



UFAWU-Unifor

Status of United Fishermen's Benefit Fund

Who runs the Benefit Fund? The United Fishermen's Benefit Fund (UFBF) is directed by a Board of Trustees elected from the Union, Native Brotherhood, and the Vessel Owners. The companies used to have a seat on the Board but they asked to have it eliminated in 1989.

The UFBF needs staff to administer the Fund and make sure members receive Benefits when needed.

The Board of Trustees are doing a good job! As CFC payments into the Benefit Fund have declined, from an average of 380,000 to zero, the Board of Trustees has reduced administration costs by 60%.

Administration costs include Staff wages. They also include: the annual Audit, charges by Pacific Blue Cross to administer Extended Health Benefits, insurance, postage and office supplies. The Union has always paid the UFBF office rent and Unifor has paid the phone bill since 2014.

From 2007 to 2017

- Company payments declined by 98%
- Total admin costs have declined by 60%
- Staffing costs have declined by 51%

The UFBF staff have always been linked with the Union. The companies paid into the Fishermen's Benefit Fund because the Union Collective Agreement required them to. The Union bargained increases into the Fund during salmon and herring negotiations.

The Benefit Fund Director has always been on the floats to talk to fishermen about what is important to them and their families. Maintaining and expanding the Benefit Fund is a joint responsibility of the Union and the Fund.

The Union's Bookkeeper looks after the Benefit Fund books and charges the Fund for that work. The Union's Northern Organizer does WCB appeals and some clerical work, and is paid for that work by the UFBF, while her Union work is paid for by the Union. **It only makes sense to share staff.**

Shoreworker Benefit Fund: Shoreworkers have their own Benefit Fund, completely separate from the UFBF, financed by cents per straight time hour worked and their Benefits are totally different. To keep costs down, one Director administrates both Funds. When doing Shoreworker Benefit Fund work, the Director is paid by the Shoreworker Fund. The Benefit Fund Director goes to the plants, to ensure safety and to explain shore Benefits to shoreworkers. While he is there, he may help solve a problem or two.

Honorary (Retired) Members: The payment into the Fund by Honourary Members has ranged from a high of \$115,400 in 2009 to \$39,700 in 2017, as our older members pass on. Benefits for retired members are less than what active fishermen are eligible for.

Non-salmon fishermen can become members of the Fund with a payment that varies depending on their fishery.

CFC is totally wrong when they accuse the Union staff of collecting huge amounts from the fund in 2013. **The staff collected a total of \$1,980** from the Fund in 2013, not \$56,000.

We hope this clears up the attack on the Fund by CFC.

You are welcome to visit us to see the Audits of the UFBF

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