

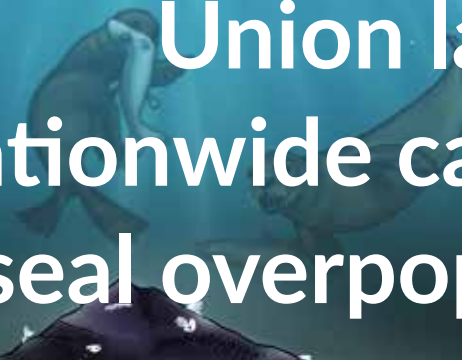
THE UNION FORUM



Federal Fisheries Minister
Must Prioritize Coastal
Communities



Union launches
nationwide campaign
on seal overpopulation





Anti-Scab Law Now

Unifor is calling on all elected officials at the provincial, territorial and federal level to enact anti-scab legislation to restore balance.



unifor.org/anti-scab

THE UNION FORUM

SPRING 2022 ISSUE



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FFAW-Unifor's 13th Triennial Constitution Convention

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Union Launches Seal Overpopulation Campaign

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Improving Cautionary Approach Framework for Snow Crab

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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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Spring 2022

The Union Forum - 3

A MESSAGE FROM THE PRESIDENT

In recent weeks, our Union has made the news by exposing the federal government's priorities around our fisheries. While one of the key mandates of the Department of Fisheries and Oceans should be supporting independent harvesters and their coastal communities, the new Minister's seemingly unilateral focus on conservation has raised the alarm for those who rely on sustainable and prosperous commercial fisheries.

There was a national debate on such topics just a few years back in preparation of a new Federal Fisheries Act. The changes sought by harvesters across the country and pushed by organizations like the FFAW and the Canadian Independent Fisher Harvesters Federation nationally was focused on protecting the owner-operator fleet from corporate erosion.

The work was introduced with Dominic Leblanc as Fisheries Minister and was implemented with Jonathan Wilkinson as Minister on June 21, 2019.

This milestone, that had clarified what is to be considered by the Minister in decision making including: "the preservation or promotion of the independence of licence holders in commercial inshore fisheries," was met with applause across the country with broad support including unanimous backing from all provincial governments.

The policy and direction was further explained when preparing the regulation in the Canada Gazette: Government of Canada's policy objective is for [Atlantic fisheries] wealth to remain in the hands of those individuals that actively fish and for the wealth accumulated to be reinvested and spent in coastal communities, rather than have it concentrated in the hands of a few, wealthy corporations in larger urban centres.

Progressive fisheries policies that prevent vertical integration between the fishing and processing sectors and that prevent the concentration of licences in the hands of a few corporations or individuals have been pivotal in the maintenance of the wealth distribution across the region and small communities. Without these policies, wealth from fishing licences would be concentrated in the hands of ineligible third parties resulting in fewer or lower paying fishing jobs available in rural coastal areas and a decrease of economic benefits being maintained in the coastal communities.

It is difficult to understand why these commitments have not put into clear, dedicated practice in the years since.



Keith Sullivan, President

Perhaps the global pandemic has made it even more difficult for bureaucrats in Ottawa to understand that the fishing industry remains the cultural and economic backbone of our province – especially that of our rural, coastal communities. But let me be clear: our Union will not allow this Minister to forget.

When FFAW-Unifor issued a press release detailing our concerns about the direction the government is taking and the concerning comments from the current Minister, Joyce Murray, we received a response back that very day. The next day, we took part in a virtual meeting with Minister Murray – where we expressed appreciation and understanding for the fishery and what it means to our communities.

However, only time will tell if Minister Murray stays true to her word. Because, as always, the proof is in the pudding. Will this government address illegal controlling agreements and ensure fishing licenses stay in the hands of legitimate harvesters and allow a pathway for the next generation of harvesters?

Will they address the biggest issues in our fisheries – like predation by seals - instead of simply shutting down fisheries and our communities by kowtowing to environmental groups who have no idea of what a sustainable marine environment really looks like? Will adjacent, inshore independent owner-operators receive the majority of quotas in the new Gulf Redfish fishery? This will be a large part of a sustainable fishery in our province for decades?

The answers will be in the pudding, the recipe based on the legislation and the language from the Gazette above is clear. What we need is strong national leadership that values and understands the importance of the commercial inshore fishery and follows through on commitments – instead of being dictated by misguided political games.

BUILDING OUR UNION BUILDS OUR STRENGTH

A MESSAGE FROM THE SECRETARY-TREASURER

Unions are a force for good in society. They increase wages, improve the standard of living, fight for social justice, and provide a much-needed check against corporations and governments that undervalue the worker. I don't just say that as the Secretary-Treasurer of the FFAW, it is something I've believed in my entire adult life.

Historically, wage and living inequality decrease when unionization is common; these same categories greatly increase when unionization declines. This is an economic fact.

Newfoundland and Labrador once enjoyed very high rates of unionization, but this has decreased noticeably in the past 20 years. With FFAW, we have lost union plants in Catalina, Jackson's Arm, St. Mary's. There are now more processing workers who work in non-union workplaces than union workplaces. Large processing companies, like Barry Group, Quinlans, and Royal Greenland have few, if any, unionized plants.

This must change. Many of unionized plants have very strong collective agreements that provide higher wages and better benefits than non-union plants. Union plants are safer and more progressive. In recent contracts, plant workers even secured paid sick days. None of these agreements threatened the financial integrity of the companies.

Certainly, Royal Greenland could survive a wage hike and benefits package for their workers; perhaps then they would not have such problems with recruitment and retention.

Aside from processing plants there are numerous opportunities to grow our Union. Newfoundland is now the most economically unequal province in Canada. Our economy is now dominated by large corporations that are strongly anti-union and work to keep wages low. These workers also need the opportunity to experience the benefits of a union. Organizing work is not easy. It requires patience,



Robert Keenan, Secretary-Treasurer

good planning, and the ability to bounce back from adversity. It also requires commitment. FFAW has not engaged in substantial organizing in several years, not since the Vale plant in Long Harbour. It is time to start again - because there is strength in numbers.

The FFAW is commonly referred to as the "fishermen's union," and in many ways this is correct. But it can also be the plant worker union, the cannabis industry union, the restaurant worker union, the hotel worker union, the brewery union, the Long Harbour union, and so much more. We do not need to be one thing; we can be several things so long as we devote the proper resources to each. Together we have the potential to achieve greater improvements in the lives of all our members and united we have greater influence in making real change happen.

At the end of the day, we are all workers and we all have more in common than differences. We also can stand to learn from each other. The success of one can breed the success of the other. That is how workers advance, and that is the vision we will be putting forward as we move ahead with organizing.

If you know someone who is interested in organizing their workplace or if you would simply like to learn more about this initiative, visit www.ffaw.ca/join.

IT MUST WORK FOR WORKERS

MODERNIZING OUR EMPLOYMENT INSURANCE SYSTEM

Alyse Stuart, Staff Representative

Simply put, the Employment Insurance system is broken (and it has been for quite some time).

For generations, due to ongoing government cuts to our social safety net, workers have fallen through cracks. With COVID-19, Employment Insurance failed the greatest test of our generation leaving millions who were out of work stranded without any income support. In fact, the system was so ill-prepared for the workers who needed support, a completely new program had to be created almost overnight to provide some financial contingency to the unemployed masses in our nation.

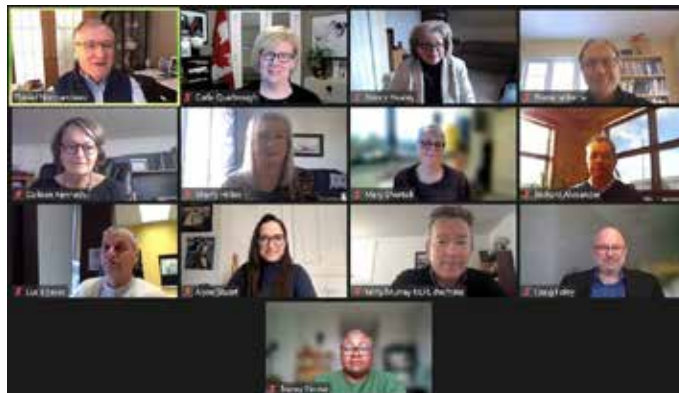
In response to the need for an overhaul of the system, the federal government has committed to a multi-year consultation process to modernize EI, the first phase of this stakeholder engagement has ended.

During these consultations, at the provincial roundtable and seasonal worker roundtable, FFAW argued that the aim must be to capture the greatest number of unemployed workers, not to sustain unnecessary and cumbersome barriers to accessing benefits.

To do so, there must be standardized insurable hours and qualifying rules for all those who work, including low wage earners, precarious workers, and those who are self-employed. Once eligible for the support, benefits must be enhanced and expanded to 75% of insurable income and we have been adamant about reinstating the regional liaison officers and help centers to assist workers in every region of the country.

Prior to the first phase of the consultation, your national Union launched the “Build Back Better EI” campaign calling reform of the system with a direct lobby effort in December, at which point we met with over 115 members of parliament from coast to coast. As a member of the national working group, I had the privilege of attending the meetings with all Atlantic MPs and cabinet Ministers to voice the concerns of FFAW members.

In these sessions it was clear that many representatives supported reform but were largely unaware of the mechanics of how the current system impacted workers.



To change a system, we must understand what is wrong with it and these meetings were crucial in explaining to government how to build an accessible, flexible, and universal employment insurance system.

Large scale transformative structural reform must center the needs of workers and enhance the responsibility of government and employers to ensure we don't continue maintaining a broken system. There are no piecemeal solutions. The process must be clear: workers, employers, and governments pay into the system so that funds can be quickly accessed by those who require support. If this pandemic has taught us anything, it is that employment insurance must work for workers.

We look forward to being a part of the next phase of this consultation and building a better EI system for all workers.

INFLATION CONTINUES TO RISE— AND SO MUST WORKERS

Alyse Stuart, Staff Representative

It is likely that most people did not have to wait for the Bank of Canada to release the inflation rates this year to know the price of everything is going up. One walk down the produce aisle at the grocery store or a fill at the gas pumps would make it clear that your dollar earned last year is just not going as far this year.

The latest inflation rates paint a picture that we haven't seen since the early 1990's with the highest rate it has been since that time at 5.1%. The long-term impact of this inflation rate increase depends on a variety of factors including how long this rate will last, how governments will intervene, and if post-pandemic economic recovery will stifle rising rates. For workers, this is a crucial time to assert our bargaining power as labour market shortages in nearly every sector and these rising inflation rates should put upward pressure on wages.

In January, wages only rose 2.4% compared to the inflation rate rise of 5.1%, so despite the possible increase in bargaining power there is a decline in purchasing power. The cost of living most not outpace wages because it will result in workers not being able to afford the higher price of food, housing, and fuel. Economic and policy analyst, Kayilee Tiessen, who spoke at our recent convention, has explained that a growing gap between the price of necessities and the ability of

Canadians to buy them is not just bad for workers and their families, it hurts the entire economy when total spending power shrinks. She worries that in the worthy effort to save the economy from the effects of the pandemic, the concept of inclusive economic growth, an area where Unifor has been a strong advocate with the Build Back Better campaign, has been forgotten.

Experts expect that the Bank of Canada will start to increase interest rates as we move out of the survival mode of the pandemic and as trade, supply, and labour all regulate. The hope is that this will stop the skyrocketing cost of homes as people will not be able to borrow at low rates for high mortgages. The federal government has also committed to addressing the housing crisis in many parts of the country which should alleviate the pressure on housing markets.

In the next few months, the effect of inflation on our daily lives might not be as extreme as predicted but it will no doubt impact already strained food security and supply chain issues. Workers must use our collective bargaining power to fight for fair wages that do not fall below cost of living increases and use our strength in numbers to ensure companies are paying their fair share.



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FRIENDS IN LOW PLAICES:

DEEPWATER FLOUNDER PROJECT UPDATE

Ian Ivany, Science Coordinator



The American plaice, or deepwater flounder, was once a valued component of many harvesters' mixed-inshore fisheries around the province. Since the early 90s, however, it has been under moratorium.

Estimates of groundfish species are completed by DFO research surveys, but many inshore harvesters have noted these surveys don't cover grounds where flounder has been historically fished. Harvesters also contend that to best understand current abundance and distribution of the species, there is need to also understand historical flounder fishing practices and grounds. Combining existing surveys with harvester knowledge could provide a clearer picture of the current state of deepwater flounder.

To this end, an initial set of semi-structured interviews were conducted with 11 knowledgeable harvesters in 2019. These interviews demonstrated that the flounder was an important contributor to both landings

and income. A further 27 interviews have been conducted in the past 8 months, including harvesters ranging from Notre Dame Bay to Fortune Bay. During the interview participants described fishing practices and catch rates, mapped grounds and discussed the importance of deepwater flounder fishing as part of their annual fishing cycle and income. The mapped grounds will be digitized at a later date, and overlaid with catch and effort data to provide a clearer indication of flounder abundance.

One obvious takeaway from the interviews is the importance of flounder to harvester livelihoods. In some cases, a directed deepwater flounder fishery accounted for more than 50% of a harvesters' income in a single season. Even among those harvesters that didn't direct for flounder, bycatch alone could account for 10-15% of income in a single season.

As one pillar in a sequential multi-fishery enterprise, deepwater flounder was once crucial to the economic sustainability of many harvesters and the inshore fishery as a whole. There is no reason to believe it could not once again be that pillar in the future.

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UPLIFTING WOMEN'S CONFERENCE KICKS OFF CONVENTION



The 2021 Women's Conference was another tremendous success. It brought together sixty women from all sectors of the union to learn more about feminism, accessibility, organizing, and fighting for inclusive workplaces. As coordinator of the Women's file at FFAW-Unifor, Alyse Stuart opened the Conference, welcomed guests and delegates, and introduced FFAW-Unifor President Keith Sullivan.

After he spoke, Sullivan introduced the Minister Responsible for Gender, Pam Parsons who brought remarks on behalf of the Government of Newfoundland and Labrador. Then, members were joined by Danielle Benoit from First Light, who provided a workshop on cultural humility and Indigenous Peoples in our province.

In the first panel session, moderated by Alyse Stuart, Yes We Can: Organizing for Change in the Labour Movement, women heard from Doretta Strickland, VP of the Executive Board, Linda MacNeil, Unifor Maritime Regional Director, and NLFL President, Mary Shortall. These sisters all talked about their lessons from the labour movement, ways that we can work together to bring change, and how to face your fears to stand up for what is right.

In the Just Recovery for All panel, delegates heard from Japna Sidhu-Brar, Atlantic Racial Justice Liaison, on how unions and union members must be involved in anti-racism work beyond their own workplaces. Kat McLaughlin, Chairperson of the Canadian Federation of Students NL, talked about the devastating impacts of government cuts to post-secondary education in the province. Finally, Kathy Hawkins, Inclusion NL, explained the realities of women with disabilities and how we all have a responsibility to make sure we are fighting for accessibility in our workplaces. Each of these activists and advocates highlighted the role union sisters can have in pushing for equality in our communities and beyond.

Women were very engaged in the Advocacy in Action



presentation by Bridget Clarke from the St. John's Status of Women. Bridget walked participants through the recently launched "Empowering Them" free e-course which teaches us to think differently about myths and stereotypes, to see differently by recognizing the signs of gender based violence and to act differently through the simple act of a check in.

The final session of the day was a chance for participants to take what they had learned during the day and think about the next fifty years of our union. Delegates were put into groups with a facilitator and discussion guides, the report backs were then shared with the group and action items were created. One of the most important points brought forward was the need for more events like the women's conference as an opportunity to come together to share our experiences and make change for the future of the union.

As delegates to the Women's Conference, women were asked to bring care items, and money was raised for the St. John's Status of Women Center through the 50/50 ticket sales.



FFAW-Unifor's 13th Triennial Constitutional Convention

CELEBRATING 50 YEARS



In November of this past year FFAW-Unifor hosted our triennial convention in St. John's. It's an event which brought together members, union leaders, and keynote speakers to celebrate our 50th year as a union. The convention was a chance to look at our past with fondness and pride at how far we have come while setting a course for the next fifty years with workshops, plenary sessions, and speakers that shed light on the issues that face our membership.

At the convention we were lucky to host two keynote speakers: one of our union founders Richard Cashin and General Rick Hillier. Richard Cashin offered the first-hand perspective of the often-agonizing task of building our union to take back power from the merchant class, and General Hillier outlined the need for leadership from every member to continue pushing our union forward.

In addition to these keynote speakers, we had special guests from government, Unifor National, and the labour movement who addressed participants. Premier Andrew Furey offered remarks during the opening plenary, Unifor Secretary Treasurer, Lana Payne, spoke on the second day, and NLFL President, Mary Shortall also presented on the second day.

The plenary sessions brought together members from all sectors to learn about the need for worker solidarity and the importance of mental health. In addition to these

sessions, there were more targeted breakout groups for the industrial-retail-offshore sector and the fishing sector. The more focused groups allowed participants the opportunity to discuss the unique challenges they faced in these sectors, such as the need for sustainable growth in the inshore and occupational health and safety in our manufacturing workplaces.

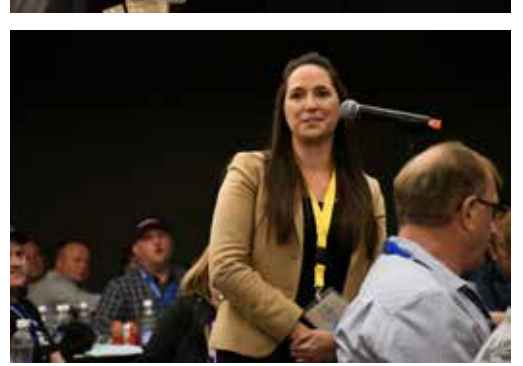
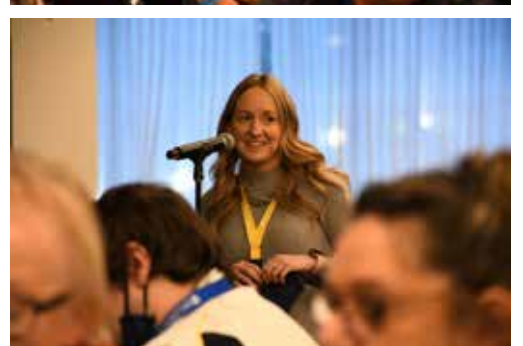
From the keynote speakers, plenary sessions, and breakout groups members were able to have informed discussions about the future of FFAW-Unifor, these would be essential when it came time to speak to the motions on the floor.

There were several motions at the convention, and all were passed unanimously with support from the floor. The content of the motions ranged from calling for more support for young workers and women with dedicated forums, to directives for government lobbying in the coming years to address inequality. If you would like to read all the motions with any amendments, check out our website.

Along with the necessary business of the convention there was a welcome return to social activities and the addition of a trade show. Delegates of the convention were entertained with socials each night, this included stand-up comedy, a kitchen party, seafood night, and a live band. Needless to say, the FFAW delegates reminded us of all about the joy to be found in the struggle!







WE'RE IN HOT WATER

RECORD HIGH DEEP WATER TEMPERATURES IN THE GULF

Courtney Langille, Government Relations and Campaigns

They say 'a watched pot never boils', but that isn't the case for the Gulf of St. Lawrence according to a recent report released by the Department of Fisheries and Oceans (DFO). The new data, published January 18th, 2022, shows that water temperatures in the Gulf of St. Lawrence are at their highest level in over a century.

The report details a decade-long warming trend in the Gulf that continued into 2021 with deep waters reaching record highs that were well above normal variations. Experts claim the data is part of a global trend. Last year, the world's oceans were the hottest on record for the sixth straight year, which scientists say is largely due to fossil-fuel emissions.

Water temperatures at depth of 200, 250, and 300 metres were higher than any measured in the Gulf since record started in 1915, hitting highs of 5.7 C, 6.6 C, and 6.8 C. Temperatures in 2020 were notably different in deep water at the entrance to the Gulf in the Laurentian Channel and the Cabot Strait between Nova Scotia and Newfoundland, and the bottom temperature of the Gulf has increased by about a degree and a half. In the report's Key Findings, it states that bottom area covered by waters warmer than 6°C was at a record high in the Northwest Gulf, the Northeast Gulf, and in Centre and Cabot Strait, and some 7–8°C habitat appeared for the first time in the Northeast Gulf.

What does this mean for marine life? It means that a whole lot of species will be affected, and because there's no data to compare it to on record, it is uncharted territory for fisheries management. For species that are used to stable temperatures for spawning and other biological processes, an increase is a very big deal.

The cold Labrador current from the north and the Gulf stream from the south supply the deep water that flows into the Gulf and scientists are trying to understand what these changes will mean in

the near term for the ecosystem that rely on those historic temperature conditions to remain stable. So far, some parts of the Gulf – such as the Magdalen Shallows – remain cool enough for important commercial species like snow crab, while the deep-water habitat is being affected in the Northern Gulf. The thermal range for northern shrimp is compressing, which may force them further up the water column. The changing habitat is important for species whose lifecycle is tied to seasons that may now be shorter or longer.

While the Labrador Current can move water from the surface where it picks up oxygen into the depths, the Gulf Stream's layers have a more stable, stratified nature and do not have that exchange. The top layers closest to the surface are oxygenated but as you go deeper, the oxygen gets used up by biological processes and is not replenished. Warmer water also can't hold oxygen as well as cooler water. The Gulf Stream moving north means more of the deep, deoxygenated water is moving into the Gulf of St. Lawrence. Deoxygenated water is a BIG problem because it can cause 'dead zones' - areas of water where aquatic life cannot survive because of low oxygen levels.

Though we do know there will inevitably be impacts with a continued rise in temperatures, we don't know what the extent of disruption will be. The warming waters affect the habitat for snow crabs and shrimp, among other unique sea creatures and animals that rely on the Gulf's ecosystem, and it is unknown how or if species will adapt, and how quickly. Changes in migration and spawning patterns of certain species have been recorded for some species in recent years, notably for capelin and mackerel, and harvesters saw a high volume of lobster and crab with uncharacteristic colors ranging from blue to orange to albino in the 2021 season that were remarked to be rare or never seen before. Some harvesters suspect that the

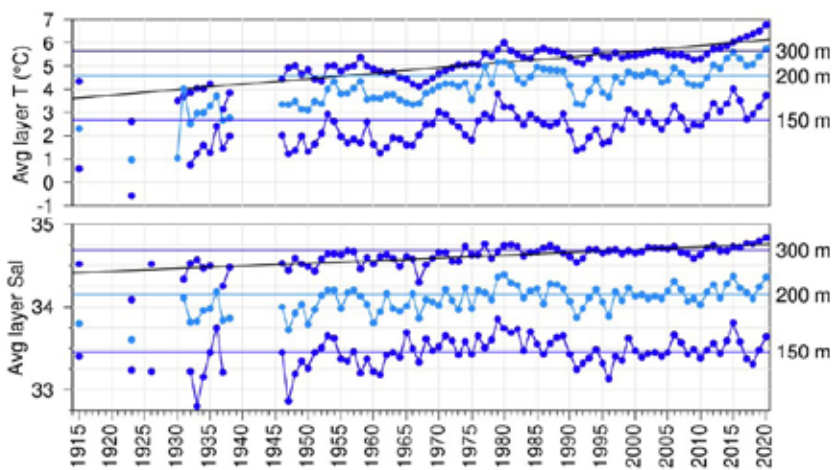


Fig. 48. Layer-averaged temperature and salinity time series for the Gulf of St. Lawrence. The temperature and salinity panels show the 150 m, 200 m, and 300 m annual averages and the horizontal lines are 1991–2020 means. Sloped lines show linear regressions for temperature and salinity at 300 m of respectively 2.3°C and 0.3 per century.

color changes indicate an interruption in molting season that may be a sign of how the changes in temperature are influencing certain marine species.

For the sixth straight year, the world's oceans were warmer in 2021 than at any time before, in fact, research in 2021 found that the upper 2,000 metres of the oceans absorbed 14 more zettajoules than in 2020. For context, the annual global energy consumption by humans is estimated to be half a zettajoule. A zettajoule is equal to one joule, a unit of energy, plus 21 zeros. And while we may not know the exact impact on marine species quite yet, we do know that as the oceans warm, the water expands and sea level rises. Warmer oceans also supercharge weather systems, creating more powerful storms and hurricanes, as well as increasing precipitation and flood risk – which are significant causes for alarm in all marine-related industries.

Though a remarkably cold Winter could mitigate some of the impacts, 2021 continued the same warm trend and 2022 has been underwhelmingly mild. The scarcity of sea ice in the Gulf in recent years is also indicative of a warming of the waters, and in 2021 there was nothing offshore outside of coastal ice. Better awareness and understanding of the oceans are a basis for necessary actions to combat the rising temperatures in the Gulf. This underscores the importance of observations contributed by harvesters for revealing the scope of impact from the changing behaviors and health of marine life to harbour infrastructure, and conditions at sea.

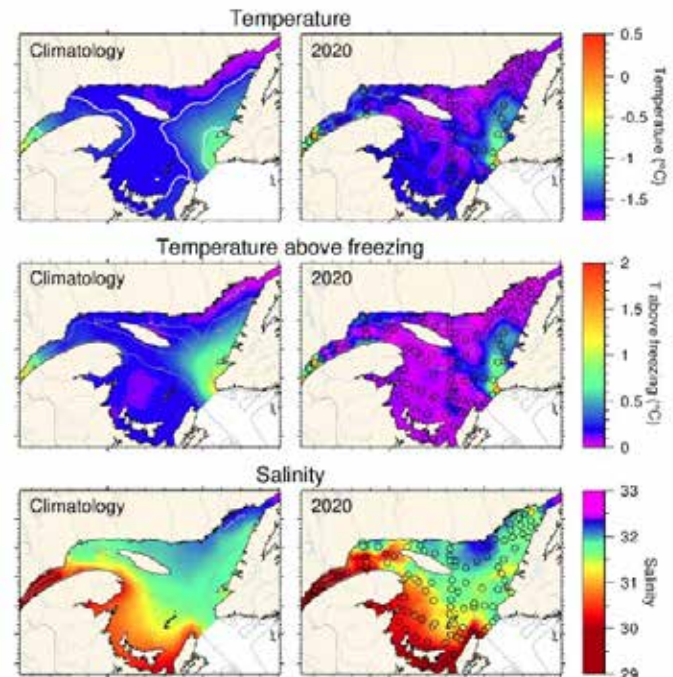


Fig. 32. Winter surface layer characteristics from the March 2020 survey compared with climatological means: surface water temperature (upper panel), temperature difference between surface water temperature and the freezing point (middle panel), and salinity (lower panel). Symbols are coloured according to the value observed at the station, using the same colour palette as the interpolated image. A good match is seen between the interpolation and the station observations where the station colours blend into the background. Black symbols indicate missing or bad data. The climatologies are based on 1996–2020 for salinity but exclude 2010 as an outlier for temperature and temperature above freezing.

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To learn more, connect with Mark, our East Coast representative:
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TIME TO GET CONNECTED.

The 2022 spring fishing seasons are approaching fast. Most of you are starting to get the boats ready. The check list of what needs to be done is long: Paint, engines, hydraulics, fishing gear and ropes....and getting used to the electronic logbook. It is time to get a free JOBEL account and look at what is to come and get familiar with your electronic logbook as E-logs will become mandatory by 2024 according to DFO.

JOBEL is a complete electronic logbook that covers all the fisheries for which DFO is already launched the gradual implementation. Fishermen can already have access to Lobster, snow crab, herring gillnet and shrimp modules for the gulf and Québec regions. The JOBEL lobster and crab modules will be available throughout the Atlantic in Spring 2022.

JOBEL launched in 2021 its YouTube Channel JOBEL-electronic logbook. You will find all what you need to get started or renew your modules. Tutorials are in English and in French. JOBEL technical support team is there also to help you if you forgot your passwords and need guidance to create your account. You can call us on 1 (833) 689 5623. Simply JOBEL on 1 (833) 689 5623.

These new tools come in addition to JOBEL's technical support team continued efforts to offer normal telephone services to fish harvesters in fisheries for which JOBEL is already available. Fishermen will be able to continue to have free access to a trainer by telephone throughout the season.

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JOBEL is being used by hundreds of fishermen since 2017. They have been able to confirm through their experience that the electronic declaration of catches with JOBEL is simple, secure and that the confidentiality of their data is well protected.

JOBEL is designed by fishermen for fishermen keeping in mind that a transition to electronic can be worrying for some. It is a change of habits. Hence the emphasis on training, technical support and the simplicity of the electronic logbook.

"We know JOBEL got it right for the fishermen when you see that after a week more than 99% of first users feel comfortable using JOBEL on their tablets or smartphones." said O'Neil Cloutier, General Director of the Southern Gaspé professional fishermen association and lobster fisherman himself.

Last but not least, a big hello to all of you we already had the chance to meet in November 2021 at the NAFWS and at the convention.

Come and see us at the Fish Canada-Workboat Canada show in Moncton March 25-26th, 2022 at Kiosk #222!

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2021 SCHOLARSHIP RECIPIENTS

CONGRATULATIONS!

Each year, FFAW-Unifor awards 6 scholarships worth \$750 each to FFAW members or their dependents. For information on how to apply for the 2022 scholarship, visit www.ffaw.ca. Congratulations to the winners and best of luck in your academic pursuits!

RICHARD CASHIN AWARD



ERIC BRINSON

Parent: Barry and Judy Brinson



JENNA TACHELL

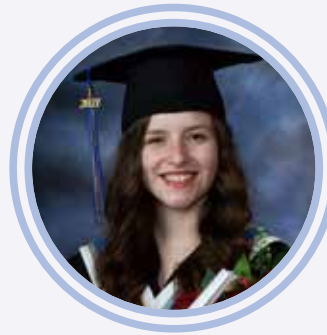
Parent: Nancy Tatchell

RAY GREENING AWARD



AEDAN PITCHER

Parent: Winston Pitcher



EMMA BATH

Parent: Chris Bath

ROBERT WHITE AWARD



ALLIE ANN OXFORD

Parent: Byron Oxford



EMILY MORRISSEY

Parent: Shane Morrissey

ON THE ROAD WITH ALLAN

A MEMBER SERVICING UPDATE FROM ALLAN MOULTON

Alllan Moulton, Industrial-Offshore-Retail



Meeting with Happy Adventure in advance of upcoming bargaining. From left to right are Shop Steward Shelly Williams, Vice Chair Matt Brown, and Chairperson Karen Powell.

March 5th Shop Steward Training with Molson & Harbour Grace Cold Storage. The newly trained Shop Stewards are:

Harbour Grace Cold Storage:

Sheldon Squibb
Ken Morgan
Peter Sheppard

Molson:

Mark Fudge
Ronnie Guest
Matt Hynes
Bob Dillon



“Do they think we go to sleep the other 8 months of the year?”

WORKPLACE NL COVERAGE FOR COMMERCIAL FISHERS

Courtney Langille, Government Relations and Campaigns Coordinator

It's a little-known fact among fish harvesters – but in most cases workers compensation does not cover fish harvesters if a work-related incident occurs outside the regular fishing season. But we all know the work does stop when the fishing is over.

During a resolution session at November's Convention, Inshore Council member Ivan Lear raised the need for changes to WorkplaceNL coverage for harvesters to be eligible for compensation throughout the calendar year, not just the fishing season. The issue quickly became a shared concern for inshore membership as many were not aware of the limitations within their policy, and an emergency resolution was immediately voted and passed to Change WorkplaceNL Coverage:

Resolution No. 10: Change WorkplaceNL Coverage

Whereas, Fish Harvesters are currently only covered by compensation during the fishing season; and

Whereas, a Fish Harvesters work does not end when fishing ends; and

Whereas, Fish Harvesters experience injuries outside of fishing activities such as when working on equipment, vessels, etc;

Be it resolved FFAW|Unifor will push to change WorkplaceNL coverage to ensure Fish Harvesters are covered during all actives involved in fishing not just those while harvesting.

The policy coverage for commercial fishers was initially drafted and approved in 1991 by the then Workplace, Health, and Safety Compensation Commission (WHSCC). The policy went under revision in 2004 and again in 2021, and not all harvesters were aware of language in the policy that restricts coverage for injuries incurred during activities

involved in fishing during the 'Off-season'. The off-season is defined by WorkplaceNL as “that period between the time when a fisher ceases his/her operation, with a reasonable period before and after for preparing and concluding the season's work”. With the first revision to the policy in 2004, this period was firmed up to be two-weeks before and after the operational season of a particular harvest. Also in 2004, the policy introduced the option to receive coverage for certain off-season activities by submitting an application for individual coverage. While some harvesters were aware of these changes, many were not and did not purchase accordingly.

But harvesters shouldn't have to - they are paying into full coverage by way of a percentage deducted from the value of landings purchased by the processor. It is this arrangement for coverage contiguous on a particular harvesting season is largely due to pushback from processors that do not want to pay premiums. The restrictions to coverage are explained to be because “adjunctive practices, since the enactment of the special legislative provisions for fishers, have established basic parameters of coverage.” Because harvesting is seasonal, it is presumed by the policy that outside of the fishing season (including the 2-weeks for gearing up, and the 2-weeks for winding down) harvesters are not working. This is dangerously nearsighted.

Protecting the investment in your business is a year-round responsibility. Ensuring the quality and safety of equipment to ensure an efficient and streamlined start to the season requires attention to vessels and gear throughout the year. This is especially important when the increasing the inherently dangerous nature of the profession, the severity of weather systems, the deteriorating conditions of harbour infrastructure, and geographical challenges are considered. Immediately following Convention, we sent letters citing the Resolutions to the respective politicians and the Resolution for changes to WorkplaceNL coverage was directed to Minister Bernard Davis. We met with the Minister in early March after reviewing the historic and current versions of the policy to track the changes. A follow up meeting is being coordinated with the Minister, FFAW, and WorkplaceNL to discuss the importance of year-round coverage and put forward improvements to ensure that commercial fishers are protected in protecting their livelihoods on water and on land year-round.

While we pursue these changes, I have consulted WorkplaceNL on how harvesters can safeguard any potential claim under the policy as it exists right now. Compensation must be based on the 'circumstances and merit of each case', however, it is recommended that a harvester doing work on a vessel or engaged in an activity related to fishing in the off-season (for example, moving a vessel because of ice), should call WorkplaceNL and let them know what's happening, especially if taking place outside of a marine centre.

> *The only potential additional cost occurs when an enterprise owner engages in work services of non-crew because they are not registered with the company, and therefore not covered under the policy. For example, as an enterprise owner, if you had to get someone non-crew, like an electrician, to do some maintenance, you would call WorkplaceNL and let them know what's going on and there would be a small cost to get them recognized under the policy.*

A copy of WorkplaceNL's Coverage for Commercial Fishers is included in this issue of the Union Forum for members to refer to. In addition to pursuing the Resolution to change the parameters of WorkplaceNL coverage, your Union is also working to facilitate a session with WorkplaceNL and Staff Reps to make sure that resources and support are readily available to members.



Ivan Lear, who is a Young Harvester Representative on the Inshore Council, speaks to delegates at the Constitutional Convention

AFF LOBSTER GEAR PROGRAM

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Learn more

ffaw.ca/ffaw/lobster-gear-program



HARBOUR GRACE COLD STORAGE VOTES IN FAVOUR OF NEW DEAL

Johan Joensen, Staff Representative

On March 6th, there was a membership meeting for bargaining unit members at Harbour Grace Cold Storage. The members were presented with a tentative deal which had the support by their bargaining committee. After having discussions and clarifications on what was being offered a vote was conducted. An over whelming majority of the members in attendance voted in favour of the tentative deal which has now come into effect.



FFAW presentation of collected items from Women's Conference and donation cheque. Receiving for IKH Debbie Turner and April Higdon.

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WAR AND MARKETS

Robert Keenan, Secretary-Treasurer

While the war in Ukraine is a great human tragedy, it also casts a great deal of uncertainty over the price of seafood and the global economy, in general.

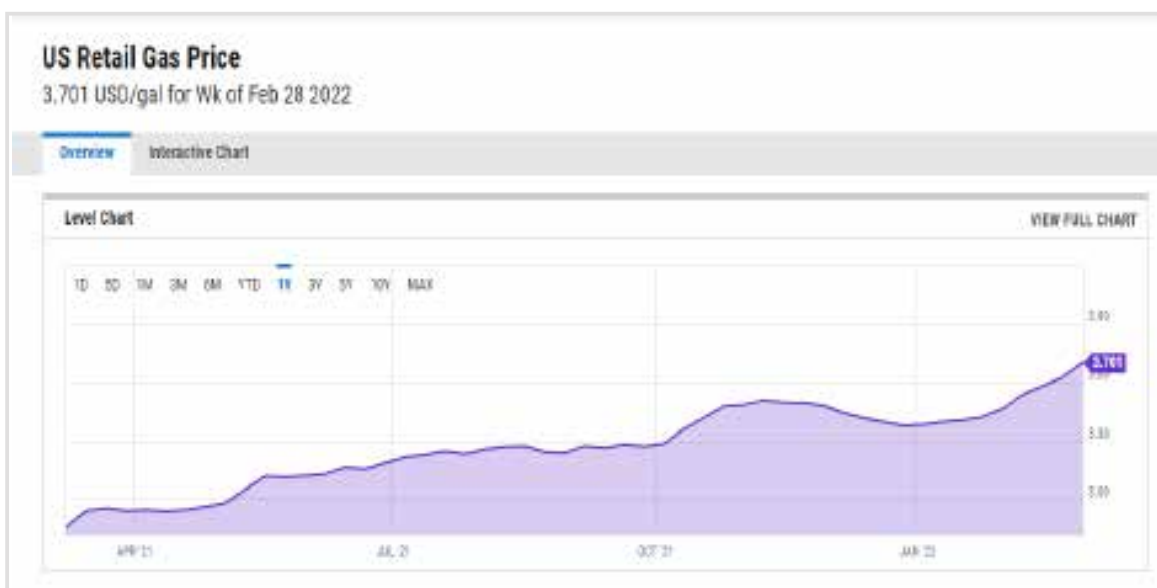
The physical size of Russia is hard to comprehend. Canada is the second biggest country in the world and it covers 6 time zones; Russia covers 11. It is the world's largest exporter of wheat, has the largest proven oil and gas reserves on the planet and has a very large fishing sector that directly competes with NL for snow crab, shrimp, and cod. When a country that big with that many resources becomes an international pariah, it has dramatic ripple effects for the global economy.

Our biggest fishery – snow crab – is now a luxury item in the market. Its success requires people to have the

available income to pay for the experience of eating snow crab. Anything that threatens the discretionary spending upon which snow crab is based, poses a risk to the market.

Rising gasoline prices in the US is one such threat. The US is by far the biggest market for NL snow crab, and this will likely increase this year given the war in Ukraine. But gas prices are increasing rapidly.

As of the beginning of March, the average gas price in the US has climbed to \$4.10 a gallon, 80 cents higher than last summer. The record is \$4.11, which happened in 2008. Gas is expected to hit \$4.25 by May. Most of this increase is fueled by the war in Ukraine that has created uncertainty in the market.



The price of oil, combined with the fact that Russian wheat may not make it on to the market, has also sparked inflation in food.

These two very strong inflationary drags may help explain the downward trend that is occurring in snow crab. Snow crab has been on a two-year price surge that has gone well into record territory. What we've struggled to figure out during this time is how high can the price go before the market pushes back. It seems we may have hit that point.

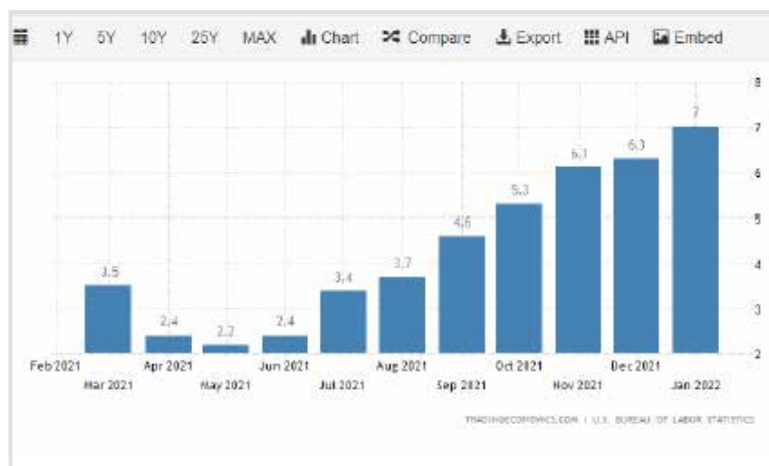
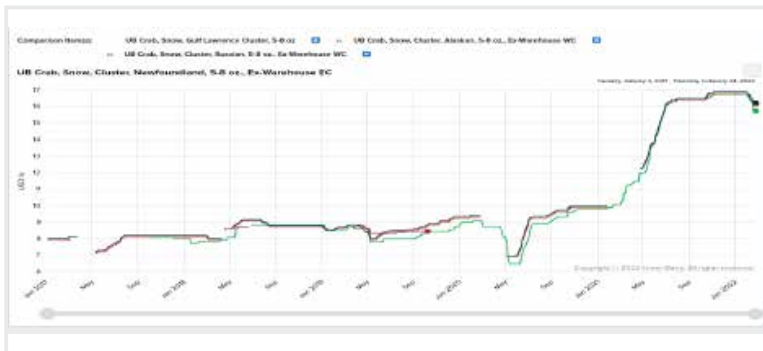


Figure 1 Food Inflation US 2021 to Present

In December NL and Russian processors pushed crab into the market at very high prices - \$31 per pound. This was an \$11 increase from the month before. The market did not respond well, and it seems that a lot of this high-priced snow crab is now in inventory. The over-priced snow crab exports, combined with a decrease in discretionary spending due to inflation, has pushed the market for snow crab lower since mid-February.

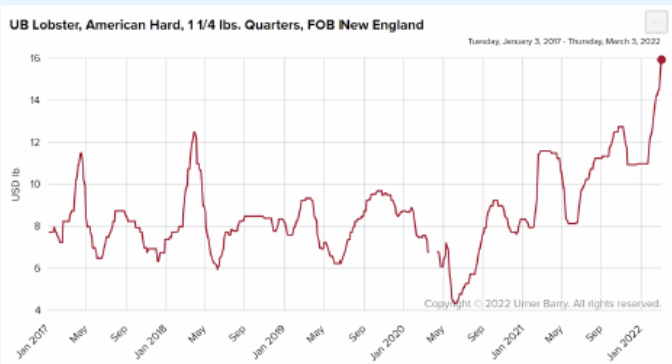


A market decline is never welcome, but it needs to be put in context.

Lobster

In contrast to snow crab, there is no uncertainty in the lobster market. Unlike snow crab, which has a price for the season, lobster prices move week-to-week in line with the market.

Currently, the lobster market is at an all-time high.



The lobster market stands at \$15.95. The same time last year it was at \$11.60 and it was about to decline. It is unclear if we have already reached the peak this year. Of course, the market will start to decline, but the fact that it will be declining from a point that is more than \$4 higher than the year before means that the price, at least for the first several weeks, will be higher than last year. Historically, the market rarely declines more than \$5 during the season, thus prices for lobster stand a real chance of being at very high levels throughout the season.

The current price for snow crab is still noticeably higher than what we pegged it to be last year during the reconsideration. The market still has a long way to fall before it reaches the point our price was based on last year.

One last point on Ukraine and snow crab: It is very possible that because of the war there will be little to no Russian snow crab in the US market. In 2021 it supplied more than 60 million pounds. This means that there will be far less snow crab available to meet the US market.

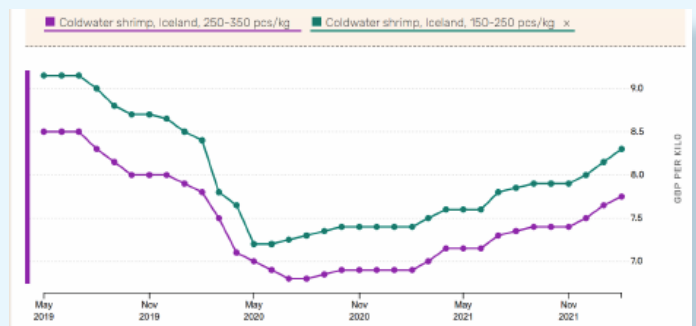
However, it is important to keep in mind that a decrease in available product does not mean an explosion in price. In the end, we still need people to purchase snow crab, and they will not if it is priced too high. There have been other species that grew too expensive for the market and harvesters have paid the price for years afterwards.

Shrimp

Perhaps more than any other species, cold water shrimp prices may be impacted by the war in Ukraine. Russia has emerged in the past several years as one of the largest producers of cold water shrimp. Though Russia has not been able to directly sell shrimp into the EU since it took over Crimea, it does sell to Greenland and Iceland who then import it into the EU.

Much of the Russian shrimp is moved by Royal Greenland. However, the Government of Greenland has declared that all of its crown corporations must suspend operations with Russia, meaning that Royal Greenland will have to end its partnership for the time being.

In general, shrimp prices are on the increase. The table below is for Icelandic shrimp going into the UK.



Fish harvesters should experience another record year of landed value in 2022. Last year, the inshore had a landed value of nearly \$800 million. If we can maintain our markets and secure good prices, \$1 billion in landed value is certainly within reach.

UNRELIABILITY OF PLACENTIA LIFT BRIDGE CONTINUES TO BE A CONCERN

Dwan Street, Staff Representative

The Sir Ambrose Shea lift bridge in Placentia Bay is one of the most recognizable features in the community. At a cost of \$50 million, the bridge opened in 2016. On observation, the bridge is a modern piece of transportation infrastructure put in place to allow both road and marine traffic to navigate the area as required – ideally. When it works.

The bridge has been of concern for fish harvesters for quite some time. Harvesters rely on the bridge to be fully functioning to land their catches in the very busy port of Jerseyville, Placentia Bay.

Harvesters have been faced with a number of issues with the bridge for years and uncertainty on its functionality as well as repairs. For example, in 2018 a cable wheel broke in April during the crab season, stranding larger vessels at port. Upon inquiring on a time frame for repairs, harvesters had been informed it would take weeks.

Just last year concerns were relayed from harvesters on two occasions since the crab fishery opened on April 5th, 2021, the first instance of breakdown being on April 6th. The bridge malfunctioned multiple times, requiring contractors from outside the community to come in – a frustrating process that rarely happens in a timely manner. Parts seem to also take an unacceptable amount of time to arrive, leaving harvesters stranded while trying to land their catch within seasons that are often very limited. Just this year, on January 21st, a motor switch malfunctioned, and the bridge was out of commission once again.

Harvesters are at risk of losing their catch, large amounts of bait, as well as being stuck outside the bridge for extended periods of time while weather deteriorates and there is no certainty as to when the bridge will be repaired. There is also no measurement board on the bridge to indicate safe clearance, so harvesters have had to make modifications to the tops of their vessels in an attempt to sail under the ridge in low tide when it is not functioning.

FFAW has pressed both the Department of Transportation and the Department of Fisheries in the province to try and resolve many of these issues, as the bridge is not only a socioeconomic concern but also a safety concern – harvesters should not be at risk while simply trying to return to port, nor should they have no choice but to stay tied to the wharf because they cannot get out. We will continue to monitor the situation as we go forward and will continue to communicate with government to find a way forward that will ensure the bridge serves its function.

Struggling to make ends meet?

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HAVE TO
BE THIS
WAY!**



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Alternative Fisheries Management: 4RST ATLANTIC HALIBUT SUSTAINABILITY PLAN

Dr. Erin Carruthers, FFAW-Unifor Fisheries Scientist and Robyn Lee, Petroleum Industry Liaison

FFAW has spent the last 50 years working hard to ensure fisheries management supports both healthy fish stocks and fishing communities. The 4RST Atlantic Halibut Sustainability Plan (AHSP) is one example of a management approach that supports a healthy stock and makes for a safer fishery. The AHSP also made it possible to link fish prices to market prices, resulting in halibut prices at least \$3.50/lb higher than they were 10 years ago.

The 4RST Atlantic halibut stock increased steadily around 2005, with high catch rates, broad distribution of fish, and a more than 10-fold increase in participation. Catch limits were regularly exceeded between 2004 and 2012. As an example, in 2012 the 4R competitive derby fishery was only open for 1-day and the TAC was still exceeded! However, trying to select a day with good weather for the entire west coast was near impossible, leading to serious safety concerns.

Everyone knew that a short-duration derby fishery was not sustainable, and a new, more flexible plan was needed so the FFAW held a series of regional meetings in the fall of 2012 / winter 2013 to develop alternative approaches with fish harvesters. The Atlantic Halibut Sustainability Plan was introduced in 2013 as an alternate management approach to improve sustainability of the Gulf Atlantic halibut fishery for NL harvesters.

The AHSP was designed to: reduce quota overruns, provide flexibility in the timing of the fishery (and thereby increase harvester safety), and increase harvester incomes by ensuring a predictable and more stable supply of fish to a fresh product market.

A unique element of the AHSP was its intention to improve quality and supply challenges. In 2014, negotiations led to a Collective Agreement that provided harvesters with a share of what the buyers were receiving in the market. This innovation in linking price paid at the wharf to what the fish has sold for in the market continues today. Overall, harvesters receive about 75% of the value of the halibut sold to the wholesale market.

The AHSP has been in place for nine seasons, and has vastly reduced conservation concerns related to overruns because individual catch reconciliation is applied annually. The choice of five fishing periods spread out over the season allows harvesters more autonomy on when they fish and has benefited both the flow of product to the market and price.

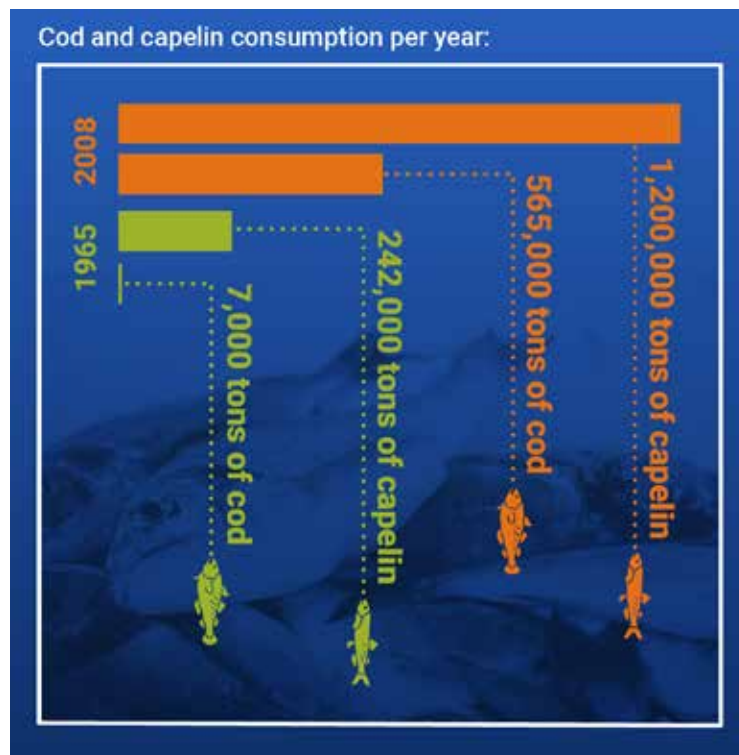
Overall, this innovative management approach has resulted in a greater return in value to harvesters (and buyers) and a halibut fishery that is sustainable, of high-value, and safer for all those involved.



Union Launches Nationwide Campaign on **SEAL OVERPOPULATION**

FFAW-Unifor launched a nationwide campaign in February to call attention to seal overpopulation in Atlantic Canada and the devastating effects on fish stocks. Our Union is calling on the federal government to immediately undertake adequate scientific work to understand the true impact seals are having off our coasts, and to ensure appropriate action is taken to repair the ecosystem imbalance.

As FFAW members, you know this is not the first time we've raised the issue of seals but it is certainly the loudest we've ever been. The campaign includes a 10 minute video which addresses common misconceptions about seal populations - including the influence animal rights groups have on our government and elected officials.



The public campaign by animal rights groups has drawn support from individuals with no understanding of the traditional and sustainable nature of the seal hunt. They've had the wool pulled over their eyes while the real devastation continues to occur beneath the ocean's surface.

How out of control seal populations are threatening our fish stocks

Harp and grey seal populations have grown exponentially in the last number of decades, yet the federal government has conducted little science in that time to better understand population and prey consumption.

An adult grey seal can consume up to two tonnes of prey each year. With an estimated 400,000 grey seals, that amounts to 800,000 tonnes of prey consumed annually. Harp seals are estimated at over 7.6 million in Atlantic Canada, and the last assessment in 2008 estimated the consumption of 4.2 million tonnes of prey each year.

Between 1992 and 2022, the entire commercial fishery in Newfoundland and Labrador harvested less Atlantic cod than seals are estimated to consume each year.



The truth about animal rights groups and seals (it's money)

To this day, animal rights and environmental groups continue to use harp seals in their propaganda to gain donations – as if they were a threatened species. Even though the *harp seal is the most populous marine mammal in northeastern Canada*.

The European Union's ban of seal products is one clear example of the global ignorance about the seal hunt. It also shows our government is unwilling to stand up for true environmental sustainability – or for our traditional way of life and our culture.

It will take political courage to compel the federal government to stop pandering to self-serving, misguided groups that are preventing solutions.

visit www.takeactiononseals.ca
to learn more and voice your support





AED INITIATIVE

105 FISHING VESSELS IN NEWFOUNDLAND & LABRADOR EQUIPPED WITH AEDS

Trained crew will be ready to act in a cardiac emergency at sea

The crew of 105 fishing vessels in Newfoundland and Labrador will be safer at sea now that each vessel will have an Automated External Defibrillator (AED), thanks to an initiative by One Ocean, generous funding by Hibernia Management, and Development Company Ltd and their partner, the Heart and Stroke Foundation who acquired the AEDs. Five AEDs were given to Ocean Choice International and the remainder were awarded to Fish Harvesters in 2J3KL who made application through an expression of interest to the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA). Throughout the summer and fall of 2021, through a collaborative effort by the NL-FHSA, Professional Fish Harvester Certification Board (PFHCB), and the Fish, Food, and Allied Workers Union (FFAW-Unifor), 94 AEDs were delivered to harvesters. The remaining six are currently in the process of being delivered. There is still a lot of interest being expressed by fish harvesters who would like to acquire an AED for their vessel. If further funding becomes available for an AED project, the NL-FHSA will notify fish harvesters of this opportunity through the Union Forum and the NL-FHSA, PFHCB, and FFAW websites.

The recipient list is available on www.nlfhsa.com



Why should you use an AED?

An AED (Automated External Defibrillator) is an essential asset to crews and vessels of all sizes. Cardiac arrest can happen to anyone, and it's best to be prepared!

- AEDs will administer potentially life-saving shock to the heart
- AEDs provide guidance to help you deliver high quality CPR
- Quick action and an AED can help avert tragedy
- Peace of mind for yourself and your crewmates
- Help when you need it most



GREEN CRAB MITIGATION COMES TO AN END IN PLACENTIA BAY AND FORTUNE BAY

April Wiseman, Science Coordinator

The 2021-2022 season marked the end of the 5-year green crab mitigation project in the ports of Placentia Bay and Fortune Bay—the Fortune Bay project ended in October and the Placentia Bay project will conclude on March 31st, 2022.

What is a Green Crab and Why Does it Matter?
The European Green crab (*Carcinus maenas*) is a coastal crustacean that has an aggressive territorial temperament creating negative impacts on our valuable marine ecosystem. DFO has recorded that green crab first landed in Newfoundland waters in 2007. Due to the resiliency of the European Green Crab, it can easily upset the balance of estuarine and marine ecosystems, impacting biodiversity. More on the Results and Procedures

Last season Fortune Bay changed from 14 sites to 16 the purpose was for harvesters to gain more knowledge on the proper disposal of green crab and methods to collect invasive species in the broader area of Fortune Bay. The collection occurred 3 times a week for a total of 10 weeks. To date 309,318 green crab have been captured and disposed.

The sites that were included in the project was:

1. Harbour Breton
2. Garnish/Frenchman's Cove
3. Belleoram
4. Connaigre Bay
5. Rencontre East
6. Little Harbour East/Harbour Mille
7. Grand LaPierre/English Harbour East
8. Seal Cove
9. Mose Ambrose/Wreck Cove
10. English Harbour West
11. Little Bay East/Bay L'Argent
12. Hermitage
13. St. Bernard's/Jacques Fontaine
14. Terrenceville
15. Grand Bank/Fortune (2021)
16. McCallum (2021)



Green Crabs:

- Live 4 to 7 years
- Can eat a wide variety of plants and animals
- Females can release up to 185,000 eggs once or twice per year

Placentia Bay is an area of high marine traffic which has experienced shifts in the fishery and ecology, including a marked decrease in lobster catch rates and abundance within the bay. From 2017-2022 FFAW-Unifor collaborated with Marine Institute's Green Crab Mitigation Project and despite the outbreak of COVID-19, things went smoothly. Throughout this project harvesters were chartered to deploy and retrieve green crab fukui traps. The schedule of hauls and dates are listed in the table below:

	Spring	Summer	Fall	Winter
Date	May, June	July 5 Aug 20, M F	Sept 7 10, 20 24; October 4 8, 18 22; November 1 5, 15 19 M F	December March 2022
Frequency	every 4 weeks/end of month	Daily, 2 hauls	Daily, 1 haul	every 4 weeks/end of month
# fishing days	2	35	29	4
# hauls	1/day	2/day	1/day	1/day

To date, Marine Institute provided us with their data giving a total of 374,669 green crab captured and disposed.

The sites that were included in the project was:

- 1: Fox Harbour
- 2: Northeast Arm
- 3: Southeast Arm
- 4: North Harbour
- 5: Swift Current
- 6: Bay de L'Eau
- 7: St. Joseph's (2017-2020)
- 8: Placentia Sound (2017-2020)
- 9: Baine Harbour (2017-2020)

Researching the impact of such an invasive species is essential in attempting to combat the harmful effects on our ecosystems. In partnership with The Marine Institute of Memorial Universities Coastal Restoration project for Placentia Bay and the Department of Fisheries and Land Resources and Natural Resources Canada BACKES program, harvesters were crucial in providing expertise on this species. The legacy of these projects will certainly be far-reaching as we continue to deal with the realities of climate change in our waters. We thank Harvesters, Science Technicians and all those who has played an active role in combating this resilient invasive species.

CATCH TOTALS, PLACENTIA BAY CRF 2017-2021 (kilograms)						
SITE	2017	2018	2019	2020	2021	TOTAL
North Harbour	6656.37	17536.50	11579.22	13604.36	12147.79	61524.25
Swift Current	7152.11	51226.38	39725.03	49390.28	37842.31	185336.11
Southeast Arm	4907.28	11668.00	8065.50	9687.76	7916.17	42244.72
Northeast Arm	2888.55	8620.61	6927.69	5867.07	8224.28	32528.21
St. Joseph's	3448.99	2430.05	4346.91	185.26		10411.21
Bay de l'eau	3405.39	205.30	2719.91	7148.41	4789.45	18268.47
Fox Harbour	2015.62		4420.77	4884.05		11320.44
Placentia Sound	1133.35	1912.69	64.48	156.04	3678.75	6945.31
Baine Harbour	1098.29	1286.05	1130.04	41.33		3555.71
Nonsuch Area				2534.99		2534.99
						TOTAL ALL SITES
						374669.41

Data and table provided by Marsha Clarke - Marine Institute.

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Stewards of the Resource: Post-Season Industry Snow Crab Survey

April Wiseman, Science Coordinator

This year marks the 19th year of the post season industry snow crab survey. Nearly two decades ago, the survey was developed in response to the need for scientifically credible evidence for acquiring catch and to obtain effort and biological sampling information. While covering the largest possible area, the survey focuses on areas of commercial importance.

The survey is composed of fixed stations, random stations which are changed every year, and core stations which have remained the same throughout the years. There are 1250 stations divided among the crab management areas in 2J3KLNOPs and 4R and each year an average of 85 enterprises partake in the survey with a completion rate of 80-90%.

This year marked the fourth year of dividing the stations with 50% core stations and 50% random stations. The random stations were implemented in order to study the entire stock and are usually in areas where harvesters don't expect many crab. However, in recent years these have proven to be areas that have high numbers of females and a smaller number males which has left harvesters pleasantly surprised.

The post season survey in 2021 collected approximately 800 survey applicants. The applicants are sorted by their areas in which they are applying to and screened by DFO as successful applicants. Most importantly, harvesters are sorted by pools based on past survey participation or if they have ever done the survey to fairly assign participants and give ample opportunity to harvesters who have not done it in the past. Then, there is a random draw and those who are successful are contacted.

Each survey set has certain data requirements that must be met and completed by a FFAW field science technician or a Seawatch observer onboard each vessel. Soak time, depth, shell condition, carapace width, carapace damage, bitter crab disease (BCD), missing leg count and maturity is completed and recorded on DFO provided data sheets. The catch and effort, and biological sampling collected from the survey is used to develop qualitative data that is analyzed and included for the yearly stock assessment. The data from the small mesh pots are also used in the assessment to determine an index for future recruits based on the catch rates of pre-recruits.



In 2021 we had some challenges to say the very least, from weather delays, onboard observer coverage to harvesters wanting to go at the same time. Despite these challenges the survey finished with a 92% completion rate and we received great feedback to use in the 2022 assessment. In 2021 FFAW-Unifor put out a notice in the eligibility requirements form that the post season snow crab survey will be moving to a 10-pool system. Please keep an eye on our website and social media as to how the pool system will be implemented.

Are you interested in participating in the Post-Seasonal Crab Snow Crab Survey?

Keep an eye to our website and social media pages to ensure you get a copy of the application for 2022.

Applications will be made available on www.ffaw.ca, and on our Twitter and Facebook pages. For further info you can contact April Wiseman – 576-7276.



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
- 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



MAJOR STRIDES MADE IN IMPROVING PRECAUTIONARY APPROACH FRAMEWORK FOR SNOW CRAB

Dr. Erin Carruthers, FFAW Fisheries Scientist

The Precautionary Approach management framework (or PA) for Snow Crab will not be fully implemented for the 2022 season but we have made substantial improvements to the framework over many snow crab PA Working Group meetings and fleet chair meetings.

The take home is that the Working Group developed a PA Framework that is considerably better than both earlier frameworks put forward by either DFO or the FFAW. Major improvements to the PA include changes to (1) what is considered healthy, (2) how the different metrics are weighted, (3) how differences between management decisions and science assessments are addressed, and (4) exploitation rate levels. There are three components used to define reference levels: predicted CPUE, predicted discards and egg clutch fullness.

As a result of Working Group discussions, the Upper Stock Reference for predicted CPUE is 9 kg/pot. One of the challenges for this Working Group was setting an upper

stock reference (USR) – and defining the healthy zone for NL snow crab fisheries – that would be appropriate for all assessment divisions. 9 kg/pot is much more sensible than the originally proposed 12.5 kg/pot.

The Working Group also decided on a USR for predicted discards of 20%, meaning that having predicted discards are lower than 20% is considered healthy. The egg clutch metric was also changed. It is now considered healthy if more than 75% of females have full egg clutches.

Because there are 3 types of reference points (CPUE, discards and egg clutch), this PA Framework requires some method for combining the three metrics into a single, overall statement of stock status. Originally, the proposal was to set the status level by the lowest of the three metrics. This has been changed by the Working Group to a points and scoring system. The take home here is that predicted CPUE is weighted more heavily.

Points System				Scoring System	
Zone	Egg Clutch	Discards	CPUE	Zone	Points
healthy	1	2	4	Healthy	5.5 to 7
cautious	0.5	1	2	Cautious	2.5 to 5
critical	0	0	0	Critical	0 to 2

This points and scoring system means that an assessment division would be considered healthy if predicted CPUE was healthy but that both the egg clutch and the discards were in the Cautious Zone (CPUE (4) + discards (1) + egg clutch (0.5) = 5.5).

If the CPUE is considered cautious (between 5 and 9 kg/trap), then at least one of the other metrics would need to be considered at least cautious to remain in the Cautious Zone.

The new PA recognizes that there may be differences in stock status and fishery trends at the CMA level (where management decisions are made) compared to the assessment division level (where science assessment is done). Consultation and TAC discussions will continue at the CMA level. Importantly, should the status within a CMA differ markedly from the overall Assessment Division, management decisions at the CMA are not constrained by the status of the Assessment Division.

Another improvement is that instead of prescribed exploitation levels for a given score, the Working Group decided on maximum exploitation rates in each zone. 42% in the Healthy Zone, 35% in the Cautious Zone, and 20% in the Critical Zone, with the possibility of higher exploitation rates in the Healthy Zone if there is evidence of underharvesting. Again, this gives crab fleet committees

space to discuss status, catch rates, soft shell and recruitment, among other considerations, specific to their CMA.

While there are ongoing research questions and potential improvements to the PA for this NL snow crab, the PA framework developed by the Working Group, the PA was much improved as a result of the hard work put in by all. Finally, there is a commitment that this PA will be reviewed – by harvesters, DFO and other stakeholders – within 3 years.

A big thank you to all the fleet chairs who have contributed to this framework. The volunteer time commitment provided by harvesters was substantial and this could not have been completed without their support.

WELCOME NEW STAFF



JAKE RICE

Manager of Policy and Price Negotiations

Welcome Jake Rice as the new Manager of Policy and Fish Price Negotiations for FFAW. Jake is filling the position that was previously held by Robert Keenan, now Secretary-Treasurer of the Union, for several years.

Jake is originally from North Carolina and grew up in a fishing family, with one of his three brothers continuing to fish commercially today. Most recently, Jake worked with the Washington Department of Fish and Wildlife where he served as a Fisheries Manager overseeing commercial and recreational salmon fishing. Jake worked with the State to negotiate salmon seasons and regulations with 20+ treaty tribes in the State of Washington, and also served on the Fraser River Technical Committee as part of the Pacific Salmon Commission, working to build commercial salmon seasons for Washington fish harvesters.

Jake spent the last 15+ years in various fisheries and aquaculture management positions throughout Alaska, Oregon, Washington, and other states. His career has included work with multiple state agencies and federal agencies. He holds a Bachelor's Degree in Economics from Davidson College and worked for a large Swiss Bank as a Derivative Analyst before switching careers into fisheries. He also has a Master's Degree in Aquaculture from Auburn University and a Master's Degree in Fish and Wildlife Administration from Oregon State University. His background has primarily been focused on policy development and decision-making within fisheries management. Welcome, Jake!



COURTNEY LANGILLE

Government Relations and Campaigns Coordinator

Courtney Langille joins us as the new Government Relations and Campaigns Coordinator. She began working with the Union in November 2020 as a maternity leave contract for the Communications Officer position and transitioned to Government Relations in September 2021.

Courtney grew up in rural Newfoundland and Labrador, living in Springdale, Harbour Breton, and Trepassey, developing a close understanding of how interconnected the fishery is to our culture and economy. With a strong background stewarding major gifts in the non-profit sector and a regional spokesperson in federally regulated industries, she looks forward to serving the Union with her experience in public relations, strategic communications, and project management. Courtney is a member of the VOCM Cares Selection Committee for the Gordon Seabright Volunteer of the Year Award, a member of the Board of Directors for the Iris Kirby House and has participated as a panelist and keynote speaker at several conferences and expos throughout Atlantic Canada. Welcome, Courtney!

GLENDAY LEYTE Human Resources and Office Manager



Please join us in welcoming Glenda Leyte to the FFAW-Unifor team. Glenda started on January 31st as the Human Resources and Office Manager. Originally from Fogo Island, Glenda graduated from MUN with degrees both in English and Business. She spent several years in the Marketing/Advertising field, working with clients such as General Motors, McDonalds, Sobeys and Chrysler. She later turned her focus to tech start-up in a Human Resources role; spending the following 14 years as the face for an international Ocean Technology/exploration company based in St Johns.

Glenda is very excited to tackle the challenge of this new position at FFAW-Unifor. The combination of Human Resources and Office Manager means that she will be involved in many aspects of our day-to-day operations. Glenda's focus in this role will be to build our organizational culture and work with our team to strengthen and support our Union. Welcome, Glenda!

CONSIDER A PLB (Personal Locator Beacon)

A PLB can be used anywhere, any time, on or off a boat. In an emergency situation, this device alerts rescue teams of your precise location and aids in your discovery. Having a PLB as part of your safety equipment could mean the difference between life and death. Consider your life—consider a PLB.

"A BEACON OF HOPE"



NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION

NEW PROJECT MAKES PERSONAL LOCATOR BEACONS (Reliable Distress Signalling) AVAILABLE TO EVERY FISHING ENTERPRISE



BACKGROUND

Fishing is considered the world's most dangerous occupation, and occupational health and safety in the fishing industry is complex. The challenge for fish harvesters working on moving platforms is navigating the high risk exposures to extreme weather conditions (severe sea states, gale force winds, freezing spray, ice cover, and fog) as well as moving parts, and entrapment gear.

In this province, in excess of 9,000 professional fish harvesters work on over 3,400 fishing enterprises. Over a ten year period (2012 – 2021), 20 fish harvesters ended up in the ocean following an incident at sea (unexpected immersion from a small open vessel, a capsizing, or a vessel being abandoned on the command of the master) resulting in death from drowning or hypothermia. Five of the 20 harvesters were never recovered.

Despite improvements in safety, loss of life in the fishing industry from drowning or hypothermia following falls overboard or abandonment continues to be a problem as many small fishing vessels are not properly equipped with reliable distress signalling technology/devices. This is a problem worth solving.

EMERGENCY DISTRESS SIGNALLING

In all cases, timely and reliable distress signalling is the critical first step in activating the search and rescue (SAR) response system. There are numerous documented cases where a distress signal would have reduced SAR response time and potentially saved lives. However, the Transportation Safety Board of Canada (TSB) have reported that in most cases, where there is loss of life involving a small fishing vessel, there is rarely, if ever, a distress signal.

Federal regulations (Navigation Safety Regulations Sections 209(1)(q-b) and 209(3)(a-d) require fishing vessels to carry life-saving distress signalling equipment.

- All vessels regardless of length, are required to carry EPIRBS if they are travelling distances 25 nautical miles or more from shore, as are vessels greater than 20 m travelling within 25 nautical miles off shore.
- Vessels travelling in near-coastal voyages or within 25 nautical miles of shore have more options. Vessels that are less than 8 m have the option of carrying an EPIRB, or PLB, or a VHF radio capable of distress signalling, while vessels between 8 and 12 m have the option of carrying an EPIRB or PLB.

PERSONAL LOCATOR BEACONS – TAKING THE SEARCH OUT OF SEARCH AND RESCUE

Personal Locator Beacons (PLBs) are personal electronic transmitters about the size of a deck of cards, designed to be carried on the person. PLBs are designed to work in the same way as EPIRBs and are capable of transmitting on both 406MHz and 121.5MHz frequency with Global Positioning System (GPS) and perform a critical functioning alerting rescuers during a man over-board situation.

BENEFITS OF PLBS

- PLBs are designed to be carried on the person and often worn with a Personal Flotation Device (PFD) or survival suit.
- PLBs are registered to the individual, versus the vessel, which empowers fish harvesters to exercise accountability for their personal health and safety in the event they end up in the water.
- PLBs provide a reliable means of transmitting distress signals for fish harvesters on small fishing vessels, operating for a 24 hour period once they are activated. PLBs contribute to increased survival rates, especially when worn with a PFD.
- PLBs save lives by improving SAR and recovery efforts, making them more efficient overall as well as cost-effective.
- PLBs provide an added level of personal distress signalling ability for fish harvesters working on larger vessels, operating further from shore, and fitted with 406MHz emergency position-indicating radio beacons (EPIRBs). In these cases PLBs provide a secondary level of distress signalling for the vessel/crew, as well as homing ability in the case of falls overboard or abandonment.
- The cost of a PLB is reasonable at approximately \$430 per unit, and will last for years if properly maintained.
- PLBs enhance the SAR response in terms of timely and cost-effective search, rescue, and recovery in critical situations that arise where fish harvesters fall overboard or abandon their vessel.
- PLBs are the best means of locating fish harvesters who end up in the water and are separated from their vessel.
- PLBs help to alleviate the emotional toil and mental anguish experienced by fish harvesters in distress and waiting for rescue, knowing their beacon is transmitting their location.

MAKING PLBS AVAILABLE FOR EVERY FISHING ENTERPRISE IN THE PROVINCE

This new project was launched on February 14th, 2022, through the collaborative efforts of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA), Fish Harvesters Resource Centre (FRC), Professional Fish Harvesters Certification Board (PFHCB), and the Fish Food and Allied Workers (FFAW/Unifor). It aims to save lives and bring fish harvesters safely home by promoting Personal Locator Beacon usage that will help to address the safety gap on reliable distress signalling in critical situations that currently exists in the industry.

The project will provide resources and funding to assist fish harvester's access and purchase PLBs. A limit of 2,500 PLBs which have been sourced through Survitec, a global leader of marine safety and survival equipment, will be available for purchase in this fishing season at a cost of \$427 per PLB. As part of a cost-sharing arrangement, PLBs will be made available to fish harvesters (one PLB per enterprise) for purchase at a subsidized cost of \$170. HST costs are not included.

Fish harvesters interested in obtaining a PLB for their enterprise may submit an application through the FRC's website, www.frcnl.ca, with delivery of PLBs expected to begin this spring.



NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION



CARVING BY A.S. WHITE

FOCUS ON SAFETY ARTICLE BY BRENDA GREENSLADE

At the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) the focus is on safety and helping to bring fish harvesters safely home, but we also recognize the implications of long-lasting trauma that can result when workplace tragedies occur.

Craig Parsons works as a Marine Health and Safety Specialist with the Association. In late November, 1929 his grandfather, Captain Thomas Parsons and his crew of the fishing schooner, Northern Light, were heading back to their home port in Bloomfield, Bonavista Bay when the weather turned bad. The schooner lost its sails and took on water but they managed to stay afloat before being rescued by the R.M.S. Baltic. Unfortunately, Craig's uncle Rex Parsons drowned during the rescue and his body was never recovered. His grandfather was left in financial ruin with no money

to provide for his family nor install a marker to his son at the local cemetery. Craig can still recall as a child seeing the pictures that were taken of the rescue aboard the Baltic as well as the anguish experienced by his father and family over the course of their lifetimes.



The Northern Light on 6 December 1929, as seen from the R.M.S. Baltic, the ship that rescued the captain and four of the five-man crew. On the left is the lifeboat used in the rescue.

Like so many, I have my own story. In 1935, 16 years before the beginnings of workers' compensation in this province, and in the dark days of the Great Depression, my grandfather lost his life when he was fatally injured at work. My grandmother was left with a large family to raise on her own—the youngest was five. My father, who was the middle child, was 12. My grandmother went to bed for three days and then, somehow, out of the depths of despair, she found the strength and courage to carry on and to raise her large family on her own. It was a struggle and there were none of the workers' compensation benefits that exist today. Like so many adults who suffer serious loss at a young age, my father always spoke of his memories of that tragic day from the perspective of the 12-year-old boy he was, when his time with his father ended abruptly. It was not until I became an adult and studied nursing that I was truly able to comprehend the long-lasting effects that trauma can have on an individual.

Fast forward to the present and these accounts may have had a different outcome. Today, workers and employers are more educated about workplace risks and hazard controls. There are safe work practices and regulations, and when incidents happen and life-threatening injuries occur, the health care system is better equipped to deal with them. Finally, there are wage loss, health care, and dependency benefits available to workers and their families. This is in large part due to the advocacy work that has been happening in this province to advance workplace health and safety benefits and practices.

The fishing industry in Newfoundland and Labrador has a long history of tragedy where many harvesters have been fatally injured or lost at sea while trying to make a living for themselves and their families. Many improvements have been made but there is, and always will be, more work to do in an industry where fish harvesters face many unique, life-threatening hazards. Loss of life is not acceptable in any workplace and the fish harvesting industry is no exception.

At the NL-FHSA we are grateful and proud to be able to work with fish harvesters in this industry, as well as our industry partners, to focus on advancing health and safety that will see fish harvesters safely home. Every individual makes a difference but together, the possibilities are endless. In 2022, we will continue to honour our commitments by striving to bring efficient quality services to the fish harvesters of this province.

Workshop on Labourforce Renewal in the Fishery



On March 2, the Canadian Council of Professional Fish Harvesters (CCPFH) hosted a one-day workshop on labourforce renewal & intergenerational secession in the fishing industry. In the morning, policy, management, and industry came together to discuss policy and program options that will attract and retain new harvesters into the industry. In the afternoon, fish harvesters built on possible solutions and next steps.

Thanks to the PFCHB and NL-FHSA as well for their role in hosting a productive and engaging day for all as we plan for a vibrant and sustainable future in the industry!





Welcome to the newest feature in the Union Forum, where FFAW-Unifor Executive Assistant, Rachel Wayne, will be treating us with a favourite seafood recipe each issue. While being an excellent cook isn't in her job description, those of us who work in the St. John's Union Office are lucky to be well acquainted (read: spoiled!) with Rachel's cooking and baking. Bon appetite!

BACALHAU BAKE

This recipe uses what we know best- cod & potatoes! If you prefer salt cod – use it here. Just remember to soak the fish in cold water for at least 24 hours with 2 or 3 changes of water. Salt fish should be boiled instead of fried.

1. 4 large Potatoes - peeled and cut into 1/4" chunks. Submerge potatoes in a pot of water adding salt to flavor. Bring to a boil on medium high heat. Cook until fork tender. This will take approximately 20 minutes, depending on the type of potato chosen. Drain the water and leave the lid ajar to allow the steam to escape. Set aside.
2. 2lbs Cod - Fresh or freshly frozen deboned cod should be rested on a paper towel to absorb excess moisture. If the fish hasn't been deskinning you may choose to do so at this stage or if you are less comfortable with a knife you can remove the skin once the fish has been fried. Lightly salt and pepper your fish. In a skillet - heat 3 tbsp of vegetable oil and 1 tbsp of butter. Lay your fish flesh side down first. Fry for 5-7 minutes per side, depending on the thickness of your fillet. Using a fork, you can test the thickest part of your fillet. Fully cooked fish should not be translucent. Remove fish from the skillet and set aside. Optional: Squeeze fresh lemon juice on top of fish. Add 1 tbsp of butter to the same skillet (hope you didn't wash it already because all those crispy fish bits will add flavor to the ½ cup chopped onion which you can now add. Cook for approximately 2 minutes, until tender. If you are comfortable cooking with pork fat this would be a great place to use that skill.
3. Roux- In a medium dipper on medium heat., melt 2 tbsp Butter, 1 finely chopped clove of garlic. Allow the oil from the garlic to flavor your butter without browning; about 1 minute. Sprinkle 2 tbsp Flour, whisk continuously for 1 minute. Add 2 cups of milk and 1 tbsp of fresh squeezed lemon juice. Continue slowly whisking until you get a gentle bubble. In a large casserole dish add and mix: potatoes, cod & onion. You will want to break the cod into little pieces while mixing. Pour the roux over the potatoes, cod & onion. Grate ½ cup fresh Parmigiano Reggiano (or cheddar) on top.

Bake for 20 minutes or until cheese is melted at 375 degrees Fahrenheit.

WOMEN'S REPORT

After decades of fighting for universal childcare, the kids might just be alright.

Alyse Stuart, Staff Representative

“Today’s agreement with Newfoundland and Labrador is an important step forward to making \$10 a day childcare a reality, and delivering much-needed support to families and communities as we build back better from the pandemic.”

The Rt. Hon. Justin Trudeau, Prime Minister of Canada

“Investments in early learning and childcare are investments in our economy, and this plan will support affordability and access for all Newfoundland and Labrador families.”

The Hon. Andrew Furey, Premier of Newfoundland and Labrador

In June, Prime Minister Justin Trudeau and Premier Andrew Furey made a monumental announcement about the future of childcare in our province. The leaders outlined an ambitious plan from the federal and provincial government to fund critical childcare services, which would include new infant, toddler, and preschool spaces, full-day year-round pre-kindergarten, and a transition to non-for-profit \$10/day childcare by 2023.

These announcements are a result of decades of tireless advocacy and action by the labour movement and other childcare organizations who have long understood the value of universal childcare in our quest for equality. Every child and guardian deserves the right to high-quality early childhood education regardless of their background. By investing in childcare for all, we will provide the foundations necessary to close gaps in opportunity for every family. The impact of universal childcare will trickle into all areas of society as we establish a new public service that prioritizes high-quality services, provided by educators who will be paid well and respected for their expertise in the field.

However, despite the historic gains in our push for universal childcare in the province, there are still significant challenges including: 1) creating enough spaces to meet the demand, 2) recruiting enough early childhood educators to satisfy the increased demand, and 3) providing good and fair wages for early childhood educators to keep them in

the sector. Without direct action to address these barriers we will continue to face what has been described as “childcare deserts” in the province where there are not any spaces available, and families will remain stuck on waiting lists for few spots.

In rural communities without targeted support, these challenges would continue to be even more extreme as children would need to travel long distances to access government funded childcare.

In speaking with Neria Alyward from the John Howard Society about the exciting developments in creating a universal system in the province, she noted that the success depends on making ECE positions good paying jobs with fair wages. She stated that “unionizing makes a difference for kids because what is good for workers is good for kids.” The reality is that even if you do not have children, you rely on someone who does, therefore, establishing truly universal and publicly funded childcare will benefit us all.

We must remain cautiously optimistic while holding both levels of government accountable for ensuring universal childcare in this province does not leave any region, community, or family behind.

FFAW | UNIFOR

STAFF REPRESENTATIVES



GREG PRETTY
*Industrial/Retail/
 Deepsea Director*



ALLAN MOULTON
*Service Representative
 Industrial/Retail/Offshore*



JAMES FARRELL
*Staff Representative
 Industrial/Retail/Offshore*



JÓHAN JOENSEN
*Staff Representative
 Industrial/Retail/Offshore
 OCI Trawler Fleets*
 The Union Forum - 45



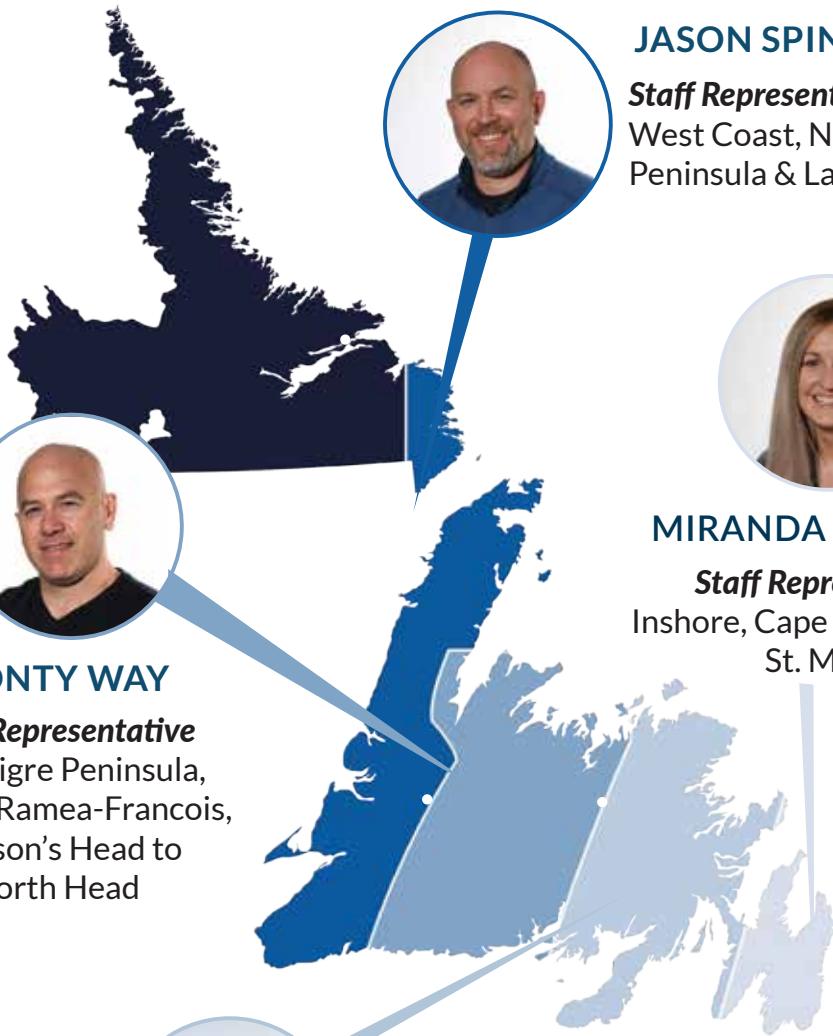
JASON SPINGLE
*Staff Representative
 West Coast, Northern
 Peninsula & Labrador*



MIRANDA MCGRATH
*Staff Representative
 Inshore, Cape Freels to Cape
 St. Mary's*



ALYSE STUART
*Staff Representative
 Organizing*



MONTY WAY
*Staff Representative
 Connaigre Peninsula,
 Burgeo-Ramea-Francois,
 Jackson's Head to
 North Head*

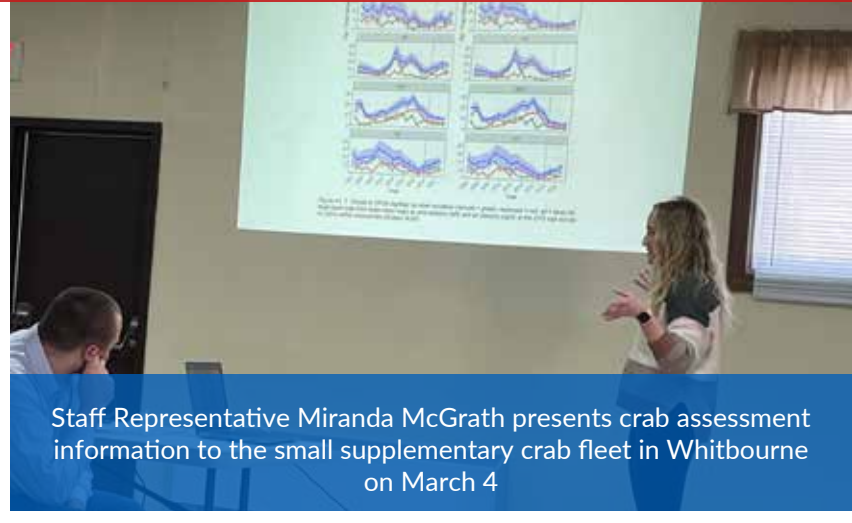


DWAN STREET
*Staff Representative
 St. Brides to English Harbour
 East, 3K Inshore to
 North Head to Cape Freels*

In-Person Meetings & Member Servicing Resumes



Trevor Jones and April Wiseman participate in the snow crab assessment meetings held the week of Feb. 21



Staff Representative Miranda McGrath presents crab assessment information to the small supplementary crab fleet in Whitbourne on March 4



The small supplementary crab fleet met in Whitbourne on March 4



Secretary-Treasurer Robert Keenan presents market indicators for the upcoming crab season at the meeting in Whitbourne



The Bargaining Committee from the Fish Harvesters Resource Centre Dockside Monitors were hard at work advancing the interests of fellow members on February 16. Work is well-underway for a new contract!

FFAW-UNIFOR Executive Board 2021-2023



KEITH SULLIVAN
President



ROBERT KEENAN
Secretary-Treasurer



TONY DOYLE
Vice President, Inshore



DORETTA STRICKLAND
Vice President, IRO



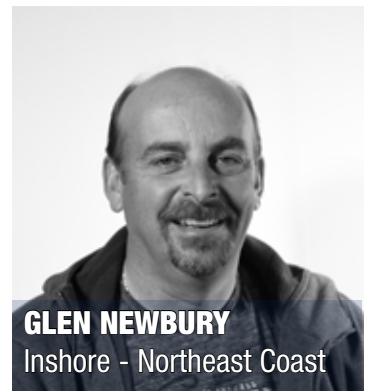
LOOMIS WAY
Inshore - N. Pen & Labrador



NELSON BUSSEY
Inshore - Avalon Peninsula



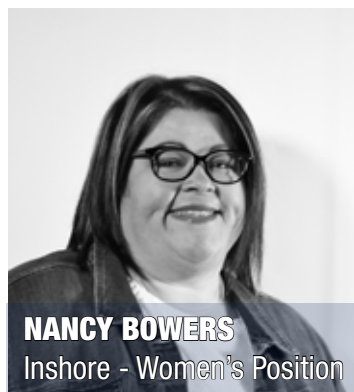
KEVIN HARDY
Inshore - W and SW Coasts



GLEN NEWBURY
Inshore - Northeast Coast



MIKE NOONAN
Inshore - Crew Member



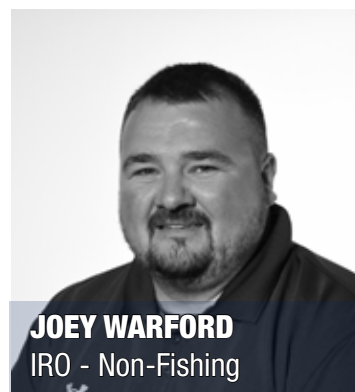
NANCY BOWERS
Inshore - Women's Position



NANCY FILLIER
IRO - N. Pen, Lab & NE Coast



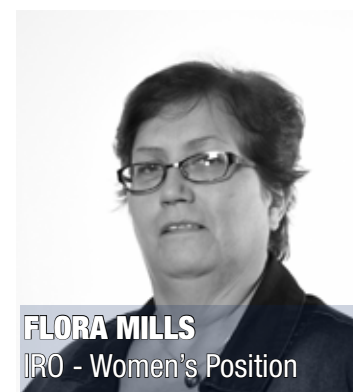
SHEILA HOWELL
IRO - Cape Freels S to Cape Pine



JOEY WARFORD
IRO - Non-Fishing



CHARLES BAKER
IRO - South and Southwest



FLORA MILLS
IRO - Women's Position

FFAW-UNIFOR Industrial/Retail/Offshore Council



DORETTA STRICKLAND
Vice President IRO
OCI Triton



CHARLES BAKER
Executive Board



NANCY FILLIER
Executive Board



SHEILA HOWELL
Executive Board



JOEY WARFORD
Executive Board



WADE FOOTE
Pennecon



BARRY RANDELL
OCI Bonavista



BETTY BRETT
Fogo Island Co-Op



ERIC DAY
BGI, Hr. Breton



FLORA MILLS
ND Comfort Cove



HUBERT STACEY
OCI St. Lawrence



VICKI MORRIS
Labrador Shrimp



PETER WINSOR
Beothic



RUBY SHEPPARD
FRC



TRUDY BYRNE
St. Anthony Seafoods

NOT PICTURED:

BRENDA KING
Icewater

WILL STACEY
Newfoundland Lynx

DARREN MELINDY
Cahill Fabrication

SHELDON SQUIBB
HR. Grace Cold Storage

GREG RYAN
OCI Port aux Choix

BRETT O'RIELLY
Pennecon

GAVIN BRAKE
Molson

Glenda Herridge
OCI Fortune

FFAW-UNIFOR Inshore Council 2019 - 2022



TONY DOYLE
Vice President, Inshore



LOOMIS WAY
Executive Board



NELSON BUSSEY
Executive Board



KEVIN HARDY
Executive Board



GLEN NEWBURY
Executive Board



NANCY BOWERS
Executive Board



MIKE NOONAN
Executive Board



JIM CHIDLEY
Cape St. Francis to Point Lance



BRIAN CAREEN
St. Brides to Swift Current



CLAYTON MOULTON
Monkstown to Garnish



DAN BAKER
St. Bernards to MacCallum



DARREN BOLAND
Highlands to Cox's Cove



BLAINE CROCKER
Trout River to Eddies Cove W



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



MIKE SYMMONDS
Quirpon to Englee



ALBERT WELLS
Jacksons Arm to Cape St John



ELDRED WOODFORD
N Head to Port Albert
incl. NWI and Twillingate



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



ROBERT ROBINSON
Cape St. John to N Head



DENNIS CHAULK
Newtown to Elliston

FFAW-Unifor Inshore Council

2019-2022



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



MATTHEW JONES
Crew Member Position



LORETTA KELLY
Women's Position



IVAN LEAR
Young Harvester Position



DARRIN MARSH
Little Catalina to Greens Hr



CLAYTON MOULTON
Monkstown to Garnish



MATTHEW PETTEN
Hr Grace to Cape St. Francis



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