

MEMORANDUM OF AGREEMENT

Between

Canadian Fishing Company

And



July 16, 2019

This MOA shall apply until 15 April, 2020, with all other aspects of the Collective Agreement to be negotiated in the coming months.

Minimum Price Agreement to Include But Not Limited to

Minimum prices

Sockeye	\$1.40
Pink	\$0.30
Chum	\$0.63
Coho	\$0.63 (same as Chum)

PACKING CHARGES

A packing fee of between \$.05 and \$.10 per pound will be paid the vessels that are directed to a specific region (Lower Mainland/Port Hardy/Prince Rupert) by Canadian Fishing Company. Any packing fees paid to wholly owned company vessels will be shared with the crews on a 7/11 – 4/11 basis.

BENEFIT FUND

The Company will make a voluntary contribution to the United Fishermen's Benefit Fund for the 2019 season.

Future discussions regarding benefits, including qualifying period, sustainability of the benefit program for Seine Boat Fishermen, contributions, etc., to be discussed in the coming months.

HONORING VOUCHERS

The Canadian Fishing Company agrees to honour Union Vouchers for dues signed by fishermen. It is understood that such vouchers shall be paid by cheque or transfers to the Union Headquarters within 30 days as long as there are sufficient funds in the fisherman's account.

DISPUTE RESOLUTION

Any dispute arising out of this Agreement which cannot be settled by the Union and the Company shall be referred to a committee of one representative of the Union and one representative of the Canadian Fishing Company and one disinterested party, satisfactory to both the Union and the Company for settlement

If mutually agreed between the two parties, alternate resolution processes may be utilized, such as Mediation, Expedited Arbitration etc.

Regardless of the process selected, it must be initiated within 30 days of the notice of the dispute.

COMPETITIVE PRICES

Should Canadian Fishing Company during the term of this Agreement pay a price higher than set out in this Collective Agreement, then the Company shall make the higher price applicable to all vessels of the same gear operating in the area where the higher price is in effect and for the same period.

Where premium prices are being paid by the Company for quality production or specific handling/dressing of the product, then the company shall make this premium price applicable to all vessels of the same gear operating in the area and supplying this quality production.

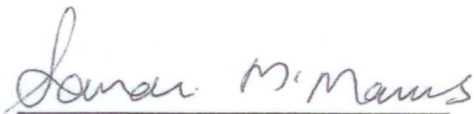
METHODS OF POUNDAGE BUYING

All the salmon purchased on the grounds or at the plants shall be weighed at the time of original delivery and the weight so recorded shall constitute the basis for payment.

Signed this 16th day of JULY, 2019

For UFAWU Unifor

For Canadian Fishing Company



Sandi McManus



Phil Young


Joy Thorkelson