis Julie Gordon Bro Al Webb

Bro Brian Kennedy

### Olympics:

Despite assurances over the past year that there would be full time work for anyone who wants it during the Olympics, it now appears that the pme given to the scheduling committee does not provide for this. The Union's concerns about outside workers being brought in while YVR staff remain part time or on furlough has been and will again be expressed to local management. Management seems intent on having a 29 day bid, which would classify any upgrades as temporary according to the provisions of the current contract. There would then be another bid to commence as soon as the Olympics are over, likely with manpower similar to the current bid. There has to this point been little or no discussion on how the Paralympics may impact the station. It seems clear there will at least be some Management employees coming to YVR for the Olympics, but what their duties will be has not been made explicitly clear. Nor is it clear how or if they will interact with YVR agents.

### STW Training

The Company is instituting what it calls 'Standard Work Training', and will commence with training workshops for most agents this week. The aim seems to be to standardize work system wide with the view to improving efficiency in all areas. It is obvious that at YVR there are several things like US customs pre-clearance, Canada customs clearance of delayed baggage, carry on bag limits and the like which make our station non-standard, but it is unclear how or if standard work will be adapted to fit the particular needs of YVR.

Once again the holiday season was a hectic one, particularly in Baggage Service, an issue which was raised with

local management prior to December of last year. Fortunately the weather locally was not as bad as last year, and in spite of long hours and a great deal of overtime there were no significant injuries during this period.

### Scheduling

There are ongoing concerns regarding scheduling, particularly the fact that daily sheets are not being consistently posted two weeks in advance. For the last three weeks there has only been on week's worth of day sheets posted, making it hard for agents, particularly relief agents to plan for and around their work schedule. Also of concern is the lack of rotation for various duties, leading to members getting 'stuck' working just one function instead o maintaining their training by rotating from ramp to inside and vice versa. Another issue previously brought up to management is the failure to post specific overtime shifts and duties on the day sheets in favour of just tacking extra time onto the shifts of various individuals, which can make for some overly long hours on the job.

### The Lead Program

Management expressed a desire to revamp the lead program. The plan was to stop the current program and start over in January, with leads reapplying, new leads applying, or those no longer interested opting out. The duties remain as posted in the contract, no more, no less. Anyone interested should respond by enote to Sis Julie Gordon or supervisor Brian Bird. There may be some training later in the year along the lines of what is offered to service directors in other stations.

Wishing everyone a safe and happy 2010

In Solidarity,  
Janet Andrews

# Next General Meeting

**Feb 10, 2009**

**5 PM**

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



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

**IN MEMORIAM**  
**DALE L. MCCAIG**

## **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

Kevin Cox - Airports/Cargo Shop Chair

Neil Carter – Senior Steward MTU

Janet Andrews – Senior Steward UAL

Ron McKelvie – Clerical Chief Shop Steward

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