

CALL TO THE 63rd CONVENTION (2021)

UNITED FISHERMEN AND ALLIED WORKERS' UNION-Unifor

Organization and Revitalization of BC Fisheries and the Union

TO: All Members of UFAWU-Unifor

In accordance with Article 10.01 of the Union's Constitution, the General Executive Board is issuing this call to the Sixty-Third Convention of the United Fishermen and Allied Workers' Union-Unifor. The Convention will be held commencing at **9:00 a.m. Wednesday, February 17th 2021**, and continue with sessions until approximately **4:00 p.m. Thursday, February 18th 2021**.

Elections will be held Thursday, February 18th 2021.

This is a Constitutional Convention. The GEB is suggesting many changes to the Constitution to make it more flexible to allow it to respond to the changes undoubtedly coming around the corner.

The Convention will also focus on the Future of the BC fishing industry. The GEB hopes for Resolutions from the membership on any number of subjects including licensing, increasing salmon runs, processing in BC, allocation, changes to BC Labour code re: temp workers, access and allocation, retirement options for fishermen and changes to BC Fishing Collective Bargaining Act regarding quota and share agreements.

Location

Due to COVID-19, our Convention will be held virtually – by Zoom or phone. You will be sent a link after registration.

Representation

Constitution Article 10.05 establishes the basis for representation by local. We have not had functioning locals for many years. Therefore we are holding a Convention of **ALL MEMBERS of UFAWU-Unifor**.

ALL MEMBERS are urged to attend the Convention

Please REGISTER by NOON Tuesday February 16th 2021

By email: ufawupr@citywest.ca

or phone/text: 250 600 4814

ONCE REGISTERED, YOU WILL RECEIVE A ZOOM LINK OR PHONE NUMBER FOR THE CONVENTION

63rd Convention of UFAWU-Unifor (2021)

Transitions and New Beginnings:

Unity! Let's Rock their Socks!

The BC fishery is at a crossroads.

As an industry, we must create a New Beginnings Plan - which benefits active fishermen, tendermen and shoreworkers and our communities - ahead of processors and investors.

After many years of DFO-processor inspired division, active commercial fishermen from different fisheries and organizations are working together to create a plan that will transition us from an industry dominated by corporate concentration and monopoly management to one where power, profit and policy is equitably shared with active fishermen and industry workers.

This Convention is called together to see what policies the membership think are important to include in a New Beginnings Plan.

We need unity among the different sections: good fishery policy should increase harvests and prices - which is great for all. Fishermen support policies to keep packing and processing in BC: foreign processing creates food insecurity and cancels jobs, creates instability in processing capacity, and puts deliveries at risk. Shoreworkers and tendermen support fishermen in their drive for fair licensing practices, allocation and access to fish. Shoreworkers, tendermen and fishermen are not in competition, we are tied together – what is good for one is good for all.

A unified coast is what we should strive for: Uniting with non-union fishermen and workers to build the industry up. Working with as many other groups as possible and helping create coalitions of all industry people. Engaging with First Nations' governments and working through issues so we end up at a place of reconciliation and beneficial co-existence. Our communities will profit from increased processing and fishing. There are only positives to be gained by uniting with others outside the Union – acknowledging and resolving our differences, developing policies that benefit active fishermen and industry workers, and building structures for united action that can Rock their Socks.

To Unity!

Issues of importance:

UFAWU-Unifor - broaden our structure and bring in new ideas by:

- **transitioning our leadership from old to younger,**
- **updating our Constitution,**
- **simplifying the Union structure to support our key functions,**
- **engaging with other organizations , First Nations, communities, unaffiliated fishermen and industry workers**

Constitution: This is UFAWU-Unifor Constitutional Convention, where we concentrate in amending the Constitution to bring it up to date to meet present needs. The General Executive Board has some specific Resolutions that we are bringing to the Convention to make the Constitution more flexible in order to continue to build the Union.

Fishermen: There are a large number of issues that will impact fishermen. The most critical are those that threaten to shut down the commercial salmon fishery for many years, if not forever. The Convention will be considering the Recommendations from the Future of the Salmon Fishery Conference. Convention delegates will also be debating Resolutions on Licensing, Salmon Allocation Policy, and Fisheries Management Issues.

United Fishermen's Benefit Fund: The UFBF was funded by a contribution of cents per pound on all net caught fish bought by all processors who signed the UFAWU Salmon Price Agreement. Processor consolidation and de-unionization of the industry meant that there was little financing coming into the Fund. For the past 5 years, the benefits have mostly been paid from savings. The Board of Trustees are recommending changes that would see a self-funded Benefit Fund, where union and NBBC members pay a fee (or companies will pay the fee if they agree).

Tendermen: Tendermen are faced with extinction. There are so few left and contract vessels or company seine boats are packing salmon and herring instead of employing full time packers. The Union should have a thoughtful response to the current predicament. How should the Union provide protection to those tendermen left? Should the Union increase tendermen membership through organizing without a collective agreement?

Shoreworkers: There are very few Union plants left in B.C. CFC, after buying up and merging all the Union plants, has slowly starved them of fish, while its non-union operations are thriving. This is exacerbated by fish being sent offshore for processing. The NDP government had, as part of its 2020 election platform, a commitment to increasing fish processing in BC. Resolutions about organizing and developing a campaign to keep BC fish in BC for processing will be key debates.

Resolutions

Resolutions must be submitted by email to: ufawupr@citywest.ca **no later than Friday, February 12th**

Please be advised that due to a shortage of Convention time many resolutions may need to be referred to the General Executive Board for action.

Resolutions submitted after the deadline may only be accepted and dealt with by decision of the Convention.

Reports

Reports will be dealt with by the Convention, tabled for information and record only.

Audit and Finance

The audit of the Union will be presented to the Convention.

Nominations and Elections:

There will be no formal nomination forms. Nominations shall be done:

- **By email or text. Email: ufawupr@citywest.ca or by text: 250 600 4814**

Two people need to nominate the candidate (**separate emails to nominate are fine**)

Candidate must email acceptance in writing (**separate email to accept nomination is fine**)

- **Verbally on Convention Floor**

Two people need to nominate the candidate

Candidate must accept verbally or have submitted acceptance in writing

- **See page 5 for details on nomination format.**

Nominations will be for:

Titled Officers:

President

Vice-President

General Executive Board:

Exclusive of Titled Officers, the General Executive Board shall consist of the following:

No more than seven (7) fishing members to be named or elected to the General Executive Board by their respective sections, so long as those sections exist, within the Union structure.

- 2 to be named or elected by the Salmon-Herring Seine Council (or alternates)
- 1 to be named or elected by the Trawl Council (or alternates)
- 3 to be named or elected by the Gillnet Council, 1 from each of Gillnet Areas C,D,E (or alternates)
- 1 member to be named or elected to represent members engaged in fisheries not otherwise identified above

6.02(cont'd) No more than seven (7) Shoreworkers to be named or elected representing the major geographical areas, so long as they exist.

- 2 from the Lower Mainland (or alternates)
- 2 from Vancouver Island (or alternates)
- 2 from the North Coast Mainland (or alternates)
- 1 from the Queen Charlotte Islands (or alternates)

One (1) Tenderman to be named or elected by the Tendermen’s Council (or alternates).
The Northern Representative will also be a member of the General Executive Board with full voice and vote except on wage and staff policy matters. The new General Executive Board will have no more than 18 members.

Format of Nomination

President:

2 Nominators: “I hereby nominate _____ for the position of President”

Candidate: “I hereby accept the nomination for the position of President”

“ I fish/work (gear-fisherman or plant – shoreworker/tenderman) _____ ”

Vice President:

2 Nominators: “I hereby nominate _____ for the position of Vice President”

Candidate: “I hereby accept the nomination for the position of Vice-President”

“ I fish/work (gear-fisherman or plant – shoreworker/tenderman) _____ ”

General Executive Board member

2 Nominators: “I hereby nominate _____ for the General Executive Board”

Candidate: “I hereby accept the nomination for the General Executive Board”

“I fish/work (gear-fisherman or plant – shoreworker/tenderman) _____ ”

Board of Trustees – member

2 Nominators: “I hereby nominate _____ for the General Executive Board”

Candidate: “I hereby accept the nomination for the General Executive Board”

“I fish/work (gear-fisherman or plant – shoreworker/tenderman) _____ ”

email to: ufawupr@citywest.ca or text: 250 600 4814

Election Committee

The Election Committee will consist of 3 delegates whose responsibility will be to accept and record nominations for titled office, Board of Trustees and General Executive Board.

In solidarity,

Joy Thorkelson,
President

on behalf of the General Executive Board UFAWU-Unifor

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How to write a resolution:

What is a resolution?

Resolutions are directions for action – they are like “a motion with reasons”

They are debated at Convention and if accepted become Union Policy

How to write one:

“**Whereas**” First you explain the reasons - what the resolution is about and why you think it is important. You can do this in one “Whereas” or many. Usually there is 1 idea per “Whereas” for easy reading.

“**Therefore Be it Resolved**” Then you say what you want the Convention to agree to or what action you want done. You can have many different things you want the Union to do by writing “**Further Resolves**”

Examples

Development of Skeena Estuary

Whereas Lelu Island and Flora Bank are part of the Skeena Estuary; and

Whereas the Skeena estuary is important to wild Skeena Salmon survival; and

Whereas the fishing industry in the region depends on these salmon for their livelihoods; and

Whereas Industrial development on or near the Skeena Estuary will have negative impacts on many different species of fish, including salmon

Therefore be it resolved at the 61st Convention of the UFAWU-Unifor oppose industrial development near or on the Skeena Estuary.

Or

New or Expanded Fisheries

Whereas climate change and ocean warming may bring new species to BC waters or vastly increased numbers of fish of some species - creating new fishing and processing opportunities

Therefore be it resolved that this Convention direct the General Executive Board of the Union to write a letter to the Minister of Fisheries to make money available to DFO science so that they can

- quickly identify harvestable quantities of new species
- quickly calculate stock strength of any species that are increasing in numbers

Be it further resolved that the Union meet with DFO to discuss licencing measures for these new fisheries

Be it further resolved that any new licenses be owner operator and issued on a fair basis

Be it finally resolved that this fish must be processed in BC plants

We will help you with your resolutions – send them to ufawupr@citywest.ca with your phone number and we will phone you and help you out.