

June 2011

# THE SNAG SHEET

MONTHLY NEWSLETTER OF CANADIAN  
AIRWAYS LODGE 764



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



## President's Report

Our Brothers and Sisters at CAW will be on strike at Air Canada as of Monday, June 13<sup>th</sup> at 2359 EDT. Their fight is our fight regardless of whether you work for Air Canada, United Airlines or MTU Canada. It is a fight against corporate greed. It is a fight for fairness and respect. It is a fight to maintain the middle class in Canada despite the best efforts of Corporate Canada to turn the clock back from 2011 to 1911. It is a fight each and every one of us will be involved in personally before this year is over.

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CAW Local 2002, District 101 representing the Air Canada CSSA's in Vancouver have graciously accepted our offer to use Local Lodge 764's building as their strike headquarters for the duration of their dispute. In addition to supporting them on their picket lines I would encourage all of you to drop by our Lodge to say hello and to offer moral support to their cause.

Most of us will be forced to cross their picket lines to honour our collective agreement obligations to our employers. The CAW is aware of that and they understand and respect that we have to report to work. But that doesn't mean that we should not offer them any support and encouragement that we can. Please be kind. Please be courteous. Please make an effort to put yourself in their shoes. It is very likely that we will be asking them to respect our picket lines and asking for their support before this year is done.

For those of us who work at Air Canada their fight truly is our fight. The CAW has been subjected to the same concessions and working conditions as we have since that beautiful April Fool's Day in 2003. Their noses are being rubbed in the same shareholder payouts and obscene Executive compensation as ours.

The road to our new contract will go directly over the foundation that is laid down by the CAW. All five unions at Air Canada will travel over the same road to our new contracts. Our support in their road building efforts will make this a smoother and better trip for all of us. Please make every effort you can to help pave a nice smooth highway. We are all pitted against a Company that acts like the City Council that spends millions of your tax dollars to improve the roads and then as soon as it is paved – they dig it up to work on water lines and things they forgot to do properly in the first place.

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

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

None of us can walk the CAW picket line while we are on the clock at work but your own free time is your time. You cannot be disciplined for supporting their strike or walking the picket line with them. Maybe you have a few minutes on your unpaid lunch break or before or after work to stop and talk to them. Offer your support. Hell, offer them a double double. Pay it forward.

Please continue to read our bulletin boards and website for any updates on the CAW strike efforts and our own negotiations efforts which will be starting up again as soon as we get the new AC negot members (in YWG and YUL) and Aveos negot members elected. That should all be completed by the end of July.

I know everyone is eager to get on with negotiations and get our own kick at the cat but I ask for your patience as we get the proper people in place to negotiate our new collective agreements. As the CAW is showing us – the task is going to be formidable, but not insurmountable.

Christopher Hiscock  
President, Canadian Airways Lodge 764

## Technological Change

Few of us from the Air Canada Customer Service world realize that much of our contract language governing technological change comes to us through the efforts of our Sisters and Brothers in Maintenance.

This language governing technological change was negotiated into the IAMAW collective agreements when the airline industry began its transition from piston and turboprop aircraft to large turbofan jet transports after 1960. Most notably, definitive language emerged in the 1965 Round of the IAMAW/Air Canada Negotiations, when the Union and the Company discussed the Winnipeg Base Phase-Out.[\[1\]](#)

The language was soon to follow in the IAMAW/Canadian Pacific Airlines collective agreement. Lodge 764 wisely chose to negotiate after the Air Canada settlement. When CPAir began the transition from the piston prop DC3/DC6-B's and turboprop Britannias to an all turbofan fleet, including several models of the B737, six B727's, numerous DC8 and DC10 versions, one ill-fated B707 (on wet lease), and two sojourns with the B747, the IAMAW contract language covering technological change benefited all departments in both airlines. Back then, in Customer Service, I had no idea of the scope of that wisdom.

In 1986 Air Canada management made the decision to centralize the airline's Load Control function for all of their North American operations in Toronto and Mirabel.

The decision triggered discussions between the Union and the Company on technological change to occur in Customer Service. The existing contract language from the Maintenance world became the template to resolve issues about employee mitigation for those affected by Load Control centralization.

Progressively, from 1986 until November 1989, first the smaller, then the mid-size stations were placed under centralized control, and then, inevitably, in November of 1989, it was Vancouver's turn.

There were twenty-six Station Agents based at Vancouver performing load control and ground-to-air communications functions. I was one of the employees affected. At the time of

transition, only four senior Station Agents would be employed at Vancouver for foreign carrier contract weight and balance work, as this function had not been adapted to the new Centralized System. The remaining Station Agents (22), were offered a transfer to Centralized Load Control in Toronto or Mirabel, or, retirement if eligible, or, retirement with “bridging” if close to a pension milestone, or, demotion at the point (Vancouver) into the classification in which you could exercise seniority.

Most of the Vancouver Station Agents had achieved their retirement milestones and opted to retire. Some needed only a few months to a milestone and were “bridged”<sup>[2]</sup> to facilitate their transition to retirement. No one wanted or selected the transfer option. The remainder (about six of us) only had one option left - demotion to a lower classification at the point (Vancouver) into which you held seniority, in order to retain employment.

In my circumstance, the Collective Agreement was amended<sup>[3]</sup> after 1975 and removed the right for an employee receiving a successful bid to a Promotional Bulletin, to be awarded seniority in all classifications below the level of the successful bid, which at that time included Lead Station Attendant, Baggage Agent, and Cargo Agent.

I was awarded my promotional bid when I was a Station Attendant. My only choice upon demotion was to return to my original (and basic) classification, which was that of a Station Attendant.

Not only had our colleagues in Maintenance pioneered the collective agreement language for technological change, but also, the language to obtain certification in a higher classification.

The rules for basic qualifications completion prior to the right to bid on a vacancy in a higher classification, along with how, and when, exams are written, or re-written, in the event of a first failure, and the requirement to maintain competency<sup>[4]</sup>, have been part of technical operations regulations for many decades.

The “rules to maintain competency” also affect employees in higher classifications in Customer Service. Those who

must bump down to a lower classification in order to maintain employment, when affected by layoff or technological change, must adhere to timelines to keep their basic qualifications<sup>[5]</sup> current.

The rules state that if the demoted employee does not exercise their seniority, within five (5) years of bumping down, to bid on a vacancy in a higher classification for which they are qualified, the basic qualification examinations must be re-written. One way to side-step the regulation is to bid on relief assignments (vacation relief) in a higher classification, and serve only for a brief period, thereby keeping your qualifications active. However, such short term relief assignments are rarely available.

Thus, in December 1989, I was “red-circled”<sup>[6]</sup> with salary protection for three years. None of the demoting Station Agents at Vancouver were “green-circled”<sup>[7]</sup> Except for one brief assignment as a Station Agent assigned to Korean Airlines weight and balance in the summer of 1990, I was employed as a Station Attendant until 1994.

The Station Agent function (Weight and Balance) at Vancouver ceased to be an employment position by the end of 1990.

Upon my return to the Ramp in 1990 after seventeen years of weight and balance duties – three years accumulated in acting assignments, followed by my successful promotional bid in 1976, I had to be re-trained for the Ramp, and then, bid for my work assignment.

I, with twenty-nine years of seniority in the Station Attendant classification, was not all that warmly received by my colleagues. I could have easily taken over a preferential shift and displaced someone junior. Instead, I wanted a smooth transition and a comfortable change for all concerned. I chose to bid on an AirBC (now Jazz) steady afternoon shift on the Ramp for my first re-integration.

Many winters and summers passed rapidly for me on the Jazz Ramp assignment, but all the while, my “basic qualifications clock” was ticking.

I had to make a decision by January 1995. If I did not bid on a higher classification by that date, I would have to re-write

all my qualifying examinations again to be eligible to bid on above-basic classifications. Luckily, the decision was made easy for me.

As it so happened, November 1994 was the year that many of the “original”<sup>[8]</sup> Air Canada Baggage Agents Vancouver also reached their retirement age, and several vacancies were posted in that department. I was a successful bidder for one of those vacancies.

Of course, now I had considerable years of seniority in the Station Attendant classification, but none as a Baggage Agent. As a new Baggage Agent (I also had to pass a qualifying course for Baggage Agent), my assignments were vacation relief for several years, until additional retirements in the classification made better shifts available.

I spent ten fascinating years in the Baggage Service Department. That assignment, and the many events that took place during that time, will be the subject matter of some future Snagsheet articles.

Have a safe and enjoyable summer.

Thank you for your valued readership. I am constantly amazed at how widely received this publication has become. I value the many warm comments and helpful corrections that have been prompted by my writing. I trust you will pick up the Snagsheet again in September.



David Varnes,  
ST LL764 and Chair  
History Committee

#### Footnotes:

<sup>[1]</sup> The Winnipeg Base Phase-out addressed the Air Canada decision to eliminate the Viscount turboprop aircraft and

its associated overhaul work in Winnipeg after 1964. Its most controversial section was Union Agenda item U.11 (I) which established the rules for System seniority and bumping privileges.

<sup>[2]</sup> “Bridging” is usually a negotiated retirement provision between the Union and the Company, whereby the employee’s pension account is provided with additional monies from the Company. The monies “bridge” any service or contribution deficiencies on the part of the employee and mitigate any loss of pension income.

<sup>[3]</sup> Prior to 1975, the IAMAW/Air Canada Collective Agreement provided that an employee receiving a promotion to a higher classification (ie. Station Attendant to Station Agent) would be accorded a seniority date in all other Flight Servicing categories below that of Station Agent. Thus, an employee promoting directly from a Station Attendant to a Station Agent would also establish a seniority date as a Lead Station Attendant, a Cargo Agent, a Baggage Agent and (positions now phased out), a Telecommunications Agent, and a Commissary Agent. I achieved my promotional bid in May of 1976 and thus, these provisions no longer applied.

<sup>[4]</sup> The requirement to maintain competency applies to Customer Service Agents in Baggage and Cargo, who are required to take recurrent training on hazardous materials acceptance and handling, and Weight and Balance Agents, who have not worked an aircraft type for a two year period, must have a refresher course prior to performing work on that type.

<sup>[5]</sup> Basic qualifications in Customer Service include the ability to type 25 words a minute, a math exam, a “problem-solving” test, a geographical knowledge exam, and for some classifications, a Restricted Radio License for ground to air communications.

<sup>[6]</sup> “Red-circling” is the holding of an employee’s salary at an existing amount (Station Agent I) until the salary for that position (Station Attendant) exceeds the existing amount. In the case of Station Agent’s demoted at Vancouver, salary protection was for three (3) years as per the IAMAW/Air Canada

*Collective Agreement under the Technological Change provisions, and thereafter, the affected employee received the existing Station Attendant 9 wage rate.*

[7] *“Green-circling” is the maintenance of an employee’s salary at an existing level and continuing to provide for negotiated increases and increments to the employee’s salary until such time as the employee leaves the position and the position is reposted. This normally applies to a position to be “phased out” or subject to a new job description.*

[8] *The Baggage Agent classification was in use by 1966 but no language existed in the collective agreement at the time. The classification was established by the Committee of General Chairpersons at a Union/Management Headquarters Meeting (UMHQ), through a Memorandum of Understanding (MOU) dated March 14, 1968. This action prompted loud protests from the Negotiations Committee*

*Members of the day, who felt that the General Chairpersons had exceeded their authority. The Baggage Agent classification was finally formalized in the Minutes of Negotiations dated November 1968.*

*The debate about General Chairpersons having the authority to modify the collective agreement once signed was to rage on for decades. The debate ended when the Bylaws of the new District Lodge 140 were adopted in 1999. These Bylaws specifically make the Negotiating Committee Members the sole authority that can modify the collective agreement once signed, and restrict the powers of the General Chairpersons to policing the collective agreement only.*

## Clerical Report

The clerical Aveos transition committee, consisting of John Bialowas DI 140

Frances Pion CSS LL 1751, Rhonda Maclachlan CSS 2323 and I met May 16-17 in Yul with the Company to ensure the bumping was proceeding correctly.

Some of the members had been deemed surplus at a non dual bases and

Other members had been deemed surplus out of seniority. This problem was fixed. During the week of June 2-3 John and Frances met with the company briefly

To bring to a closure a problem dealing with Article 14.02 V B I, this was successful for our member. This problem was thought to be not correct in its use but after

Much discussion many long conference calls; we achieved the correct end result.

Overall the Aveos matter at the four bases (4) that I administer, have been pretty

Smooth. We plan to meet the company, June 15-17 if there are any more issues.

The contract committee consisting of John Bialowas DI 140, Frances Pion CSS 1751, Rhonda Maclachlan CSS 2323 and Ron McKelvie CSS764 met in YVR

May 10-12 to work on Pre-Negots and to which we plan to meet once more

Where we don't know yet, to finalize the last bit of outstanding issues regarding the upcoming Negots.

Trish Mardon in retiring this August after 25 long years with the company, starting back with CP through CANADIAN and finishing with Air Canada, GOOD LUCK TRISH.

In Solidarity Ron McKelvie CSS LL 764

## Tech Ops Report

**AVEOS Selection Closure:** Friday, April 15<sup>th</sup> was the deadline for Transition Selection. Members who choose Option 2, 3, 4, 6 or 7 should have received paperwork from AVEOS. Members who choose Option 1 or 5 should have received paperwork from Air Canada. It is our understanding that paperwork from Aveos for Option 5 and VB3 are to follow near the end of June or early July.

**Layoff and Bumping Meetings:** The first Layoff and Bumping meeting (Wave 1) occurred in YUL on Tuesday, May 17<sup>th</sup>. Wave 2 was on Friday, June 3<sup>rd</sup>, both Peter Perdue and Glenn Cooper were in attendance. Members who have concerns or questions about the outcome of either Round are encouraged to contact the Shop Committee office.

**Operational Requirements:** The Company issued a GIC on May 16<sup>th</sup> regarding the rescinding of some of the layoff letters due to "operational requirements". After the Bumping process is complete, it is suggesting the Company will "review their actual active employees at each station which may result in additional recalls or layoffs". This uncertainty leads to many questions that the Shop Committee is unable to answer, the first being "When will I be moved to my new base?" The end of the GIC asks for patience, the Shop Committee is asking the same.

**ACPPA:** The ACPPA case was heard on Wednesday, May 18, 2011 in the Ontario Supreme Court. Copies of the ruling are available on the LL764 website.

**Negotiations Update:** Negotiations were suspended following the ruling from the Ontario Supreme Court, it is the Shop Committee's understanding that the Air Canada Presidents are meeting June 9<sup>th</sup> in Toronto to clarify how we proceed from here.

**B767 Endorsement Course for AVEOS:** Aveos management has approached the Union for a "LET" on LOU 9. It is our understanding that this issue is being considered by District Lodge and Labour Relations.

**Positions at AVEOS:** The AVEOS transition will likely cause numerous vacancies throughout many Categories here in YVR. Members are reminded to give consideration to these potential opportunities and to ensure they comply with the prerequisites for the particular position.

**Tech Ops Retirements:** The Shop Committee would like to congratulate the following Member: Craig Logan - Category 1 who retired June 1<sup>st</sup>. The Shop Committee would like to wish him 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.

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

## MTU Report

June 2011

What's happening at MTU?

We have a new 3.01c (alternate shift) Agreement for the folks in TMS (stores) area. This weekend coverage shift will garner a \$2.00/Hr premium.

The weekend shift discussion for the TP (production) group is ongoing. The Union has presented a couple of proposals to the company (which were rejected) and is now waiting on a counter proposal from them.

The pre bargaining surveys have been distributed, completed, returned and processed. There was a very good return rate and the Negotiating Committee will be assessing the report and including the wishes of the membership in the package of proposals. The Committee is scheduled to meet in early July.

A note to the membership. Brother Neil Carter will be steering

the ship here at MTU while I am away for the first three weeks in June. Brother Carter's phone number is listed on the Union bulletin board.

Looking over the fence at our Brothers and Sisters who are soon to be "Aveos" employees, I can sympathize with your plight. The former Canadian Airlines members who went to MTU did so willingly. Having no choice is like being forced to walk the plank. Being experienced in working for a company that comes out from under the shadow of a big airline, I can tell you that the road ahead will be a rocky one. There will be enormous pressure put on the workers. Eventually you will be asked to sacrifice your contract and Union principles in order to "save the company and your jobs". Be prepared to hear the phrase "well then we are just going to close down this operation". Not that you haven't heard similar statements, but there is a big difference in closing down the national flag carrier airline and Aveos. No one outside of our business circle knows who Aveos is. And do they care? So get used to the idea of negotiating with a gun pointed at your head. We experienced it here at MTU. There were many times where the Board of Directors could have pulled the plug on us. It was possibly that German stubbornness not to give up and their desire for world domination (in aircraft turbine engine overhaul) that worked in our favour. I don't know what strategic plan Aveos has, whether they want to become a "world player" in the Aircraft Overhaul world. Does that plan include all the bases in Canada? Or Canada at all? I do know that there will need to be total solidarity on the part of the membership. Any flinch or waver will be catastrophic and it will lead to a downward spiral to the basic labour code. Tough choices will have to be made. So while I know the ride with Air Canada was a bumpy one, there is more to come. Get yourself some new shock absorbers and hang on Brothers and Sisters!

Yours in Solidarity

Ray Stec – Senior Steward MTU

## UAL Report

We are still awaiting the Company's response on all of the outstanding Step 3 grievances.

The Negotiating Committee will meet with the Company again at the end of June for the second round of talks.

The summer bid has been implemented. The red eye flight is expected to run four nights a week, and cruise ship check in continues in the lobby. We have been advised that Supervisor Brian Bird is out on a leave for a few weeks, please direct any questions or issues to Chuck Glover or Nigel Newsome, or a shop steward.

There continues to be some issues with the time clock, however, the Company has been quick to resolve cases of short pay. Members are again reminded to bring pay issues forward immediately so they may be resolved in a timely manner. With Brian away Chuck needs to be informed of any exceptions, and continue to check paycerts on the ADP website prior to payday, and verify the pay cheque is correct.

The Company raised concerns about employees failing to clock out at the end of shift. An enote was sent out by Nigel, but the Company was reminded that they have yet to address the several questions the Union had before the clock was implemented, one of which was a breaking in period. The Union considers that Members will need time to adjust to the fact of clocking in and out as this is a significant change to our work practices.

The Company has reduced the Hdays issued for the summer. They have been reminded that this will put them in a deficit situation at the end of the year by withholding 90 days during summer, and that this issue was brought forward in a grievance last year. The Company has agreed to consider a second hday where operational concerns permit through the summer period, however this continues to be an ongoing issue unacceptable to the Membership, as it is felt that the reduction is more a preventative measure than a true operational need, and affects our Members' ability to take time during the summer with family that they have given up on Statutory Holidays through the year.

Members are advised that CAW conducted a strike vote and will be in a strike position at 11:59pm June 13<sup>th</sup>. The CAW represents AC Customer Service agents inside at the lobby and check in, among others.

Members are reminded that it is not acceptable for Management to perform scope work except in emergencies, and this should extend to outside vendors and YVRAA volunteers as well. While it may be convenient to let someone else help out, the fact remains this is our work and Members should be performing it, especially in advance of the merger and during Negotiations. If you cannot complete your work, advise a lead or ask a co-worker for help.

Have a safe and happy summer.  
In Solidarity,

Janet

## LL764 Pension Report

To quote the great fictional writer and humorist Mark Twain, there are three types of lies. Lies, damn lies and statistics. On June 9<sup>th</sup> every Air Canada employee received a document via email from the company and we were also invited to read a similar document posted to the AC Aeronet. The document was titled ***“Our Pension Plans and why this is such an important issue”***. I wholeheartedly agree with that statement.

I have always applauded the company for the type and amount of pension information they make available to our members on the Aeronet. Yet I have grave misgivings about this latest document and I feel compelled to add some missing information and context to their document. This is ironic because that is exactly what the company states at the end of the first paragraph. They are responding to a joint communiqué issued by the IAMAW, CAW and CUPE about our desire to protect our pension plans. Air Canada is not happy about us wanting to maintain our pensions without making further concessions.

While it is true that the liabilities of the plan are about \$13B, they forgot to mention that the plan also has assets of about \$10.9B, hence the \$2.1B solvency deficit. So the real number we have to address is \$2.1B and not \$13B. It is also true that the company pension plans have 26,000 active employees and 29,000 retirees. But it is misleading to suggest that the active employees are “*supporting*” the retirees. Our DB plan is not a pyramid scheme that requires an ever increasing number of new entrants to pay for the retirees like some door to door sales scheme.

Our plans are designed to be self funded retirement savings plans. The contribution and benefit levels were calculated by the actuaries when the plans were designed such that each one of us pays for our own pension. There is no intergenerational transfer of funds within the plan that requires new entrants to pay for retirees. If the markets and the long term interest rates are within their normal trading ranges the company actually has to pay no money at all into the plan. You pay for your entire pension plan through your contributions and the investment returns of the plan assets. That is why Air Canada did not have to make any contributions to the pension plans for decades prior to the early 2000’s. For all intents and purposes the pension plan was a free benefit for Air Canada to provide its employees for many years. Now that they are required to make payments to compensate for the solvency funding shortfall created by historically low interest rates they are crying poor and blaming us for our greed. Don’t get me started on that topic.

\$1.9B in pension payments over 8 years is also a lot of money. While it may be “*more than the aggregate capital expenditures*” by Air Canada; it is still significantly less than the aggregate amount of money paid out in executive compensation and special shareholder dividends and disbursements over that same period.

We agree that \$2.1B is a large amount of money and we also agree that the solvency deficit must be addressed to make the pension plans sustainable in the long term for the employees, retirees and the continued profitability of Air Canada. Because of this the IAMAW and other unions have been

involved in a series of discussions and meetings with Air Canada dating back to August 2010. This whole process was started in direct response to the Minister of Finance's 2009 directive to make our pension plans sustainable before the current pension funding arrangement expires in June 2014.

We know that our pension plans are generous. We bargained for them. We fought for them. We have paid for them with our contributions and our collective agreement concessions over the last 8 years. Many more years of wages and benefits were traded at the bargaining table to maintain and build our pension plans into what they are today. Make no mistake about the true intent of these documents. Air Canada is trying to bargain directly with you around your bargaining commitments and your union.

And while Air Transat and Westjet do not have DB pension plans, they have superior wage rates for many categories and benefits that rival ours. The employees of these companies are not Charles Dickens' orphans begging "please Sir, may I have another." That part is currently being played by us.

Air Canada is trying to show you how greedy you are in expecting industry leading pensions. Many of us no longer have industry leading wages so I guess they feel it is only right that we should surrender our pensions as well. It is too bad that they do not feel that same remorse and resolve about their own executive compensation packages and executive DB pension plans. It is not too rich for them. It is OK for them to hold "***Air Canada [executive] positions [that] are the most desirable and highly compensated airline jobs in North America and amongst the best jobs in the country, especially at a time of near double digit unemployment.***" I guess it is just not alright for their employees to expect fair and equitable treatment.

Air Canada states that "*The objective is to introduce changes to the defined benefit plans that will result in material reductions in terms of funding the deficit, while minimizing the im-*

*pact on employees and retirees.*" I am glad they feel that way. So does the IAMAW. The IAMAW has tabled a pension proposal to Air Canada in April that addresses exactly this issue. It provides a solution to reduce the solvency deficit payments that Air Canada would be required to make on a yearly basis and it protects all of the current pension benefits of our plans. We have engaged the company on the pension solvency funding issue and we have outlined a process and a proposal to deal with the issue separately from the main bargaining table. For them to suggest otherwise is disingenuous. "*These discussions did not lead to a solution*" because they were originally about discussing the scope of the problem and agreeing on a process. Once that was done an IAMAW pension proposal was tabled to which Air Canada has yet to provide a response. Except this document which attempts to bargain directly with our membership.

Time will tell if Air Canada truly does want to maintain their Defined Benefit pension plans for all of us or if they are simply looking for a way to further erode our pension benefits to increase shareholder value and to further increase executive compensation.

The IAMAW has every intention of dealing with the solvency deficit problem for the long term stability of our pension plans. We also have every intention of preserving the current benefits for our members. These are not mutually exclusive solutions. Air Canada should be engaging in pension discussions with the IAMAW and not directly with our members trying to frighten you into giving them further concessions on your pensions.

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

## Airports/Cargo Report

With the CAW now officially on strike against Air Canada, we would like to remind our members that accepting acting management positions remains our *choice*. Nobody can be forced to take one of these out of scope assignments. For acting assignments that fall within the scope of our CBA, there are certain situations in which the company can force. If you have any questions or concerns about such assignments please see your Shop Steward or the Shop Committee for clarification.

We have been busy in the workplace trying to get the correct information to our members regarding protocol during the CAW dispute. Many bulletins have been posted by both the Union and the company that aim to provide clear instruction on what is expected of us. Everything we need to know can be found on our Union bulletin board at gate C-45.

Collective Bargaining has been postponed right now as the various Local Lodges make the necessary arrangements to re-organize the Bargaining Committees. The TMOS Committee will undergo a few changes and we will be electing a first Committee for AVEOS. At this time it is unclear exactly how long this will take but we hope to be back at the table very soon.

Members who have had a problem when dealing with Claim Secure should be aware that DL 140 will be taking a national grievance forward regarding their procedures. We recommend that anyone who has been affected by Claim Secure's unprecedented changes contact the Shop Committee. We will have you provide a few details about your claim that we will then forward on to the District. Please try to get us this information ASAP so that your case has an opportunity to be heard.

The latest update on the \$500 pension MOU bonus is that the argument will be taken in front of Judge Farley. Many of you will remember that the company refused to pay the bonus to members who were off work in June 2009 due to WCB, GDIP, LOA, etc. We eagerly await a final decision on this matter as it has been outstanding for a long time.

In Solidarity, Airports/Cargo Shop Committee

## Politics Etc...

Politics etc...

We will all be soon receiving our much awaited HST ballot forms in the mail. (depending on the postal strike) With these ballots, we the stick people of B.C., will have an opportunity to have our say on one of the most controversial taxes ever hoisted upon the citizens of this Province.

I will refrain from going on at length about this tax but do want to encourage everyone to take the opportunity to fill in their ballots. I raise this issue about the importance of sending in your vote due to the fact that if a ballot **is not received** it is considered being **for** the tax.

For those who may be considering not sending in your ballot...I ask you to keep this in mind.

I have submitted for your interest, the following article by journalist Bill Tieleman. I believe Mr Tieleman captures some fairly significant issues that the "main stream media" tends to...shall we say...overlook.

If you want to see who benefits the most from this tax...just follow the money.

Don't be duped!!  
Cam McDonald

## HST Vote is About Your Money

That's why government and big business are handing out misinformation.

By [Bill Tieleman](#), The Tyee.ca

*"This particular tax takes the tax off business, it takes \$1.8 billion off businesses and puts it on consumers, and so that shift is a shift that is ideological as well as factual."* -- Former BC Liberal finance minister [Carole Taylor](#) on the HST

This month's binding referendum vote on the Harmonized

Sales Tax is about your money.

HST misinformation is being promoted with \$5 million in B.C. government [advertising](#) and another big business campaign from the so-called [Smart Tax Alliance](#) with an undisclosed but likely even bigger budget.

Remember -- the HST is a 12 per cent tax on goods and services, not the 10 per cent their [ads](#) claim.

That means you are spending up to \$1,200 a year in HST that you didn't spend when the Provincial Sales Tax and federal Goods and Services Tax were in effect.

Why? Because you weren't charged the seven per cent PST on hundreds of services and products -- like restaurant food, basic phone and cable TV, home repairs and renovations, domestic airline tickets, haircuts, vitamins, gym memberships, sports and concert events and [much more](#) -- a huge list.

Businesses which greatly benefit from the \$2 billion tax shift onto consumers want you to believe the HST will eventually be 10 per cent -- but only if you vote NO to keep it.

Rubbish. The BC Liberal government is "promising" to reduce the HST to 10 per cent by 2014.

### **String of broken pledges**

That's the government which promised before the 2009 election it wouldn't impose an HST; promised the HST would be "revenue neutral"; promised all the money would go to healthcare; promised a 15 per cent income tax cut to make up for the HST, promised [141,000 new jobs in 10 years](#) and promised it wouldn't try to buy your vote with your money.

Every single one of those promises has been broken.

Now Premier Christy Clark "promises" an 11 per cent HST next year and a 10 per cent HST in three years -- but only after you vote. Is that believable?

And even if it was, would you really be better off still paying

an extra five per cent tax on all the items above?

Right now the seven per cent HST will cost you an extra \$140 on a \$2,000 domestic flight and an extra \$3,500 on a \$50,000 home renovation or repair.

Would an extra five per cent tax on these costs be better than zero per cent? Obviously not.

### **Yes means No**

Giving people a vote to demand government listen is why I helped start [Fight HST](#), which led the citizens initiative petition that forced a binding mail ballot referendum going into the mail this week and next, with a deadline to return it of July 22.

And remember that you have to vote Yes to extinguish the HST and vote No to keep the HST -- that's the way the [referendum ballot](#) has been worded by Elections BC.

Don't take advice from government "stick men" ads and big business, which have everything to gain from your loss -- do the math for yourself and your family.

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# Next General Meeting

**Sept 14, 2011**

**5 PM**

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



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