

June 2010

# THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN  
AIRWAYS LODGE 764



International Association  
of Machinists and  
Aerospace Workers  
Representing Air Transport  
Workers in  
British Columbia and the  
Yukon



## President's Report

Pilots and Flight Attendants employed by **Jazz** will be in a legal strike or lockout position by the time you read this. If they are off the job please respect their picket lines and offer them your support. Take a minute to stop and say hello, offer a word of support and maybe buy them a cup of coffee. We may very well be looking for their support this time next year and what goes around comes around.

LL764 is undertaking a major facelift to the main meeting hall at our River Road building during July and August. The current décor dates from the original renovation in 1989 when the building was purchased. In addition to some cosmetic changes we are replacing all of the lighting in the hall to new energy efficient fluorescent lights and dimmable pot lights near the front for better viewing of projected images. The current painted plywood screen will also be replaced by a high resolution roll down screen for better image quality.

In the past year our Local has undertaken to provide as much in-house training of our members and representatives as possible. We have run one day basic Shop Steward's training and are developing a 2<sup>nd</sup> follow on one day course that will be specifically tailored to the CBA issues in each respective work area. Brothers Steve Daechsel and Dan Cooke have developed and presented a one day introduction course for our Health and Safety Representatives. They are also currently developing a 2<sup>nd</sup> follow on course. We plan to turn these courses into annual training that will be made available early in the New Year. Our intention is to train all of our Stewards and H&S representatives.

LL764 is the only Local Lodge in North America that has developed and is offering this kind of

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training to its Health and Safety representatives. We are striving to educate our Stewards and H&S reps in order to better prepare them to fulfill their roles and responsibilities. The feedback we have received from those who have attended these courses has been very positive and has been used to fine tune the presentations and continue to improve the content. Almost all of the attendees have commented that they feel much more confident in their roles and better prepared to represent our members when they return to the workplace.

Because the Executive of LL764 feels that the education and training of our members is one of the most important things we do, a major factor in the main hall renovation was to turn it into a functional teaching facility. In addition to the improved lighting the renovation will include improved internet access, a new sound system, new white boards and the new retractable projection screens.

We will be having our first ever Labour Day BBQ for our members on Monday, September 6<sup>th</sup>, 2010 at Deas Island Park on River Road in Delta. Posters will be up shortly containing all of the details. We invite you to bring your families out for a day of food and fun. We also extend an invitation for everyone to come out to the September General Meeting, take part in running the affairs of your Local Lodge and see our newly renovated hall.

As we all head into the summer season and our minds turn to vacations and well earned time away from the job I would like to take a minute to remind everyone to keep safety first and foremost in your minds. Stay safe at work and just as importantly, stay safe at home and at play while you are on vacation. Have a safe and happy summer and we hope to see as many of you as possible at our Labour Day BBQ

Christopher Hiscock  
President,  
Canadian Airways Lodge 764

## Vice-Presidents in the IAMAW

In the rough and tumble, bare-knuckled days of early American frontier capitalism after 1850, trade unions got their start as private fraternal societies formed around their craft. Secrecy was a necessity in order to avoid bloody reprisals from brutal bosses who did everything to stop a union from gaining a foothold in their workplace. The Machinists Union organized the mechanical trades in the expanding North American railroads, and other metal crafts, and prevailed amidst the brutality of repressive corporate reception, earning the Machinists a reputation as a force more than capable of defending its membership in the face of cutthroat capitalism.

Equally fitting to the emerging frontier, early machinists were also strong willed, independent men. Not only were they willing to fight the employer for wages and working conditions, but also, they fought amongst themselves over power and political dominance at Union meetings. It is no wonder that the Union earned its nickname - "The Fighting Machinists".<sup>1</sup>

The Union required a political structure to administer its affairs. It was only natural that union brother and sisterhoods should emulate the internal political framework of fraternal associations like the Oddfellows and Masons, but define the positions to match union objectives. This is how the union's constitution was born.

One of the fraternal offices adapted for the Machinists constitutional structure was the office of Vice – President. This office is recognized within three levels of the union. As I will reveal shortly, this office has different applications and rules when considered at the international (Grand Lodge), national (District Lodge), and Local Lodge levels. Allow me to digress very briefly with a little history.

A founding Machinists Convention in Atlanta, Georgia 1889 took place amongst railroad tradespersons and debated a first constitution. The first Constitution set out the rules and regulations for governance of the union by Grand Lodge and Local Lodges officers.

With rules in hand, the Grand Lodge was established, and Local Lodge Executive Boards were elected. Over time, Machinists Lodges multiplied as more and more railroads opened up

the North American frontier, and transported the abundance to the major cities and ports. In due course, other machinists-related trades were gradually organized. The Machinists Union expanded as a craft union in lockstep with the mushrooming North American industrial economy, and prospered representing railroad, industrial, and air transport workers.

Canada had its first Machinist Local Lodge representing railroad engine maintenance, overhaul, and operating workers in Ontario in 1891. Within a decade the Machinists Union represented all workers in these categories across Canada for all the major railroads.

By 1935, the emerging airline industry became an organizing focus of the Machinists Union. Air Transport Local Lodges mushroomed in similar fashion to the earlier growth spawned by the railroad boom.

By the 1950's, the Machinists Union could claim 1500 Local Lodges under the Grand Lodge umbrella, and 700,000 dues paying members.

Local Lodges function for their members. Elected Executive Boards administer the day-to-day processes of the union, through its elected officials and responsible Committees. The Executive Board structure includes the office of Vice-President.

As described in the first Constitution, the Local Lodge Vice-President was the presiding officer responsible for "examining" all visitors to the union meeting. Corporate bosses routinely sent spies to report on union activities. The Vice-President was required to ensure that "only members in good standing" were allowed into the meeting hall, and only these "examined" members having a paid-up dues book and offering the secret handshake, could speak before the assembly.

The Constitution provided that the Local Lodge Vice-President would assume the duties of the Local Lodge President, in the event of his or her absence, resignation, death, or incapacitation, during their elected term of office.

Interestingly, the Vice-President is the only elected officer

under the IAMAW Constitution who automatically assumes the superior office (President) for the full remainder of the unexpired term, should the President be unable to complete the term for various reasons.

A much debated concern of this constitutional provision is that, as a control tool for power by a political faction in this union, a President who no longer wishes to serve another term, but is still electable, can be returned to office, and may then resign his office the following day.

The Local Lodge Vice-President, from the same political faction, automatically becomes President for the full term, and that faction's political control remains in place over the presidency.

Of course, there must be an election for a new Vice-President. Still, some members see this provision as a corruption of democracy, when a resigning president is not replaced by a full election. At present, there is no constitutional language on the horizon that will remedy this complaint.

District Lodge Vice-Presidents have a different political destiny.

District Lodges are a Grand Lodge creation, designed to bring union bargaining empowerment to employees whose industries are located in a wide geographical area like railroads, air transport, and aerospace.

The first District Lodges were called "Deputy Grand Lodges One and Two" and were created in 1891 to address the geographical expansion of the Union Pacific and Santa Fe Railroad systems in the United States. By 1893 there were ten Deputy District Lodges in existence, covering the major railroad systems of the United States at that time.

The IAM Constitution was amended to make District Lodges a separate entity between the Grand Lodge and the Local Lodges.<sup>2</sup>

District Lodges were usually governed by a President, a Vice-President, a Secretary-Treasurer, and a Board of

Trustees. As Districts grew in size, and collective agreements under their jurisdiction proliferated, Directing Business Representatives (DBRs) or Directing General Chairpersons (DGCs) were elected and employed. Over time, the administrative role of the District Lodge President was combined with the collective agreement role of the DBR/DGC, and many District Lodge Delegates elected a combined President/DBR or President/DGC.

However, the District Lodge Vice-President's constitutional role had not been redefined. As a consequence, should a District PDBR or PDGC resign, become incapacitated, or die in office during their elected term, the District Vice-President can only assume the administrative functions of the District. The collective agreement activities are handled by the senior Business Representative or General Chairperson. The IAM Constitution requires that the recombining of the offices of DBR or DGC and President would have to await the next electoral term or a special election, whichever comes first.

Constitutionally, the District Lodge Vice-President does not embrace the full Presidential and Directing General Chairperson powers if that office becomes vacant.<sup>3</sup>

The IAM Constitution specified the election of the International President, the General Secretary-Treasurer, and a number of General Vice-Presidents, by the membership at large, beginning in 1889.

A Grand Lodge General Vice-President was elected by the membership at large in North America (and certain American dependencies like the Panama Canal Zone (since returned to Panama), Puerto Rico and Guam) every four years, and was then assigned to a territory by the International President. In the 1950's, the Machinists Union employed eleven Territorial Vice-Presidents. After the oil crisis and economic collapse in the 1980's, the number of Vice-Presidents was reduced to seven, the territories were radically enlarged in the United States, and the Vice-President from Canada ceased to be elected by the entire membership. After 1988, the GVP Canada became elected solely by Canadians, following a constitutional amendment at the Centennial Convention in Atlanta, Georgia.

Vice-Presidents at every level of the Machinists Union must contribute executive capacity to overturn the powerful challenges facing the union. As part of the union administrative structure, the Vice-President must do his or her part to assist the President in the performance of the duties of that office, stand ready to assume leadership if so required, and contribute to the Union's net worth in the eyes of the membership, for the dues dollars collected.

So let this be clear. At election time, your cast ballot for Vice-President should be made as carefully, and with the same thorough consideration, as the ballot that you will cast for the President.

The Snagsheet does not publish in July or August. I wish you all a safe, pleasurable, and memorable summer, and look forward to your returned and valued readership in September.

Footnotes:

*1. That nickname described the internal fighting that often took place at Machinist Union Meetings. Rival factions within Local Lodges competed for control, and the competition was often manifested by fist fights, brawls, lawsuits between members following vicious written and verbal attacks, and charges laid by one member against another under Article L – Code – of the IAMAW Constitution.*

*2. My thanks to Dr. Charles Micallef of the Winpisinger Education Center for valuable information on the beginnings of District Lodges in the IAMAW.*

*3. Clarification of the constitutional roles of a District Lodge Vice-President and a DBR/DGC when the PDBR/PDGC vacates the office midterm, was helpfully provided by Michael Winpisinger of the Grand Lodge Bylaws Department.*



David Varnes,  
ST LL764 and  
Chair, History Committee

## Pension Report

### JUNE 2010 – LL764 PENSION COMMITTEE REPORT

Section 12 of the Pension Plan Text deals with the division (split) and distribution of your pension benefits in cases of divorce, annulment, separation or breakdown of common-law relationship. Air Canada also has an Administration Policy that provides information on the available options and recommendations on the wording to be used in the court order or agreement for your pension division. It is available on the Aeronet by following the links: My HR> My Pension> Information & Tools> Defined Benefit> Forms.

Issues have arisen with members who had ended spousal relationships prior to the merger in 2001. They had registered their pension benefit division agreements with CAIL under the terms of the Pension Plan at that time. Unfortunately, the agreements were not specific enough for Air Canada to proceed with the split of the pension benefits. The issue is that the Separation Agreements or Court Orders are worded in such a way that they remain subject to interpretation as to exactly which dates, method of calculation or method of payment should be used to calculate the asset split between you and your ex-spouse.

Air Canada, as the administrator of the Plan, does not want to be responsible for deciding how these agreements should be interpreted. They have correctly taken the position that the pension benefit division should be jointly determined by the spouses and their respective legal councils and not by the Company trying to interpret what the parties had actually agreed to.

We would ask that any members who are unfortunate enough to have suffered dissolution of their marriage while employed with Air Canada or any of the predecessor airlines to please ensure that your pension benefit agreements have been registered with Air Canada. Most importantly, please ensure that it complies with the requirements

of the Air Canada Administration Policy or that it is written in such a way that Air Canada can apply the court order or agreement without having to make any interpretation. This being said, the Administration Policy offers suggested wording in the appendices should a new separation agreement be required.

As with most things, any errors or ambiguities in your agreement become harder to fix as more time passes. This is especially true with these types of agreements and circumstances. Furthermore, I understand that it is also difficult for you and your ex-spouse to get together and agree upon the intent of the wording in your agreement and therefore once again suggest that you refer to the Administration Policy for the sufficient wording when drafting a new separation agreement should it be required.

Anyone who is not certain if their pension benefit division has been properly registered with Air Canada should contact the Company in a timely manner. If you have not previously registered your agreement with Air Canada, call Employee Services (Mercer) at 1-877-645-5000 and tell them that you would like to register your pension benefit division agreement. If you have previously registered your agreement and are unsure as to its status, tell them you would like confirmation that your agreement conforms to the policy guidelines and that it will pose no problems when you retire.

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, LL 764 Pension Committee

## Tech Ops Report

June 9, 2010

**Layoff and Bump Meetings:** The Union and the Company did not meet on June 3<sup>rd</sup>, 2010 as originally scheduled per the Layoff & Bumping Calendar. This is a result of the small number of individuals affected from the subsequent bump. The July Layoff & Bumping Calendar has not been provided to the Union as of yet. The Shop Committee will advise once this document has been provided.

**YVR Base Rescind Letters:** The Shop Committee has been advised by local Heavy Maintenance Management that they have commenced issuing rescind letters today. The Shop Committee is attempting to determine the specific categories and individuals affected.

**UMCM:** The last UMCM meeting took place in Montreal during the week of May 10<sup>th</sup>, 2010. The next UMCM is tentatively scheduled to be held in Vancouver in September.

**Article 16.18.01 Seniority Appeals:** The Shop Committee has been advised that anyone who has submitted an appeal should be receiving a written response from the Company after the layoff and bumping process has concluded. The delay in providing the responses has been attributed to Labour Relation's workload.

**Monthly General & Shop Stewards Meetings:** The Shop Committee would like to remind the Membership that the July and August Monthly General & Shop Stewards Meetings may be suspended as we all head into primetime vacation periods.

**First Level Grievances:** The Shop Committee would like to remind all Shop Stewards and the Membership to follow the grievance process as outlined in Article 17 of the Collective Agreement. This will assist the Shop Committee in processing the grievance in a timely fashion.

**Tech Ops Retirements:** The Shop Committee would like to congratulate the following Members; Steve Jankovits – Category 14 and Harry Joshi – Cat 19 who retired on June 1<sup>st</sup>, 2010. 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.

Joe Toth, L/L 764, Tech Ops Chair

Glenn Cooper, L/L 764, Tech Ops Member

Glenn Girard, L/L 764, Tech Ops Member

## MTU-C

June 9, 2010 – GENERAL MEETING

### Policy Complaints:

- Process Planer/DC duties (step one)
- Reassignment of machinist duties (step one)

### Personal/Group Grievances

- Denial of call in pay (resolved)
- Temp. worker, time bank
- Probationary Emp. 37.5hr work week

Please join me in welcoming Holly Skedanuk, Jeffrey Keen, Mardi Black, Alister Hadden, Jodie Austin, Minesh Ramji, Hassan Fawad, Colin Oswald, Josh Paluch, Alexander Zouev and Mitchell Jeffery.

The Employer has been reminded that all Temporary Employees are not entitled to the provisions of the time bank as well as all probationary Employees are not entitled to the 40hr work week. The Union is waiting for the Employer to rectify those discrepancies that currently exist.

Nominations for the Negotiations Committee were conducted, with elections happening at the September General Meeting.

On June 5, 2010 the Employer hosted a Family Day. By all accounts it was successful with the weather cooperating.

MTU will be hosting its Third Annual Marian Dyck golf tournament at Delta Golf Course On June 19, 2010.

In Solidarity,

Neil Carter  
Senior Steward

## Airports/Cargo Report

### Ramp:

On May 26, 2010 the Shop Committee attended a workshop with Ramp Shop Stewards and Labour Relations in response to Arbitrator Teplitsky's previous award. This workshop was well received and the Company has committed to resolve many issues that were brought forward at this meeting. Some issues that were addressed were the equality of work lines, cleanliness of facilities, staffing levels.

There is a Promo for a Lead Station Attendant, this closes on June 2010.

Due to retirements there has been a few shifts posted for bidding. Please keep an eye on the board for any upcoming bids.

### Cabins:

There have been some issues with the Relief Schedules and the process of members bidding a shift on their return from an extended absence. These have been addressed with Linda Daigle and we consider the issue resolved.

### Cargo:

Cargo Management has issued several letters of discipline in regards to attendance. These letters were issued without the benefit of the member having a meeting to discuss the circumstances for these absences. The Shop Committee has advised Cargo Management that they MUST have a meeting with the member and a Shop Steward present, prior to the issuing of any letter. The Shop Committee has had discussions with Labour Relations on this matter.

### General Info:

The Shop Committee would advise the Membership of the Company's latest letter regarding theft of time. There has been discipline given at other bases, so please guide yourselves accordingly. The Shop Committee would like to congratulate Brother Brad Harrison, Station Attendant, on his recent retirement.

Craig Chard  
Shop Committee Chair

## ClaimSecure

Private Clinic Operations/Special Medical Procedures and ClaimSecure.

The Membership should be aware of some reported issues regarding Operations or Procedures performed at a Private Medical Clinic. Recently one of our Members was disappointed to discover that Claim-Secure would not accept a claim that had been paid for in cash and in good faith to a Private Clinic, which amounted to many hundreds of dollars.

Private Medical Clinics are for-profit operations whose Doctors may be either Shareholders or Partners. Sometimes these individuals serve double duty in the public sector as Staff Doctors at Public Hospitals. While serving as Hospital Staff such physicians are in a position to "sell" their private clinic services to an often uninformed and trusting public. They may scan the patient rosters looking for easy opportunities in need of quick and simple procedures on an outpatient basis. Be wary of promotions promising private next-week service while public treatment will place you on a wait list months from now. Certainly time is an issue when pain-relief or quality of life is in question. Be aware however, that a Doctor's assurance of rapid scheduling at convenient times along with insurability can be tempting but needs to be verified. Do not assume you are entitled to be covered based on the Doctor's advice alone. *Before paying for any such private medical services, please check with claim secure at 1-888-513-4464 (fax 705-673-7696) for claim eligibility in advance.*

Private medical clinics usually do not provide 24-7 or overnight services and are not licensed to deal with your needs if there are any complications that arise. If there is a post-operative infection or other complication you will have to take your issue back to the public system for treatment- and there is no refund policy. Governments are touting a private user-pay model for healthcare even as they deliberately underfund Public Healthcare. Supporting private medical clinics in this way further erodes the cost-base of the public healthcare system by burdening it with the more complicated and cumbersome cases while needlessly siphoning cash out of patients pockets. The answer to most of the problems in the healthcare system, especially excessive wait-times, is to restore federal funding and elect governments who are genuinely committed to the concept of universality

Glenn Girard  
Tech-Ops Shop Committee Member

# Next General Meeting

**Sep 08, 2010**  
**5 PM**  
**7980 River Road**  
**Richmond, B.C.**



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

**IN MEMORIAM**  
**BROTHERS**  
**ROBERT PEEL**  
**LES ALLAN**

## **Local 764 Executive Board**

Chris Hiscock – President  
Mike Sanghera – Vice-President  
David Varnes – Secretary Treasurer  
Laura Sharpe -Recording Secretary  
Steve Daechsel -Trustee  
Wes Sim – Trustee, Educator  
Cam McDonald -Trustee  
Dan Cooke – Conductor/Sentinel  
Gordon Taylor – Communicator

Joe Toth - Tech-Ops Shop Chair  
Craig Chard - Airports/Cargo Shop Chair  
Neil Carter – Senior Steward MTU  
Janet Andrews – Senior Steward UAL  
Ron McKelvie – Clerical Chief Shop Steward

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