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# UNION FORUM

WINTER 2022-2023 ISSUE



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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.

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# A MESSAGE FROM THE PRESIDENT

Keith Sullivan, **FFAW-Unifor President**

For many of our members, this time of year is quiet with seasons wrapped up or winding down and we all begin getting in the holiday spirit. For us at the FFAW office it's been a productive and busy fall, as we continue to work on your behalf no matter the time of year.

We wrapped up consultations with David Conway, who undertook the review of Fishing Industry Collective Bargaining Act (FICBA) Review, in the middle of September. The review was narrow in scope and the consultation process was swift keeping in mind timelines for passing legislation through the provincial house before the next round of price negotiations begin. Despite these constraints, the review produced some valuable recommendations that could lead to improvements in the collective bargaining process for fish harvesters. An article on page 14 goes into much more depth about this process and our next steps in the coming days, week and months.

Our primary goal is to ensure that the price negotiation process goes better next year – with more accountability from ASP, and a more efficient and transparent process through the Standing Fish Price Setting Panel. Because you deserve a fair price for your catch.

The last two years in particular have shown the lengths processing companies will go to undermine the collective bargaining process. A small handful of companies that work through the Association of Seafood Producers to exert control over all aspects of the Newfoundland and Labrador fishery. To push prices paid to harvesters down while their profits go up. To drive a wedge between harvesters and plant workers, or between harvesters themselves. To exploit the resources off our shore for the smallest benefit to the people who live adjacent.

Under the guise of family-run businesses, plant workers still struggle for stable, safe jobs. Not unlike merchant days gone by, harvesters are under the thumb of companies who dictate when they fish and for how much. Because if the Price Setting Panel doesn't go their way, the merchants still decide amongst themselves whether to lockout the fishery.

When Royal Greenland refused to pay a fair price for inshore shrimp this summer while paying more



for a less valuable product. It was a blatant show of disrespect to NL harvesters and a clear declaration of how the company intends to do business in our province.

Companies like Royal Greenland and Ocean Choice International do not operate with the best interests of workers in mind. They operate with the best interests of their profits in mind.

We know there is a difficult year ahead. We're all currently feeling the effects of a global recession and the pinch of sky-high inflation, as the cost of basic food items has seemingly doubled overnight.

Luxury food items like snow crab and lobster may become less of a priority for people all over the world who are living through the same inflationary circumstances. Despite the major gains we've made over the last decade, companies will fight to roll back our achievements and take from you, your families, and your communities.

You can rest assured that we will fight tooth and nail to preserve your communities. To fight for good jobs and for coastal sustainability. To fight against corporate greed and to fight to keep the value of the fishery in our province.

We've been keeping your priorities on the minds of the people who influence change.

It's been a very busy few months; our new Inshore Council was installed, we participated in a successful Safety Symposium, attended dozens of meetings in Ottawa, presented to industry and environmental groups, as well as attended the Prawn Forum in Norway.

Newly elected Secretary-Treasurer Jason Spingle travelled with me to Ottawa in October where we met with Members of Parliament from around Canada who have influence on policy that impacts your livelihood.

As part of Unifor National's lobby week, we had the chance to sit down with numerous politicians from all federal parties and provinces, getting the chance to raise your issues at the national level.

Many of these individuals and organizations don't understand the modern inshore fishery, and how fundamental it still is to coastal economic sustainability. They would rather see fisheries shut down rather than do the work needed to get accurate stock assessments. They see harvesters as a hindrance rather than a help. But we know they're wrong.

The reality is that the Newfoundland and Labrador inshore fishery is managed sustainably and ultra-conservatively. There is ample opportunity for improved management, and for new opportunities.

Ensuring stocks are managed based on adjacency, based on social impacts, and based on comprehensive and up-to-date stock assessments will be paramount to how our province is able to support coastal communities into the future. When decisions are made on stock allocations, or on new fishery opportunities such as redfish, the communities adjacent to these resources must be given primary consideration.

We must hold companies to account in providing good jobs. Jobs that provide longer working seasons, a living wage and safe work conditions. Simply put, jobs that make people want to stay.

Temporary foreign workers are not a permanent solution to the demographic problem our rural communities face. We need to attract young people who will stay in our communities and raise families. We can do that by building worker power throughout the province, within our own Union and among others. The time is ripe to organize. To fight back against corporate greed. And to demand fairness, respect, and equality for the difficult jobs you all endure to make an honest living for yourselves and your families.

Former staff of the FFAW have taken important leadership positions both provincially and nationally and we look forward to seeing how these partnerships will bring improvements for FFAW-Unifor members. With Lana Payne as Unifor's new President leads the largest private sector union in the country, advancing issues like the affordability crisis, anti-scab law, and EI improvements.

Jessica McCormick, former Director with the FFAW, was elected President of the Newfoundland and Labrador Federation of Labour (NL-FL) following Mary Shortall's retirement at the end of November. While Mary leaves big shoes to fill after her years of tireless

dedication to workers here in NL, I know Jessica to be capable of reinvigorating and uniting the provincial labour movement at a time when the working class has never been so disadvantaged.

I've said it before, and I'll say it again. There is strength in numbers.

Alone, you are one individual powerless against your supervisor, your employer, the policy, the legislation, the system. But together we are the Union. Together we can and we do influence change.

Unions set the standard for workers whether they are unionized or not, and oftentimes gains that are fought for by unions are felt by all. But it's a proven fact that unionized workers get better treatment. We fight for better wages, benefits, and protections. For safe workplaces and fair treatment.

We're not an exclusive club of fish harvesters. Or of plant workers. It is all of our many locals that make us strong. We don't dilute our strength by adding more diversity to the FFAW, whether those members be in a hotel, in brewing, metal fabrication, or in a nickel processing facility. With every new member and every new industry that joins our fold, our strength, our power, and our influence flourish.

As our frustration grows alongside over-the-top food and fuel prices, we need to remain focused on where that frustration should be directed. It shouldn't be directed against your co-worker, your family member, your neighbour. It should be directed towards excessive greed, over the hoarding of wealth, over the abhorrent effects mismanagement of our resources has on our country, our province, our towns, our families, our hospitals, our schools, our roads, our public facilities, our future.

Without a doubt, it can all be very overwhelming, depressing at the best of times, as we seem to face hurdle after hurdle. But if we remain focused on achieving our goals, we can make a difference.

So I ask of you, the next time your Union holds a meeting. Please show up. Because your voice matters. Your presence matters. When you are part of this Union, you matter.

I'm wishing you and your family a very Merry Christmas, and a safe and Happy New Year. I look forward to continuing to work on your behalf in 2023, and to seeing you at a community meeting in the new year!

Keith Sullivan

# A MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle, **FFAW-Unifor Secretary-Treasurer**



My first few months in this new role as FFAW Secretary-Treasurer, much like every month in our union, has been filled with excitement and a fair share of challenges.

I entered the position and hit the ground running during the final stages of an important review of the Fishing Industry Collective Bargaining Act (FICBA – see page 14). We’re now working through how the recommendations from this review can be implemented before the next fishing season. Then, just a few weeks later Hurricane Fiona hit our province.

Our members on the southwest coast of the province were left reeling after Fiona made landfall in the area. The damage left in Fiona’s wake has impacted many enterprises, leaving significant damage to gear and stages. Many lost virtually all of their gear.

These are the people I’ve worked closely with during my time as Staff Representative in the region, and I felt the hurt and loss in their voice as I spoke to those affected. Our Union immediately sought financial support from federal and provincial governments to assist these inshore harvesters in their rebuilding efforts, knowing that traditional insurance would not cover much of these losses.

While I was working from the head office in St. John’s, FFAW staff Sherry Glynn and Myra Swyers were able to travel to the affected region and undertook a comprehensive assessment of losses, meeting harvesters one-on-one including, and following up to complete the applications. This allowed us to connect with the appropriate officials in provincial and federal departments to determine which relief funding opportunities would apply. Getting folks back up and running for next spring will be a priority in these coming months.

Harvesters in this region rely mainly on lobster and halibut as their primary, and in many cases, sole source of income. Rebuilding infrastructure and replacing lost gear and other equipment will be paramount to the region’s ability to rebound from Fiona’s destruction. There is no doubt that the rebuilding process will take time and resources, as a Union we are committed to holding government accountable in providing the

support needed.

In the coming year, we need to be as united and as prepared as possible to meet any challenge head on. Membership and fleet meetings will begin in the new year, and these are an opportunity for you to get involved and make a difference in our Union. Your participation is key in making sure we have all the necessary insights and information about issues impacting communities and fleets across the province from the experts—you! These insights are also vital in our lobbying efforts with government and negotiations with ASP.

This year we’ve once again witnessed DFO’s inability to complete the fall scientific survey in Labrador and on the east coast. This means less information to base management decisions on critical species like Area 6 Shrimp, Northern Cod and 2J3KLNO Snow Crab. Decisions cannot be accurately made if the information is not available.

In retrospect, the FFAW should have undertaken an industry trawl survey in 2J3KL and 3Ps, and perhaps this is something that the Union will undertake in the future similar to the science work that we are already doing in the Gulf. If the federal government cannot be counted on to complete adequate surveys of critical commercial stocks, our Union will step in where possible as we have done in the past.

You and I know that fish harvesters are proud and dedicated stewards of the ocean. You participate in dozens of science projects each year with little or no financial benefit. And you do it because you care about the sustainable management of commercial fisheries, and because you care about ensuring our inshore fishery is here for generations to come.

There is no doubt that the next year will be filled with its fair share of challenges and unforeseen circumstances, as the affordability crisis hits every single one of us. The cost of living is soaring, and

we are all feeling that pinch. Staying united within our own Union will be key to getting through the economic challenges we currently face. As IRO Vice President Doretta Strickland said at our Joint Council meeting in August, “We need each other.” Harvesters and plant workers, hotel, manufacturing and mineral refining. All sectors working together. By facing our challenges head on, as the strongest union in this province, I know we will come out the other side.

In meantime, I look forward to seeing you at community meetings and wish you a very Merry Christmas and a happy, healthy New Year!

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f t i



# THE COMFORT OF THE RICH DEPENDS ON AN ABUNDANT SUPPLY OF THE POOR - VOLTAIRE

Greg Pretty, FFAW-Unifor IRO Director

Things are so bad in NL, I had to do a Google search to see if there was ever a case of an elected government cancelling Christmas.

There's a famous case. We have to go back 375 years to the year 1647, in jolly old England, when the ruling parliamentarians of the day, banned Christmas in England, Scotland, Wales and Ireland. Check it out, it's an interesting read, not without similarities to current political trends.

Church services, along with church festivities were also banned and, interestingly enough, the government allowed merchants to remain open for the entire 12 days of Christmas. They plied their trade, without government oversight, grossly overcharged for the 1647 necessities of life, namely, organ meats, bread and cheeses, all while paying starvation wages to those unfortunates unlucky enough to be in their service. A noble merchant tradition that thrives to this day.

Could a Christmas ban happen here on this poor, bald rock?

Could the banks, oil companies, supermarket oligarchs and employer groups plead with our Provincial Parliamentarians to ban it in NL as well?

Let's have a look. The Churches are struggling; all it would take is for the Minister of Labour to remove two of the six Statutory Holidays. Christmas Day and New Year's Day could disappear with the stroke of a pen and bingo, Bob's your Uncle.

I know what you're saying.

"Greg, don't give the this crowd any ideas."

Too late, regular Openline callers are already on it, crying about NAPE's statutory holidays and how the NAPE wage increases cause inflation. LOL

"Workers are home for Christmas anyways, Paddy. Why should I have to give them two days off with pay?"

Sadly, there lots more like him.

However, I digress.

Back to the fragility of Christmas 2022.

It's going to be a Christmas the likes this Province hasn't seen since the hard times in '29.

Rampant inflation, looming recession, soaring mortgages and rents, gouging fuel pumps, heating oils and supermarkets. Fiona fallout. Food banks unable to meet demands, women's shelters full, people living in tents, cars and sleeping in their boots. Seniors, pensioners faced with "heat or eat" decisions.

Supply issues, accelerating Covid, the War in Ukraine. Emergency room closures, nurse fatigue, teacher shortages.

I grew up in the 60's, it was a post-war economy where most people in North America could have a job and one income families produced a home, a vehicle, bank credit, children, savings for kids' education and a defined benefit retirement plan.

Imagine!

How did we get from that to today where people work 60 plus hours a week just to be able to share an apartment with two others, if they're lucky enough to find one.

Here's how. Unchecked capitalism. The transfer of large swaths of Canadian worker income and savings and to a handful of billionaires.

Let's look at a company most are familiar with. George Weston Ltd. You may know them as Loblaws aka Dominion Supermarkets. Revenue for their 16-week third quarter is 889 million up from 238 million last year. That's 17.52 billion up from 16.19 over the same time as last year.

Folks, profit is not a bad word, but these unprecedented numbers warrant a Windfall Tax.

A windfall tax is a tax imposed by governments when certain industries experience above average profits. The taxes can then be redistributed to consumers as an offset.

EU Countries have started to impose windfall taxes and there never be a better rationale for our elected represents to stand and impose windfall taxes on energy and food companies, and don't forget Banks.

That'll be a start and a fine start for 2023.

With that, keep up the good fight and I wish you and yours the Happiest of New Years.

**Joanne Thompson**  
Member of Parliament  
St. John's East

**Please reach out**  
My office and I are here to assist you!

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*Happy Holidays*

From your Member of Parliament  
**Seamus O'Regan Jr.**

For assistance:  
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*Wishing all Professional Fish Harvesters and their families, a safe and joyous holiday season.*

From the Staff and Board of Directors of...  
**PFHCB**  
Professional Fish Harvesters Certification Board  
NEWFOUNDLAND & LABRADOR

# FFAW LEADERSHIP ON THE ROAD





# LESSONS LEARNED - PREPARING FOR INCIDENTS IN THE FISH HARVESTING INDUSTRY BEFORE TRAGEDY OCCURS

The Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) hosted its annual safety symposium on Wednesday, November 2, 2022. The event was attended by fish harvesters across Newfoundland and Labrador, as well as industry stakeholders.

## MADE SAFE NL SAFETY SYMPOSIUM

Allan Moulton, **Service Representative**

Made Safe NL, the Manufacturing and Processing Safety Sector Council, held its first annual Safety Symposium on October 28 at the Capitol Hotel in St. John's. Accompanying me from the Union were IRO Vice-President, Doretta Strickland (OCI Triton), as well as IRO Executive Board member Sheila Howell (Beothic Fish Processors Ltd.).

I took advantage of several opportunities to speak out on numerous issues and let those in attendance know FFAW-Unifor is proud to represent workers in both manufacturing and fish processing sectors. I highlighted the unique challenges of fish processing, such as cold damp work environments, slippery floors, using razor sharp knives and butchering equipment, and constant repetitive motion.

I also raised the issue of shellfish asthma, an occupational disease affecting many in the shellfish processing sector. Doretta Strickland spoke to her experience working with folks whose lives have been forever affected by crab asthma.

At the request of the Fish Processing Group, a hearing-protection awareness campaign was launched. However, to get the desired results I expressed the need engage workers on the plant floor.

Overall it was a successful Symposium and we look forward to seeing how MadeSafeNL makes meaningful progress for workers over the next year.

Safety at sea was the main focus of the event and the lessons learned were chilling.

Fish harvesters heard they are 13 times more likely to lose their lives at work than any other occupation.

The pain and suffering of living without a loved one because he or she was killed while working or lost at sea, is inconceivable for most people, yet, this is the reality for many families and communities associated with the fish harvesting industry.

This is no longer acceptable to fish harvesters, nor their families.

At the Safety Symposium, fish harvesters across the province talked about their obligation and commitment to working safely. Their advice when things go wrong, is to always be prepared to respond to incidents before a tragedy occurs. This includes:

Preparing a sail plan before departing from the wharf and leaving it with a responsible person who can give authorities the information about your vessel, how many people on board, the location where you went fishing, and the time you were expected home;

Equipping the fishing vessel with emergency distress signaling as required by Transport Canada Regulations that will send emergency signals and provide the vessel's location; and

Seeking adequate, timely and efficient access to search and rescue resources, not only in Newfoundland but also in Labrador.

Regardless of the nature of the work, or the hazards and the risks involved, everyone, including fish harvesters, have the right to return home safely at the end of the day!



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# UPDATE ON FISHING INDUSTRY COLLECTIVE BARGAINING ACT (FICBA) REVIEW AND RECOMMENDATIONS

## Jake Rice, Policy & Price Negotiations

For the last two years, our Union has been asking the provincial government for a review of the Fish Price Setting Panel system and to grant each party with two price reconsiderations per species. Finally, this July, the Minister Responsible for Labour initiated a review of the collective bargaining model. The review was limited to sections 19.1 to 19.14 of the Fishing Industry Collective Bargaining Act, but these sections are an important part of the FICBA.

The review was led by Mr. David Conway, former Chair of the Labour Relations Board, and involved consultations with fish harvesters, processors, their respective organizations, and any other interested parties. Written submissions were due September 9 followed by formal presentations on September 12. Mr. Conway submitted his findings and recommendations to the Minister Responsible for Labour in early October. His final report was made publicly available shortly thereafter.

FFAW met with Mr. Conway multiple times during the review process and presented our formal recommendations to Mr. Conway on September 12<sup>th</sup>. FFAW's submission on the Fishing Industry Collective Bargaining Act Review was detailed and comprehensive. The submission focused on the invaluable feedback given by our members. Below are some key takeaways from the Conway recommendations and the province's response to the report.

The report included 20 recommendations, which are under review by provincial government and pasted at bottom. While the review only covered sections 19.1-19.14, there are some key recommendations made by Mr. Conway that will impact FFAW membership. At the time of writing, the province was submitting a bill to the House based on legislative changes surrounding the Panel membership and addition of a second reconsideration. In the coming months, FFAW, ASP, and the province will work through additional regulatory recommendations which would include greater transparency with market information.

The province has accepted and will be putting the

following recommendations into a new bill, *Bill 19: An Act To Amend The Fishing Industry Collective Bargaining Act*. The bill was read by the House on Nov. 1 and 2<sup>nd</sup>. The changes below will be accepted during the current House session.

- Modify the membership of the Standing Fish Price-Setting Panel;
- Require the prescribed certified bargaining agent to pay the remuneration and expenses of the members of the Standing Fish Price-Setting Panel who represent the prescribed certified bargaining agent;
- Require the prescribed processors' organization to pay the remuneration and expenses of the members of the Standing Fish Price-Setting Panel who represent the prescribed processors' organization;
- Allow the chairperson to make binding decisions without the other members of the Standing Fish Price-Setting Panel where requested by both the prescribed certified bargaining agent and the prescribed processors' organization;
- Allow the Standing Fish Price-Setting Panel to reconsider its decision where the criteria for reconsideration prescribed in the regulations are met;
- Require that a statutory review of sections 19.1 to 19.16 of the Act be conducted every 5 years.

The amendments to modify the Panel system in the new bill will include:

- The modification of the Chair and Vice-Chair to be an independent labour arbitrator.

This is an important step by the province to assure that any Chair will remain fair and unbiased in their decision-making. FFAW supports this move as it would remove any favoritism towards one party. Both ASP and FFAW will have an opportunity to rank potential candidates for the Chair and Vice-Chair position before the province makes their final selections.

- FFAW and ASP will formally nominate a Panel member and alternate to serve on the Panel.

This is similar to our current system except now, FFAW and ASP, will have official Panel members and alternate members. Past Panels have been informal representatives of each party but now will be officially selected by FFAW and ASP. This is a beneficial amendment to the Panel system as it ensures an independent Chair and formal representation for FFAW going forward.

- FFAW and ASP must pay the expenses of their representatives while conducting official Panel duties.

This amendment is a significant change from the current system where the province pays all Panel expenses. FFAW is not supportive of this change as it will lead to a significant inequity of costs. It is important to note that Mr. Conway did not recommend this; it was introduced by Minister Bernard Davis. To say FFAW must alone pay for expenses while ASP can divide costs among its members is absolutely biased in favour of companies. These fees are simply tax write-offs for ASP's members. However, these same costs passed onto FFAW will have significant impacts on our ability to service our members. The costs passed onto FFAW by the province are unfair and out of line with the \$1 billion+ dollars that the inshore fishery, processing workers, and IRO members contribute to the provincial economy every year. The provincial government forcing inequitable costs on FFAW is an inexcusable action that clearly favours companies over FFAW.

The other major change from the FICBA review will be the addition of a second reconsideration. While the criteria for this second reconsideration is not finalized, a second reconsideration is warranted given the market changes over the last three years. A second reconsideration will allow fish prices paid to harvesters to better match current market prices. FFAW continues to work with the province to ensure the criteria will be consistent with current requirements of significant market or currency changes.

Lastly, the province has incorporated a statutory review period of 5 years to ensure any changes made are revaluated. This time period for review can be shortened in the event parties bring up issues to the Minister of Labour. FFAW is cautiously optimistic the provincial government will implement reviews as needed going forward.

The changes mentioned here are only part of total changes to occur before next season. These changes

above only represent the legislative changes that will be passed in the current House session. Additional regulatory changes and amendments from Mr. Conway's recommendations will be worked through in the coming months.

While the changes made thus far are mostly favourable for FFAW members, there is still considerable work to be done to ensure greater transparency and fairness within next year's fish price negotiations. FFAW will continue to push for increased accountability from companies and the province. FFAW is currently involved in additional meetings to push for greater change within the larger FICBA framework and will rely on member feedback to guide those efforts. Members have been an invaluable asset in getting change made thus far and we will continue to fight with your help going forward. More to update in the next Union Forum.

## SUMMARY OF RECOMMENDATIONS

### Periodic Reviews

It is recommended that the collective bargaining model under the Act be subject to reviews on a periodic basis. These reviews should include a review of the practices and procedures of the Standing Fish Price-Setting Panel.

### Collective Bargaining Model

It is recommended that the current collective bargaining model be maintained, with changes, until such time as there is stakeholder support for a viable alternative collective bargaining model. In any future alternative collective bargaining model the prohibition on strikes and lockouts should be maintained.

### Standing Fish Price-Setting Panel

It is recommended that the Standing Fish Price-Setting Panel be maintained as a three-person panel but with the following changes;

- the three-person Panel should be made up of one processor representative, one harvester representative and one independent neutral Chair, with the Chair being appointed by Government but the representatives appointed by the respective parties to collective bargaining;
- there should be alternate processor and harvester representatives and at least two Vice-Chairs who can act in rotation in making



decisions along with the regular Panel members;

- III. the Chair and the Vice-Chairs should be individuals with a strong background in labour relations and labour adjudication, potentially chosen from among the Roster of Arbitrators for the Province;
- IV. the parties should be able to mutually agree to a “Chair only” or a “Vice- Chair only” Panel hearing in which the Chair or Vice-Chair makes a binding arbitration decision in accordance with the Act for a fish species without any processor or harvester representatives on the Panel; and
- V. the Panel should be provided with access to an accounting firm or a Certified Professional Accountant, as needed, in order to better understand, evaluate and potentially verify any market or pricing information from the parties.

“exceptional circumstances” or “force majeure” hearing should be at the discretion of the Chair or, if the Chair is unable to act, a Vice-Chair. If such a hearing is granted then that matter will normally be decided by the Panel that previously decided the pricing. If the request for such a hearing is denied by the Chair or Vice-Chair then that matter is thereby rejected.

**Increased Focus on Negotiations**

It is recommended that collective agreement negotiations revert to an in-person approach rather than an online approach, public health measures permitting.

It is recommended that the Panel consider using a Vice-Chair or use processor and harvester representatives to assist in negotiations at the discretion of the Chair. The Chair or Vice-Chair deciding a matter should not become directly involved in negotiations and should not become privy to any confidential discussions or confidential information concerning negotiations.

It is recommended that the Panel should, at its request, be made aware of the negotiating history of the parties leading up to the final offers at arbitration. This would not include any “without prejudice” offers between the parties or any prejudicial or confidential information.

It is recommended that the Panel resume facilitating in-person annual meetings to bring processor representatives, harvester representatives and their respective organizations together to meet and better understand the issues and challenges that they each are facing. This will allow for relationship building with respect to negotiations.

**Pricing Formula for Snow Crab**

It is recommended that Government facilitate discussions and negotiations by the parties towards a pricing formula for the snow crab fishery. Any eventual formula would have to be agreed upon by the parties with or without the involvement of the Panel.

It is recommended that snow crab pricing formula discussions and negotiations commence in October or November of 2022, in order to conclude before the start of the 2023 season. An individual with experience in labour relations conciliation and fishing industry negotiations should be appointed by Government to facilitate these negotiations.

**Final Offer Selection**

It is recommended that final offer selection be maintained in the collective bargaining model but that the Panel be permitted, in its discretion, to reject both final offers and require the parties to continue to bargain for a limited period of time before submitting further final offers. The Panel should also be able to impose a final price based upon a joint final offer selection request from the parties.

**Reconsideration**

It is recommended that the criteria for being granted a reconsideration under the Act and Regulations be kept the same, although removing the references to “jeopardy” or “jeopardize” is advisable, since those terms are not considered in practice.

It is recommended that an “exceptional circumstances” or “force majeure” clause be added to the Act and Regulations, in addition to the single reconsideration, in order to potentially revisit an existing pricing decision. The criteria for granting an “exceptional circumstances” or “force majeure” adjustment to prices would be high. Exceptional unforeseen economic or other circumstances that have significantly affected pricing (or something akin to that concept), should form the basis for granting this type of adjustment. A party should be limited in the number of these types of requests that it brings for a fish species in a season.

It is recommended that the decision to grant an

**Fishery Information and Market Risk/Exposure**

It is recommended that the Panel determine the types of fishing industry information that is needed in order for the Panel to fulfil its mandate and to make decisions. The Panel should consider and decide the decision criteria that it should take into account in terms of levels of investment and the market/risk exposure of the parties. The foregoing can potentially be specified in the Panel’s Rules and Procedures or through the hearing process itself.

**Practices and Procedures of the Panel**

It is recommended that, at the request of the Panel, an individual with significant labour relations experience and knowledge of fishing industry collective bargaining, be assigned to work with the Panel on its practices and procedures.

# WORLD FISHERIES DAY

Sherry Glynn, **Staff Representative**

Celebrated on November 21, World Fisheries Day is a time to focus on the importance of maintaining the world’s fisheries for generations to come. And what better place to commemorate the occasion than our nation’s land-locked capital. While certainly not the fishing hub of Canada, Ottawa is the center of decision-making that impacts almost everything fisheries-related, from fisheries science and management, to the allocation of Canadian Coast Guard resources, and rules around foreign investment and corporate concentration.

As part of the Canadian Independent Fish Harvesters Federation (CIFHF) lobby week, our union met with Members of Parliament and Senators from

the east and west coasts of the country, who also sit on the House of Commons Standing Committee on Fisheries and Oceans and Senate Standing Committee on Fisheries and Oceans. We met with the Atlantic Canada Opportunities Agency (ACOA) in an effort to secure funding for research on the value of the inshore fishery when licenses are held by owner-operators versus corporations; we met with the new Deputy Minister of Fisheries and Oceans; and representatives in the Prime Minister’s Office. We also hosted a small networking reception with key decision-makers.

Getting airtime with these elected officials and top bureaucrats is important to our interest in protecting and strengthening our key agenda items, like owner-operator, fleet separation, and ensuring the benefits of inshore fisheries go to owner-operators, crew members, plant workers, and our coastal, rural communities. Organizations representing offshore operators have a constant presence in Ottawa, promoting their interests and agenda –



most of which do not align with ours, particularly around foreign ownership and corporatization.

We need help from our elected officials to position our fisheries as a strategic asset. During the pandemic, we saw the need for control over the supply chain for essential goods like medical devices, vaccines, and food. Our fisheries are a strategic resource for Canada: for food independence and its value to coastal communities.

# FFAW BRINGS CONCERNS FOR MARINE MAMMAL PROTECTION ACT TO THE STANDING COMMITTEE ON FISHERIES AND OCEANS

Courtney Langille, Government Relations and Campaigns

On September 27th, the federal Standing Committee on Fisheries and Oceans began their study of the North Atlantic Right Whale. Your Union was called as a witness in their study, and Keith Sullivan, FFAW President, appeared before the Committee on October 18th. The following are the opening remarks delivered on behalf of FFAW harvesters to push back on the uniform implementation of MMPA measures across Canada, without consideration of regions with little to no incidences of entanglements, like Newfoundland and Labrador. The Committee has not yet announced a date that their report on the study will be released:

*Thank you, Mister Chair. On behalf of over 13,000 of our members from Newfoundland and Labrador, thank you for the opportunity to address the Honourable members today.*

*The Fish, Food, and Allied Workers Union represent 10,000 professional inshore fish harvesters in our province and many workers in fish processing.*

*FFAW appreciates the need to protect endangered Right Whales. We have long been dedicated to sustainability and contribute to a wide variety of science and conservation including ghost gear removal and work with SARA listed species such as wolffish and turtles.*

*There has been practically no engagement from DFO with harvesters in Newfoundland and Labrador on the topic. In many ways this is not surprising because it is extremely uncommon to see these whales and especially not overlapping with snow crab and lobster fishing. There is simply no evidence of entanglements in decades to merit encumbrances on Newfoundland and Labrador harvesters that appear designed for other fisheries in other environments.*

*Harvesters in Newfoundland and Labrador were upset to see the Seafood Watch 'red listing', and their disregard for recognizing the differences in regional fisheries. Wayne Ledwell of the Whales Release and Strandings Group was interviewed on September 20, 2022, by the CBC Fisheries*

*Broadcast. He describes sightings of right whales as 'sporadic' and remarked that he does not believe that Newfoundland and Labrador waters are the right habitat for the animals. Further, Ledwell acknowledges that fishing gear in NL waters pose little risk to an entanglement, specifically in fixed gear fisheries such as snow crab and lobster, as well as gillnet fisheries.*

*Snow crab from this province is certified by the world's most recognized seafood sustainability standard, the Marine Stewardship Council (MSC). The value of lobster to harvesters in this province continues to grow. Over the last ten years, the value of our lobster harvest increased from \$17 million to more than \$100 million annually.*

*FFAW members took on the work and cost to implement colored rope schemes despite the lack of Right Whales in their waters during fisheries.*

*DFO have not meaningfully engaged harvesters in Newfoundland and Labrador on these issues and refuse to acknowledge input from experienced, knowledgeable harvesters.*

*In December 2021, DFO held three virtual meetings in a feeble effort to consult with the over 3,000 fishing enterprises that could be affected by this new policy. The meetings were 2.5 hours in length, with forty minutes of discussion following a presentation from DFO and cannot be considered a method of proper stakeholder consultation.*

*FFAW raised the question to DFO - Why does BC or Nunavut not have to implement this if they also have endangered species in their waters? DFO's response was that there is no proof of gear entanglements of endangered species in BC or Nunavut waters.*

*Ultimately, what is being proposed as a solution (to a problem that does not exist) for Newfoundland and Labrador is deeply flawed.*

*1. It is significantly more likely to lead to increased entanglements of other marine mammals that are prevalent in our waters*

*due many more vertical lines through the water column.*

*Fisheries around Newfoundland and Labrador use gear in long fleets, thus minimizing vertical lines in the water. For example, harvesters may have 70 snow crab pots in a fleet that only has 2 vertical lines. Clearly, moving to 20 vertical lines for the same gear is a move in the wrong direction in preventing entanglements.*

*2. Will cause significant environmental disaster for ghost gear because it is not possible to harvest in the depths of water (500 m not uncommon) with this weakened rope. Ghost gear is difficult to remove and preventing it must be*

*the priority (again, ghost gear will further increase likelihood of entangling marine mammals and other species).*

*This directly conflicts with DFO's Ghost Gear Fund goals. Since its launch in 2019, the federal government has invested \$16.7 million in the program, and as a participant, FFAW has removed 16 tonnes of ghost gear from our waters over the past two years. The very purpose of the program is to retrieve abandoned, lost, or discarded fishing gear and encourage marine sustainability.*

*3. Serious safety concerns due to lack of practical testing in our marine environment.*

*DFO has provided no evidence that this gear is safe or effective for the fishery. They have provided no evidence that this gear has been fully tested and would hold up to North Atlantic tides, ice conditions, and the heavy strains in deep water. In the absence of evidence to show that the gear can withstand these conditions, we can confidently say that a large amount of gear and rope will be deposited right back into the ocean.*

*Harvesters in NL are supportive of protecting whales but can't support changes in management that are likely to do the opposite. Including causing significant amounts of ghost gear/fishing, increasing costs to harvesters and their families and creating safety concerns in an already dangerous work environment.*

# EI PROTECTIONS FOR SEASONAL WORKERS

Alyse Stuart, Staff Representative



As a part of the lobby efforts of Action-Chomage Cote-Nord, an alliance that brings together seasonal worker and labour representatives from Atlantic Canada and Quebec, I was in Ottawa lobbying for increased EI protections for seasonal workers.

The federal government's intention to reform Employment Insurance had seemed like a priority but ambition seemed to fail as we faced the end of temporary measures and lack of action on necessary changes. Many labour advocates and workers were calling on the government to keep these temporary measures as a bridge until the full modernization of the program was complete. We were also well-aware that though the country was becoming more accustomed to living with COVID-19, everything could still change at the drop of a hat. Therefore, the measures that increased accessibility, enhanced benefits, and supported workers needed to remain in the likely event of further catastrophe.

For seasonal workers, from those in agriculture to those in fish processing and tourism, every year can teeter on a knife's edge. It only takes one bad harvest, one bad storm, or one bad market to greatly hinder their ability to access fulsome employment insurance. This is why it was particularly important to have a lobby effort dedicated to the realities of seasonal workers.

At the lobby event we were able to meet extensively with the Bloc Quebecois who asked the Prime Minister a question during question period on EI reform. As well, members of the alliance met with the leader of the NDP Jagmeet Singh and held a press conference which was cast on CPAC television.

In the interim weeks since the lobby effort, members of the alliance have met to follow up on next steps including a letter to Minister Qualtrough expressing our disappointment in her lack of engagement, as well as planning an action leading up the holiday season. FFAW-Unifor is excited to continue working with this alliance to advocate for seasonal workers.

# A RECAP OF DFO'S SEAL SUMMIT: A GOOD FIRST STEP ON A COMPLEX ROAD

Courtney Langille, Government Relations and Campaigns



In the Spring 2022 issue of the Union Forum I summarized the recommendations in the Atlantic Seal Science Task Team Report (ASSTT), which was followed by an announcement from Ministers Joyce Murray and Gudie Hutchings that the Department of Fisheries and Oceans Canada would be hosting a Seal Summit in St. John's as a first step towards actioning the Report's nine recommendations. I also wrote that there was a cautious optimism in the announcement.

The Seal Summit took place in St. John's on November 8<sup>th</sup> and 9<sup>th</sup> in St. John's and, in broad summary, that cautious optimism continues.

There were concerns that the event would not take place. With almost 4 months from the timing of the announcement to communication from DFO on planning, it appeared that political will for the Summit had fizzled. Your Union was part of a Subcommittee formed

by the Seals and Sealing Network comprised of representatives from several fisheries organizations, Indigenous governments, seal product producers, and other stakeholders across Canada to develop recommendations for the Summit. The Subcommittee continued to pressure the Department to follow through on their commitment – and do so meaningfully by facilitating presentations, panels, and discussions focused on the pillars of seal science,

fisheries management, product development, and market access. Despite the expected skepticism, DFO did produce an Agenda that reflected many of the asks from the Subcommittee. Day 1 centered on the role of seal science in fisheries management, (which included a panel moderated by FFAW Fisheries Scientist Dr. Erin Carruthers), and Day 2 featuring sessions on brand and product development, Indigenous knowledge, and expanding seal products into export markets.

The discussions were unbiased, forthright, and were sometimes very emotional as many stakeholders had been waiting years to share the impacts of the misinformation pushed by conservationists and disappointment in how the federal government evaded every opportunity to stand up for the industry.

Your Union had significant representation at the Summit and emphasized the same positioning expressed in FFAW's *Sealing Our Fate* national campaign on seal overpopulation launched in February this year: Managing the seal population needs to be considered an essential component of fisheries management. Ultimately, you can't manage an ecosystem if you can't manage a species and fish stocks are in jeopardy because of years of inaction.

It was agreed by all attending the Summit that a better understanding of the resource is necessary to determine its interaction with other species, and DFO-Science has not delivered on this in decades. Further, in addition to committing to undertaking improved science on seal population, diet, and the predator-prey dynamic between seals and fish stocks, it is critical for DFO to present a model for fish stock recovery that includes seals as a component – before stocks approach a point of no return.

It was also agreed that DFO has to acknowledge that seal overpopulation is not just an Atlantic Canada issue. With a strong presence from Canada's west coast and north – federal government must approach it as a Canadian issue, as well as a Canadian opportunity to address consumer needs domestically and internationally. However, as we know, there is a great deal of work to be done.

Many delegates approached the mic during the Summit to say that the Summit has to continue as an annual event – we achieve nothing with 'one-offs'. Moving forward, from a fisheries perspective, there is a need for federal government to consider seal predation in groundfish rebuilding plans, and to work more collaboratively with our industry to integrate at-sea observations into that developing science to better inform fisheries management and resource removal.

Ultimately, our position is that of an ecosystem management approach that serves to develop a federal framework to mitigate the impacts of seal predation and returns balance to our oceans. This is the narrative that has to override the existing one that villainizes a sustainable, humane harvest that has deep socio-economic significance.



There was a distinct sense of assertion and progress with the Minister's commitment to coordinating the Summit, despite the pushback she inevitably received. In her closing remarks, Minister Murray announced that Fisheries and Oceans Canada has launched an open call for project proposals to increase their understanding of ocean and freshwater environments, including the role of seals in the ecosystem. FFAW will be participating and submitting a proposal before the deadline of January 8<sup>th</sup>, 2023. We look forward to providing details on that proposal in the next issue.



While the impact of seals is a concern from coast to coast, as a resource, seals present a significant opportunity to complement the federal government's strategy for a blue economy. The importance of bringing together diverse voices from all levels of government, the sealing industry, the fishing industry, Indigenous peoples, and international partners cannot be understated in the pursuit of more fulsome data on seals and the economic growth that is possible with seal product development.

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# MEMBER PROFILE

## SHELDON SQUIBB

**Harbour Grace Cold Storage**  
Harbour Grace, NL

**Position:** Forklift Operator, Tally Person, Stevedore  
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Harbour Grace Cold Storage offloads fishing vessels, stores their product into cold storage and ships all over the world. They handle mostly shrimp and all types of groundfish. HGCS does not process these products - products are shipped as they are received.

Sheldon has worked for for Harbour Grace Cold Storage for nearly 30 years, and currently serves on the Industrial/Retail/Offshore Council of the FFAW.



*Justin, Jason, Lydia, Caroline, and Jedd Power landed a 538 pound tuna in Petty Harbour earlier this fall!*

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## FOGO ISLAND CO-OP SIGNS NEW COLLECTIVE AGREEMENT

Fogo Island Coop Committee signed a hard fought revised Collective Agreement this Fall with increases to wages and overtime provisions, among other improvements.



Pictured back (L-R): James Farrell, Lorraine Budden; Front: Tiffany Morgan, Melissa Torraville, Betty Brett, Jim Gidge. Not pictured: Elaine Lynch.

## MOLSON COORS LOCAL EXECUTIVE SIGN A RENEWED 4 YEAR COLLECTIVE AGREEMENT

New contract includes fair pay and pension increases for workers, including a pay raise of 23% over 4 years for employees on the bottom tier of a two-tier wage scheme.



Pictured back (L-R) : Deanna Meadus (Treasurer); Mark Fudge (Chief Steward); Robbie Royal (Vice-President); Front: Matthew Comerford (Recording Secretary), Gavin Brake (President)

# PHOTO CONTEST RESULTS

Thank you to everyone who submitted your photos this year! We love seeing all of your on-the-job photos, and so do fellow FFAW members. The winners of this year's contest are:



**Grand Prize**

Darlene Matterface, Boat Harbour West

We're happy to share your photos all year long. Send your photos by email (full-size) to [communications@ffaw.ca](mailto:communications@ffaw.ca) or text them to 709-743-4445.

## WINNERS OF MEMBERSHIP SURVEY CONTEST

Thank you to everyone who took the time to complete this year's membership survey. The information you provided will help us to improve the way we deliver services to you, our members. All members who completed the survey prior to October 9 were entered into a random draw, and names were selected as follows:

**KATE ROEBOTHAM**  
Beothic Fish Processors Ltd.,  
Valleyfield

**LEON PATEY**  
Inshore Harvester,  
River of Ponds

**FARON COFFIN**  
Inshore Harvester,  
Joe Batts Arm



**Second Prize**

Jamie Alyward, St. Brendan's



**Third Prize**

Camryn Walsh, Labrador Catering (Vale, Long Harbour)



## A WIN FOR SICK WORKERS WITH PERMANENT EI CHANGE

Alyse Stuart, Staff Representative

For years, unions and workers in Canada have been calling on the federal government to increase EI benefits for Canadians who are facing illness or injury. On Friday November 25<sup>th</sup>, Minister of Employment, Workforce Development and Disability Inclusion, Carla Qualtrough, announced that the Government of Canada is taking action to improve Employment Insurance (EI) sickness benefits to help these workers. Starting on December 18, 2022, there will be a permanent extension of EI sickness benefits from 15 weeks to 26 weeks.

Individuals who qualify and establish a new claim on or after December 18, 2022, will be able to receive up to 26 weeks of EI sickness benefits if they are sick and require this time to recover. EI sickness benefits are paid at 55% of the applicant's average weekly insurable earnings, up to a maximum entitlement of \$638 for 2022.

FFAW-Unifor and our labour partners, have been pushing for these increased benefits in national and

provincial including recent lobby meetings in Ottawa and a lobby week last year that included over 100 meetings with MPs across Canada.

This announcement should be a part of the Government's broader commitment to reform the EI program, as promised. We have been on the front lines of this fight at the national level and will continue to pressure the Federal Government to modernize the EI system to ensure it works for all workers. We will not stop fighting until our EI system is fully accessible, includes enhanced benefits, and reflects the needs of all workers.

*Editor's Note: Alyse has been leading the charge for modernization and reform to the EI system for many years. She's known by the labour community throughout Canada as a champion for workers and these changes are due in part to that unrelenting dedication and determination. Thank you, Alyse. FFAW-Unifor members, and all workers, are lucky to have you on our side.*

## NEW COLLECTIVE AGREEMENT FOR THE LYNX

Johan Joensen, Staff Representative



After a number of bargaining sessions, the delegates for the crew on the Newfoundland Lynx reached a tentative agreement with the company in the middle of August. Both crews had subsequent ratification meetings onboard the vessel to ensure that everyone had an opportunity to vote on the tentative deal.

Highlights of some of the gains achieved in bargaining include increases in "Work in Port" pay, "Day Rate" when fishing, increase in pay for experimental trips, increase in clothing allowance, and an increase in fish price.

The effective date for this new Collective Agreement is for April 1, 2022 to March 31, 2025. This will provide the crew on the vessel some certainty in these uncertain economic times.

FFAW wants to thank all the crew who actively participated in bargaining - Terry Symes, Eli Baker, Jared Monster, Marlon Couche, Fred Osborne, and Will Stacey.

# NORTHERN COD FALL FISHERY UPDATE

Miranda Butler, Staff Representative

After a very successful regular season fishery, whereby over 75% of the Maximum Allowable Harvest (MAH) allotted for the start of the fishery was caught in a mere 4 weeks, the Stewardship Cod fishery that closed on August 17 was set to reopen on September 11. This “Fall-Fishery” became a term that has caused some frustration amongst harvesters in 3KL this year.

Harvesters felt frustration as they were home watching calm seas and ideal fishing conditions, waiting for the reopening of a cod fishery, which was delayed by the start of Hurricane season in Newfoundland with Hurricane Fiona showing up on the eve of the scheduled opening.

DFO delayed the re-opening of the fishery to September 14, giving a couple days for winds to subside, but many harvesters were further delayed by localized swells. There was a sense of annoyance amongst harvesters who had fished during the regular season; the cod that was swarming in the bays just 4 weeks ago had now moved deeper, further from shore, and with high winds, swells, and typical fall weather some harvesters had decided to not pursue it.

The fishery had been closed as long as it was originally open, that’s four weeks of prime fishing missed because we don’t have enough access to quota to have a fully active, prosperous fishery. The abundance of all sizes of cod was seen throughout the entire stock area and represents more fish than many experienced harvesters have observed in their entire lives. Harvesters feel as though they are being managed out of these fisheries despite significant amounts of fish and even science recognize the extremely low fishing quotas or removals.

Many see the low catch limits as unreasonable and an abuse of coastal people by DFO. Minister of Fisheries and Oceans, Joyce Murray, must look objectively at the

size of the cod stock, above the level of the late 1970s, and advance this this by increasing the opportunities to fish.

The harvesters that had selected the fall-only option, who normally fish well into November, were now faced with the realization that they would not be on the water as long this fall, again losing out on the fall fish that most processors and local buyers want because of the extremely low MAH set for 2J3KL harvesters. The closure of the 3KL Stewardship fishery was announced on September 26, a mere 13 days after opening, because they had reached 94% of the 3KL MAH.

By time of closure on September 29, 3KL had overran it’s allocated tonnage, an event that has not happened in recent years, giving those who selected the “Fall-Only” option less than 3 weeks on the water.

As Keith Bowen, St. Mary’s Bay Fish Harvester, said, “It was too short of a season and too small of a quota. For the number of fish harvesters in Newfoundland there is too little quota, we should be fishing double this amount of cod.”

Nancy Bowers, from Beachside, echoed similar comments, saying, “The cod fishery in 2022 was a missed opportunity, there was a large amount of fish available, markets were strong but we weren’t allowed to go fishing. In today’s economy being able to access that fish would have made a world of difference to rural Newfoundland.”

The message is clear – the cod is available, and harvesters are limited by the rebuilding plan and a detrimentally low Maximum Allowable Harvest. 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.

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# WOMEN'S REGIONAL MEETINGS

Alyse Stuart, **Staff Representative**

In October we held Women's Regional meetings in Corner Brook, Gander, and St. John's, where women from all over the province came together to gain leadership skills, to raise issues, and to organize for meaningful change.

These meetings were partially a result of the action items coming out of the 2021 Women's Conference and the motion passed at our Triennial Convention to encourage the inclusion of women in our union. Time and time again we have relied on women to offer unique perspectives on the challenges in various sectors throughout Newfoundland and Labrador, and this knowledge is essential.

The meetings were a dedicated space where both inshore members and IRO members could share their expertise and chart a path forward to address the issues faced by women in our union.

An important part of that path ensuring a dedicated structure moving forward, therefore, each meeting included elections for regional sector representatives for the FFAW Women's Committee. We are so excited to have the newly elected Women's Committee as an integral part of this union:

## West

Mefandwy Osborne  
Inshore

Brenda Peiroway  
IRO

## Central

Linda Woodford  
Inshore

Patsy Chaulk  
IRO

## Eastern

Brenda Viscount  
Inshore

Valerie Hickey  
IRO

## Avalon

Charlene Power  
Inshore

Ashley Hyde  
IRO

This committee will be encouraging more women and equity seeking groups to become active in the union to build our collective strength. FFAW-Unifor will continue to provide support to our membership by offering information on equity issues, campaigns, and increasing opportunities to learn and participate in our activities.





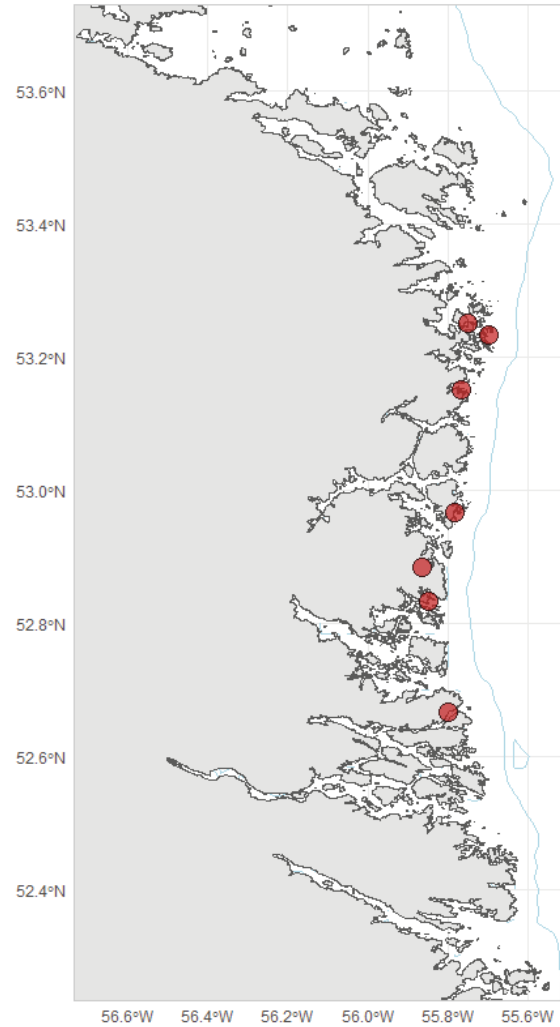




# LABRADOR TAKES ADVANTAGE OF LOST GEAR PROJECT

Ian Ivany, Science Coordinator

"I was surprised by the amount of gear left behind," says FFAW tech Gerald Mercer. "Gear that was abandoned 30 years ago is still on the wharf of a vacant community in many cases!"



More than 25 tons of gear was recovered during the 2J retrieval:

- 70+ nets
- 15 cod traps
- 8500+ feet of rope
- Assorted debris including sections of collapsed fishing wharves and shed

This fall marked the beginning of the third year of the FFAW Lost Gear retrieval project, a project whose purpose is the recovery of abandoned, lost, or discarded fishing gear. In September and November of 2022, 15 days were spent retrieving lost gear and other debris out of Charlottetown and St. Lewis in southern 2J. Chartered harvesters Neil Chubbs, Alton Rumbolt, and Baxter Stokes combined to recover more than 25 tons of gear. The map below highlights sites of gear recovery, with search areas extending from Cape St. Charles to the Punchbowl, an area to the south of the community of Black Tickle.

Up until the early 1990s, many small, seasonal fishing communities dotted the coast of southern Labrador. These communities were located near historic cod fishing grounds and were abandoned after the moratorium. Also abandoned was an assortment of fishing gear that has since remained unclaimed. This gear was left on wharves and fishing sheds that eventually fell into states of disrepair and in some instances collapsed completely. The end result was gear left on coastlines and dumped in the bays and harbours of southern 2J. These retrieval efforts are part of our ongoing commitment to help rebuild the northern cod stock.

FFAW retrieval efforts used a grapnel and underwater camera system. Harvesters were interviewed regarding the location of abandoned gear and three vessels were chartered for retrieval.



FFAW would like to thank all harvesters and crew members who interviewed for and participated in the lost gear project. FFAW would also like to thank the Joan Jenkins and Baxter Turnbull, as well as the harbour authorities of Charlottetown and St. Lewis. In November of 2022, the FFAW lost gear project will aid in hurricane Fiona cleanup on the southwest coast.

## KIDS EAT SMART ANNUAL DONATION

For 29 years, Kids Eat Smart Foundation Newfoundland and Labrador has supported the education, health and well-being of school age children by providing access to food at school, at no cost to families. Kids Eat Smart held their annual telethon with VOCCM on November 2, where Courtney Langille was pleased to present a donation of \$2000 on behalf of FFAW-Unifor's Executive Board.



# SOUTH COAST SNOW CRAB SURVEY



which is an excellent sign of crab for coming years. On average, catch was around 150lbs of crab per pot and went higher on better fishing ground to 200 lbs plus.

It was really good to see the amount of small crab on the grounds. One site on the survey had a small mesh pot that brought up over 200 female snow crab along with a large number of small males. Before pots were set for the survey the crew talked about the large amount of crab that we expected to see, however the amount of crab in the survey exceeded our expectations by quite a lot.

The pots were only in the water for 24 hours with 3 pound of squid in each pot. When the pots were hauled back there was no sign of bait left on the skiver. It was only crab in the pots that were set at depths of 50 - 150 fathoms. . Out of the 10 sites we surveyed we only did poor on one site, which was in 25 fathoms up on a rocky shoal.

After having a great 2022 snow crab season with large catch rates throughout the fishing season and completing a very successful survey, I believe in a bright outlook in 3Ps 10a for years to come."



Heather Barry is a license holder from Placentia (3Ps/10A). September 2022 was her first time participating in the Collaborative Post-Season Survey for Snow Crab Survey. Here is what she had to say:

"I had the pleasure of having Science Technician Scott Smith from the FFAW out for the snow crab survey. Scott has been doing surveys for years now and is full of knowledge that he shared with the crew. He kept the crew informed on the number of snow crab in each pot, the amount of male versus females in each pot, what stage the females were in, the grade of crab, and if any other species came up in the pots.

The snow crab was clean and the stock looked healthy. There were I different sizes and no sign of "graveyard crab",



# WELCOMING NEW ENERGY INDUSTRY LIAISON



Katie Power is originally from a fishing community near Bay Roberts, NL, and considers the fishing industry near and dear to her heart. Her Master of Marine Studies from the Fisheries and Marine Institute of Newfoundland (Marine Spatial Planning and Management) focuses her expertise on marine spaces, their uses and how to manage them effectively. She has previous work experience with environmental conservation organizations and therefore recognizes the significance of our prosperous fishery and its sustainable dependence on renewable resources.

As the industry liaison, she represents the fishing industry in matters related to NL offshore development. In this role, she will foster and maintain relationships and communication with fish harvesters, the offshore petroleum industry and other regulatory authorities.

She can be reached at [kpower@ffaw.ca](mailto:kpower@ffaw.ca) or 709-576-7276



# HARBOUR GRACE GENERAL MEMBERSHIP MEETING

Johan Joensen, Staff Representative



FFAW members working at Harbour Grace Cold Storage held a general membership meeting on October 16<sup>th</sup>, 2022. Participating in the meeting with the members were Johan Joensen FFAW Staff Representative and Jason Spingle FFAW Secretary-Treasurer.

FFAW's recently elected Secretary-Treasurer, Jason Spingle, took this opportunity to introduce himself to the bargaining unit working in Harbour Grace. Spingle provided an overview of his work with the union and what he sees in his new role going forward.

During the meeting the members discussed their expectations on the amount and type of work expected for the future. They also discussed any internal issues around Occupational Health and Safety within the workplace – and what changes or explanations they could see.

The members and union representatives in attendance expressed their appreciation for the opportunity to discuss internal items. The committee intends to hold more meetings going forward.

# HURRICANE FIONA AND THE WAKE OF DEVASTATION FOR SOUTHWEST COAST HARVESTERS

Sherry Glynn, Staff Representative

**O**n September 24, Hurricane Fiona made landfall in eastern Canada as a Category 2 hurricane and has the dubious distinction of being the strongest storm in recorded Canadian history, as gauged by barometric pressure. Peak gusts of 180 km/h were recorded in Wreckhouse and Channel-Port aux Basques posted a record high water height (before waves) of 2.73 meters (9.0 ft). Tragically, a life was lost, and many others changed forever. Well over 100 homes were lost entirely or declared uninhabitable.



These are the facts that we all know, that have been reprinted and replayed over and over. The lesser known stories are the ones about a baker in Rose Blanche taking bread daily to Port aux Basques to support those picking up the pieces and the volunteers dishing up lunches to clean-up crews in Burnt Islands.

We don't hear about Caines Stage, a heritage structure in Burnt Islands that was built using wooden pegs rather than nails and withstood 100 years of wind and seas, but was destroyed by Fiona.

Everyone on the southwest coast has a story of loss and destruction, none of which can be minimized.

The individual stories of loss form a collective truth: the fishing industry on the southwest coast was dealt a severe blow by Fiona. Stages, sheds, wharves, slipways, boats, gear, and equipment from Burgeo to Cape Ray were destroyed and damaged and the ground scraped

clean. Within hours, stages full of a lifetime of fishing gear and memories were reduced to floating rubble.

In the hours and days following Fiona, our Union began getting reports from harvesters in La Poile, Rose Blanche, Fox Roost, and other communities on the southwest coast about the degree of destruction. We started talking to the provincial department of Justice and Public Safety (Emergency Services), Fisheries and Oceans Canada (Small Craft Harbours), and the Atlantic Canada Opportunities Agency on compensation plans and application forms, and one week after the storm we were in the affected communities beginning the process of documenting losses and applying for compensation.

In total, we are assisting 37 harvesters through the Disaster Financial Assistance Arrangements Program application process. Those 37 harvesters have lost almost 40 stages, 30 wharves, eight slipways, and three vessels. Those stages were filled with lobster pots, halibut and cod trawl, nets, deep freezes, haulers, generators, grapnels, rope, floats, and things those folks won't even remember were there until they go looking for it.

But fish harvesters are resilient and adaptable. With the fishing season just a handful of months away, some harvesters have started to rebuild, but not without trepidation. How high does a wharf need to be to withstand the next storm? Maybe gear should be stored in a shed further away from the shoreline?



Rebuilding is extra difficult in locations like Petites, Cinq Cerf, Wreck Island, and others that are only accessible by boat. With the wharves and slipways destroyed or severely damaged, getting ashore and bringing materials is tricky at best. These are all questions and challenges facing harvesters as they begin rebuilding their enterprises.

Many are also wondering about the impact the storm



will have on the lobster fishery next season. As DFO pointed out in their famously insensitive tweet, lobsters were hurled onshore during the storm and the damage done to the bottom from wave energy and sedimentation is largely unknown at this point.

To address the issue of lost gear, our Union has received funding to begin retrieving gear in the



affected area. This program is expected to receive additional funding next fiscal year.

A lot of uncertainty remains months after Fiona struck, but a couple of things are clear: the federal government needs to invest in new, storm resilient infrastructure, like breakwaters and reinforced wharves; and disaster relief programs need to be at the ready and responsive to the needs of the fishing industry.

The House of Commons Standing Committee on Fisheries and Oceans is currently studying the impact of the climate crisis, and in particular the impact of Hurricane Fiona on fish harvesters and fisheries infrastructure, the role the climate crisis is having on the severity of marine storms, and the need for climate-resilient coastal infrastructure.

Be assured, when our Union appears before the committee, we will drive home the devastation faced by harvesters on the southwest coast and the need for better compensation programs and investment in resilient marine infrastructure.



FFAW-Unifor  
Science Department  
**ANNUAL  
HIGHLIGHTS**  
2022

The FFAW's Science team is composed of 6 full-time and dozens of seasonal staff committed to conducting science work on behalf of our members, for the betterment of the inshore fishery in our province. Our Science team fills the gaps left by government and advocates for comprehensive, evidence-based assessment processes.

**14**   
no. of assessment meetings

**1,476**   
survey stations

**230**   
no. of vessels that participated

**25**   
tonnes of lost gear recovered

**4,745**   
fish tagged

**Fish Harvesters' Knowledge and Satellite Tagging Research Highlights  
Key Management Issues in the Gulf of St. Lawrence**

Dr. Erin Carruthers, Fisheries Scientist

A recently published academic paper led by Marine Institute researcher Rachel Marshall is based on information from fish harvesters' knowledge interviews and from satellite tagging of Atlantic halibut has identified overlaps – and potentially negative impacts – between Atlantic halibut spawning grounds and the new Gulf redfish fishery.

Long-time harvesters from the west coast of Newfoundland and southern Labrador were interviewed. All interviewed harvesters commented on the increase in halibut abundance in the Gulf. For example, one harvester reported that when he started fishing halibut, "if you got 500 pounds a day, you were doing good, and that was with forty tubs of gear" whereas "you catch that much on a tub now."

Importantly, interviewed harvesters also discussed halibut spawning and potential negative impacts from bycatch in other fisheries and from other ocean uses, such as oil and gas. Using data from satellite tags, researchers were able to infer the location and timing of halibut spawning in the Gulf. Tagged halibut spawning behaviour occurred between January and April in deep water. A key result from the paper was that harvesters highlighted the potential for negative impacts from the new Gulf redfish fishery, which directly overlaps with halibut spawning grounds.

This is one of the reasons why FFAW is working to document ways to fish redfish sustainably, and without harming Atlantic halibut populations in the Gulf of St. Lawrence. Our research, with funding and support from the Atlantic Fisheries Fund, is designed to address these harvesters' concerns. We aim to minimize or preferably eliminate any negative impacts on Gulf halibut.

The research paper by Rachel Marshall and other researchers (Memorial University, University of Quebec and FFAW) shows why it is important to use complementary data, in this case from satellite tags and fish harvesters' knowledge interviews, to understand and best manage marine ecosystems. **TO READ THE FULL PAPER VISIT [WWW.FFAW.CA/HALIBUTPAPER](http://WWW.FFAW.CA/HALIBUTPAPER)**



FFAW-Unifor is led by the 16-member Executive Board, which is elected by a membership vote every three years.

Looking for a Christmas gift for the fish harvester in your life?

# Consider a PLB

(Personal Locator Beacon)



Season's Greetings from  
The Newfoundland and Labrador  
Fish Harvesting Safety Association



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**GLEN NEWBURY**  
INSHORE, NORTHEAST  
COAST



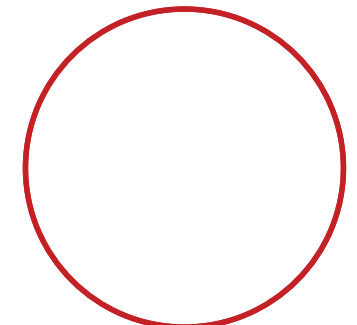
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INSHORE, CREW



**JOEY WARFORD**  
IRO, NON-FISHING



**LOOMIS WAY**  
INSHORE, N. PENINSULA  
& LABRADOR



**VACANT**  
IRO, AT-SEA POSITION

# INSHORE COUNCIL 2022-2025

The Inshore Council is composed of **elected** fish harvesters throughout the province, as representatives of their respective regions and special interest groups. The Inshore Council is bound by the Constitution with a **mandate to direct the Inshore Division** on matters such as resource management, negotiating policy, and other topics specific to the interests of inshore fish harvesters.



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Newton to Ellison



**JAMIE BARNETT**  
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Swift Current



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Cox's Cove



**AUBREY BRINSON**  
Gander Bay to Cape  
Freels, Fogo & Change Isl.



**HARRISON CAMPBELL**  
Henley Harbour  
to Cartwright



**ANDY CAREEN**  
Member  
At-Large



**JIM CHIDLEY**  
Pouch Cove to  
Point Lance



**BRETT COX**  
St. Bernard's to  
McCallum



**BLAINE CROCKER**  
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Eddie's Cove West



**ALFRED FITZPATRICK**  
Monkstown to  
Garnish



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Member  
At-Large



**CHRISTOPHER GOULD**  
Young Harvester



**TROY HARDY**  
Francois to  
Codroy



**VACANT**  
Barr'd Harbour 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  
Green's Harbour



**DELORES PENNEY**  
Women's Position



**ALVIN PETTEN**  
Harbour Grace to  
Portugal Cove N.



**ROBERT ROBINSON**  
Cape St. John to  
North Head



**JAY RYAN**  
Young Harvester



**JODY SEWARD**  
Crew Member



**KEITH SMITH**  
Whiteway to  
Carbonear



**MIKE SYMMONDS**  
Quirpon to Englee



**DANIEL WALSH**  
Crew Member



**LORETTA WARD**  
Women's Position



**ALBERT WELLS**  
Jackson's Arm to  
Cape St. John



**GLEN WINSLOW**  
Member  
At-Large



**ELDRED WOODFORD**  
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NWI & Twilingate



# IRO COUNCIL

The Industrial/Retail/Offshore Council is composed of **elected unit chairpersons** from workplaces across the IRO sector, as well as all IRO Executive Board members. The IRO Council directs the work of this sector - through policy, negotiations and other relevant recommendations. Unit Chairpersons are elected by their workplace every three years.



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Labrador Fisher-  
men's Union Shrimp  
Company Ltd.



**ROBERT PEREIRA**  
Clearwater  
Grand Bank



**KAREN POWELL**  
Happy Adventure  
Seafoods



**BARRY RANDELL**  
OCI Bonavista



**GREG RYAN**  
OCI Port aux Choix



**RUBY SHEPPARD**  
Fisheries  
Resource Centre



**SHELDON SQUIBB**  
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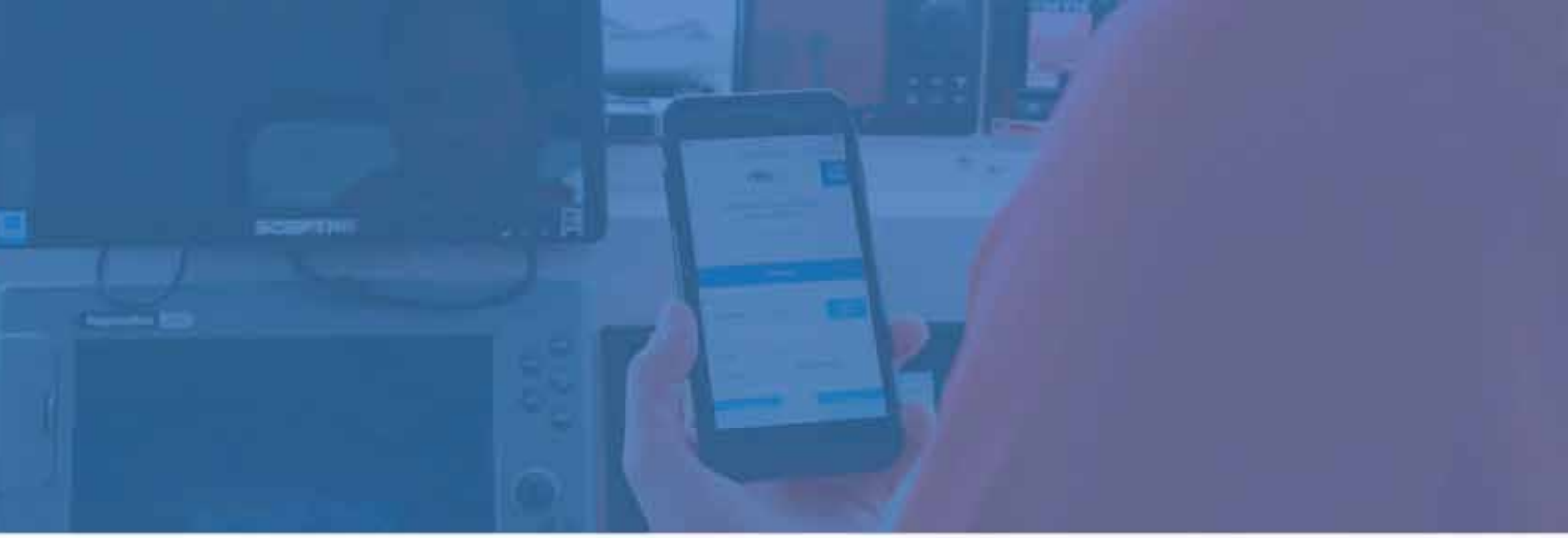


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OCI Fortune



**DARREN MELINDY**  
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### IT IS OFFICIAL — JOBEL GOES NATIONAL

Today, with the implementation of JOBEL across Canada and a brand-new version of the multi-species Elog, the whole Canadian lobster fishery is taking a step forward. With new unique features to make life and declarations to DFO even easier, JOBEL is once again officially qualified by DFO.

Developed and implemented by independent lobster fishermen eager to have a tool that serves their fisheries and meet their reality at sea, JOBEL is the first ever and only Canadian electronic logbook for fishing declaration qualified from 2018 onwards by the Department of Fisheries and Oceans Canada. With JOBEL going national, fishing organizations like the Maritime Fishermen's Union (MFU) have joined the Regroupement des pêcheurs professionnels du sud de la Gaspésie (RPPSG) to lead and support fishermen in the transition towards the mandatory use of elogs.

Developed by real fishermen for fishermen, JOBEL is a non-profit eelog where 100% of the returns go back to support Canadian independent fishermen.

With a proven official track record since 2018, it has been overwhelmingly adopted by fishermen for lobster, snow crab, herring and shrimp fisheries.

Fishing organizations such as the RPPSG and MFU understand that electronic data on national natural resources requires specific protections. They therefore work together to offer JOBEL users the highest level of confidentiality beyond the protections currently provided by law.

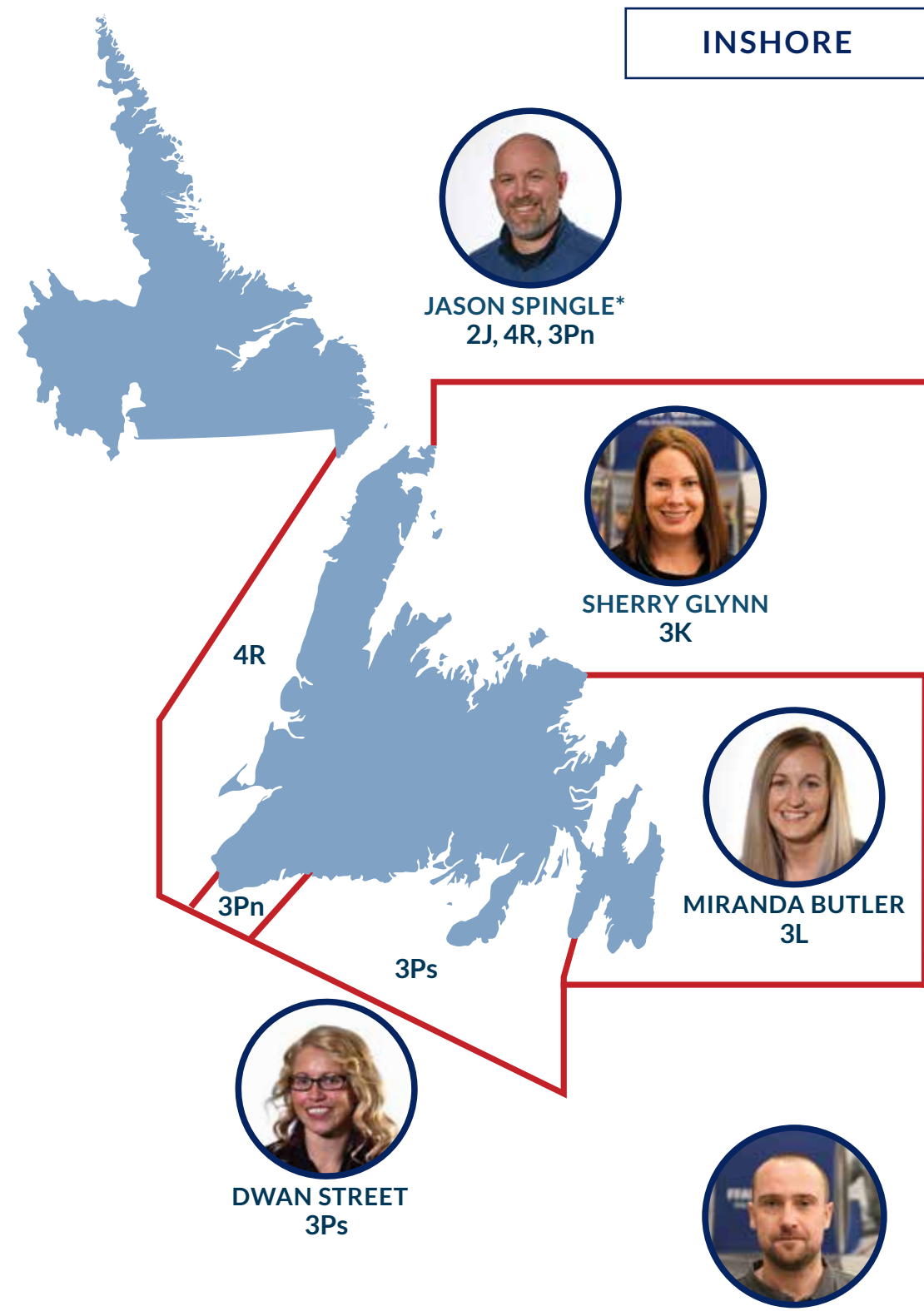
From today, every lobster fisherman in Atlantic Canada can use JOBEL:

- Works offline including for GPS automatic positioning
- Simple to use
- Integrated crew register
- Automatic completion of recurrent information
- Proven track record of over 135,000 electronic capture declarations
- Personal free field training by people who know lobster fisheries in Atlantic Canada and ongoing free support

"JOBEL is less complicated than a paper logbook. Thanks to the default settings system, I do not have to worry about administrative data anymore, unlike with paper log books. The information entered at sea gives precise data to DFO. I certainly would not go back to paper," declared Gilles Duguay who has been fishing snow crab, herring and lobster all his life in the Maritimes and in the Gulf of St. Lawrence.

For more information about JOBEL, visit our website at [www.jobel.ca](http://www.jobel.ca) or contact our team by phone at 1-833-689-5623.

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**DWAN STREET**  
3Ps



**JAKE RICE**  
Policy and Fish Price  
Negotiations



**GREG PRETTY**  
Director



**ALLAN MOULTON**  
Service Representative



**JAMES FARRELL**  
Staff Representative



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Staff Representative



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# FISH CAKES & HOME-MADE TARTAR SAUCE

This is not a quick meal, however, this recipe will likely be more than your family will eat in one sitting. Leftovers can be packaged in Ziplock bags and frozen for up to 3 months.



### INGREDIENTS

Cod	Butter	NL Savory
Potatoes	Onion	Oil

### STEP 1

1 pound of deboned **Cod Fish**

Lay fish on a thick layer of paper towel to absorb any excess water for approximately 30 minutes.

Season fish fillets with salt & pepper

If your fish has the skin on and you aren't handy with skinning fish, you may choose to fry it first and then remove the skin. Another tip for working with skin on fish, is to always fry the flesh side first.

Using a large heavy bottomed skillet on medium high heat add:

3 tbsp of a neutral oil (ex. vegetable oil)

2 tbsp of butter

When the skillet is hot, add cod fish and fry for 5 - 7 minutes per side.

Chop a medium sized **Onion** and add to the frying pan for the last 3 minutes of cooking.

### STEP 2

4 large Potatoes - peeled and cubed into 1-inch pieces

In a medium sized pot submerge potatoes in water until they are just covered.

2 tbsp of salt (approximately)

Boil on medium heat until fork tender - approximately 15 to 20 minutes.

Drain the water from the pot and mash potatoes with ¼ cup butter until they are nice and smooth.

Add 1 Tbsp of **NL Savory**

Add fried **Cod Fish & Onions**

Mash to incorporate the potatoes, savory and fish.

### STEP 3

On a large dinner plate, place 1 cup of all-purpose flour

Using a large ice cream scoop to measure your mixture - place a ball into your palm and roll, then lightly flatten into a disk until desired thickness (1"). Lay disk into the flour and cover both sides generously.

On a heated, generously oiled frying pan, begin frying your fishcakes. I prefer to use an electric frying pan because it allows you to cook more at one time. You want your fishcakes to build a nice golden-brown crust before flipping (approximately 5 mins per side). This can be accomplished by adding butter during the last couple of minutes per side.

### SIMPLE TARTAR SAUCE

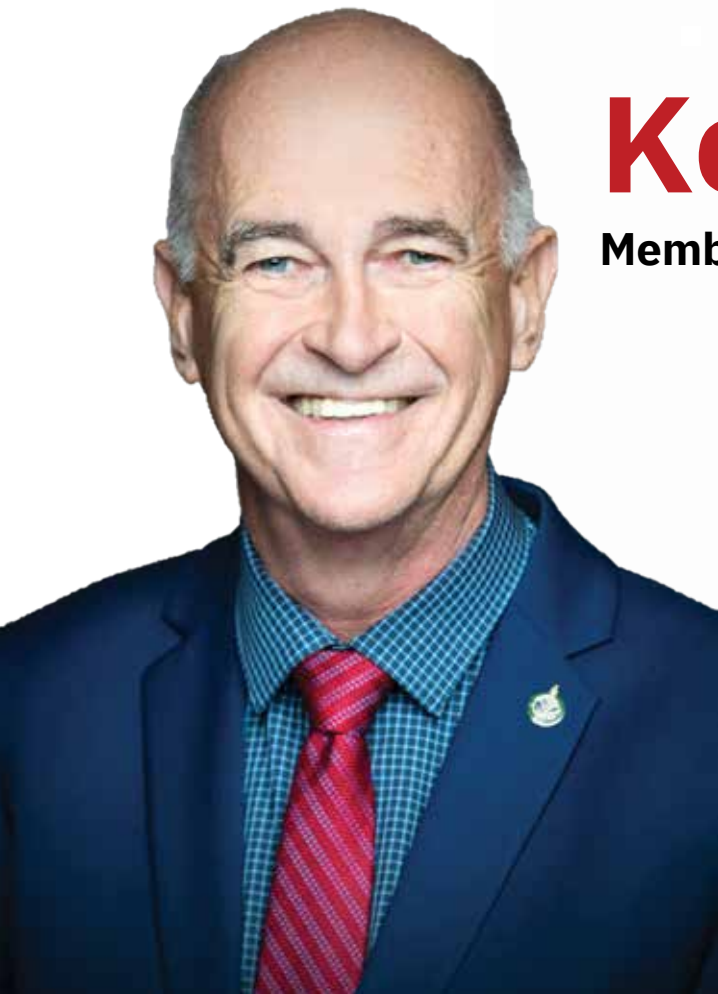
In a small bowl mix together:

½ cup mayonnaise

1 tbsp zesty onion relish (green relish will also work)

The juice from 1 Lemon

Pepper to taste





# Ken McDonald


Member of Parliament for Avalon

120 Conception Bay Highway, Suite 105  
Conception Bay South, NL

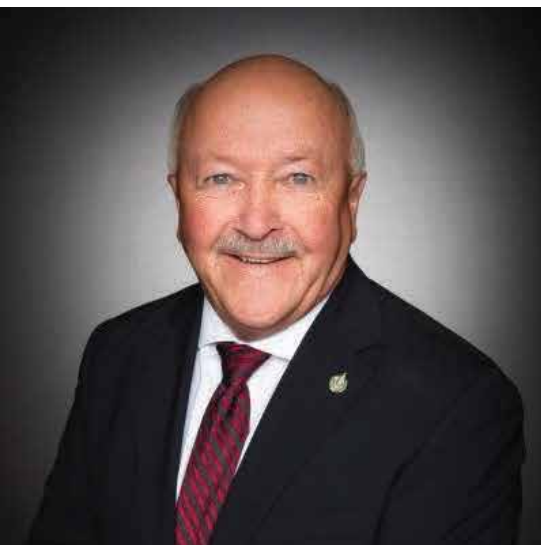
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Help grow our Union and help others gain the benefits of unionization.

There is strength in numbers and strength in diversity.

Do you know someone who needs representation? Do you know a workplace that would benefit from unionization?

There are **opportunities** for current FFAW-Unifor members to assist with **on-the-ground organizing** efforts to help grow our Union and protect more workers around Newfoundland and Labrador.



## CONTACT

Alyse Stuart, Organizing Staff Representative  
EMAIL: [astuart@ffaw.ca](mailto:astuart@ffaw.ca)  
PHONE (CALL OR TEXT): 709-765-8864

