

# ATT-Info



May 20, 2011

For information: email [attinfo@caw1016.ca](mailto:attinfo@caw1016.ca), or visit <http://caw1016.ca>

## **Local Union Executive Board (LUEB) Meeting**

The LUEB met in Ottawa May 11-13. The meetings held May 11 & 12 focused on CAW bargaining training lead by Joel Fournier and bargaining proposals received via the website and the bargaining survey. May 13 was a continuation of bargaining proposals as well as the regular business of the LUEB, including an overview of our current financial status by Don McKellar, Financial Secretary. The Trustee's Report for the period ending December 31 is expected to be released in June. The minutes from this meeting will be posted on the member's side of the [www.caw1016.ca](http://www.caw1016.ca) website for interested members. The next teleconference will be held May 26, 2011. This call will focus on finalizing the list of proposals. Bargaining opens June 1-3.

## **Bargaining Survey**

Surveys were received from almost every region: YVR-19, YEG-14, YWG-9, YYZ-17, Cornwall-3, Ottawa-25, YQM-15, YQX-6. The LUEB would like to thank the membership for their participation in both the survey and the online list. We were able to hold some good discussion and debate on the needs of this bargaining unit. If you missed the survey opportunity and feel there is an outstanding item please forward it to your Regional Representative or Shawn at [president@caw1016.ca](mailto:president@caw1016.ca) before May 25, 2011.

## **NOTAM Office**

During a meeting with NOTAM Office staff last week management revealed that over the next few years they intended to automate some or all of the duties of our members in the NOTAM Office. While there is no good time to advise members that they are vulnerable, the company asked the Union to delay formal communications until it could provide more specifics. Past experience with other Tech Change initiatives shows that early info can be incomplete or unreliable. The Union wanted to be satisfied that jobs would be available for all vulnerable members and that management could supply a timeline and identify the nature of the change to our members. Management has given assurances that there will be positions available for any members displaced due to this change.

At this point official notification of Technological Change has not been received and any outcomes discussed during or after the meeting are speculative. Once notice is received we will work with management to develop a suitable human resources plan that respects the Collective Agreement and the wishes of the affected employees.

## Got Questions?

The following question was received from Garth in Ottawa. Thanks Garth for your question!

In regards to the Apr 22, 2011 Bulletin piece about the Pension Plan B, it doesn't outline any of the downsides. From the article it sounds like there is more flexibility without having any impact on the amount of money paid out at retirement.

I had been under the impression Plan B is more of a "Defined Contribution" rather than a "Defined Benefit" package and that we are trading any type of formulated payout for a simple increase in salary that is up to the individual, but that was not clear in the article.

So I'm curious how the "Defined Benefits" are calculated in the Plan B, and how they would compare to the current plan. Since the current plan is based on best 6 years x 2% of number of years served (or something like that) I'm wondering how the Plan B "Defined Benefits" are calculated.

Answer:

For an employee who:

Averaged for best 6 at top level ATT5 = \$67,446

30 years of service

Age 60

Current pension is  $2\% \times \$67,446 \times 30 = \$40,467$  with guaranteed indexing

Proposed Option B is  $1\% \times \$67,446 \times 30 = \$20,234$  with indexing only IF the board of directors feels the plan can afford it (read no indexing).