

# THE UNION FORUM



## Jason Spingle Elected Secretary-Treasurer

REVIEW OF FISH PRICE SETTING PANEL IN PROGRESS NOW



**Meet the new team**  
 Unifor members elected a new leadership team at the August 2022 Constitutional Convention.  
 Get to know them here:



# UNION FORUM

FALL 2022 ISSUE



## CONTENTS

- 4 A Message from the President
- 6 Message from the Secretary-Treasurer
- 8 The State of Rural Affairs According to Uncle Cor
- 10 UNIFOR CONVENTION: Turning a New Leaf with New Leadership
- 11 MESSAGE FROM THE NATIONAL PRESIDENT: Consumers should direct their anger at Canada's CEOs, not its workers
- 12 Sea Cucumber Grading Practices Continue to be a Concern
- 13 MOWI Proposing Expansion
- 14 Carino Takes Seal Products to Next Level
- 14 The Northern Cod Comeback – Demand High, Processing Capacity Low
- 16 The Fight Continues: Vale - Long Harbour Update
- 20 Gulf Cod Closure Another Hit to Region
- 21 Unexpected Squid Scarcity
- 24 Photo Contest
- 28 Harvesters' Observations Show a Broad Distribution and Banner Year for Mackerel in NL Waters
- 30 The Shrimp That Broke the Panel's Back - Outrage Leads to Review of Fish Price Setting Panel
- 33 2022 Fishing Industry Collective Bargaining Act (FICBA) Panel Review
- 35 Protecting the Owner-Operator: Canadian Independent Fish Harvesters Federation Board Meeting
- 36 A Legacy of Labour Activism: Reg Anstey dies at 76
- 37 The Who, What, When, Where, and How of Marine Spatial Planning
- 38 He's a Union Man, Through and Through
- 41 Quality Hotel & Suites Gander
- 42 IRO Council Holds Summer Meeting in Gander
- 43 FFAW UNIFOR Staff Representative
- 44 Executive Board
- 45 Inshore Council / Industrial Retail Offshore Council
- 46 Rachel's Recipes: Seafood Chowder



28

Closure without cause: mackerel sightings show banner year for stock



34

Sentinel Survey Showstoppers

**Editorial board** Courtney Glode, Keith Sullivan  
**Advertising** Courtney Langille

**FFAW | Unifor**  
 P.O. Box 10, Stn. C  
 368 Hamilton Ave.,  
 St. John's, NL, Canada A1C 5H5  
 Tel: 576-7276 Fax: 576-1962  
 Email: [communications@ffaw.ca](mailto:communications@ffaw.ca)  
 Web: [www.ffaw.ca](http://www.ffaw.ca)

Printing: The SaltWire Network, St. John's  
 Design: Eliyana Ramiscal

The Union Forum is a member of



The Union Forum, the official magazine of the Fish, Food and Allied Workers' Union (FFAW-Unifor), is distributed free of charge to Union members quarterly.

The FFAW-Unifor is Newfoundland and Labrador's largest private sector union, representing 15,000 working women and men throughout the province, most of whom are employed in the fishing industry. The Union also represents a diversity of workers in the brewing, hotel, hospitality, retail, metal fabrication, and oil industries, and is proud to be affiliated with the Unifor Canada.

The Union Forum covers issues that matter to Union members - battles, victories and

the pursuit of economic and social justice. As a social Union, it is understood that lives extend beyond the bargaining table and the workplace. The magazine will reflect on the struggle to make our communities, our province and our country better for all citizens by participating in and influencing the general direction of society.

©COPYRIGHT and/or property rights subsist in all advertising and other material appearing in this edition of The Union Forum. Permission to reproduce any materials contained in this publication, in whole or in part, must be obtained from the FFAW-Unifor.



# A MESSAGE FROM THE PRESIDENT

Keith Sullivan, FFAW-Unifor President

The Fish, Food and Allied Workers Union has over 50 years of history - of battles waged and won, of people coming, and in some cases going.

We've had major losses - like the northern cod moratorium of 1992 - but we've had more wins - like fighting back against RMS and defeating LIFO just to name a couple major ones. But without a doubt, we will always be facing new challenges. It's the nature of the work we do, and it's the nature of the current system - one that favours employers and puts working people like you at a disadvantage.

As most of you know, our province's fishery is controlled by a small handful of large companies. This very select few have total control over buying and processing in this province. This means that they essentially operate in a cartel - working together to decide whether the collectively bargained price is too high for them, and if they will hold fish harvesters and plant workers hostage with threats of not buying at all.

This year, those threats became a reality, and many of you reading this lived that reality.

The Association of Seafood Producers (ASP) and their member companies like Royal Greenland and Ocean Choice International, are holding this industry hostage. As large multi-million-dollar companies with untold profits, they continually work to drive down prices paid to inshore fish harvesters and drive them out of the market, and out of the fishery.

In doing so, they have reduced the number of weeks for plant workers around the province - and now many face not meeting EI eligibility this season. We saw it with sea cucumber, shrimp, and with capelin. We saw companies pay below minimum set prices for crab. We saw them try to implement new fees a charges to bring the prices paid to harvesters down.

You can bet, these predatory companies will be there

to take over when inshore owner-operators can no longer break-even on paying the bills. These are the same companies who say the only supposedly "viable" option are factory freezers and don't land or process here.

This is what we mean when talk about corporate concentration and control of our fishery. It's all of *our* resources in the hands of the very few. It's our communities at stake, it's our way of life at risk, and it's **our continued ability to earn a living from our adjacent resources that's in danger**. These companies are propped up by two levels of government who refuse to acknowledge and support what an incredible asset the inshore fishery is to Newfoundland and Labrador.

There's been quite a lot of talk about labour shortages lately. I disagree that there's a labour shortage. What there is, is a good job shortage. There's a fair pay shortage. There's a decent employer shortage.

Because let's be clear, if these companies paid better. If they treated their employees better. If they committed, and followed through on, processing more product in Newfoundland and Labrador to give people longer working seasons that would mean more stability in their communities. You can be sure that more people would be lined up to work for them.

It's certainly not limited to the inshore fishery - this theme of companies behaving without a care or concern towards the people who make that company successful.

We saw it this spring at the Vale Nickle operation in Long Harbour, when the company retendered a contract, removing Pennecon, and their collective agreement with the FFAW, like the flick of a switch. Overnight, 150 skilled trades workers lost their jobs. Some were offered a new contract by the new company awarded the contract, DF Barnes. Those

that did get offered new jobs had to take it at up to 30% pay cut with major losses to benefits and other protections.

To make matters worse, DF Barnes brought in their employer favoured "Union" and pushed through a new agreement without consulting any members. While no longer officially FFAW members, we remained there for them during this difficult period, and these skilled trades workers in Vale made the decision that they wanted to remain represented by our union.

We fought hard for them over the years they were with our Union, and we fought with them through the retendered contract. We have continued to fight for them, and submitted for re-certification with the Labour Relations Board, so that we can continue fighting for these hard-working people. The vote took place this summer and we are eagerly awaiting those results. Because what Vale did was not right.

Contract flipping practices should not be allowed, and more importantly it shouldn't be *celebrated* by our Premier and members of the provincial government. Flipping contracts puts workers in vulnerable positions. It creates a precarious work situation - and instead of people being able to put down roots, feel safe and secure in their careers, they are constantly living on edge, wondering when the rug will be pulled yet again.

Politicians. The people we elected. They are in control of the policy, the legislation, and the rules that govern how these companies get to behave.

Because you can be sure that none of these companies - not Vale, not Royal Greenland, not Ocean Choice International - are acting with a moral compass. They have no ethics. They have no social responsibility. They act with no care towards the long-term prosperity of our communities, of our province.

Standing alone, we are but one small insignificant fly to these companies.

Alone, you nor I could stand up to them.

If they mistreat you on the shop floor.

If they let you go without just cause.

If they harass, bully, or intimidate you.

If they decide to roll back wages, benefits, protections.

As a harvester, without this union, they could pay you whatever they liked - and what could you do about it but go fish or stay home?

But standing together, as 14,000 strong, **we can make a difference**. United as the largest public sector union in Newfoundland and Labrador, we **do** make a difference.

As I said, it can be difficult work. It can be thankless work. It can feel like we're constantly fighting an uphill battle - with all forces against us. But no matter how hard it gets. We need to remember what is at stake if we stop fighting.

On that note, I would like to extend my congratulations to our newly elected Secretary-Treasurer, Jason Spingle. I've worked alongside Jason for many, many years and I know he is someone who will work tirelessly to address the challenges faced by each and every one of you.

The role of Secretary-Treasurer can seem ambiguous and perhaps it is not the most descriptive title for the person who co-leads this Union. It's a position that works alongside me to fulfill the objectives set by our Executive Board and two councils.

The Secretary-Treasurer helps leads our team of over 30 full-time and 30 seasonal staff working across this province to service our members. They join me in lobbying government. In working directly with you, our members, to fight your fights, to address your challenges, to improve your working lives.

Without a doubt, the Secretary-Treasurer position is an important role in our organization. But regardless of who is in this position, or the position of President, we must all remember that *we are only as strong as the combined strength of our members*.

Our rank-and-file: our members on the boats, on wharves, inside plants, hotels, in breweries, metal fabrication and refinery operations. It is all of you that make this Union what it is.

We are a Union of diversity. Of collective strength. A union that puts community first. That builds solidarity among **all** sectors because our diversity is what makes us stronger.

We will continue to fight your battles. We will continue to work on your behalf. Together, we will continue to make a difference in your workplaces, and in your communities.





## MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle

As some or many of you know by now, I was elected as Secretary-Treasurer of this Union by our joint councils on August 31. I made the decision to put my name forward after much careful consideration and was both humbled and honoured by the support given to me by leadership, membership, and staff over the last several weeks.

For those who may not know me, my wife Linda and I live in Little Rapids on the west coast with our two sons, Markus and Jordan, who are now well into their teens. Both boys are heavily involved in youth sports and I've enjoyed watching and supporting them over the years.

I was born and raised in L'Anse au Clair on the Labrador Straits, and my first ever earnings were made cutting out tongues and offloading boats. In fact, my sons have spent the last three springs working in fish plants – it has been an excellent first experience in the workforce.

But on a professional level, I've been a Staff Representative managing the Corner Brook office since 2006. Prior to this I worked as a Science Coordinator since 1998. All told, I've spent 24 years working for the FFAW and serving the members of this Union.

Without a doubt, the Secretary-Treasurer position is an important role in our organization as someone who will lead the direction of the Union alongside the President. It is not a responsibility I take lightly and am fully cognizant of the weight and importance of this role.

In my opinion, the Secretary-Treasurer should have knowledge and experience with both the industrial and inshore sectors. They should be experienced with negotiations, arbitrations, and the different levels of government, policy, and legislation that our labour union relies on. Most importantly, they need to commit to being on the road more time than not, to ensure we are connecting with our members on the ground, all around the province.

Over the years, those who I've represented know that I am there to take every call, text or email. This will remain a primary commitment of mine.

I've witnessed this union grow over the last two and a half decades spent working here. We are so much more than just a fish union. We have diverse membership from many sectors, and we are led by a remarkable elected leadership within the Executive Board and our two Councils.

We now have an established and respectable science team led by Dr. Erin Carruthers, making important advancements to harvester participation, seeking new opportunities, and always looking to ensure harvesters' knowledge and observations are a valued component of DFO's work. I've been heavily involved in much of this work over the years – leading the Inshore's involvement in major science and advisory meetings, particularly for species like Gulf Groundfish, Gulf Shrimp and Redfish. You can be sure that I will continue to fight for your voice to be heard by DFO and the Minister of Fisheries and Oceans.

I spent quite a bit of time at-sea for science,

experimental cod, snow crab, halibut and redfish – getting seasick quite a few times – and it gave me a special appreciation for those of you who spend your days on the water. But then again, it doesn't get much better than a nice day at-sea, does it?

As Staff Representative, I've also represented several industrial locals, including the Labrador Fishermens Union Shrimp Company (LFUSC) and their 5 plants, St. Anthony Seafoods, OCI Port Aux Choix, Burgeo Seafoods and Baie Verte Co-op. I've worked with our committees and negotiated improved wages and contracts every single time. With my formal training in arbitration, I've achieved favourable outcomes for members in the majority of cases.

I've also been at the negotiating table for many years for species like cod, shrimp and halibut. As Secretary-Treasurer, I will ensure our corporate concentration and control campaign is pushed to the next level.



Election Committee members Will Reid and Mary Shortall preparing for the secret ballot election. In front of them sits a piece of Union history - the original FFAW ballot box used during the great Burgeo strike of 1971.

Companies like Royal Greenland and other ASP members come in and try to drive down your wages. They work to erode the benefits and gains made over the years. And they aim to destroy the inshore fishery and our coastal communities as we know it.

But you can be sure that protecting your communities will be my top priority.

I am not one to shy away from a problem and I think I have proven that to many of you in the room over the years. I've organized countless protests and demonstrations, big and small, and am not afraid to speak out on your behalf. You might have heard me on Openline or the Broadcast a time or two, speaking out on behalf of the members I represent. I may not be fancy, but I always try to get the messages from our

members out there.

I enjoy meeting people, and in addition to the hundreds of relationships I've built over the years, I'm looking forward to getting out there and getting to know a lot more of our members from all sectors and all communities. Building solidarity among all sectors, growing our Union's size and strength, and making sure that your voice is heard by those in power are all things I've committed to as Secretary-Treasurer.

I've had many excellent conversations much of our leadership over the last few weeks, and I know together we can build upon the work this Union has already accomplished. We can protect our inshore fishery, and the many jobs, families and communities that rely upon it. We can grow this union and we can make it better than it has ever been before. Together, we can fight back against oppressive employers, against inequality and mistreatment, and against governments who fail to see the value in you, our members.

On August 31<sup>st</sup>, I was elected Secretary-Treasurer of this fine Union, and on September 1<sup>st</sup>, we get right down to work.

*[The Joint Council meeting was held August 31, 2022, in St. John's. A secret ballot vote was held among elected leadership of the Union because this election falls between election periods. The next general election will take place in 2024, at which time, if the position is contested, all membership will be given the opportunity to vote. Congratulations to nominee Dwan Street, for putting herself forward in this election. Our Union is lucky to be supported and surrounded by so many individuals who work tirelessly to improve our communities, improve the lives of working people, and fight for a vibrant, sustainable future for Newfoundland and Labrador.]*



Jason being sworn into his position by Election Committee Chair Tina Pretty.



# THE STATE OF RURAL AFFAIRS ACCORDING TO UNCLE COR

Greg Pretty, FFAW-Unifor IRO Director

“Hey, Skipper! Don’t feed those ducks bread. It’ll kill’ em”.

Strange hearing a voice on the plant wharf in Harbour Breton, it’s been closed on and off for months and usually at this time of day, it’s just me and 20 or 30 multi-colored tame ducks. The voice belonged to Uncle Cor Skinner, a wiry, 94-year-old veteran, jack of all trades, retired fishermen, former cook on the Great Lakes and in the 90’s, offshore scallop shucker out of Lunenburg, Nova Scotia.

I introduced myself. He said he saw me a couple of times up at the Mary Browns or as he calls it, the Chicken Bar.

We sat down on the wharf for a yarn. But I couldn’t get a word in.

“I put in a rough couple of years, me boy,” he said. “Been barred in the house for nearly three years. Never got the covid till the first week of August, when I went down and got tangled up with the crowd at the Come Home Year Celebration. All hands were trying to dunk the MHA. Big line-up. Three balls for five dollars but it was worth it.”

“Worth it to get Covid?” I asked.

“No, Skipper,” he said. “Worth it to dunk the MHA, I got him on the first throw. Not bad for an old feller.”

“Yes b’y, can’t afford to live anymore. Not getting by on my Old Age Pension. Price of food gone cracked. Can’t afford gas, can’t even drive down to the wharf. Only lights the stove when I got a bit of company.”

“There’s neither Doctor here now either. My God how bad is it getting? My young fella is 62 years old, works on the salmon farm, he’s frightened to death he’ll get sick or hurt on the site and it’ll take over 4 hours to get to hospital in Grand Falls, some shockin’, b’y.”

“Not easy to live like that,” he said.

“The way I figures it, it was easier to live here 40 years ago. We’re used to getting robbed by merchants but now they’re all at it. It got nothing to do with the Covid, it’s got to do with the greed,” said a riled Uncle Cor.

“By Jingos, it’s some dear out there. If I don’t get sick and die soon, I’m going to have to go back to work.”

“Might run for the politics this time. Doesn’t seem like there’s much to it. Drive back and forth to St. John’s steady and call Paddy every two weeks. Money is good and they’ll pay to put you up in St. John’s and give ya for the best kind of grub. Can’t beat that.”



## SMALL SCALE FISHERIES CONGRESS HELD IN ST. JOHN'S

St. John’s hosted the North American portion 4th World Small-Scale Fisheries Congress this June. The congress, whose internal organizing committee included FFAW’s Johan Joensen, was attended by stakeholders from all around North America, and included fish harvesters, Indigenous groups, other members of the fishing industry, aquaculture, government, and academia.

The first day of the congress began with a plenary featuring Tony Doyle, FFAW Inshore Vice President and long-time fish harvester from Bay de Verde, and Dr. Erin Carruthers, FFAW Fisheries Scientist, who spoke about the connections between the inshore fishery, the ecosystem, and rural communities in Newfoundland and Labrador.

In the afternoon, FFAW Science Coordinator Ian Ivany presented fishers’ knowledge research documenting the historic inshore-deepwater flounder fishery in Newfoundland and noted how many of the fishing grounds harvesters identified were shoreward of the annual research vessel surveys. The afternoon also featured a talk from IRO Staff Representative Alyse Stuart, who spoke about her organizing for comprehensive EI reform and the need for supports that allow everyone to live a life with dignity.

The second day of the congress included sessions on marine conservation and fisheries governance, and the third day concluded with a final plenary featuring FFAW President Keith Sullivan discussing the future outlook for our fishery and small-scale fisheries in North America. Over the three days, the congress brought together diverse stakeholders to discuss the future of small-scale fisheries, community led fishery governance, and how to approach the transition between generations of harvesters so that the inshore fishery remains vibrant.

“Hardest part is coming up with a foolish business idea every now and then. Take the 2022 version of the Stephenville hockey stick factory, you know, the hydrogen plant. Now, if it was me, I would have let the Germans set up here only if they gave us enough doctors and nurses and medical supplies to run our hospitals until we can get back in the business of Health Care, because you know, this crowd give up on that.”

“I never seen the like. I had better health care on the frontlines of Korea in 1952.”

With that, he jumped up and said, “Twelve o’clock, dinner time. Good luck with all that Union stuff, young feller. Today, I’m pickling cabbage for the Winter and be the looks of it, it’s gonna be a long, cold, hungry one on this poor bald rock.”

Uncle took four or five steps towards his house, then turned to me and said, “It took us seventy-three years with Canada to go full circle, we’re back to where we were in 1949. We can’t even afford to live in our own Province. You can take that back to St. John’s for me, when you’re going.”

I said I would.

And I did.







Alyse Stuart, Staff Representative, Organizing

## UNIFOR CONVENTION: TURNING A NEW LEAF WITH NEW LEADERSHIP

From August 8<sup>th</sup> to August 12<sup>th</sup>, Unifor members from around the country came together in Toronto for the first time since before the pandemic to chart a new course for the future of our Union.

In recent months there is no question that Unifor faced some of the most trying times since our creation, from the undeniable weight of COVID-19 on the membership to the ethics breach of the former leader. Therefore, in the shadow of these challenges the gravity of this gathering cannot be understated. For the first time there would be an election for President along with the introduction of important resolutions, constitutional amendments, and an action plan provided by the Union to guide the next three years.

It is not often that you are a witness to history in the making but FFAW-Unifor representatives were vocal celebrants to the victory of our very own, Lana Payne, who become the first woman to become President of Unifor and any large trade-union in Canada. Lana said it best when she stepped to the podium among a



chorus of cheers and remarked “pretty good for a kid from Newfoundland!”

After a sometimes-contentious campaign, delegates elected the following national representatives:

Lana Payne, President  
 Len Poirier, Secretary-Treasurer  
 Atlantic Regional Director, Jennifer Murray  
 Ontario Regional Director, Naureen Rizvi  
 Western Regional Director, Gavin McGarrigle

Beyond the election, there were several resolutions put forward from FFAW-Unifor on contract flipping, EI modernization, and DFO enforcement of the owner-operator policy. Due to time restraints, we were only able to speak to the resolution on owner-operators which included an amendment with our affiliates in BC, and the EI modernization resolution—both passed with unanimous support from the floor. It is important to note that having coast to coast solidarity on a resolution about DFO enforcement and the need for national pressure provides a crucial spotlight on the issue. This gives us another mechanism to push the government for action.

We know that the attack on workers is fierce throughout Canada. From companies in the fishing industry in Newfoundland and Labrador, to predatory for-profit employers in the healthcare sector in Ontario, to the actions in Quebec against striking workers, in all workplaces employers are prioritizing profits over people. It is only through the collective strength of our Union that we can take on corporate greed, despicable employers, and useless governments to push for change for every worker. There is strength in numbers. There is strength in our Union.

## MESSAGE FROM THE NATIONAL PRESIDENT: CONSUMERS SHOULD DIRECT THEIR ANGER AT CANADA'S CEOS, NOT ITS WORKERS

Lana Payne

**W**e all want this pandemic to be over, and life to get back to normal. I get that.

It couldn't be clearer, however, that we are nowhere near the end. Health-care systems are at the breaking point, and some public health restrictions are being reintroduced.

As we all saw, COVID laid bare some of the worst problems facing our society: an escalating housing crisis; underfunded health care; a deep and structural racism oppressing Indigenous, Black and other marginalized people.

While the pandemic exposed these problems, the underlying cause is toxic capitalism. But in workplaces across Canada, it's front-line workers who are taking the blame from customers when things go wrong. They are harassed and abused because of the frustrations caused by corporate greed, and compounded by the COVID crisis.

Airline workers. Grocery store workers. Health workers. Telco workers. Hotel and restaurant workers. You name it. When a flight is delayed or cancelled, an ER patient receives hurried care in a hospital hallway after a 24-hour wait, a telco network crashes leaving some customers unable to even dial 911, or a restaurant is short-staffed and turning away guests, it's the front-line workers who catch hell from the consumer public.

It's an unfortunate fact that

when something goes wrong, the company's CEO is far from the scene of the crime, so to speak. But front-line workers are always there, front and centre — a perfect target for the anger, disappointment and frustration of consumers and clients.

Canada's corporate class has made out like bandits for decades, paying low wages and chronically understaffing to drive down labour costs, and subcontracting work to reduce the number of employees on their books. After years of creating precarious, high-turnover and low-value jobs that kept working people living on the edge of poverty and struggling to make ends meet, the COVID crisis brought the whole house of cards tumbling down.

From June 2021 to June 2022, year-over-year inflation was 8.1 per cent, but average wages increased by only half that rate. Indeed, when adjusted for inflation, average wages actually fell by 2.2 per cent. At the same time, corporate after-tax profits as a share of overall economic activity in Canada are the highest on record. Price hikes are far outstripping companies' cost of doing business.

A closer look at one sector we all rely on — groceries — reveals what's actually going on with Canada's economy right now. The cost of groceries has gone up 8.8 per cent in the last year, higher than the 8.1 per cent for all products.

Not surprisingly, Canada's “Big Three” grocery companies, Loblaw,



Empire (owner of Sobeys) and Metro, have seen massive profits generated by their above-inflation price hikes. In the first financial quarter of this year, these three companies respectively saw gross profit margins of 31, 25 and 20 per cent.

Recently, newly organized WestJet workers voted overwhelming for a strike mandate before entering into negotiations with the company. Even as business picks up for airlines, front-line airline workers are at the brink, facing verbal abuse and physical harassment.

Governments have failed these workers. Despite the success of many support programs early in the pandemic, governments across Canada have mostly given up helping front-line workers.

We need to rein in pandemic profiteers and make “worker empowerment” the north star that guides policy-making. Now is the time for government to bring in stronger labour standards, higher wages, job transition supports and improved workplace safety.

The world needs a little kindness towards workers — the people who lifted us up throughout the pandemic. Remember that it's the CEOs and executives who set the prices, staffing levels, wages and working conditions we all find so frustrating.





Dwan Street, Inshore Staff Representative (3Ps)

# SEA CUCUMBER GRADING PRACTICES CONTINUE TO BE A CONCERN

The sea cucumber fishery is once again in buyer-caused turmoil.

If members recall, in 2021 ASP introduced a controversial grading schedule that resulted in harvesters losing significant percentages of water loss from their catch. Harvesters delayed the fishery in protest of these unacceptable practices but the Panel, in accepting ASP's price offer, also accepted that this schedule would also be in place.

In 2022, your Union negotiated with ASP with the elimination of this schedule as a key point – losing high percentages of water, sometimes in the 40-50% range, is completely unacceptable and resulted in ASP's margins growing while the harvesters bringing in this specialty product saw their margins eroded.

The negotiating committee were successful in their case to the Price Setting Panel that the water loss percentage of cucumber should be static. The committee's position of \$0.68/lb and 27.5% water loss was accepted by the Panel.

While ASP did submit for a price reconsideration, they were unsuccessful because they could not provide any solid market information to give grounds for reconsidering the initial decision.

During this time, threats of halting the fishery for the year were made by ASP members, leaving harvesters with an important decision. The 3Ps sea cucumber fleet met in Clarenville on July 8<sup>th</sup> and it was unanimous – if processors were not going to pay a fair

price for the product and follow the accepted water percentage, vessels would stay tied on.

We called ASP's bluff. Very shortly after, ASP members began reaching out to harvesters to begin the fishery.

The fishery, however, has still come with significant challenges this year.

Harvesters have been faced with unacceptable levels of deductions in undersized cucumbers, with the techniques used to measure the product coming into question. FFAW technicians have been in the plants overseeing the process and have registered their concerns.

We are working diligently to ensure your concerns are heard and these unacceptable practices are grieved. Your bargaining rights trump these practices and we are taking the necessary steps to ensure these practices are corrected.

If you, or another harvester you know, have been affected and have not yet submitted documentation, please reach out to your Staff Representative and do so.

As we move forward, this fishery will be one where we will be pushing to ensure consistency from year-to-year and to ensure harvesters receive a fair price for their product.

# MOWI PROPOSING EXPANSION

Dwan Street, Inshore Staff Representative (3Ps)

MOWI, the aquaculture company with sites currently in Fortune Bay, are proposing expansion west of Francois.



The company is proposing new sites in Aviron and LaHune Bay, as well as three others in Bay de Vieux.

MOWI is currently in the process of meeting with councils and mayors of the towns of Harbour Breton, Ramea, Burgeo and any other municipalities who may be concerned about the impact of these sites. Harvesters are also welcome to submit their concerns to the company as they are seeking information on fishing activities in these areas. DFO data provided to MOWI indicates there is limited or no activity, but we know that this data is often incomplete and dated.

Harvesters are encouraged to submit their concerns to staff representative, Dwan Street, during this important time of consultation. An in-person meeting took place on August 22nd at the Lion's Club in Harbour Breton and was open for all citizens and harvesters.

We thank you for your input in this very important matter as any expansion of another industry on fishing grounds is a concern to your Union. Please do not hesitate to reach out at any time.

## DACON FISHERMAN RESCUE FRAME

A man overboard recovery system that forms a cradle to gently bring casualty on board. This frame consists of fiberglass rods, pebble buoys, a maneuvering stick and hand loops for easy grip. Contact a representative at [NORD Marine Services](http://NORD Marine Services) to learn more!



- ✓ FOR QUICK, SAFE, AND EFFECTIVE RETRIEVAL
- ✓ MINIMUM STORAGE SPACE REQUIRED
- ✓ ROBUST DESIGN AND LONG LIFE EXPECTANCY



LEARN MORE: 709-747-7733 | [WWW.NORDMARINE.CA](http://WWW.NORDMARINE.CA) | 42 DUNDEE AVENUE, MOUNT PEARL, NL



# CARINO TAKES SEAL PRODUCTS TO NEXT LEVEL

Carino's flagship facility in Dildo has been a hub for the annual seal harvest in NL for over 50 years. It has evolved into a modern operation driven by science, producing omega-3 oil, meat, and textile products that are distributed internationally. They are the only seal oil facility in NL that is registered with the Chinese Inspection Quarantine Service, and they are the only Canadian company certified in Norway for the industry!

Carino's South Dildo location serves as an intake point for landings made by professional seal harvesters throughout Eastern Canada and all their products are produced by local workers. When you buy Carino products, you are sourcing from and supporting small coastal communities and a sustainable industry. We were pleased to tour their facility in June!



**carino**

OUR PRODUCTS



OMEGA 3 SEAL OIL



CUISINE



TEXTILES

AVAILABLE AT [WWW.CARINO.CA](http://WWW.CARINO.CA)

# THE NORTHERN COD COMEBACK - DEMAND HIGH, PROCESSING CAPACITY LOW

Miranda (McGrath) Butler, **Inshore Staff Representative (3L)**

It's been 30 years since Newfoundland and Labrador was shook by the closure of the cod fishery. An estimated 40,000 people were put out of work by the announcement of the "2-year" moratorium on cod. Fast-forward to 2022, the moratorium is still in place, but harvesters are recording large abundances of cod around most of the Northeast Coast during the stewardship fishery.

We started 2022 with the cancellation of the Northern Cod Stock Assessment, a disadvantage and disservice to harvesters. The Department of Fisheries and Oceans (DFO) stated that mechanical issues with research vessels, and turbulent weather conditions resulted in interruptions in science survey activity in the last year. Another year continuing the tradition of poor science on critically important species that contribute to the economy of Newfoundland and Labrador. The annual stock assessments are what DFO scientists and resource managers base their annual decisions on in relation to how the fishery will be managed. With that, we saw a rollover in the Maximum Allowable Harvest (MAH) for Northern Cod for 2J3KL, despite harvesters noting that abundances of cod are increasing year after year. Negotiations then followed, with FFAW and ASP agreeing to an increased price on cod for the 2022 year, with the top price being set at \$1.05 per pound.

Cod opened July 24 with harvesters ready to rush onto the water, only to yet again be met by trip limitations and scheduling by processing plants who have very limited capacity even in relation to our already very limited MAH. Many harvesters were told that plants were not ready to open and process on July 24, despite having the official DFO notice of opening weeks prior,

Alton Rumbolt of Mary's Harbour holds up a sizeable fish during the fishery in 2J



and of course the fact that cod has opened late July or early August for years now.

Nonetheless, harvesters either waited or found other markets and within the first week had landed 15% of the 2022 MAH. By the end of week two harvesters had brought in about 31%, week three ended at just less than 50% and by the middle of the fourth week, 3KL was shut down as they had hit the allocated regular fishing season amount of 7799t.

The proof is in the landings - the cod is available and the harvesters are willing to fish. What we need is a more robust processing industry. We need an industry that is not led by 4 corporate giants, an industry where harvesters can go out and land their weekly limit in the most fuel efficient and cost-effective way possible without being limited by processing capacity, an industry where premium fish is caught, processed and headed to market without issue.

The 3KL Northern Cod fishery is scheduled to reopen on September 11, and all harvesters are anxious to get on the water to finally land the MAH. Everyone is hopeful that after meeting the allocations in 2022, and with the high catch rates recorded that DFO will listen to harvesters next spring and increase the MAH for the 2023 season, and if lucky, our provincial fisheries minister will understand the processing problem in our province and try to increase the capacity in some way as well.



# THE FIGHT CONTINUES: VALE - LONG HARBOUR UPDATE



agreement to both Local 585 and DF Barnes Human Resources staff but were refused copies of the Collective Agreement until two weeks into their employment. Putting further insult to injury, the contents of the collective agreement between DF Barnes and Local 585 were horrifying, eliminating all employee seniority and other hard-fought pay increases and benefits.

Starting in late-May and early-June, employees of DF Barnes were in constant contact with FFAW to describe their mistreatment at the hands of Vale, DF Barnes, and their new “union”, the United Brotherhood of Carpenters and Joiners of America, Local 585. These employees contacted us saying that they wanted to get rid of Local 585 and bring back FFAW as their Union. They were not satisfied with their union representation and resolved to fight back.

Since that time, FFAW held a unionization drive at the Long Harbour site, which resulted in a secret ballot vote over two days in July by the Newfoundland and Labrador Labour Relations Board. We are confident that employees chose FFAW as their Union in that vote.

However, since that time FFAW has been processing matters through the Labour Relations Board, fighting back against DF Barnes, Vale, Local 585 and their legal teams who are intent on preventing FFAW from representing its own members. There are currently 2 matters before the Labour Relations Board, and it is expected that there will be a lengthy hearing in several months before any ballot box is opened and the votes are counted. Make no mistake, FFAW is in this for the long haul.

FFAW representatives have also met with Premier Furey and Labour Minister Bernard Davis on closing the loophole in the *Labour Relations Act* to ensure that billion-dollar companies like Vale can no longer act in an immoral manner to violate union collective bargaining rights.

We will updating on this matter and our efforts to bring back our strong Long Harbour membership.



In a previous issue of the Union Forum, members were informed of the “skullduggery” at Vale’s nickel processing site in Long Harbour that saw 150 FFAW members lose their employment overnight. This happened because Vale decided it wanted to squeeze out profits and steal pay and benefits away from workers so they could pay more money to its shareholders.

**A**fter blatant anti-worker decisions from the company, some Pennecon workers were offered their jobs back by the new contractor DF Barnes (albeit at greatly reduced pay and benefits) and had no choice but to accept the reduced offer so that they could continue to provide for their themselves and their families.

To make matters worse, employees were forced to accept their new job offers before knowing many important terms and conditions of their employment. Dozens of concerned employees made requests to view their employment contract or collective

CONTINUED ON PAGE 17  
Fall 2022

## There’s a future here. Be part of it.

**PFHCB**  
Professional  
Fish Harvesters  
Certification Board  
NEWFOUNDLAND & LABRADOR

*A Rich Tradition.*

*A Prosperous Future.*

*A Professional Occupation.*

Contact us for information on Professional Certification or Certification Upgrading. 709-722-8170 or pfh@pfhcb.com.



# DFO CERTIFIES VERICATCH AS THE FIRST NATIONAL LOBSTER ELOG PROVIDER

Vericatch is Canada's first nationally certified electronic logbook (ELOG) provider for lobster fisheries. This is the first time in Canadian history that the DFO has certified national fisheries software, and the Vericatch team is excited to help support the industry transition to this new way of working.

By 2024 the DFO will require licensed fishermen to switch from paper logbooks to ELOGS, but there is no need to wait until the crunch is on to discard paper logbooks – fishers can start using

Vericatch's ELOGS immediately so they can become familiar with the technology and take advantage of the additional benefits Vericatch's electronic catch reporting offers.

Fishermen can now download Vericatch's ELOGS at [vericatch.com](http://vericatch.com). Starting at just \$60 a year, these ELOGS are a small investment that will have a big impact.

*"We're excited to be the first national fisheries software in Canadian history to be certified by the DFO," says Max Vanry, Senior Product Manager. "We've been fine-tuning our software for over a decade, we've met the DFO's requirements, and we're ready for lobster fishermen to start using our ELOGS. What makes Vericatch unique is that we don't just offer compliance reporting; our goal is to make tools that are useful to fishermen beyond basic regulatory requirements."*

## Why the switch to ELOGS?

Tracking fishing data on paper can be frustrating. Fishermen may need to re-enter data into paper logbooks, and paper logbooks can get misplaced. Plus, mailing the logbooks to the DFO can be a hassle. And if you get flagged by the DFO for missing or incorrect data, correcting or updating the information is a pain. Electronic logbooks streamline data entry and record and report data digitally to fulfill the DFO's requirements and help you avoid the stress of getting your logs flagged

## Vericatch's core electronic logbook functionality

Vericatch's electronic logbooks were developed in constant consultation with fishermen for over a decade. The goal was to build a logbook that adds value to the industry and fishermen

while taking care of the reporting requirements. Vericatch's ELOGS are easy to use and:

- Unlike other Canadian logbook software, Vericatch customers don't need to be connected to the internet at any point of their journey except when they submit their data to the DFO – so they can collect data wherever they are at any point in their trip
- Save fishermen time and frustration by automatically filling out information based on their previous entries and allowing them to report from their phones or tablets
- Avoid the need to mail and store old paper logbooks while offering access to historical records and data as well as data submission review and validation tools
- Increase collective bargaining power with data visualization tools like charts, graphs, and bubble mapping that give you the information fishers need to prove compliance and optimize their businesses
- Are inherently flexible – they meet a multitude of needs and are highly configurable to fulfill all the DFO's reporting obligations
- Offer flexible pricing starting at just \$60/year

Why not give Vericatch's ELOGS a trial? Vericatch is happy to help you get started; reach out to Mark from their team at any time with questions or for support: [mark@vericatch.com](mailto:mark@vericatch.com) or visit [vericatch.com/products/electronic-logbooks](http://vericatch.com/products/electronic-logbooks) to find out more.



# EMERGENCY DISTRESS SIGNALLING REGISTRATION



**FISH HARVESTERS—Have you registered your Emergency Distress Signalling devices?**  
Registering your devices and keeping your information up to date increases your chances of survival in an emergency!

## EPIRB

Your Emergency Position-Indicating Radio Beacon (EPIRB) must be registered with the Canadian Beacon Registry. Emergency contact information, vessel information, owner/operator information, and EPIRB specifications all attribute to efficient emergency response.

## PLB

Your Personal Locator Beacon (PLB) must be registered with the Canadian Beacon Registry. Emergency contact information, owner/operator information, and PLB specifications all attribute to efficient emergency response.

## CANADIAN BEACON REGISTRY CONTACT

**TEL:** 1 877 406 7671

**FAX:** 1 877 406 3298

**EMAIL:** [cbr@sarnet.dnd.ca](mailto:cbr@sarnet.dnd.ca)

FisheriesApp by  
**vericatch**

[nlfhsa.com](http://nlfhsa.com)





# GULF COD CLOSURE ANOTHER HIT TO REGION

Courtney Glode, FFAW-Unifor Communications

In July, Minister Joyce Murray closed the small gulf cod fishery in the Gulf of St. Lawrence. The small fishery is economically and culturally significant to the region, and science has proven time and time again that natural mortality (read: seal predation) is the driving factor behind the stock's inability to grow.

Fish harvesters in the region would have accepted a minimal reduction to the already modest quota, as the few harvesters remaining rely on the fishery for up to 20% of their annual income.

"Many people chose not to pursue cod directly in recent years, however for those that did it was an integral part of their enterprises and to our communities. We're all here because of cod," said Loomis Way, FFAW-Unifor Executive Board member representing the Northern Peninsula and Labrador and fish harvester from Green Island Cove, at the time of the Minister's announcement.

Earnest Decker is a long-time fish harvester from Rocky Harbour, and he says the harvesters in his area are suffering greatly from the unexpected closure.

"It's been devastating to many of us to lose the commercial cod fishery without any consultation with harvesters in the area and no advanced warning," he said. "There's a financial impact felt by many – gradually over the last number of years and now suddenly overnight up to 20% of our incomes are gone," Decker says.

With the compounding effect of a closure to the mackerel fishery, fish harvesters in the Gulf are now relying mainly on lobster as their primary source of income. While lobster has certainly performed well the last few years, Decker and others think the

lack of diversification - putting all their eggs in one basket – is a risk.

"We've lost mackerel, cod, and now all we've got left is lobster. We've traditionally fished mackerel and cod as long as I can remember and now we can't even fish for bait. The Minister's closures are hurting our pockets and hurting our communities," Decker says.

The FFAW continues to call on the Minister to reconsider the closures of both mackerel and gulf cod, and to ensure harvesters' observations and knowledge are incorporated into management decisions. In July, Minister Joyce Murray closed the small gulf cod fishery in the Gulf of St. Lawrence. The small fishery is economically and culturally significant to the region, and science has proven time and time again that natural mortality (read: seal predation) is the driving factor behind the stock's inability to grow.

Fish harvesters in the region would have accepted a minimal reduction to the already modest quota, as the few harvesters remaining rely on the fishery for up to 20% of their annual income.

"Many people chose not to pursue cod directly in recent years, however for those that did it was an integral part of their enterprises and to our communities. We're all here because of cod," said Loomis Way, FFAW-Unifor Executive Board member representing the Northern Peninsula and Labrador and fish harvester from Green Island Cove, at the time of the Minister's announcement.

Earnest Decker is a long-time fish harvester from Rocky Harbour, and he says the harvesters in his area are suffering greatly from the unexpected closure.

"It's been devastating to many of us to lose the commercial cod fishery without any consultation with harvesters in the area and no advanced warning," he said. "There's a financial impact felt by many – gradually over the last number of years and now suddenly overnight up to 20% of our incomes are gone," Decker says.

With the compounding effect of a closure to the mackerel fishery, fish harvesters in the Gulf are now relying mainly on lobster as their primary source of income. While lobster has certainly performed well the last few years, Decker and others think the lack of diversification - putting all their eggs in one basket – is a risk.

"We've lost mackerel, cod, and now all we've got left is lobster. We've traditionally fished mackerel and cod as long as I can remember and now we can't even fish for bait. The Minister's closures are hurting our pockets and hurting our communities," Decker says.

The FFAW continues to call on the Minister to reconsider the closures of both mackerel and gulf cod, and to ensure harvesters' observations and knowledge are incorporated into management decisions.



Earnest Decker of Rocky Harbour spoke to us about why gulf cod is so important to the region

# UNEXPECTED SQUID SCARCITY

Sherry Glynn, Inshore Staff Representative (3k)

In the Fall 2021 edition of the Union Forum, we ran a story called Summer of Squid. The tentacled cephalopod seemed to be everywhere last summer, with reports of harvesters filling their hulls without untying from the wharf. Processors were limited in production capacity and held harvesters to trip limits – something that we have continued to see throughout the 2022 season for most species.

The abundance of squid last season is reflected in DFO landings data. Over the last seven years, landings of squid grew exponentially, from nil in 2015 to 11,260 tonnes with a landed value of \$16.4 million in 2021. As landings have grown, so too have exports. Last year, squid exports from the province were 3,100 tonnes and totalled \$8.4 million. The main destinations were Japan at \$4 million and South Korea at \$1.8 million. In addition to export markets, Newfoundland and Labrador squid is used locally as bait in the snow crab and other fisheries, and sold to other provinces in Atlantic Canada for bait in lobster and snow crab fisheries.

Last year, the minimum negotiated price to harvesters was \$0.66/lb. This year, as noted in the market report provided to the negotiating parties by TriNav Fisheries Consultants, the opportunity for NL squid was favourable for a number of reasons, including its lower price compared to Argentinian squid, the significantly improved quality of NL squid, and the recently announced moratorium on herring and mackerel fisheries in the Gulf of St. Lawrence, leading to more lucrative bait markets in Atlantic Canada. The positive market conditions for bait is further supported by export prices that increased eight percent from 2021 to 2022.

Despite this positive outlook, the Association of Seafood Producers failed to engage in meaningful discussions on price and conditions of sale which drew rebuke from the Standing Fish Price Setting Panel in their decision. The processors association also attempted to unilaterally implement a change to the pricing structure, proposing a two-tiered system

with price differentials based on season (before and after September 10<sup>th</sup>) and landing location (plant vs trucked product). Again, the Panel criticized this attempt to unilaterally make sweeping changes to the pricing structure in their decision. The Panel ultimately selected our position of \$0.70/lb, a four-cent increase from 2021.

In spite of a higher raw material price and strong market conditions, squid landings have been negligible in 2022. In some areas of 3K, harvesters are reporting small volumes of small squid. Squid abundance is notoriously cyclical, with years between peaks in landings. Some harvesters have said that squid may have peaked last year, and it could be several years until landings increase again. Another factor that harvesters say may be impacting squid availability is the abundance of mackerel along the coastline. Mackerel are known to prey on squid, and harvesters throughout 3K have noted that squid have appeared in their bay, only to be dispersed by the arrival of mackerel shortly after.

Here's hoping for a more plentiful squid season next year.

**GASKI MARINE**  
EST. 1988  
FISHING SUPPLIES INC.

**BJ5000EX; ROLLERS  
MACKEREL/SQUID ACCESSORIES  
NET/TRAP HAULERS**

FAST - FRIENDLY SERVICE - SAME DAY SHIPPING

email: [gaskimarine@outlook.com](mailto:gaskimarine@outlook.com)  
phone: 902-701-8210 • [www.gaskimarine.com](http://www.gaskimarine.com)



# JOBEL

## ELECTRONIC LOGBOOK™

JOURNAL DE BORD  
ELECTRONIQUE MD

# JOBEL SOON AVAILABLE

## FOR NEWFOUNDLAND AND LABRADOR FISH HARVESTERS

Canadian fishermen are increasingly going electronic for the declaration of their landings.

In 2018, the Department of Fisheries and Oceans (DFO) started the gradual implementation of mandatory electronic declaration of landings in specific fisheries. Lobster, snow crab, shrimp, and herring fisheries in the Gulf and Quebec regions were the first ones to successfully use JOBEL, the first electronic logbook to meet DFO's requirements.

JOBEL, developed by fish harvesters for fish harvesters, has quickly established itself as the electronic logbook of choice across the Atlantic region since 2018. It combines speed, simplicity, and data security to fit the reality for harvesters at sea.

For the 2023 seasons in Newfoundland and Labrador, JOBEL will contain modules for multiple fisheries according to DFO's gradual implementation of e-logs.

### What are JOBEL's features?

Developed according to DFO's mandatory requirements, JOBEL is a comprehensive and user-friendly electronic logbook. It has an array of helpful features focused on what harvesters really need to make their business easier while meeting DFO's mandatory requirements. Used by more than 700 lobster, shrimp, snow crab and herring harvesters, JOBEL has a proven track record with the industry.

It automatically takes GPS positions and calculates the NAFO areas and grids. There is no need to have satellite internet on board, nor a need for a cellular network to get the required GPS positions. All the features related to the capture declaration work offline.

Another advantage is that the mandatory crew register imposed by DFO will be included in the new national modules. No need to daily record the list of crew on a piece of paper!

Fish harvesters have access to all their fishing trips logged over the year in one click and provides summaries and progresses on the capture of quotas during season.

### What people say about JOBEL

"Switching from paper to JOBEL is a real time saver, with its simple process adapted for use at sea, harvesters can complete a declaration in less than two minutes with minimum experience. JOBEL meets the expectations of harvester who need a flexible, affordable, and scalable solution," confirms Claire Canet, JOBEL project manager at the Regroupement des pêcheurs du sud de la Gaspésie (RPPSG).

"Conscious that not everyone feels comfortable with smartphones or tablets, JOBEL has developed simple training tools for commercial harvesters. Hundreds in Quebec and many others in the Gulf have received the short training delivered by JOBEL in small groups to help our members to feel comfortable with electronic declarations. It proved itself very efficient and effective regardless of age and experience."

Over 100,000 trips have been successfully sent to DFO through JOBEL in recent years for lobster, snow crab, shrimp, and herring fisheries. JOBEL is available on virtually all smartphones, tablets, and computers, so there is no need to invest in new equipment and the annual modules subscriptions make JOBEL incredibly cost effective.

Gilles Duguay, snow crab fisherman in Zone 12 shared his experience with JOBEL:

"JOBEL's Snow Crab module is much easier than recording with a paper logbook. Less information to enter on the positioning of the pots, for example. The agglomeration system is simpler than entering catches by grids. I will certainly not be going back to paper."

### How do I get JOBEL?

Free demo modules and subscriptions to commercial modules are easy to get!

Go to [www.jobel.ca](http://www.jobel.ca) and click on "sign up" to create a free account.

Get in touch to know more and discuss opportunities for free training sessions in your area! Visit the website or our team by phone at 1-833-689-5623



**ELECTRONIC LOGBOOK™**  
JOURNAL DE BORD  
ELECTRONIQUE MD



# PHOTO CONTEST

## EDITOR'S NOTE:

The selection of the winner for the Summer 2022 Photo Contest has been delayed as a result of the election of the new Secretary-Treasurer. The selection will take place this fall, and the winning photo will be featured in the Winter 2022/2023 issue of The Union Forum. Continue to send your on-the-job photos to [communications@ffaw.ca](mailto:communications@ffaw.ca) to be featured on our social media and in future issues of the magazine!



Lobster fishing on the Lady Jenna



Brian Barry, taken in 3Ps 10a on June 12, 2022, taken by Heather Barry.



Todd Stacey hauling a lobster pot filled with herring, taken in Grand Bank by Sherry Stacey.



Tommy Leonard on the way in from fishing in Argentina, photo taken by daughter Emma.



Cole Boyd in front of Trump Island, Friday's Bay, Notre Dame Bay. Cole is holding big female lobster covered in eggs. Her v-notch was refreshed and she was carefully returned to the ocean. Also in photo, Raymond Greenham. Photo by Cole's pop, David Boyd.

## IMPORTANT MEMBERSHIP SURVEY

Help us serve you better.

COMPLETE OUR MEMBERSHIP SURVEY BY OCTOBER 9, 2022 TO BE ENTERED TO WIN 1 OF 3 PRIZES! OVER \$1000 IN PRIZES AVAILABLE.

[WWW.FFAW.CA/SURVEY](http://WWW.FFAW.CA/SURVEY)



SCAN ME





Ricki Genge of Anchor Point, as she was helping to band the lobsters and came across this little guy. Photo taken by Crystal Genge before the small friend was released.



Kevin McGrath and Patrick Lundrigan hauling up a crab pot during the Post-Season Crab Survey in 3Ps. Excellent signs of a healthy stock!



Greg Shiner cod fishing on Shiners Dream, picturing a tub of fish from three nets, with the fish bled and ready to gut and be slushed. Submitted by Joan Shiner.



Jenna Tatchell of Castor River South, photo taken by David Tatchell.



Greyson Howell, son of fish harvester Ryan Howell, holding a wolf fish caught in crab pots. Home port Valleyfield, photo taken by Glenn Moulard (Greyson's uncle).



This picture was taken this season aboard the Nelson's Dream, home port Harbour Grace. Pictured are skippers Nelson Taylor & Walter Noseworthy in orange and crew member Gage Mander.



Malcolm Genge of Anchor Point, photo taken by Crystal Genge.



Angela Cook operating her first year as a young enterprise owner! Photo taken in front of the Big Spout located in Bay St. George, LFA13A, home port of Crabbs River. Photo taken by Stephen McDonnell.



# HARVESTERS' OBSERVATIONS SHOW A BROAD DISTRIBUTION AND BANNER YEAR FOR MACKEREL IN NL WATERS

Dr. Erin Carruthers, FFAW-Unifor Fisheries Scientist

Fish harvesters throughout the province are reporting high levels of Atlantic mackerel in Newfoundland and Labrador waters despite DFO shutting down the commercial mackerel fishery in 2022.

It is important that these observations are documented, which is why the FFAW sent out an online survey in August. Of course, we will send a follow-on survey in December to fully document harvesters' observations throughout the fishing season.

80 harvesters responded to the online survey and there was broad agreement that mackerel abundance has improved. 85% of harvesters reported that mackerel abundance was more or much more abundant in 2022 compared to mackerel abundance over the past 5 years.



Large mackerel caught as bycatch in a single 5.5 inch gillnet

Most of the responses were from harvesters who fished in 3K, with over 90% reporting that mackerel were either much more abundant (60%) or more abundant (30%) than the previous 5 years.

3K harvesters were reporting from throughout 3K from St Anthony and Roddickton to Twillingate



Photo submitted by Nancy Bowers, Beachside, shows abundant mackerel as bycatch during cod fishery

and Musgrave Harbour. Almost all said 2022 was an exceptional year for mackerel.

3K harvesters compared mackerel abundance and distribution to their observations from throughout out their fishing careers:

"Never in my life have I heard of mackerel all around the coast of NL and southern Labrador."

"I have been a fish harvester 40 years, this year has been the best I've seen since the 80's"

"Every place I've been, there's mackerel! In the coves and out on the front. Mackerel showing on top of the water in the arms and harbors, which is something I haven't seen since I was a kid, 40 years ago."

"There are millions of mackerel in Canada Bay. It is the most I have seen in years: every rock hole and cove in the bay is full and they are bigger than most years in size. The majority are 600 plus grams in weight. It is a crime we got to watch our livelihood swim away because DFO says there are no mackerel and closed the fishery. Mackerel comes in cycles and this year they have arrived to our shores thicker then ever. DFO is out to lunch on this."

There were 20 responses from 4R, with 65% of those harvesters reporting that mackerel were either more abundant or much more abundant. 10% reported no change and 25% mackerel were less abundant. Again, however, some harvesters reported on the broad

distribution of mackerel in 4R, stating:

"Mackerel are very large and while some schools are small. Been seeing mackerel at Point Riche, St. John's Island, Flat Island, New Ferolle, Big Brook, Boat Harbour, Cooks Harbour, Cape Norman, Red Bay, and Raleigh."

Almost all of the harvesters (90%) reporting from 2J also said mackerel were more abundant, stating:

"Seeing a lot more sign of mackerel around this year then in previous years."

"Lots of young mackerel and adult, also very plentiful most I've seen in 30+ years."

"Seeing a lot more patches of fish on the water and the kids are catching fish every day off the wharf. The mackerel are large."



There are a range of mackerel sizes in NL waters. 8 inch board shown for scale

"I have not seen this much in 15 years. Schools all over the water from Labrador to Cape Bauld."

Among the responses from 3L (10 responses), no one reported a decrease in mackerel abundance and 5 said mackerel was much more abundant, 4 said more abundant and 1 harvester reported that mackerel abundance was about the same. Comments included,

"There are lots here in Bonavista. The most seen in 20 years", that "abundance is extremely good this year" and that it is the "most I've seen in 20 years."

Overall NAFO Divisions, less than 10% of harvesters reported a decrease in mackerel abundance, with one saying "Very little seen this year and what is seen is very small." Another, who reported lower abundances cautioned that he, "has not fished enough in August to comment."

Clearly, harvesters' observations of mackerel abundance and distribution is widely different than DFO's. DFO has requested some mackerel samples from NL harvesters and FFAW will be doing a post-season survey of harvesters' observations but a long-term commitment to document the abundance, distribution, extent, timing, and age of mackerel in NL waters is needed. Until we bring more observations and data from NL into the mackerel stock assessment, I do not see how we can reconcile these widely different assessments of the health of the mackerel stock.



Randy Woodward and crew releasing mackerel from a herring trap in the eastern Straits



# THE SHRIMP THAT BROKE THE PANEL'S BACK - OUTRAGE LEADS TO REVIEW OF FISH PRICE SETTING PANEL

Courtney Langille, [Government Relations and Campaign & Jake Rice, Policy and Fish Price Negotiation](#)

On June 27th, the Standing Fish Price Setting Panel selected the Association of Seafood Producer's (ASP) offer of \$0.90/lb for Summer Shrimp. The FFAW Shrimp Negotiating Committee's final offer was \$1.365/lb, in line with market reports from the provincial government stating the market has improved 36% in the last year. At the time of the decision, shrimp prices were higher than they were in May 2022 when the Panel selected FFAW's offer of \$1.42/lb and much higher than both Summer and Fall 2021 when prices were selected at \$1.10/lb (averaged \$1.16), and \$1.30/lb.

It is well known that concerns for the imbalances within the Panel are longstanding and embedded in asking for increased transparency and accountability within the collective bargaining process. Summer Shrimp is part of a bigger picture of routine exploitation that finally caused a sudden reaction from provincial government this year.

In June, with the disconnected decision on Summer Shrimp, these concerns were put into a pressure cooker and stirred with the critical need for increased

processor competition and fairness to harvesters and processing workers. All of that pressure erupted, and the provincial government intervened. But not by increasing competition at the wharf or limiting the corporate control of our fisheries, which provides the infrastructure for imbalance in collective bargaining. Instead, on July 21st Bernard Davis, Minister Responsible for Labour, announced an independent review of the collective bargaining model contained in sections 19.1 – 19.14 of the Fishing Industry Collective Bargaining Act (FICBA).

Some are in favor of the Review as an opportunity to modernize the Panel from its 2006 model, and others question if this is just another mechanism for manipulation by ASP. However, we can all agree that no one wants to relive the chaotic 2022 season.

Here's a short summary of what happened starting from the Panel's decision on June 27<sup>th</sup>:

## June 27

- The Panel selects ASP's price offer of \$0.90/lb for Summer Shrimp, **the lowest of ASP's offers in both 2021 and 2022, yet the prices for cold water shrimp in major markets continue to increase.** FFAW shot back with an informed explanation to membership, public, and government that ASP had succeeded at resetting prices away from the market and to a level where they can increase their profit margins. The Panel was aware that harvesters in New Brunswick and Quebec were receiving approximately \$1.35/lb for their shrimp and NL has historically received higher prices. \$0.90/lb is not a fair share of market returns and harvesters have demonstrated that it is not possible for enterprises to be close to profitable given the massive increases to operational costs in recent years.

## June 30

- Following several reports from harvesters, FFAW moved forward with a public statement regarding pressures from processing companies to pay below the minimum set price for snow crab. Your Union advised that if the price schedule does not specify deductions or weighbacks, then **it is a violation of the collective agreement to pay less than the minimum price and arbitration action will be taken.** Inshore Staff Reps encourage harvesters to collect and share all relevant documentation.

- The 4R shrimp fleet met in Hawke's Bay to discuss the assault on inshore owner-operators by the ASP

and their member companies. With no access to other species and the viability of enterprises dependent solely on shrimp, there is a real risk that harvesters will be unable to breakeven this year and many will face bankruptcy without a fair price. Further, **Royal Greenland** in Quebec has been buying northern shrimp from Quebec harvesters, caught in NL waters, for \$1.36/lb and are only offering NL harvesters a mere \$0.90. The company, a crown corporation of Greenland, has also been processing offshore shrimp at the plant in St. Anthony since May.

## July 7

- FFAW capelin harvesters met in response to ASP's request for consideration to lower the minimum price for capelin that was submitted to the Panel on the 6th. FFAW responded highlighting that there has been no significant change in the market to warrant a reconsideration - the Panel agreed and dismissed the ASP application.

## July 8

- ASP submitted a reconsideration of the selected FFAW minimum price of sea cucumber, \$0.68/lb. Sea cucumber harvesters met to discuss ASP's request to lower the minimum price. Harvesters unanimously agreed to reject any price lower than \$0.68/lb. for sea cucumber. FFAW responded to the request by highlighting that there has been no significant change in the market to warrant a reconsideration. The Panel agreed and dismissed the ASP application.

## July 11

- ASP and FFAW met with the provincial mediator to discuss an ASP proposal to postpone Squid negotiations until late August. ASP's proposed postponement centred around cold storage space and processors wanting to limit the occurrence of under 150g squid in the catch. ASP admitted that there was no certainty that cold storage issues would be any different in August and minimum prices for squid would not change cold storage capacity. FFAW took this request and presented it to the Squid Negotiation Committee where they unanimously rejected it to ensure that the fishery would begin on time.

## July 13

- First offers were presented to the Panel for the 2022 price of squid. FFAW's first offer was \$0.80/lb and ASP's was \$0.25/lb. FFAW requested to meet with ASP multiple times on the 13th and 14th to discuss offers

and better understand the market considerations to justify ASP's position. Those requests were denied and ignored. FFAW repeatedly requested that both parties meet to discuss further and were only met with empty responses that ASP members were meeting to discuss. As of 4pm July 14th, submission time for panel offers, ASP never reengaged with FFAW and harvesters. FFAW submitted a price offer of \$0.70/lb (a 6.1% increase from 2021) with all other conditions from 2021 still intact. ASP attempted to strip harvesters of a fair price with a proposed tiered pricing model that considers seasonality (before and after September 10th) and landing location (wharf or plant). It is noted by the Panel in their written decision on July 21st: "Combinations of these variables could result in reductions in prices paid to harvesters ranging from 9.1% to 54.6% compared to 2021. **The Panel is disappointed and concerned with respect to how the 2022 Squid negotiations unfolded, noting that ASP refused to engage in meaningful discussions on price and conditions of sale, despite a request by the FFAW to do so.**" The FFAW position was selected by the Panel in their July 21st decision.

## July 14

- FFAW called on provincial government to impede **Royal Greenland** from undercutting inshore shrimp harvesters. Royal Greenland in Quebec had been buying Northern Shrimp from Quebec harvesters, again, caught in NL waters, for \$1.38/lb and only offering NL harvesters the minimum \$0.90. The Company had also been processing offshore "industrial" shrimp at the plant in St. Anthony since May and paid well above \$1.38/lb. New Brunswick was paying the same prices as Quebec and some NL harvesters made trips to Nova Scotia to receive up to \$1.55/lb. Similarly, Ocean Choice International has all the benefits of shrimp from offshore factory trawlers but would not buy shrimp from inshore harvesters, **leaving nearly 100 plant workers in Port aux Choix in limbo at a key time of operation.**

## July 15

- Hundreds of frustrated harvesters, plant workers, and concerned residents **hold a demonstration in Port-au-Choix** in the parking lot of Ocean Choice International in response to Royal Greenland and Ocean Choice International deliberately acting in poor faith. Consensus from the rally was that no boats would land on the Northern Peninsula for \$0.90 and no industrial shrimp would be processed without local shrimp. Membership asked for provincial government to respond by July 18th.



### July 18

- Without any action from provincial government, frustrations continue to mount, and **another demonstration** was organized at the main wharfage in St. Anthony.

### July 19

- Harvesters on the Northern Peninsula arrive early for **day two at the gates of Royal Greenland**, outraged that the company continues to process offshore shrimp, essentially holding the inshore shrimp fishery hostage while paying more to others.

- FFAW has an **urgent meeting with Ministers Bragg and Davis** regarding the impasse, stressing that urgent action is needed to save this year's fishery. Minister Davis had attempted to initiate mediation with ASP, but without expeditious movement over the next 24-hours, fish harvesters had committed to take further action and planned a blockade of the Trans-Canada Highway in Deer Lake to draw further attention to their cause. In order to prevent the blockade, FFAW presented the Ministers with the asks from the shrimp fleet:

1) Stoppage of industrial shrimp processing in St. Anthony, and/or

2) ASP commits to paying a fair price higher than \$0.90, in line with what the companies are paying for the same product in other provinces

### July 20

- FFAW met with **Minister Davis** to reiterate the urgent crisis facing the Northern Peninsula, as well as to impress the systemic issues affecting the Price Setting Panel upon the Minister. Mediation efforts were initiated by Minister Davis, and a meeting between FFAW and ASP with a mediator was set for July 21st.

### July 21

- Minister Davis announces that his Department will **initiate a review of sections 19.1 – 19.14 of FICBA with an independent arbitrator**, David Conway, (former chair of the Labour Relations Board). **The goal is for these legislative recommendations to be presented to the House of Assembly this Fall with amendments implemented for the 2023 fishery.**

- Shrimp harvesters met with Minister Derek Bragg

to impress upon the Minister how ensuring that processing companies act in good faith for the benefit of the people of our province is entirely within the scope of our provincial government, and urgent action must be taken. As a temporary respite, more fish harvesters on the Northern Peninsula proceed to fish shrimp beginning July 22nd because of OCI agreeing to pay harvesters \$1.20/lb. While this may have allowed for some enterprises to make it through another season and for crew members to achieve enough work for employment insurance, harvesters remain gravely concerned that this **price level is unsustainable for the future.**

### August 4

- FFAW met with **Premier Andrew Furey, Ministers Bernard Davis and Derek Bragg**, as well as members of the Premier's senior staff to raise the issue of corporate concentration and the ensuing chaos it has created this season. Both plant workers and fish harvesters in NL are impacted by ASP's blatant attempts to squeeze harvesters' shares in the market – hundreds of hours of lost work and millions of dollars of resources still sitting in the water. It was explained that the Review is government's acknowledgment that there is a problem. FFAW emphasized that the Review process must focus on improving the balance, and not be dismantled in favour of corporate interests.

Derek Butler, Executive Director of ASP, submitted an opinion editorial published by SaltWire Media on July 11th titled, "Fishery chaos, 2022: lather, rinse, repeat". Simon Jarding, Managing Director of Operations for Royal Greenland, was interviewed by SaltWire on August 3rd in an article titled "Time to 'put the gloves down' says Royal Greenland's boss in Newfoundland". The theme of both pieces is largely to villainize inshore fish harvesters, who should be more grateful for the corporate foreign investment in the industry and cause less inconvenience when fighting for their livelihoods.

We know the worth of our adjacent resources, our workers on land and at sea, our history, and our communities. We know that many other sectors in the province, such as tourism, are principally supported by the inshore fishery. Newfoundland and Labrador's fishery.

Most importantly, we know how to fight more than we will ever know how to give up.

Input from interested parties for the independent review of the Standing Fish Price Setting Panel is being accepted until September 9th.

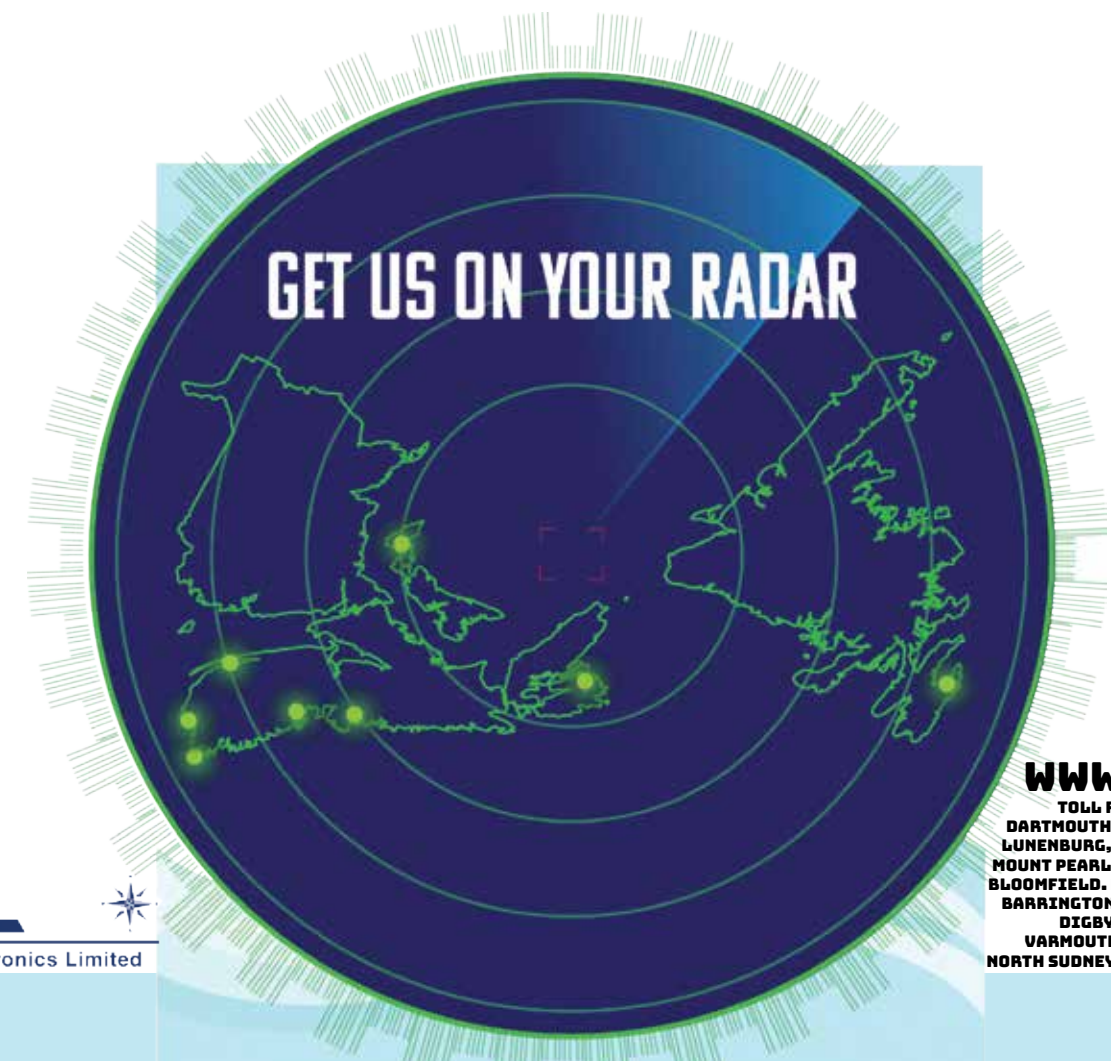
# 2022 FISHING INDUSTRY COLLECTIVE BARGAINING ACT (FICBA) PANEL REVIEW

Jake Rice, Policy and Fish Price Negotiations

At the end of July, the Minister Responsible for Labour initiated a review of the collective bargaining model contained in sections 19.1 to 19.14 of the Fishing Industry Collective Bargaining Act. While the review is limited in scope to sections, 19.1 to 19.14, it is an important section of the FICBA. At the time of writing, despite the extremely short timelines imposed in the midst of the fishing season, we are fully engaged with harvesters and leadership on incorporating feedback into the FICBA panel review.

The review will involve consultations with fish harvesters, processors, their respective organizations, and any other interested parties. A written report of the Fishing Industry Collective Bargaining Act Review will be submitted to the Minister Responsible for Labour outlining the results of the review and any recommendations. A final report will also be made publicly available. Submission deadline is September 9, and the final report should be available sometime in late September or early October.

FFAW is fighting to hold processors more accountable by requiring greater transparency on market information and forcing ASP and its members to sit down face-to-face for good faith negotiations. The issues from the 2022 season can't be allowed to continue any longer and the panel review is just another step your union is taking to fight inequalities in our fisheries.



**AEL**  
Atlantic Electronics Limited

**WWW.AEL.CA**  
TOLL FREE-1-888-235-3628  
DARTMOUTH, NS - (902) 468-3628  
LUNenburg, NS - (902) 634-4004  
MOUNT PEARL, NL - (709) 368-8853  
BLOOMFIELD, PEI - (902) 853-4000  
BARRINGTON, NS - (902) 637-3318  
DIGBY, NS - (902) 378-2188  
VARMOUTH, NS - (902) 742-2200  
NORTH SUDBEY, NS - (902) 794-7611



# SENTINEL SURVEY SHOWSTOPPERS: POSITIVE SIGNS FOR HEALTH OF STOCK

Ian Ivany, FFAW-Unifor Science Coordinator



FFAW tech Gerald Mercer holding up a large, healthy cod fish in Smith's Sound on June 22<sup>nd</sup>

On the morning of June 22<sup>nd</sup> of this year, FFAW technicians Gerald Mercer and Scott Smith were on board the *Fugitive I* in Smith Sound, Trinity Bay, training a new sentinel harvester for that area. The harvester, David Short, had set three nets in two different locations the day before, and was headed out that morning to haul for the first time as a sentinel survey harvester. What they saw surprised some of those on board.

"It was biggest fish I've seen for sentinel in this area since I started as a technician with FFAW in 2017," said Gerald. "In the past 4 years here (the site was unfilled in 2021) we've been getting mostly smaller fish. The fish Mr. Short caught that day were very impressive," he says.

Scott, who oversees 3Ps sentinel harvesters, agreed.

"I was very surprised as it's been a long time since I've seen fish that big and healthy in the water. I've seen a scattered large fish in recent years, but they were scrawny. These were prime fish. It was the second year after the moratorium since I saw fish that size anywhere around this province," he says.

The haul that morning included multiple fish exceeding 100cm in length. 12.5% of the total fish caught was greater than 90cm. One person that wasn't surprised by the large, healthy fish was new sentinel harvester David Short. "I'm not surprised at all by the size of the fish. We've been seeing it that size in the area all summer. If we went deeper, we'd see even bigger fish!"

Although only a one-day haul, it is certainly an encouraging sign for cod in the area and worth monitoring.



Captain David Short (left) and crew member John Oulton display two fish on the morning of June 22<sup>nd</sup>, Smith's Sound

# PROTECTING THE OWNER-OPERATOR: CANADIAN INDEPENDENT FISH HARVESTERS FEDERATION BOARD MEETING

Courtney Langille, Government Relations and Campaigns

Representatives from the 34 member organizations of the Canadian Independent Fish Harvesters Federation (CIFHF) gathered in PEI in July for their summer board meeting. Agenda items for the two-day event included a virtual meeting with federal Minister Joyce Murray, and a roundtable and discussion with DFO on several issues such as the Blue Economy strategy, marine protected areas, and lobster science partnership.

The most significant issue of focus and discussion was the loss of independent, local ownership and operation of the fishery due to foreign ownership and corporate concentration. A big unknown since the regulations came into effect is how DFO is monitoring and enforcing compliance.

"By allowing foreign corporations to take control of this critically important resource, we are willing accomplices

to the hollowing out of our industry, as they deprive Canadians of the cultural and economic benefit and the food that is rightfully ours," said CIFHF Executive Director, Melanie Sonnenberg.

Without firm penalty, foreign ownership and corporate control jeopardizes the future of independent locally owned enterprises and processing facilities, risks our collective food security, increases prices to the end local consumer, takes profits out of local communities and into corporate shares, which (as we know all too well) can and does prevent harvesters from negotiating a fair landing price. Our industry is being swallowed up by these corporations, who are driven by one thing: securing our wild fisheries for their profit.

The CIFHF is calling on the government to deliver on legislation's promise to protect independent fish harvesters and their coastal communities by actioning the

following recommendations:

1. Allocate sufficient financial and staff resources to enforce owner-operator regulations in the Atlantic fisheries;
2. Develop clear regulations to limit foreign ownership and corporate control of Canada's fisheries, and freeze license transfers to entities other than independent fish harvesters in the meantime;
3. Ensure independent fish harvesters have seats on stakeholder advisory boards to engage local voices in ocean planning and fisheries management decisions; and,
4. Communicate in a transparent manner the government's plan changes to fisheries policy and additional access, including license transfers, as part of its Indigenous reconciliation activities.

51 Clyde Avenue, Mount Pearl, NL Canada A1N 4R8

ESL Marine Supplies is a proud distributor for Elka Fishing Xtreme. We have full stock in all styles.

Drop by  
51 Clyde Ave  
Mount Pearl, NL  
709 745 6366

**Check out some of our other exclusive lines as well.**

Elka Unlimited

Elka Fishing Xtreme

Elka Cobalt

Elka Anorak Fleece

topdog  
Durable Protective Apparel

SEVEN  
BY CLIMATE TECHNICAL GEAR

ELKA

NORTH ICELAND

FISHING XTREME



# A LEGACY OF LABOUR ACTIVISM: REG ANSTEY DIES AT 76

FFAW-Unifor was deeply saddened to hear of the passing of long-time labour activist, Reg Anstey in August. Reg played a critical role in the history of the FFAW, having started out as a Staff Representative in the Union's early years and going on to become Secretary-Treasurer. Reg then went on to become the President of the Newfoundland and Labrador Federation of Labour, and after his retirement he continued to contribute through various appointments, such as the FFAW's Elections Committee, the Fish Processing Licensing Board, and most recently with C-NLOPB.

Reg leaves a lasting legacy and impact, not just on the FFAW, but on Newfoundland and Labrador as a whole. His dedication to workers and to the social prosperity of our province will certainly be missed. There's no shortage of folks with stories about Reg's dedication to workers.

IRO Director Greg Pretty remarked, "Reg was, perhaps, the best negotiator I've ever witnessed. He took on the merchants of the day, including the corporate greed of fish giants Fishery Products International and National Sea Products and made them heel. His agreements are still used as templates today for first agreements. He leaves a remarkable



Reg Anstey Bowling Hall of Fame



1977 Reg Anstey George Chafe

legacy and a strong imprint on the economic fabric of rural Newfoundland and Labrador."

Peter Winsor, of Beothic Fish Processors Ltd., commented on Reg's extraordinary ability to command a room during contract negotiations, proving to be a formidable and strong opponent against company representatives. The members at Beothic were always glad to have Reg as their representative.

Inshore Vice President, Tony Doyle, explained how Reg was instrumental in saving countless lives as a result of giving lobster harvesters two days to set gear before opening day. Prior this change pushed forward by Reg, there were deaths every season during opening of the lobster fishery.

"Reg got a bunch of us together from different areas and tried to come up with a solution so that we could prevent the loss of lives each season. Reg's solution that he proposed, and we supported, was rather than have fishery open the first of May, and everyone trying to get gear out no matter the weather, we'd request DFO change it to the system we have now. If it opens the 1st of May, you have 2 days to set the gear and on the 3rd day you can retrieve the gear and get the lobster. We've had some drownings in the years since but nothing like what was happening then," Tony said.

We send our deepest condolences to Reg's wife, Bessie, and Reg's two sons, Vince and Keith. We know Reg is resting peacefully with his daughter, Michele.

# THE WHO, WHAT, WHEN, WHERE, AND HOW OF MARINE SPATIAL PLANNING

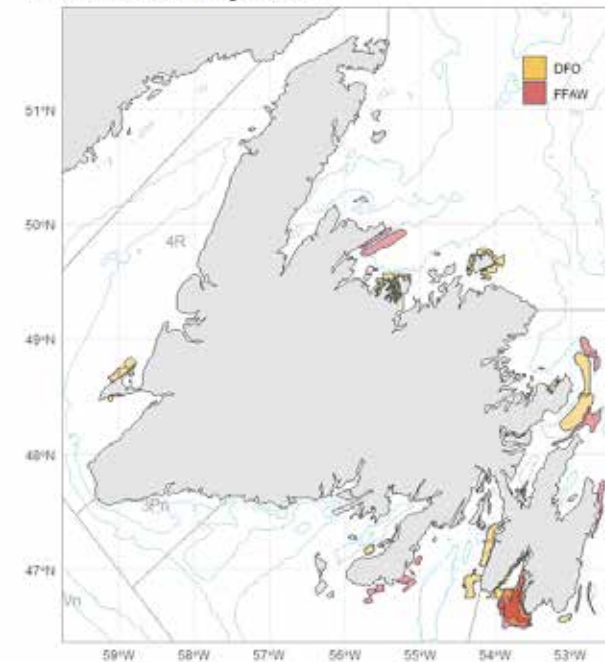
Abe Solberg, FFAW-Unifor Marine Spatial Analyst

Canada's oceans host a range of human activities, including recreation, energy development, transportation, aquaculture, and, of course, fishing. According to a report from Statistics Canada in 2021, the marine sector in Newfoundland and Labrador comprised 30% of the province's GDP, and 16.8% of employment (1), making it one of NL's most valuable resources.

Consequentially, ocean space is a highly sought-after resource. Just as industry on land is space-limited, so too is the marine sector: there is only so much ocean space to host the many industries that make use of it. Marine Spatial Planning is the process of effectively allocating the use of ocean space to ensure continued health and productivity of the marine environment.

In practice, this means taking stock of the various marine industries and determining the who, what, when, where, and how: *who* has a claim to the resource, *what* does the claim entail, *when* is the claim relevant, *where* does the claim exist, and *how* much can be claimed?

Historic Flounder Fishing Grounds



But how this unfolds is complicated, especially considering the huge amount of unknowns: where and when the inshore fishery occurs is not fully documented; current fishing grounds may differ from historic fishing areas; and we do not understand how climate change will impact new, emerging, or established fisheries.

This is why it is important that FFAW be engaged in the Marine Spatial Planning process. If a new energy development, or aquaculture site, is proposed off the coast, we need to know what the impact might be on our members and be prepared to fight for continued access to the resource. In essence, it is up to us to demonstrate the who (which fleets), what (which species), and where (which fishing grounds), so that when a marine spatial plan is enacted, FFAW members' interests are protected.

To prepare for situations like this, we have begun to document the historical extent of the fishery, as well as current fishing grounds and potential ground for emerging fisheries. In the coming months, FFAW will present our work at fleet meetings and will be asking for review and feedback by members. Harvesters' knowledge, expertise and experience will help ensure that we have a better picture of the fishery's extent that we can use to advocate for members' interests.

The fishing sector has supported our province for well over two-centuries. Through effective Marine Spatial Planning, we can help ensure that it continues to do so.

**Historic Deepwater Flounder Grounds** | As part of our efforts to document the fishery, we interviewed harvesters based in Notre Dame Bay, Bonavista Bay, Trinity Bay, Conception Bay, the Southern Shore, St. Mary's Bay, Placentia Bay, and Fortune Bay about their pre-moratorium deepwater flounder fishing grounds and overlaid those areas with grounds identified by DFO previously. This is an ongoing project, and we invite your feedback by calling or emailing Ian Ivany (iivany@ffaw.ca).

(1) <https://www150.statcan.gc.ca/n1/pub/16-002-x/2021001/article/00001-eng.htm>





# HE'S A UNION MAN, THROUGH AND THROUGH

Charles Baker Retires from Clearwater Grand Bank after a nearly 50-year career in seafood processing.

Charles Baker began his career in Grand Bank in 1974, at the

career, starting as Shop Steward in 1977 until 1980, when he became the local Secretary-Treasurer until 1991, and then Chairperson until 1993. He took 11 months off from union activities, before returning as local Chairperson until his retirement in 2022. He is also serving his fourth term as an Executive Board member representing South and Southwest Coasts for the IRO sector.

Charlie negotiated 14 collective agreements on behalf of the employees of Clearwater Seafoods in Grand Bank, bringing the folks under this collective agreement some of the best contract terms in Newfoundland and Labrador processing.

"I first met Charles in the early eighties on a picket line in Grand Bank. Plant workers and trawlermen were protesting the cruel, heartless FPI management of the day. In typical Fish Merchant fashion, FPI called in the RCMP to squash the demonstration. They arrived with batons and shields but were unprepared for the strong resolve of the committee, plant workers and trawler crews who, with Charles on the frontline, stood their ground amidst police intimidation and threats and continued to push back

age of 19, at what was then called Bonavista Cold Storage. At the time, the company operated cold storage of cod, flounder and yellowtail before ownership changed to the Lake Group (the same Lake Group headed by Spencer Lake associated with the great Burgeo strike). In the late 70's Fisheries Products International (FPI) took over and began processing and storing mostly groundfish & pelagics until 1991, when Clearwater took over ownership.

Clearwater closed the plant down for one year, stripping out and retrofitting the plant, before reopening in 1992 to process scallops. It was a move that situated the Burin Peninsula to better weather the storm that came with the collapse of northern cod that same year. Clearwater moved into surf clam production and more recently processing sea cucumber as well. It's a nearly year-round operation that is a model for what dedicated on-land processing can do for communities in Newfoundland and Labrador.

Over the years, Charles, or Charl or Charlie as he's known to friends and colleagues, has worked in groundfish cutting, freezing, working scallops and clams, and more recently as a machine operator in the packing room. Without a doubt, he has made enormous contributions to the success of Clearwater Seafoods. But more importantly, he's leaving a lasting legacy of contributions to his Union.

Charles got involved with the union early on in his

and protest the actions of an immoral employer," tells Greg Pretty, IRO Director and longtime FFAW staffperson. "In many respects that day set the tone for Charles' style and form in all manners of Union leadership whether it was as local committee member, Unit Chair, or at



Charles never shied away from the mic when it came to speaking up for working people



Charles retires after a nearly 50 decade career with what is now known as Clearwater Seafoods



Charlie Baker congratulating Keith at his election in 2014

the bargaining table. Fairness and justice are his trademarks. Charles has been a great negotiator and a great defender of workers' rights throughout his career," Greg says.

"Charlie was one of those who always put his members first, and not only made great contributions to his local over his many years but to the union in general with the various positions he held. He's left big boots to fill but still offers advice and guidance to those who succeeded him. That's just the kind of person he is and someone I will always be able to call a friend," says Allan Moulton, FFAW Staff Representative from Marystown.

When asked what his vision is for the next generation, Charles says: "Without a doubt, it's important that we get more young people involved. As an aging workforce, we need to provide the younger ones with the tools they need to fight the battles that are coming."

We wish Charlie all the best as he enters this next, well-deserved chapter in life, and we extend endless gratitude for the decades he's devoted to improving the lives of working people here in Newfoundland and Labrador.



FFAW Plant Chair Charlie Baker

**Savings**

**GIVE YOUR INSURANCE PREMIUMS A WHOLE NEW LOOK**

Johnson Insurance provides helpful service and products that take care of your home and car insurance needs.

**Call Johnson today at 1.855.616.6708**

**JOHNSON INSURANCE**

Johnson Insurance is a tradename of Johnson Inc. ("Johnson" or "JI"), a licensed insurance intermediary. Home and car policies underwritten exclusively, and claims handled, by Unifund Assurance Company ("UAC"). Described coverage and benefits applicable only to policies underwritten by UAC. JI and UAC share common ownership. Eligibility requirements, limitations, exclusions, additional costs and/or restrictions may apply and/or vary based on province/territory.





## PROVIDING REPRESENTATION TO THE FISHING AND MARINE INDUSTRIES FOR SALE AND/OR PURCHASE OF THE FOLLOWING:

- Commercial & Recreational Vessels
- Licenses
- Businesses (Shares)
- Fishing Enterprises
- Fishing Gear & Equipment

### WE OFFER & GUARANTEE:

- The lowest selling commission rate in the industry
- Extensive knowledge of the latest fishing regulations
- **FREE** income tax planning information on selling & buying through our associated company, "**Sweetapple Accounting Group Ltd.**"
- Quality buyers in all fishing areas
- Over 40 years of experience assisting fishers with business advisory services through our associated company
- Website to advertise sales listings: [www.anchorsawaymarinebrokerage.ca](http://www.anchorsawaymarinebrokerage.ca)
- Magazine advertising in "**THE UNION FORUM**" to advertise all listings

**Don Sweetapple, FPBA (Broker & Tax Advisor)**  
115 Armstrong Blvd., Gander, NL. A1V 2P2  
Tel: (709) 424-2209 | Fax: (709) 256-4051  
[dsweetapple60@gmail.com](mailto:dsweetapple60@gmail.com)



## QUALITY HOTEL & SUITES GANDER

FFAW-Unifor held the Industrial/Retail/Offshore Council summer meeting August 1-2 at the Quality Hotel & Suites Gander, formerly known as Hotel Gander. The hotel is recently renovated and well-appointed, with comfortable, clean rooms and exceptionally friendly and helpful staff. And if you didn't know, staff of the hotel are fellow FFAW-Unifor members! If you're travelling through central and need a place to stay, we highly recommend Quality Hotel & Suites Gander. FFAW members can avail of a special discount of 5% off the leisure rate when booking through the front desk. There's even an indoor pool for the kids (and kids at heart!).



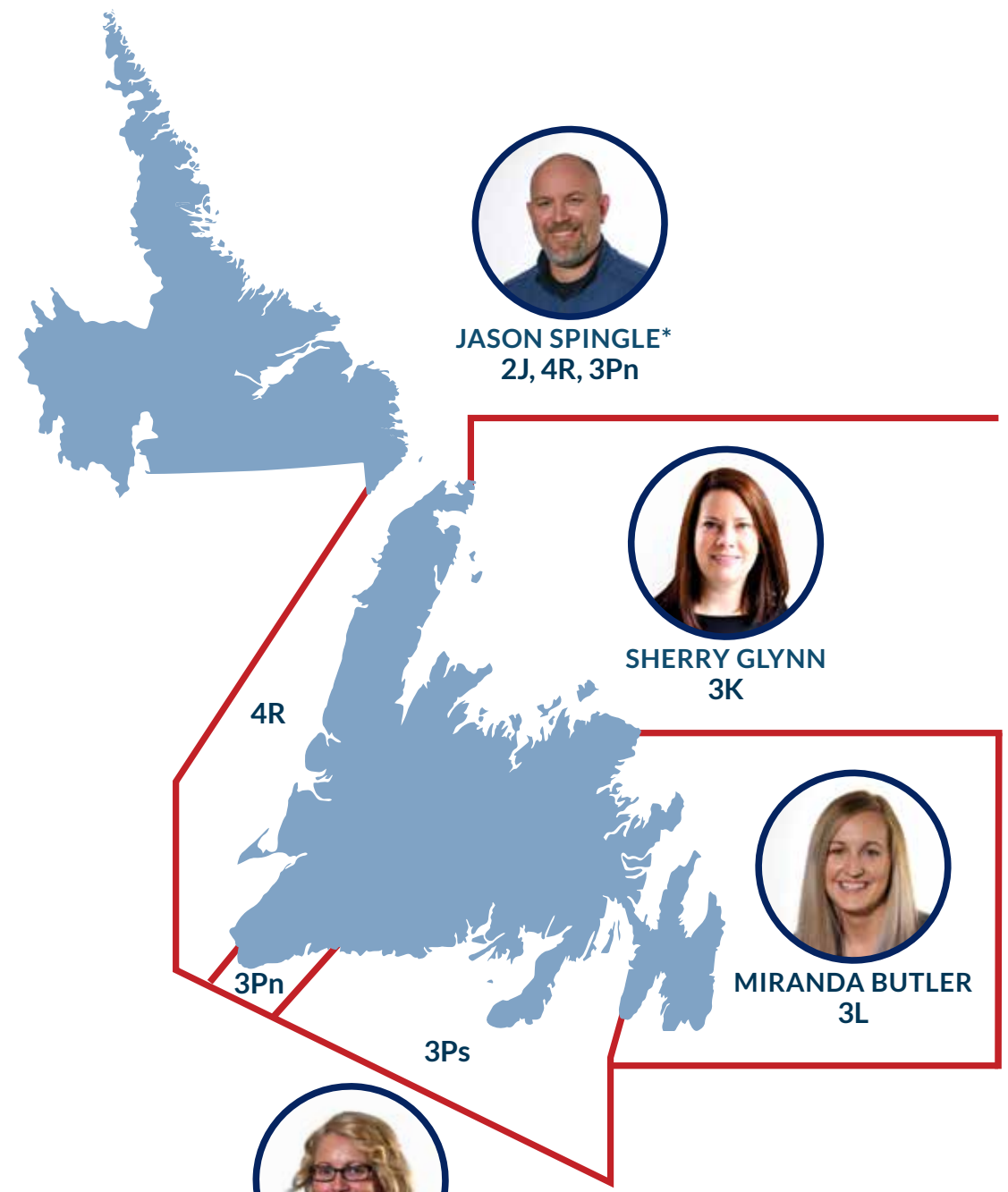


# FFAW | UNIFOR STAFF REPRESENTATIVES



## IRO COUNCIL HOLDS SUMMER MEETING IN GANDER

The FFAW's Industrial-Retail-Offshore (IRO) Council held its summer meeting in August 1-2 Gander. Elected representatives from workplaces across the province met for two days to discuss issues and find solutions to problems.



JASON SPINGLE\*  
2J, 4R, 3Pn



SHERRY GLYNN  
3K



MIRANDA BUTLER  
3L



DWAN STREET  
3Ps



GREG PRETTY  
Director



ALLAN MOULTON  
Service Representative



JAMES FARRELL  
Staff Representative



JÓHAN JOENSEN  
Staff Representative



ALYSE STUART  
Staff Representative  
Organizing

\* Vacancy to be filled in the coming weeks





**FFAW | UNIFOR**  
Fish, Food & Allied Workers

## EXECUTIVE BOARD

Keith Sullivan - President

Jason Spingle - Secretary-Treasurer

Tony Doyle - Vice-President, Inshore

Doretta Strickland - Vice-President, IRO

Charles Baker - IRO, South & Southwest Coasts

Nancy Bowers - Women's Position

Nelson Bussey - Inshore, Avalon

Nancy Fillier - IRO, N. Peninsula, Labrador & NE Coast

Kevin Hardy - Inshore, West & Southwest Coasts

Sheila Howell - IRO, Cape Freels South to Cape Pine

Flora Mills - IRO, Women's Position

Glen Newbury - Inshore, Northeast Coast

Mike Noonan - Crew Member

Joey Warford - IRO, Non-Fishing

Loomis Way - Northern Peninsula & Labrador

FFAW-Unifor is led by the 16-member Executive Board, which is elected by secret-ballot vote every three years. Below the Executive Board, there are two councils; the Inshore Council and the Industrial/Retail/Offshore Council. These councils are also elected every three years.

## INSHORE COUNCIL

**KEITH SULLIVAN** - Executive Board

**JASON SPINGLE** - Executive Board

**TONY DOYLE** - Executive Board & Chair

**NANCY BOWERS** - Executive Board

**NELSON BUSSEY** - Executive Board

**KEVIN HARDY** - Executive Board

**GLEN NEWBURY** - Executive Board

**MIKE NOONAN** - Executive Board

**LOOMIS WAY** - Executive Board

**JAMIE AYLWARD** - Crew Member

**DAN BAKER** - St. Bernards to MacCallum

**DARREN BOLAND** - Highlands to Cox's Cove

**AUBREY BRINSON** - Gander Bay to Cape Freels, including Fogo & Change Islands

**HARRISON CAMPBELL** - Henley Hr to Cartwright

**ANDY CAREEN** - At-Large

**BRIAN CAREEN** - St. Brides to Point Lance

**DENNIS CHAULK** - Newton to Elliston

**JIM CHIDLEY** - Pouch Cove to Point Lance

**BLAINE CROCKER** - Trout River to Eddies Cove W.

**RENDELL GENGE** - At-Large

**CARL HEDDERSON** - Barr'd Hr to Noddy Bay & L'Anse au Clair to Red Bay

**MATTHEW JONES** - Crew Member

**LORETTA KELLY** - Women's Position

**IVAN LEAR** - Young Harvester

**DARRIN MARSH** - Little Catalina to Greens Hr.

**CLAYTON MOULTON** - Monkstown to Garnish

**MATTHEW PETTEN** - Hr. Grace to Portugal Cove N.

**ROBERT ROBINSON** - Cape St. John to N. Head

**JAY RYAN** - Young Harvester

**JODY SEWARD** - Crew Member

**KEITH SMITH** - Whiteway to Carbonear

**MIKE SYMMONDS** - Quirpon to Englee

**ALBERT WELLS** - Jacksons Arm to Cape St. John's

**GLEN WINSLOW** - At-Large

**SHELLEY WHITE** - Women's Position

**WILLIAM WHITE** - At-Large

**ELDRED WOODFORD** - North Head to Port Albert, including New World Island & Twillingate

*\*please note the newly elected Inshore Council members will be installed at the Fall 2022 meeting\**

## IRO COUNCIL

**KEITH SULLIVAN** - Executive Board

**JASON SPINGLE** - Executive Board

**DORETTA STRICKLAND** - Executive Board & Chair

**CHARLES BAKER** - Executive Board

**NANCY FILLIER** - Executive Board

**SHEILA HOWELL** - Executive Board

**FLORA MILLS** - Executive Board

**JOEY WARFORD** - Executive Board

**GAVIN BRAKE** - Molson

**LORRAINE BUDDEN** - Fogo Island Crab & GF

**TRUDY BYRNE** - St. Anthony Seafoods

**ERIC DAY** - BG Harbour Breton

**CHRIS DYKE** - MOWI

**GLEN FRANCIS** - Cancrew

**KEN HARNUM** - Altera

**GLENDA HERRIDGE** - OCI Fortune

**BRENDA KING** - Icewater

**DARREN MELINDY** - Cahill Fabrication

**VICKI MORRIS** - Labrador Shrimp Company

**ROBERT PERIERA** - Clearwater

**KAREN POWELL** - Happy Adventure

**BARRY RANDELL** - OCI Bonavista

**GREG RYAN** - OCI Port aux Choix

**RUBY SHEPPARD** - FRC

**HUBERT STACEY** - OCI St. Lawrence

**WILL STACEY** - OCI Lynx

**SHELDON SQUIBB** - HG Cold Storage

**PETER WINSOR** - Beothic Fish Processors Ltd.





## SEAFOOD CHOWDER

### Note from the Chef:

You can use a selection of seafood; cod, shrimp, salmon in this dish but getting the spoonful with lobster or a scallop is my favorite. Just sayin'.

### Ingredients

Bacon	Celery
Scallops	Carrots
Selection of Seafood	Veggie Stock
Potatoes	Heavy Cream
Onion	Chives or Dill

In a large, heavy bottom pot on low heat, fry 6 strips of bacon, when crispy remove and set aside.

Using that flavor building bacon fat, bring the heat up to medium high, fry scallops 3-4 minutes per side. Set aside.

Peel and dice into 1/4" pieces - 3 medium sized potatoes. Place in a bowl of water until you're ready to add them.

Finely dice and sauté for 4-5 minutes:

(You may need to add a little butter or oil if that bacon fat has been reduced to much.)

2/3 cup Onion  
1 stock of Celery  
2 Carrots

Slowly add 4 cups of vegetable stock to your pot

Add your 1/4" cut potatoes

Season with salt & pepper to flavor - you can always add more, but you can't take it back.

On medium heat lightly boil until potatoes are fork tender, 12-15 minutes.

Slowly add 3 cups of heavy/whipping cream (35% MF) you can use 18% but you sacrifice the creamy richness.

Place approximately 2lbs of seafood, to the top of the pot and cover to steam.

Allow to lightly simmer for 10 minutes. Keep visiting to assure nothing is sticking to the bottom.

Remove from heat place your seared scallops, crumble your bacon and you can finish with some fresh chives or dill. I suggest serving with some crusty bread.

## The Fishing Industry's Leading Naval Architecture Firm in Eastern Canada

### Complete Design Packages



65' x 26' Fibreglass



90' x 32' Steel



63' x 26' Steel



49' x 28' Fibreglass

### Range of Technical Services

- New Designs
- Stability Booklets
- Stability Assessment
- RSW Tank / Live Well Design
- Bulbous Bow Design
- Modification & Conversion Design
- Stabilizing Fins
- Vessel Surveys
- Tonnage Measurements
- Stern Extensions



Toll-Free: 1-866-754-7060

info@trinavmarinedesign.com | trinavmarinedesign.com

Member of PEGNL, AETTNL and NSBA



# NORTH ATLANTIC MARINE CONSULTING SERVICES

Marine Surveys  
Vessel & License Appraisals  
Marine Insurance Claims

---

**CHRISTOPHER ASH, PRESIDENT**  
**OFFICE: 709.737.2182**  
**CELL: 709.330.2182**  
**ASH@NORTHATLANTICMARINE.CA**  
**SUITE 801, TD PLACE**  
**140 WATER STREET**  
**ST. JOHN'S, NL A1C 6H6**

*Celebrating  
Over 30 Years  
in the  
Marine Business!*



## OCEAN MARINE MARKETING INC.

Vessel Brokerage  
Fishing Enterprise Brokerage  
Marine Product Sourcing (New & Used)

Fishing Enterprises for sale in  
Fishing Areas 2J, 3K, 3L, 3Ps 3PN, & 4R  
(With and Without Vessels)

**Christopher Ash, President**

Office: 709.737.2182 | Cell: 709.330.2182

[ash@northatlanticmarine.com](mailto:ash@northatlanticmarine.com)

Suite 801, TD Place, 140 Water Street

St. John's, NL A1C 6H6

