## Facts About The Strike In The Fishing Industry

1. The strike was called by the Tendermen's Division of the United Fishermen and Allied Workers Union.

(A) The term "tendermen" describes that group of fishing company employees who are engaged to transport fish from the fishing grounds to the processing plants.

2. Negotiations for a new agreement to cover Tendermen commenced in April.

The demands of the Union were excessive and during the negotiating period there was no disposition on the part of the Union to compromise or to negotiate in a spirit of healthy bargaining.

3. Failure to reach agreement was followed by Conciliation proceedings as required in our Provincial Labor Law.

The Fisheries Association accepted the majority award of the Conciliation Board but the Union rejected the award.

4. A strike vote was conducted among the Tendermen with the following result:

NUMBER OF TENDERMEN ELIGIBLE TO VOTE 641
NUMBER OF TENDERMEN WHO VOTED 370

Of the 370 who voted, 298 were in favor of strike action, 67 opposed and 5 spoiled ballots.

- 5. The Union declared a strike deadline and proceeded with plans to shut down the industry at the peak of its seasonal salmon operation.
- 6. In a further effort to avert strike action, the Fisheries Association made an offer to the Tendermen as follows:
- (A) All the concessions recommended in the Conciliation Board majority award:

Two extra days off a month or pay in lieu thereof.

THIS AMOUNTS TO \$20-\$30 IN COST PER MONTH

PER MAN.

2. Elimination of the monthly laundry charge.

THIS AMOUNTS TO \$3 PER MONTH PER MAN.

3. Vacation pay increase.

THIS AMOUNTS TO UP TO \$7 PER MONTH FOR THOSE WHO QUALIFY.

(B) And further concessions as follows:

1. A monthly wage increase this year to all lendermen

THIS AMOUNTS TO \$10 PER MONTH PER MAN.

2. A monthly wage increase next year and/or a wage increase with a welfare plan next year.

THIS WOULD AMOUNT TO \$10 PER MONTH PER MAN.

(C) The complete offer made by the Companies to the Tendermen, in a two-year contract, would mean additional cost to the companies of up to \$50 to \$60 per month per man. The Union, on the other hand, has made no significant change in its original demands since negotiations commenced last April.

7. In addition to its excessive wage demand, the Union has pressed for a form of Union Hiring Procedure involving seniority which in the Association's opinion is impractical of application. The clause in our present agreement which over the years has been found fair and workable reads as follows:

"It is understood that the company hires the captain and engineers on all packer boats. The company representative and the captain shall mutually agree upon the hiring of the balance of the crew Union members shall be given preferential consideration where ability and experience for the particular job are equal. Before hiring non-union men who have not previously been employed by the company concerned as tendermen the company representative or the captain shall contact the Union to ascertain whether or not competent Union members satisfactory to the Company and the captain are available within the time required."

8. The following example taken from July payrolls illustrates the increases payable this year on the basis of the Conciliation Board's majority award.

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CAPTAIN	1953	Based on Conciliation	Increase
		Board's Award July, 1954	Over 1953
Base Rate	\$334.00	\$334.00	1773
Board Allowance	53.00	53.00	
Extra Pay In Licu Of			
Time Off	104.40	144.23	39.83
Vacation Pay	19.65	21.25	1.60
(TOTAL)	\$511.05	\$552.48	\$41.43
Elimiation of Charge			
For Blankets	* * * * * * * * * * * * * * * * * * *		3.00
(TOTAL)			\$44.43
•	•	•	
COOK			•
Base Rate	\$263.00	\$263.00	
Board Allowance	53.00	53,00	1. · · · · · · · · · · · · · · · · · · ·
Extra Pay In Lieu Of			
Vacation Pay	82.20	113.56	31.36%
	15.93	17.18	1.25
(TOTAL)	\$414.13	\$446.74	\$32.61
Elimination of Charge For Blankets	•		3.00
(TOTAL)	*		\$35,61

In addition MSA coverage is given—the Companies paying 50 per cent of same, and the Tendermen are covered under the Salmon Welfare Fund, entirely contributed by the companies. Earnings of engineers and mates range between the above examples.

9. The Companies' extra offer made prior to the strike would have added \$10.00 per month this year to the base rates set out above and an additional \$10.00 per month next year.

## SUMMARY

- (A) The Fisheries Association has made every effort to negotiate a settlement but has experienced nothing but "bludgeon tactics" from the Union.
- (B) The Union has instructed its plant worker membership to refuse to handle salmon, thus initiating an illegal strike among this group of employees.
- (C) The Union has called a halt to all salmon fishing and deprived fishermen, who have no dispute with the Companies, of their best earning period of the season.
- (D) It is estimated that the loss of this week's fishing will represent a reduction in carnings to fishermen, employees and companies of \$3,000,000., a loss which no group in this inclustry can afford.

WE BELIEVE IT IS IMPORTANT THAT ALL TENDERMEN, FISHERMEN, PLANT WORKERS AND THE PEOPLE OF BRITISH COLUMBIA SHOULD BE ACCURATELY INFORMED ON THIS CRITICAL SITUATION.

Fisheries Association of B.C.