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THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN
AIRWAYS LODGE 764



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



Retiree Executive 2012

From the Left to the Right - Vi Moewes Trustee, Ed Wainwright, Financial Secretary, Alan Watson, President, Diane Bjornson and granddaughter, Vice President, Veronica McGinn, Recording Secretary, Jim Ternan, Conductor/Sentinel, Claudius Pais, Trustee, and Shaun McCracken, Trustee.

President's Report

I hope that everyone had an enjoyable and safe Christmas and New Year's. Hopefully Santa still had a few goodies left in his sleigh when he got to your house. He probably needed a resupply mission from the elves after he finished visiting Canada's 100 richest CEOs of companies listed on the S&P/TSX. Those job creators had to toil slavishly until nearly noon on January 3rd this year to make as much money as the average Canadian worker will bring home during all of 2012. It's not easy being green.

Their \$8,38M average salary is 189 times the average industrial wage in Canada. The good news though is that they saw a 27% year over year increase in their meager pay packet bringing them back to within a whisker of their all time high multiplier. In 2007 they made 190 times the average worker's wage. That plummeted precipitously to a mere 155 times the average wage in the midst of the 2009 recession. Firm evidence that there truly was a sharing of the economic hardship. Those must have been dark and troubling days indeed wondering how they were going to be able to put foie gras on the table, fuel in the yachts and retain staff at the vacation homes. Thank God they have been able to restore the wealth distribution imbalance back to its rightful upward trajectory. We all tear up just a little for a story with a happy ending.

This is not just a good news story for the job creators; as wealthy CEOs are euphemistically called by the U.S. Republican party. It has a better ring to it than "greedy bastards". There is a crumb from the Christmas table for Bob Cratchit as well. There is now mounting evidence that their pure economic MBA genius and business acumen is indeed proving them to be job creators. And not just in the third world. They are actually starting to reverse the trend of sending North American manufacturing jobs offshore.

What is the reason for this long awaited reversal of business you ask? Is it their realization that the North American workforce is indeed better educated, safer and more pro-

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ductive? Is it a renewed sense of community and civic obligation? Sadly it is not driven by any of these moral or social concerns. The real reasons some of these multinational corporations are starting to bring their work back to North America are much more bottom line profit oriented than that.

They have been able to purchase the finest democratic governments and law makers that money can buy right here at home over the past several decades as people become disgusted by their choices and walk away from the ballot boxes. This has allowed big business Lobbyists and campaign funding to tighten their grip on right to work States, craft business friendly legislation and neuter government agencies that oversee worker rights and environmental protection. The result has been a steadily increasing roll back of wages, benefits, workplace health and safety regulations and the gradual windup of worker pension plans. They even have State governments stripping their own public employee's rights and pensions so that they can further lower corporate taxes in an effort to attract business.

Those of us north of the 49th shouldn't be too smug about any of this either. This corporatization of democracy is already coming to a province and country near you. We are constantly being told that all that is wrong with Canada is worker greed and sloth. All you union members go straight to the front of the line.

While worker rights, compensation and health and safety protection has been rapidly declining in North America they have been slowly increasing in third world countries, particularly China. The scale has now tipped to such a point where it is actually becoming cheaper for some companies to produce their goods domestically than to have it done halfway around the world. We are finally pulling ahead and winning the race to the bottom.

Boeing (which projects a \$70B profit for 2011) just concluded a 4 year contract extension with their IAM&AW DL751 workers in Washington and Oregon. The major selling point for the IAM&AW? Job protection. They were able to secure an agreement that Boeing would produce their new B737MAX and P-8 and KC-46 military aircraft in their WA and OR production facilities. Boeing had been enticed by enormous tax breaks from the government of South Carolina to move production of the B787 Dreamliner fuselage sections 47 and 48 to Charleston in 2009 resulting in layoffs of DL751 mem-

bers. They also opened a second final assembly line for the B787 there in July 2011.

But even more important to Boeing than the tax breaks is the fact that South Carolina is a right to work state. The American equivalent of the third world. You have the right to work for as little money as you choose. There is no minimum wage. There is very strong anti-union legislation. There are few worker rights and lax health and safety regulations. It was a blatant attempt to break the IAM&AW and avoid paying good union wages. Not lottery winning CEO type wages. Just honest to goodness middle class American working family wages. Even Henry Ford knew that if he didn't pay his workers a decent wage there wouldn't be enough middle class consumers to buy his Model T. The 29,000 IAM&AW DL751 members employed by Boeing in the Pacific Northwest had to trade collective agreement improvements for job security. They settled for 2% per year wage increases. Not quite the 27% benchmark set by the CEOs but at least they got job security and had the right to strike for more if they wanted. That is just a pipe dream and distant memory for most of us

Now that the holidays are over we are right back into the grind at work and at the negotiations tables. Our negotiations committees are currently meeting with Air Canada in YOW, Aveos in YUL and MTU here in YVR. Negotiations with United are in conciliation and as I write this they are waiting for their next meeting dates to be set.

All of these negotiations have been going on for what seems like forever but I get the sense that we are soon coming down to the final stages of most of them. I would expect that most of these committees will be reporting back to the membership in the first quarter of 2012 with either a tentative agreement or soliciting a strike mandate. Please continue to visit our website and read our bulletin boards for updates from all employers.

I wonder if the ghosts of Christmas past, present and most importantly future have visited any of our employers this Christmas season? I don't for a minute think that we will get CEO size increases but I at least hope that Scrooge lets Bob Cratchit buy a few extra lumps of coal to thaw out the ink. God Bless us everyone!

Christopher Hiscock
President, Canadian Airways Lodge 764

Grand Lodge Trusteeship

Today, the Constitution of the International Association of Machinists and Aerospace Workers is now more than a century old. It is available at no cost to any good standing member of our Union. Few members have read this document, central to the Local Lodge. Even fewer comprehend its historical significance. However, the dominant principle of the Constitution, protecting the rights and privileges of every member in good standing, has always been Article XX – Undelegated Authority and Power (p.78) – which states –

“All authority and power not specifically delegated to the Officers in this Constitution is reserved to the membership.”

The Constitution defines the powers and authorities permitted to the Grand Lodge, and the Districts beneath it. The Constitutional can only be amended, and the distribution of powers altered, upon Delegate approval, at a Grand Lodge Convention, every four years.

When the Constitution was first drafted in 1889, the Grand Lodge and the District Lodges were granted very limited jurisdiction over the Local Lodges by the Founding Delegates. However, over time, Delegates allowed the control and direction of Local Lodges by Grand Lodge to become more concentrated. There were good reasons for it.

The growth of national and multi-national corporations in the twentieth century, and the introduction of computers, brought about the need for a centralized authority.

Two notable examples of this increased Grand Lodge authority over the Local Lodges are the control of information and the control of finances. Both of these controls developed as a result of the Grand Lodge requirement to communicate nationwide programs effectively, and report financial activities to the membership accurately.

Article 1 of the IAMAW Constitution, and its several sections, outline the Grand Lodge authorities. Failure by Local Lodge Executive Boards to comply fully and

promptly with the International President’s directive to cease and desist from activity “inimical to the interests of the Association” is deemed reasonable cause for a trusteeship. A Local Lodge Executive Board, in dispute with the District or the Grand Lodge, is stunned when the full magnitude of Grand Lodge power is exercised.

Most often, trusteeships are imposed for financial mismanagement or wrongdoing. It can also be imposed if the Local Lodge is in violation of Article I – Section 3 – Government (p. 2) – of the Constitution, or other applicable sub-sections. An Article I example can be when political infighting has brought the governance of a Local Lodge to a standstill.

The International President usually appoints a Grand Lodge Representative or a Grand Lodge Auditor to supervise a trusteeship. A trusteeship can last as long as the International President feels it is warranted. In the case of District Lodge 140, it was almost four years.

I have been subject to a trusteeship. Here was my experience.

My former Local Lodge, Local Lodge 2324, was created from the much larger Local Lodge 714 Winnipeg in 1968, when Grand Lodge decreed that the two large Air Canada Local Lodges 1751 (Montreal) and 714 (Winnipeg) should be broken up to allow for greater regional representation and a more effective collective bargaining process. A District Lodge was mandated (District 148) and given jurisdiction over all the Air Canada Local Lodges. The two new Local Lodges, Local Lodge 2323 (Ontario), and Local Lodge 2324 (B.C. and Alberta) now joined Local Lodges 714 and 1751 under the District Lodge 148 umbrella. It was pretty much a “shotgun wedding”.

Local Lodge 2324 included Vancouver, which was considered “Lodge Headquarters”, and had administrative responsibility for three “Line Stations” -- Calgary, Edmonton, and Victoria.

Huge population growth in the 1970’s for Alberta, and a substantial increase in Air Canada operations, brought about a major expansion of the size of the Alberta membership under Local Lodge 2324. Calgary and

Edmonton members soon equaled the combined membership of Vancouver and Victoria.

The term “Lodge Headquarters” meant that, for administrative and political purposes, that all powers and authorities were established at Vancouver. Members from “Line Stations” were represented at the Executive Board level by a Chief Shop Steward, who attended Board sessions monthly. The Chief Shop Stewards from the “Line Stations” had voice at the Executive Board level at Lodge Headquarters, but no vote. After 1979, Local Lodge 2324 Alberta members began to agitate for full voice and vote power at the Executive Board level at Lodge Headquarters.

During the period 1978 – 1980 (the Lodge had two year terms then), I was a Local Lodge 2324 Trustee. The Line Station Chief Shop Stewards felt that their location numbers justified a change to the power structure on the Local Lodge 2324 Executive Board. The Executive Board agreed.

In September 1979, a bylaw amendment was drafted by five members in good standing to alter the composition of the Local Lodge 2324 Executive Board to allow for full representation from Calgary, Edmonton and Victoria.

The amendment to the Local Lodge Bylaws enlarged the Executive Board, allowing for the existing Constitutional Officers, and then expanding the Board by three positions (three Line Station Board Members) to accommodate Calgary, Edmonton, and Victoria. The proposition received a poor reception from some Vancouver-based members, as it was perceived to be a diminishment of their political powers and opportunity.

Notably, the Local Lodge 2324 Recording Secretary of the day was strongly opposed to granting voice and vote to the Line Stations. The brother was a skilled political player, and argued forcefully against the amendment when it was tabled for consideration. At the October Regular Meeting, when second reading of the bylaw was to be debated, the brother was successful in persuading the assembly to vote the measure down.

The majority of the Executive Board of the day (myself included) judged that personal agendas had defeated democratic fairness at that October meeting. This matter was not over yet.

At the November monthly Regular Meeting, a Motion of Reconsideration of the previous meeting’s decision to turn down the bylaw change was properly moved and seconded, and the Motion was carried. The bylaw amendment once again returned to the floor.

Again, there was much heated and acrimonious debate. Finally, the Regular Meeting voted to overturn the decision from the October Meeting, and adopt the bylaw amendment as submitted. As “no motion can be twice re-considered” (Robert’s Rules of Order), the debate was over.

The Recording Secretary of the day refused to affirm the Regular Meeting action in writing, nor affix his seal to the now adopted amendment, nor mail the properly amended bylaw to Grand Lodge for the necessary approval.

The majority of the Local Lodge Executive Board appealed to Grand Lodge, in writing, for a solution to this impasse.

The solution was controversial. The President of the Local Lodge was mandated to file charges against the Recording Secretary for “conduct unbecoming an Officer” under Article L, Code (p.146), of the IMAAW Constitution. The charges had to be hand-delivered to the Recording Secretary at his home.

A Trail Committee was appointed, the facts of the matter were heard, and the Trail Committee found the Recording Secretary to be guilty of the charges. Upon receipt of the Trail Committee’s findings, the International President exercised his constitutional authority and removed the existing Recording Secretary from office.

The removal process took several months. During this time, the International President placed Local Lodge 2324 under trusteeship. The trusteeship began in January 1980, and Grand Lodge Representative (GLR)

Harold Thayer was appointed to oversee the affairs of the Local Lodge.

Brother Thayer determined that an election of a new Executive Board would be required under the terms of the amended bylaw. This was going to be challenging, as the Recording Secretary normally conducts elections, and our current one had been dismissed.

In March 1980 the Executive Board asked me to accept the Acting Recording Secretary assignment, and to prepare for the new election. I had no Recording Secretary experience, but I wanted the amendment to succeed and the Lodge to move forward, and so, with trepidation, I agreed.

The nomination and election process of the Local Lodge imposed two agonizing months upon me. For sixty days, I could take no electoral action of any kind without GLR Thayer's thorough scrutiny and express permission. Every step of the electoral process was scrupulously controlled by Brother Thayer, including the form, content and posting dates of Notices, Absentee Ballots Requests and rules, the structure of Ballots and Stubs, the appointment of Tellers, and the protocols for electoral observers. Anything not done perfectly had to be done again. My two month Acting Recording Secretary electoral learning experience was brutal, frustrating, exasperating, exhausting, and intense. But, as I look back upon that circumstance now, that brutality was the finest training that I could have ever received on the fine points of the Union electoral process.

The Lodge membership overwhelmingly elected a new Executive Board in April 1980 that embraced the new representation formula. I was elected the new Recording Secretary. I served in that capacity until 1995.

At the Regular Meeting of May 1980, GLR Brother Harold Thayer installed the newly elected Local Lodge 2324 Executive Board into office, and released the Local Lodge from trusteeship.

The newly-elected Local Lodge 2324 Executive Board now had twelve members – the normal IAMAW Constitutional Officers of President, Vice-President, Re-

ording Secretary, Secretary – Treasurer, Conductor, Sentinel, three Trustees, and now - three Board Members – one from each Line Station with voice and vote. The new Board began immediately to restore Lodge operations to full effectiveness.

I was responsible for many subsequent Local Lodge elections after 1980, and none were ever challenged for electoral errors. An even greater source of personal satisfaction for me was when I administered the election for Shop Committee Chair at Vancouver in 1992. There was a one vote difference between the winner and the loser, yet no recount was ever requested by either candidate, as both parties knew that the electoral process had been conducted with meticulous attention to detail.

The grim training that I received from Brother Thayer set an electoral standard that served me well for the next fifteen years.

As an aside, the bylaw amendment also enabled eligible Line Station members to run for certain Constitutional Officers positions. However, the "Headquarters provision" of the Local Lodge bylaws restricted some constitutional provisions to Vancouver. Thus, the President, the Recording Secretary, and the Secretary-Treasurer had to live and work in Vancouver account Lodge organizational necessity. The remaining Constitutional Officers could come from any other station. The new representation formula brought about a wholesale change in the makeup and composition of the Executive Board of Local Lodge 2324 over the next twenty-two years. I saw new perspective, fresh energy, and healthy debate at the Board table - all to the benefit of the Local Lodge.

I say without reservation that the bylaw change including the Line Stations with voice and vote strengthened the spirit of solidarity and democracy within my former Local Lodge. Once the results were seen, the model was soon adopted by every other Local Lodge with Line Stations, under District Lodge 148 jurisdiction.

The model was not without its challenges. Local Lodge 2324 now had to carry out its search for consensus by briefing Officers in four stations over two Provinces

continuously. But now we had computers and e-mail. Communication was the key. The key worked.

The Local Lodge enjoyed considerable respect from its peers for its communication ability, enabling the Executive Board Members to be fully briefed on current issues, and all on the same page, when national imperatives required the Lodge to speak with one voice.

There were many beneficial political and philosophical changes that came about within the Local Lodge after the accepted revision to the bylaws was implemented. At another time, I will detail these benefits, happily.

Sadly though, it took a Grand Lodge trusteeship to get there.



David Varnes
Secretary-Treasurer and
Chair, History Committee

Footnotes:

Local Lodge 2324 ceded authority over Victoria in 1986 when it became a Jazz (now Air Canada Express) Station. This was part of the "Station Closures" history of Air Canada when Jazz became the principal operator to smaller population centers.

At the time, Calgary and Edmonton were about equal size in membership, but Victoria had only forty-two members. It was agreed, on a principle of "fairness", that the Victoria membership should also be included at the Executive Board level with full voice and vote.

MTU - Senior Stewards Report

What's happening at MTU?

A new year is upon us and we look ahead to the upcoming challenges. Our Collective Agreement expired last year and many are asking for updates as to when the process will be completed. Hopefully sooner rather than later. We have 4 days scheduled in which we hope to clear away many of the "minor" items and get down to dealing with some of the heavy hitters. Stand by for the next "Negotiations Update Bulletin" coming to a notice board near you.

Over the past months I have heard the phrase "MTU Family", that we all belong to this corporate family. Hmmmm, so I started thinking about this "family" theme. Family is all about supporting one another, caring, helping, nurturing. It's about sharing, teaching, all those wonderful social interactions....(fade to dreamscape). As I drifted back from my wistful day-dream, the thought struck me! It's not this meaning of "family" they are talking about. It's more the "Mafia Family" definition. You know, the one where everyone is subservient to the Boss. Where the man at the top rules with an iron fist. A family that eliminates those that dare challenge the hierarchy. In this family there is no room for the weak or challenged. There is no compassion for the sheer sake of humanity. It is a cruel machine bent on making profit. If there are casualties along the way, there are no tears shed. So as the industrial machine continues to swallow up the able bodied, it spits out and casts aside those that it finds distasteful. It sucks the life out of those who toil for it, and in the end it craps out what's left that is no longer useful to it.

So this whole notion of a warm and fuzzy MTU family just doesn't wash with me.

There is some good news (or bad, depending on your viewpoint). MTU has done some more hiring. So since the last report we have a new Millwright and 5 brand new shiny young GTE Apprentices.....swallowed up by the industrial machine.....wait, stop, focus on what's good in this world. I had a chance to spend a half an hour with them to give them the "Union Brainwash" and part of my monologue included a warning to not cozy up to the Union during their probationary period. There are elements in the management ranks who while they may not openly display it, despise the Union. I think they feel that any threat to their ultimate and complete authority should be dealt with within the MTU family protocol, a swift kick out the door. Of course this is only my perception, but to be on the safe side I would advise anyone who applies for a job at MTU, maybe during their interview, make a few remarks of how they are not really that keen on Unions. Of how Unionists are a bunch of greedy bastards that are ruining our country and all our lives would be much better without them. Just like it was back in the 1800's before there were Unions. Where you worked 60 hours a week, got paid less than what it took to survive. Where workers died at work at an alarming rate, literally worked to death. Gee, I really am on a rant this month. I think I am starting to sound like my old Union mentor Vic O'Regan. I never truly appreciated all the things he told me until I experienced them myself.

Yours in Solidarity

Ray Stec – Senior Steward MTU

Tech Ops Report

Transition Movements: Many Tech Ops members have already been repositioned across the system and the next dates are January 22nd and February 19th. Anyone interested in volunteering to move ahead of schedule needs to advise the employers in writing and we ask you copy the Shop Committee; we have forms in the Shop Committee office.

Aveos Gantt Meeting: The last Gantt meeting was held in Montreal on December 14th, at that time, AVEOS had advised Air Canada that it would not be able to accomplish three (3) B767 Heavy Maintenance checks. The Company was successful in having the sub-contracting out of two (2) of the Aircraft and the arbitration for the third Aircraft is tentatively scheduled for next week.

GSE Shift and Vacation Meetings: The Category 23 GSE Shift was narrowly rejected by the membership. Subsequently, the proposed shift was adjusted and taken back to the membership for ratification early in January. The Vacation agreements for all Categories have been signed. Vacation bidding for Categories 14, 24 and 30 should be in progress, whereas the Cat 23 Vacation bid will start after the shifts have been agreed to.

Shop Steward Packages: The Shop Committee is in the process of compiling the Shop Steward packages for 2012, they should be distributed shortly. It is expected that Basic Shop Steward training will occur later in the month or early February.

Above Basic Positions at AVEOS: Some of the Above Basic positions have been posted. Some of the positions have been cancelled and some of the positions are being disputed with the hope of being heard at the arbitration that is scheduled for the second week of January.

Tech Ops Retirements: The Shop Committee would like to congratulate the following Members: Tom Szakacs – Category 3 and Linda Nystrom – Category 33 who retired January 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.

LL764 Pension Report

Unfortunately some of the pension questions I get asked most often concern the splitting of the pension benefit as a result of divorce. This is a topic that obviously has a great impact on the member's own final pension benefit that they will receive when they retire. It is also a topic that confuses most of our members. I have written about this subject twice before in my June 2008 and June 2010 pension reports. They can be found on the LL764 website under the **Pensions** link on the homepage.

The onus falls on the member in determining the final split of the pension asset and the total value of the asset that will be transferred to their ex-spouse. This is done through the legal divorce proceedings and ultimately the final divorce settlement agreement that they sign with their ex-spouse. Air Canada has an administrative guide to this process that you can find on the Aeronet by following the link *My HR>My Pension>Information & Tools>Defined Benefit>Administration Policy on the Distribution of Benefits*

Air Canada will do two things and two things only to assist in this process. They will do one calculation of the maximum pension transfer value as of the date of the request for such calculation (or for a date up to 6 months prior to the date of request). The application form to request this one time calculation is on the Aeronet. It can be found by selecting *My HR>HR Forms>Pension>ACF850D*. This calculation will show the total value of the member's entire pension, not just during the period of the marriage. The member must calculate that value of the pension for the purposes of the asset division. Usually that means hiring an actuary to do this calculation and that can be very expensive. The second thing Air Canada will do is to register the pension asset split and administrate it on behalf of both parties going forward.

The ex-spouse will actually be made a member of the pension plan and assigned their own employee number for the purposes of paying their portion of the pension benefit. This occurs even if the settlement is for a commuted value transfer out of the plan. If the ex-spouse elects to take a deferred monthly pension then it is payable from their 65th birthday. They can elect to take it

anytime after they turn 55 but it will be actuarially reduced from age 65. After the split is registered with Air Canada and the ex-spouse is assigned an employee number, they are then afforded the same privileges to contact and deal with the company about their pension as the member.

The member and their ex-spouse are completely separate in the payment of their pensions. They do not have to select the same payment options nor do they have to start their pension at the same time. Both are free to choose both the payment option and commencement date for their pensions. It is possible for the member to still be working and their ex-spouse to be drawing their portion of the pension benefit or vice versa.

The current pension calculator / projector that is available on the Mercer *Oneview* site (from the Aeronet) will not show any pension asset splits. The dollar values shown are for the total pension benefit earned and the member must calculate the amount payable to their ex-spouse and deduct it from the values shown. There is some good news on this front however. Air Canada has awarded AON Hewitt the contract to administer their pension plans as of January 2012. The changeover from Mercer is to be completed by October 2012.

Part of this changeover in service providers will mean that the Mercer *Oneview* site will no longer be available. It will be replaced with AON Hewitt's own website. The Pension Committee has been told this site will contain a number of improvements to the information available for our members. One of these changes is that the pension calculator / projector will now show the value of any pension benefit splits. The member will no longer have to do these guesstimates themselves.

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

Respectfully Submitted,

Christopher Hiscock
Chairman, LL 764 Pension Committee

Ken Georgetti

Read Ken Georgetti's letter to the Prime Minister here:

January 3, 2012

The Right Honourable Stephen Harper
Prime Minister of Canada
House of Commons
Ottawa, Ontario
K1A 0A6

Dear Prime Minister:

I am writing to bring your attention to a labour dispute in Ontario that began January 1 – a lockout of nearly 500 workers (represented by the CAW) by Electro-Motive (Caterpillar) which is a wholly-owned subsidiary of US-based Caterpillar. The circumstances of this lockout once again illustrate the shortcomings of the Investment Canada Act in protecting Canadian workers in foreign takeovers of Canadian companies.

Foreign multinationals have routinely broken promises made to Canadians and their governments under the Act. Recent examples include Vale, which purchased Inco, and Xstrata which bought Falconbridge laying off hundreds of workers in the steel industry across the country in 2009. US Steel shut down its Southern Ontario operations in 2009 prompting your government to take it to court for violating the terms of the government's approval of the purchase of Stelco. To add further insult to injury, US Steel locked out Stelco workers in Hamilton in 2010 with those workers only returning to work after eleven long months in October 2011.

Now, we have the example of Electro-Motive (Caterpillar) that has locked out its workers just eighteen months after the company was purchased by Caterpillar, through its wholly-owned subsidiary Progress Rail Services – a purchase approved by your

government in September 2010 under the Investment Canada Act. And once again, Canadian workers with decent-paying jobs vital to the health and growth of the Canadian economy are being betrayed by the weakness of the Act.

When you visited Electro-Motive in 2008 you unveiled tax incentives for the purchases of locomotives geared to the economic health of this company in Canada's industrial heartland. But under Caterpillar's management, Electro-Motive is seeking to gut the essence of jobs that build a healthy middle-class and vibrant community like London, Ontario. Electro-Motive is demanding wage concessions from the workers that would reduce wages by over \$18 an hour for half the workforce, eliminate the defined benefit pension plan, implement drastic health care benefits cuts, and eliminate retiree benefits.

Yet Caterpillar's purchase of Electro-Motive, and its subsequent actions against its workforce, is only the most recent example of why the Investment Canada Act must be overhauled. The Canadian government needs to get much tougher on foreign multinationals who buy Canadian companies and fail to live up to their promises. The Investment Canada Act must be changed to allow for an open and transparent process when reviewing proposed foreign takeovers.

The Canadian Labour Congress supports calls for the government to disclose the terms and commitments made by Caterpillar for government approval of their purchase of Electro-Motive in 2010.

We note with deep disappointment your government's decision to abandon its legal proceedings against US Steel in December 2011, in return for a murky promise from US Steel to maintain an undefined level of operations in Canada for four years. Your government gave up an opportunity to demonstrate to foreign multinationals there will be a serious price to pay for the economic damage they cause to workers, their families and their communities when

they do not live up to the commitments they make to gain approval to purchase Canadian companies.

The Investment Canada Act needs a serious overhaul to protect Canadian workers, to protect decent paying jobs, from predatory foreign multinationals that receive government approval to purchase Canadian companies. The Act fails to ensure that foreign-owned takeovers of Canadian businesses have a “net benefit” to Canada that includes commitments to maintain current employment levels and job creation. Reviews are not transparent. The CLC calls on your government to strengthen the Investment Canada Act through various measures, including lowering the threshold for public review, ensuring public hearings are held in affected communities, and requiring publication of the reasons for decisions and conditions to be met by foreign-owners. I attach the CLC's 2011 policy brief to the House of Commons Standing Committee on Industry, Science and Technology for more detailed information on the CLC's position on the Investment Canada Act.

Sincerely,

Kenneth V. Georgetti
President

WorkSafe BC

Coroners Inquest needed in Langley farm deaths!

Worksafe B.C. recently released it's 61 page report on the tragic deaths and injuries at the A-1 Mushroom farm located in Langley B.C. The accident killed three workers and two more were left brain dead.

The report revealed more questions than answers and should be subject to a Coroners inquest if workers are to be assured this type of situation does not occur again.

The report details many factors involved in the accident but some of the more disturbing facts revealed an absence of health and safety systems in this workplace, yet over 80 workers were employed on this site. The workers were told to “be careful” on an informal basis and no meetings were held to discuss health and safety matters. The workers had no knowledge of the hazards presented by the by-products of the composting process and workplace inspections

were not conducted. Some complained of eye and throat irritations in the composting barns and were provided with dust masks and goggles. Hydrogen Sulfide is a gas produced in the composting process and has deadly consequences when workers are exposed to it at higher levels.

None of the multiple employers on this site had developed occupational health and safety program yet they had been in operation since Sept. 2005, the deaths occurred in Sept, 2008.

As a result of complaints from neighbours in the area, Worksafe B.C. inspectors visited the site twice during it's operation yet no orders were written under the Workers Compensation Act or the Occupational Health and Safety act. A third concern to Worksafe B.C. was raised by the Township of Langley Inspector on Feb. of 2008 resulting in the Prevention Officer deciding **not to conduct a site visit?**

The employers disregard for the occupational health and safety of their workers and Worksafe B.C.'s failure to advise on or enforce the provisions of the Workers Compensation Act or the Occupational Regulation are reasons enough to call for a Coroners inquest in this deadly workplace accident.

I find it interesting in Worksafe B.C.'s news release on their website that they mention the incident could have been preventable had the employer complied with health and safety Laws and regulations yet not a word on the fact Worksafe failed to enforce them!!

As a result of the charges to the companies, fines were issued with no jail time ordered.

A coroners inquest into the terrible deaths of farm workers on the B.C. highways several years ago resulted in many of the recommendations being implemented and should be sufficient evidence to supports an inquest into this case.

The B.C. Federation of Labour has called for an inquest into this tragedy and I fully support this action.

For those wishing to see 3Dvideo enactment of the accident or read the report go to Worksafebc.com and click on the Mushroom farm investigative report.

Cam McDonald
Workers Advisor LL764

United Airlines Report

The Negotiations Committee filed for Conciliation in December and a Conciliation Officer has been appointed. Once meeting dates have been confirmed a bulletin will be issued.

Over the busy holiday period there were several incidents of Overtime bypass. While there is a remedy for this in the contract, it never fully compensates for the lost OT opportunity. For this reason and to get a better idea of how big an issue this is a log of bypass incidents will be kept for the next year. Please forward bypass incidents, whether they were resolved or required a grievance, to a shop steward or myself.

Safety awareness is critical, whether working with Customers and their baggage or on a busy ramp around aircraft and equipment. Members are reminded to always put safety first, and to report Safety incidents so that by education, awareness and addressing gaps in safety protocols they will not be repeated. Safety is everyone's responsibility and no one should fear reprisal or discipline over reporting genuine safety concerns.

The merger with CO continues, and while CO flights are still operating separately they are doing so under United call signs. Early March is the anticipated cut over date to the SHARES passenger service system, and training continues. Training for baggage agents should be scheduled shortly, and will likely take place off base.

With SHARES training winding up in March it is likely there will be a short three month shift bid to carry through until a summer bid is implemented in June. The proposed summer 2012 flight schedule looks to be very busy and if there are no changes it is also likely there will be significant hiring done.

General Manager Nigel Newsome returns January 9 from his medical leave and Lily Jang-Yuen returns to YYC.

Julie Gordon has accepted a permanent position as Supervisor. While we are sorry to lose Julie's experi-

ence as steward, we thank her for her many years of service and wish her all the best in her new endeavour.

There continues to be problems with the time clock. Although translations from the exception log to the ADP system have gotten better, there are still issues with the programming not recognizing or accounting for the CBA. Members are asked to help with tracking problems by reporting them to a shop steward or myself. Problems that arise but are fixed before payroll should still be reported.

Happy New Year.
In Solidarity,
Janet

Artists Wanted!!

Local Lodge 764's Political Action Committee is looking for any artists out there who may be interested in working with them to develop politically based cartoon drawings for their monthly submission to the local Snag Sheet. Please contact Cam McDonald at trusteemcdonald@iam764.ca or any member of our committee if you would like further details on this initiative.

Glenn Girard, Cam McDonald, Mike Sanghera, Janet Andrews,
Wes Sim.
Political Action Committee

Next General Meeting

Feb 08, 2012

5 PM

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



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WWW.IAM764.CA**

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BROTHER
WAYNE BAILEY**

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**CANADIAN AIRWAYS LODGE 764
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RICHMOND, B.C. V6X 1X7
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**EDITOR: Gord Taylor
WEBMASTER: Gord Taylor**

Office: (604) 273-9668

Fax: (604) 273-9670

**E-mail:
communicator@iam764.ca**

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