

Overview of Proposed Amendments to the *Fishing Industry Collective Bargaining Act*

February 22, 2006

*Labour Relations Agency &
Department of Fisheries and Aquaculture*

Overview of Presentation

Background

- Cashin Report
- collective bargaining in the fishery

Proposed legislative amendments

Cashin Report (2005)

Key collective bargaining recommendations

- Establish a new price setting mechanism.
- Improve collective bargaining provisions.
- Other non-collective bargaining recommendations (still under consideration).

Collective Bargaining in the Fishery

Legislation

- Fishing Industry Collective Bargaining Act

Representatives

- Fish harvesters: FFAW
- Fish processors: ASP
 - No collective bargaining agent since FANL.

Overview of Proposed FICBA Amendments

1. Improved collective bargaining
2. New price setting mechanism
3. Other consequential amendments

FICBA Amendments:

Improved Collective Bargaining

- Single species accreditation.
- Equitable access to Labour Relations Board when compared to other industries.

FICBA Amendments:

Improved Collective Bargaining

- Collective agreement binding on all processors.
- Negotiation costs shared among all processors who benefit.

FICBA Amendments:

Improved Collective Bargaining

- Strikes and lockouts prohibited.
 - Increased penalties should this occur.
- Improved grievance arbitration process.
 - Single arbitrator option.
 - Registration of decisions with Supreme Court within 48hrs.

FICBA Amendments:

Fish-Price Setting Panel

- Special Standing Fish-Price Setting Panel.
- New price setting mechanism if harvesters and processors cannot agree.
- Mandate: facilitate collective bargaining between fish harvesters and processors.

FICBA Amendments:

Fish-Price Setting Panel

Core Duties

- Share fish market information.
- Establish timeframes for negotiations (e.g. dates)
- Set prices and conditions of sale for a fish species.

FICBA Amendments:

Fish-Price Setting Panel

Structure

- 3 permanent members (Chair + two others)
- Report to the Minister responsible for Labour.
- Government will appoint Panel members and will consider suggestions.

House of Assembly

- Opening Thursday, February 23

Purpose

- Amendments to FICBA.
- Legislation in place before 2006 fishing season.

Thank you.