

THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764

Oct 2009



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



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President's Report

Local Lodge 764 has not had an active Political Action Committee for quite a few years now. Our Local has been very busy over the past 18 months dealing with layoffs, budget cuts and negotiations and all of that has taken precedence over any meaningful political action. But the time has come to act on issues that affect all of us. We must stand up and be counted for what we believe in and what we want. LL764 is currently in the process of putting a committee together. Any and all volunteers are welcome.

The purpose of the Committee is not to solicit members for any political parties. Nor is it to solicit volunteers to work on any political campaign. Those things you can do on your own. What we wish to do is to assist in organizing our members to lobby their municipal councillors, provincial MLAs and federal MP on issues that affect each and every one of us.

For instance, there is currently a private members bill in the House of Commons that seeks to amend the Air Canada Public Participation Act to include Vancouver as a maintenance and operations base. If passed it would afford an increased measure of job protection for our members. That is an issue that we should all be telling our MPs to support. Politics as you know is very much the squeaky wheel syndrome. Whoever makes themselves the most vocal and visible on an issue carries the day. Politicians are very cognizant of popular opinion and criticism.

The Political Action Committee will compile contact information and addresses for all of our MLAs and MPs and co-ordinate lobbying campaigns on issues that affect our members. They will assist you with speaking points and how to effectively lobby. All we ask is that each of you takes a little time to get involved to benefit yourself. Make your views known to the people whose job it is to make the changes you want. All you have to do is simply email, write, call or most effective of all,

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make an appointment and visit your MLA or MP. You may not believe it but it really does make a difference. When they hear the same issues coming from a group of people presented in a reasonable manner they realize this is an issue they had better pay attention to.

The issue that we would like to start with is one that affects each and every one of our members and should be fresh in your minds. Pension reform. The federal government is currently reviewing the Pension Benefits Standards Act with the goal of improving the long term viability of private and public pensions. The federal and provincial finance ministers are meeting in Whitehorse in December to discuss changes to pension regulations. It is absolutely vital that we all lobby our MPs to let them know that this reform is required and urgent.

The employers are spending a lot of time and money telling the government what they want changed in the pension legislation. None of it will be for your benefit. That is why it is imperative that we all speak up and make sure that the MPs who will ultimately vote on the PBSA reforms know what they must do to protect us and our pensions. They need to know that this is an issue that matters to you. They need to know that they ignore you at their peril. You need to tell your MPs that they must protect your pension plans. They must set up a government run insurance fund to backstop underfunded pension plans. Pension Plans must be afforded primary creditor status ahead of all other company creditors in the event of a bankruptcy. They should double the CPP coverage and increase the Guaranteed Income Supplement for all working Canadians.

Parliament takes a week long break in November so the MPs can be in their ridings for Remembrance Day ceremonies. This is an ideal time to make an appointment to see or talk to your MP about Air Canada, your pension and having a viable public pension system for your children. Let them know that these are extremely important issues for you and that you will be holding them accountable for how they vote on these bills when they come up in Parliament.

Please watch our bulletin boards and website in the weeks ahead for information on how you can get involved and make a lasting difference for you and your family on issues that affect all of our daily lives and your standard of living. Please don't take the easy way out and say "Why bother, I won't make any difference. They won't listen to me, they will just do what they want".

What they want is to get re-elected. You need to tell them what it will take for them to get re-elected. The more of us that tell them what we want, what laws we require them to support and implement, the easier it is for them to understand our point of view and the more willing they are to act on it. These people work for you. They are your employees. Make sure that the MPs from all parties hear from you and understand what they must do for your support. You are not asking for the moon, just that which is rightfully yours and that which you have paid for and are entitled to receive.

Christopher Hiscock
President Canadian Airways Lodge 764

The DC 9-32F Freighter

Given the highly technological nature of the airline industry, most employees are trained from day one that mistakes are avoidable and preventable. Naturally, employees expect the same standards to apply to airline management. Nothing destroys employee expectations of management more completely, or lowers morale more quickly, than when management makes a mistake. Air transport management is a challenging occupation and we all know that mistakes can happen. This was the story of one example.

The 1970's were a terrific decade for airline expansion and profit, and certainly, that was happening at Air Canada Cargo. Revenue flights were fully booked, charter operations had strong demand, and air cargo had ample bookings to fill revenue flight and charter lower hold capacity. Cargo was the gravy on top of the meat and potatoes operation of the airline.

However, cargo volumes and demand were not evenly distributed across Canada. There was little demand for air-freight from west to east, and smaller volumes with seasonal spikes within Atlantic Canada. Huge cargo infrastructures were built all across Canada for DC8 freighters, in all the major cities, as Cargo optimistically expanded. It was quickly realized that the newly converted 18 pallet DC8-73F's were not the optimum aircraft for the Maritimes.

Air Canada Fleet Planning decided that the lower volume



Atlantic Canada cargo market could be handled with a smaller aircraft, and so, in 1973, Air Canada bought a used DC9-32F freighter from Overseas National Airways (ONA) of the United States. This aircraft joined the fleet as fin AC771.

C-FTMN fin 771 was assigned to the Eastern Canada cargo route, which was then Montreal – Fredericton – Halifax – St. John's, Newfoundland, and return to Montreal. A DC9-32F typically carried eight 108 inch pallets on the main deck, and belly load, for a maximum cargo load of 45,000 pounds or better, subject to pallet equipment weight and fuel boarded. On paper, the aircraft seemed perfect for the eastern route. The reality was very much different.

The first disappointment was that the cargo terminal loading bridges built at the major stations for the DC8F and other type freighters, would not drop down low enough to mate with the door sill of the DC9-32F. The DC9-32F became an open ramp operation everywhere. The result was increased cost to Air Canada for manpower and equipment, including operational expenses for more ramp tractors and pallet carriers, additional tub carts, and other support equipment like pallet loaders.

An open ramp operation in reasonable weather is not too costly. However, during the brutal fall and winter weather often experienced by the Atlantic Provinces, operational costs mushroomed during fog operations for reroutes and long delays, and heavy snow and ice storms brought on huge deicing costs.

A second disappointment was the ability of the DC9-32F to deal with Maritime region seasonal volumes and weight. Two examples will make the point. During lobster harvest season, the DC9-32F would be at its maximum cargo weight allowable, with only half the pallets filled. During the

Christmas mail and parcel rush, the DC9-32F would regularly "bulk out", leaving behind available cargo, as there was no more space for the volume of goods offered.

Finally, two quite unrelated events came together to sound the death knell for the DC9-32F. The Arab Oil Crisis of 1977, with its quadrupling of oil prices, dramatically drove up the DC9's operating costs. The other event was a change in accounting practices at Air Canada, which created "cost centers" for all the branches of the Company.

Cargo was not being charged for the true cost of its DC9-32F operation. As examples, freighter aircraft repairs were charged to the Maintenance Branch, and pallet loader costs were borne by Customer Service. The new "cost center" accounting suddenly made the DC9-32F very expensive to operate.

The DC9-32F was to have four years service with Air Canada Cargo until 1977, and was rarely seen in Western Canada because of its limited flight range and its dedication to the Eastern route. Once in a while it would make an appearance as a cargo charter or as a second section freighter, and its brief arrivals and departures attracted a lot of attention.

Air Canada management finally reached the conclusion that the DC9-32F had not been the best cost effective solution for the eastern Canada cargo route. By now the more fuel efficient DC8-73F was part of the cargo fleet, and its operating costs allowed DC8 freighter service to be restored to the Maritimes. The aircraft was sold to Southern Airways in 1977.

Southern Airways operated the aircraft for a further seven years in cargo charter service for the U.S. Military, and then sold the aircraft to the United States Naval Reserve in 1984.

The US Naval Reserve converted the aircraft to the military version of the DC9, called the C9B Skytrain II. The conversion allows for rapid change of the main deck area for passenger or cargo use, and an additional fuel tank in the cargo hold for long range operations. In this role, the aircraft could be used for troop logistical support, with quick change to a troop transport, a cargo aircraft, or a combination of the two. C-FTMN, now re-registered as 163036 with the US Navy, was to continue in this role until mothballed at

the Davis-Monthon Air Force base, a military aircraft storage facility located outside Tucson, Arizona, in 2005.

As of this writing, most of the C9B's have been retired, and replaced by the Boeing C40 Clipper, which is the military version of the Boeing 737-700, with the rapid change features for troop logistical support.

I have commented several times when I have written on the history of an aircraft type, that the last record for C-FTMN/163036 is always a sad one. The aircraft has been declared surplus, and is now being dismantled for parts. But now, former fin AC771 still benefits the American taxpayer, as the dismantlers at the Davis-Monthon AFB recover valuable used parts for sale, to service the remaining one hundred or more DC9-32's still working in active operation around the world.



David Varnes,
ST LL764 and
Chair, History
Committee

Connie Picture Front Page

Our thanks to Bob Bogash for letting use the Connie picture
"Copyright Janet Dietz via Bob Bogash."

Bob has a great site at www.rbogash.com Here is a direct quote from Bob "FYI, the Connie move story has attracted about 4 Million hits and was/will be reprinted in two magazines Thus far.) There are many Connie lovers out there - that's for sure! The whole story will appear in an upcoming *Airliners Magazine*."

LL764 Pension Report

In the spring of 2009 the Federal Government held a series of cross Canada meetings soliciting input from employers, employees and retirees on how they view the current Canadian Pension System and to make suggested changes to the Department of Finance.

The Canadian Labour Congress has been heavily involved in this process from the beginning on behalf of both the unionized workers it represents as well as non-unionized workers and retirees. The CLC is tabling a proposal to see 3 fundamental improvements made to the public and private pension plans in Canada.

First is a doubling of the CPP to cover/replace 50% of your earnings instead of the current 25%. This would be paid for by a phased in (over 7 years) CPP contribution increase of 3% in addition to the existing 4.8% premium you pay on earnings up to the YMPE. This plan would cover all workers in Canada, union, non-union and is portable from any job to any other job anywhere in Canada throughout your entire working life. The CPP benefit can be doubled with less than a doubling of the contribution rate because of the size and low administration costs of the CPP investment fund.

Second is a 15% increase in the GIS (Guaranteed Income Supplement) to Old Age Security. GIS is an anti-poverty measure that pays additional retirement income to low-income OAS recipients. Currently 35% of OAS recipients also receive a GIS. The GIS program has been successful in reducing the poverty rate of seniors from double the number of the working age population in 1980 to ½ those of working age in 2004. But that number has begun to slide in recent years and the GIS needs to be increased to outpace the creeping poverty line.

The third recommendation is one that should resonate with all unionized employees; a requirement for a government backed insurance fund for private pension plans. This would insure plan members would receive their pensions in the event of an employer bankruptcy. This insurance would be funded by a fee of \$2.50 per employee for fully funded plans and higher ranging fees based upon the % of solvency for underfunded plans. A contingency fund for seriously underfunded plans (like GM) would be funded through a special transaction tax of 0.1% on Stock Market transactions. It is the malfeasance and unregulated market

trading that has caused the massive meltdown of pension fund money in the first place. Having been the problem; they should now be part of the solution as well.

It is of vital importance that each and every one of you email, write, call or better yet visit your MP to let them know that you support improvements to the Canadian pension system. There will be new legislation coming to the House of Commons late this year or early 2010 and all political parties need to hear from all of **us** that the time has come to adopt a "Medicare for Pensions" where everyone gets adequate coverage and no one is left to fend for themselves with RRSPs as their primary retirement income.

The door to pension reform is partially open in Canada right now and it is imperative that as many citizens as possible push it fully open and make sure the changes made are for your benefit and not for your CEO's and stock holders benefit. Email is the most effective way to reach me. I may be contacted at pres764@telus.net with any questions or concerns that you may have.

Respectfully Submitted,
Christopher Hiscock,
Chairman, LL764 Pension Committee

Tech-Ops Report

October 14, 2009

Arbitration Hearings: Arbitration hearings were held with Chief Arbitrator Martin Teplitsky on September 14th, 2009 in Toronto.

UMCM: The quarterly UMCM meeting was held during the week of September 14th - 18th, 2009 in Toronto/Montreal.

Gantt Chart Meetings: District 140 General Chairpersons and Shop Committee Representatives from Winnipeg, Montreal and Vancouver met in Montreal on September 29th, 2009 to review the constant changes occurring to the planning/scheduling of aircraft maintenance throughout the system. In addition the Union met with the Component Maintenance Group to review issues affecting our Members working within this group.

YVR Base Permanent Recalls: The Shop Committee has been working with Local Management to ensure all Staffing Requests (SRs) have been filled. Recent additions in Vancouver include the filling of one (1) Category 8 position, three (3) Category 14s, along with several Stockkeeper positions. Heavy Maintenance has also increased the NDT Department headcount by three (3).

Article 16 – Seniority Committee: Representatives from the various Airport and Tech Ops Shop Committees along with Boyd Richardson, District 140 General Chairman met with Labour Relations in Montreal during the week of October 5th – 9th, 2009 to review the language and application of Article 16 of the Collective Agreement.

Ground Support Equipment (GSE) Shifts: The YVR Shop Committee has been working with the GSE Shift Committee to finalize the language for the Local Shift Agreements for Categories 14, 23, 24 and 30. The Shop Committee would like to thank the Local GSE Shop Shift Committee for all their efforts on this issue.

Category 3 (NDT) Shifts: The YVR Shop Committee has been working with the Local Shop Steward to finalize a tentative shift agreement affecting the Category 3 NDT Technicians.

YVR Base Layoffs: The Shop Committee has been informed by the ACGHS Management group that they are reducing the frequency of the Deep Grooms on the aircraft and as a result, will be reducing the number of Category 33 Groomers working within this formation.

Doctor's Note Reimbursement: The Shop Committee would like to advise the Membership that Labour Relations has posted a General Information Circular (GIC) LR-2009-05 pertaining to Doctor's note reimbursement. The Shop Committee recommends the Membership familiarize themselves with the new procedure.

New Collective Agreements: It is the Shop Committees' understanding that new Collective Agreements will be printed in early 2010. It is our understanding that discussions have and are taking place to clarify the revised Collective Agreement language. The Shop Committee will advise the Membership once the new Collective Agreements are available.

New Heavy Maintenance Stores Formation: The YVR Stores department has been split into two (2) formations.

The initial shift bid has taken place and the majority of the positions in both the Line Maintenance and Heavy Maintenance Stores areas have been filled. The Shop Committee is awaiting clarity from the employer on the status of the remaining Stockkeeper positions, but expects to proceed shortly with discussions on Local Agreements for shifts, vacation, overtime, etc. The Shop Committee would like to thank the Local Shop Stewards and the Membership working within these formations during this lengthy transition.

200 Hour Time Bank: The Shop Committee would like to advise the Membership that Labour Relations has posted a General Information Circular (GIC) LR-2009-11, Optional (+200/-48) HR TIME BANK as a result of the amendments to the new Collective Agreement.

Promotional Bulletin Boards: The Shop Committee would like to advise the Membership of the current locations of the three (3) Promotional Bulletin Boards at the YVR Base as there has been a change within the North Hangar. The locations are as follows; 1.) Ops Centre -Third floor hallway near the upper cafeteria, 2.) Heavy Mtce. Main hallway near the Bay 2 elevator, 3.) Line Maintenance South Hangar (outside the lunch room). The Membership is encouraged to visit these locations often to ensure they are aware of any positions that they may be interested in.

2010 Shop Steward Nominations: The 2010 Shop Steward Nomination process will be commencing during with first week of November and if required, elections to follow. The Shop Committee welcomes all members who are interested in becoming a Shop Steward and encourages anyone who is interested to seek nomination from their respective Category/Classification.

Line Maintenance Shifts: The Shop Committee has had repeated requests to revisit the Line Maintenance Shift Schedule. The Shop Committee will be seeking representatives from the respective groups to form a local shift committee to work with the Shop Committee to explore whatever options that may lead to improvements in that formation.

2010 Vacation Agreements: The Shop Committee expects to meet with Local Management and the respective Shop Stewards to discuss 2010 Vacation Agreements. Several Management groups have expressed their desire to start this process early.

Tech Ops Retirements: The Shop Committee would like to

congratulate the following Members; Stephen Chow – Category 1, Mike Clissold – Category 4, Johnny Iaizzo – Category 33, Alex Bruce – Category 38 and Eddy Reyes – Category 38 who retired on October 1st. 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

United Airlines Report

Two outstanding disciplinary grievances at Step 1

There will be a new bid commencing on October 25, to be bid on October 13. The bid will be conducted in the ops office. Note the change in location. The numbers for this bid were not as bad as expected, and it will go until the new year.

The policy grievance for the current bid was withdrawn on the addition of 1 more full time position to the bid, and it is felt that Management heard the Union's concerns about the erosion of full time positions.

There was a Union/Management meeting Sept 30. Minutes are available and can be found on the IAM board in operations. Issues included the contracting out of deicing to YVRAA, the Olympics, and the Vacation bid for 2010. Steve Zickefoose, the UAL VP of the region came to YVR October 6. While he did not appear too familiar with our station, he did comment on members' concerns regarding preparedness for the upcoming Olympics. He also spoke about the state of the industry in general.

I would like to thank everyone for the opportunity to attend Leadership I in Placid Harbour. It was very informative, and gave me new energy for both my position as steward and for the IAM as a whole.

Did you know? You can find out how your MP votes on labour issues online at www.webinfo.parl.gc.ca

In Solidarity,
Janet Andrews, Senior Steward, UAL

Airports/Cargo Report

October 13, 2009

GRIEVANCE STATUS:

Policy Complaints:	Personal/Group Grievances
Est. minimum wages (step two)	Denial of negative Time Bank (withdraw)
Conflict of interest (step 3)(resolved)	Removal as a Lead (Step 1)
Denial of recall (step three)(resolved)	Denial of midnight shift (Step 1)
Rescinded recall (step three)(resolved)	
Failure to recall (step three)(resolved)	

The announcement for the KC10 contract was finally announced on October 1, 2009 after a long 2 year wait. The contract worth \$3.8 billion dollars was awarded to Northrop Grumman, Chromoloy and MTU Canada. Approximately \$500.00 million will be MTU Canada's portion of the contract which is to last 6 years.

On October 16, 2009 workshare will officially end. The parties have met and come to an agreement which will allow those individuals who wish to continue to participate in the workshare until the end of December on a voluntary basis. This is largely due to the lack of inductions projected for November and December.

12 individuals have been temporary recalled for a period of one month to deal with the large number of inductions the company has scheduled for October.

Discussions have also started with the Company to look at changing the structure of the "timebank" to deal with the "peaks and valleys" of our industry.

In Solidarity, Neil Carter
Senior Steward

RAMP:

The Ramp Shift Committee has finalized the Winter shifts. They have been posted on www.iam764.ca.

Bidding will commence Oct. 20, 2009 in the Union boardroom Gate A5 phone #604-231-6736. The Company's expectation for implementation is Nov 01, 2009.

The Winter shift does not necessitate any layoffs, as the Company has stated that they will carry a surplus to facilitate a huge training initiative.

The Shop Committee has reached an agreement in regards to 2010 Vacation Allotments pertaining to the 4/3/4 shift pat-

tern. The accrued allotment will be equal to the 4/4 shift pattern and will be treated as such.

Vacation Bidding will be announced once a final Vacation Agreement is reached.

CABINS:

The Cabins shift has been built and accepted by Management and implementation is expected Nov 01, 2009. The shifts and bid times are posted on www.iam764.ca. The Shift Bid will take place in the Union Office at Gate A5 Monday October 19 phone 604-231-6736.

Unfortunately the Winter Shift resulted in layoffs for the Cabins group and they are as follows: 9 Full Time CSCA and 7 Part Time CSCA.

Details regarding 2010 Vacation bidding should be announced soon.

With the move to the new location, members are reminded to contact the Shop Committee with any concerns.

CSA's:

The Shift Committee is awaiting the Company's proposal for the Winter schedule.

Details regarding 2010 Vacation bidding should be announced soon.

Cargo:

The Shop Committee has been given the Company's proposal for the Winter shift, there is no change in numbers and the Shift Committee is working on it.

Details regarding the 2010 Vacation bid should be announced soon.

The LOU #5 list for transfer has been submitted and all affected members should expect the transfer to take place approximately Nov 01, 2009 subject to training requirements.

In Solidarity,

Kevin Cox
Craig Chard

Next General Meeting

Nov 18, 2009

5 PM

7980 River Road
Richmond, B.C.



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

IN MEMORIAM
BROTHER
LON M. OMAND

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