

The Union **FORUM**

FFAW  CAW

Volume 10, Issue 3
SUMMER 2013



- ▶ **TRANSPORT CANADA DELAYS SEWAGE REGULATIONS CHANGE**
- ▶ **NEW NATIONAL UNION FOR ALL**
- ▶ **QUOTA INCREASE FOR NORTHERN COD**

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Mike Noonan has a voice and he knows how to use it when representing crewmembers around the FFAW Inshore Council table and on other boards and committees.

COVER PHOTO:

Barbara Tucker, Gladys Patey and Judy Richards on the job in the inspection room at St. Anthony Seafoods on August 1.

Mandy Ryan Francis photo

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

The **FFAW/CAW** 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, window manufacturing and oil industries, and is proud to be affiliated with the Canadian Auto Workers (CAW).

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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TOP FIVE REASONS

to advertise in the Union Forum



1

Coverage

The Union Forum has one of the largest circulations of any magazine in Newfoundland and Labrador - period. The online version of the magazine gets thousands of hits from readers at home and around the world every time it is distributed.

2

Market Penetration

The Union Forum is directly mailed to all FFAW members, which includes EVERY FISH HARVESTER in Newfoundland and Labrador, along with a large majority of plantworkers, employees at several major hotels in NL, ACAN Windows, Molson Breweries, several industrial fabrication shops, and Canship Uglad tanker crews, just to name a few. The magazine also reaches all levels of government as well as related industry in Canada, the US and abroad.

3

Price

The Union Forum has the absolute best rates on advertising of any publication in its class.

4

Credibility

The Union Forum is a proven entity with staying power - the current magazine and its predecessor, The Advocate, have been publishing in the province for many years. In fact, the original The Fishermen's Advocate was first printed under the guidance of William Coaker in 1910. The magazine continues to publish stories that matter to its members in all industries.

5

Award Winning

The Union Forum has won several national awards for photography, design, content and editorial. The magazine recently won two CALM (Canadian Association of Labour Media) awards for writing and photography, also received the General Excellence award and Best News Story award from LUMA, making it the top magazine in the entire CAW.

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UNIFOR POISED TO BEAT BACK HARPER ATTACK

Earle McCurdy
President

emccurdy@ffaw.net

Stephen Harper hates unions.

Unlike other Prime Ministers, who might not have been particularly fond of unions but recognized they are part of a democratic society, Harper is determined to use the power of a majority government to undermine and overpower unions in every way possible.

The reason is simple. He doesn't want working people to have a powerful voice. The Harper government is a big business government, and big business doesn't like unions. So Harper doesn't like us either.

When there was a minority government, there were some practical limitations on how the Prime Minister used his power, but now that he has a majority, he's showing no restraint.

One of the first indications of how far he was prepared to go to put the boots to workers was the settlement of a lockout involving Canada Post and the Canadian Union of Postal Workers. The employer locked out the workers, then Harper ordered them back to work with less money than the employer had already offered in negotiations.

Then came Bill C-377. It was disguised as a private member's bill, but this piece of legislation was clearly designed to cripple unions. It pretended to be about transparency, but instead was all about tying the trade unions up in an unbelievable amount of red tape and significant unnecessary expenses. The bill would require unions to disclose their financial position and virtually all significant transactions to the federal government, who would in turn post it on a public website.

The bill would require unions to provide full details of every transaction in excess of \$5,000. It also requires unions and related organizations, including labor federations, insurance and other trust funds in which a union may be involved to provide a statement of disbursements under a host of headings, including "lobbying".

We make representations to the federal government – i.e. lobbying – practically every day of the week, on issues ranging from campaigning for increased quotas to fighting EI cutbacks to fighting back against unnecessary Transport Canada regulations. Trying to itemize and document every transaction and every cost related to virtually every type of union activity would be a very time-consuming and costly proposition.

And quite frankly it is none of Stephen Harper's business; or the fish companies'; or the general public's. It's the business of our members and our members only. They are rightly entitled to information about their union's finances, but the federal government website is not.

It is ironic that the government passed this bill at the same time that the abuses and the lack of transparency associated with certain Senators' expenses were coming to light. It is doubly ironic that it was the Senate which threw a curveball at Harper's plans by proposing sweeping amendments to the bill. The amendments were proposed by PC Senator Hugh Segal, who denounced the bill as "unCanadian".

A number of Conservative Senators supported amendments proposed by Conservative Senator Hugh Segal that would have significantly diminished the impact of Bill C-377. Of the Newfoundland and Labrador Tory Senators, Norm Doyle supported the proposed amendments, while Fabian Manning, Elizabeth Marshall and David Wells toed Harper's line and voted in favor of a bill that clearly violates the privacy of union members, and that Manning admitted in a meeting with me in June was "anti-union".

He said this was because unions are critical of the Harper government. What sheer abuse of power to use the weight of legislation to your critics in red tape.

The reason the government gave for the bill was that union dues are tax-deductible for union members. But if that's the yardstick they use, why wouldn't all fish processors have to make similar disclosures? Their membership fees to the Board of Trade, the Association of Seafood Producers, the Canadian Federation for Independent Business are all tax deductible.

So are contributions to the Conservative Party of Canada. All professional associations (such as the Canadian Medical Association), churches, charitable organizations, so-called "think tanks" (such as the Fraser Institute which spends most of its time trying to think of ways to put workers' incomes in the tank).

Why doesn't the bill cover all these groups as well?

Companies who sell RRSPs benefit from billions of dollars a year in tax-free investments by Canadians trying to minimize their tax bill. Why don't they have to disclose all their financial information?

What about companies that benefit from lucrative government contracts?

CONTINUED

UNIFOR POISED Continued

The obvious answer is that the fact union members can get a tax deduction for unions has nothing to do with Bill C-377. That bill is all about union bashing. So are other bills that the federal government is working on, aimed at making it more difficult for workers to organize themselves into unions, and more difficult to finance unions.

It is not just unions who are opposed to Bill C-377.

The Privacy Commissioner of Canada has expressed concerns about the bill. The Canadian Bar Association opposed the bill on several grounds. Various legal experts appeared before a Senate Committee dealing with the bill to make the argument it is unconstitutional. The Certified General Accountants Association of Canada, the Investment Funds Institute of Canada, the Canadian Life and Health Insurance Association Inc. – none of them exactly bastions of trade unionism – all spoke out against the bill during Senate Committee hearings.

Despite this opposition, the Prime Minister reportedly went ballistic when the Senate voted in favor of the amendments, vowing to bring the bill back as a government bill instead of a private member's bill, and demand that Tory Senators support it.

In the face of this kind of attack, and in the face of increasing corporate power, unions need to constantly be looking for ways to more effectively organize ourselves to protect and advance the interests of our members.

With this in mind, a major change will take place in the Canadian labor movement on the Labor Day weekend, when two existing national unions, the Canadian Auto Workers and the Communications, Energy and Paperworkers come together to create a brand new national union, Unifor.

With a membership of 300,000 across the country, Unifor will immediately become Canada's largest private sector union.

FFAW will have the same relationship with Unifor that we had previously with CAW. We will now be known as FFAW-Unifor instead of FFAW-CAW.

For the most part it will be business as usual, but we will now be part of and have the support of a much bigger and stronger national union.

And one of our own will be in a key leadership position. Lana Payne, who was FFAW-CAW Communications Director for 16 years before spending the last five years as President of the Newfoundland and Labrador, has been endorsed by the joint CAW-CEP steering committee for the position of Atlantic Director, one of the top six positions in the new union.

This is a recognition of her success as President of the Federation of Labor. She deserves our congratulations and our full support in her new endeavors, which will include a prominent role in the fightback against Stephen Harper's mean-spirited onslaught against working people and their unions.



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MARKETING COUNCILS AN INTEGRAL PART IN SEAFOOD SALES EVOLUTION

Keith Sullivan
Assistant to the President
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With \$1 billion in annual production value it's no surprise the Newfoundland and Labrador commercial fishery is a huge contributor to the province's economy. With that in mind, we need to find ways to further maximize its value.

The MOU on Fishing Industry Rationalization and Restructuring released in 2011 never received the attention it deserved. When released, the section on marketing proposals was fully endorsed by the provincial government. Government said it would explore options with its federal counterparts and the fishing industry to establish a seafood marketing council, a number of seafood sales consortia and improved access to inventory financing for the province's fishing industry. There has not been much action on this front to date, but these beneficial proposals can still be of value.

A seafood marketing council can give the industry an ability to adapt to changing environments. Charles Darwin stated, "It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change." Darwin was not talking about marketing, but it does speak to what marketing councils have the ability to accomplish.

Seafood marketing evolution

Change is constant in the seafood industry. We are currently seeing an emergence of huge potential in sophisticated Asian markets for our seafood. Are we going to be survivors and benefit from these market opportunities, or go the way of the dodo bird? The province may be on the cusp of a resurgence of cod and other groundfish resources off our coasts. Can we maximize this potential value for the people of the province? A large "new" biomass of snow crab has been identified in the Barents Sea. Are we going to solidify our market position on snow crab even if we have to compete with new competition from Norway and Russia?

What others are doing

A couple of jurisdictions often get mentioned as the gold standard when it comes to seafood marketing or promotional councils. The Alaska Seafood Marketing Institute (ASMI) and the Norwegian Seafood Council (NSC) are two institutions that elevated the stature of their

seafood products internationally, and most believe they are successful in elevating the value as well.

ASMI is funded through a levy based on value of fish purchases and has an annual budget of \$25 million coming from industry, state and federal sources. The NSC has a levy on exports and had a \$72 million budget in 2012. This may seem like an extraordinary sum of money but consider this: exports of Norwegian seafood have gone from \$2.5 billion in 1991 to \$9.4 billion in 2010 while Canadian export value stalled. It is always difficult to prove cause and effect, but an established marketing program appears to be a valuable investment for Norway.

Closer to home

The Economist Newspaper reported wild captured fish prices are increasing much more rapidly than farmed species. It said the Food and Agriculture Organization of the United Nations (FAO)'s price index for wild fish nearly doubled between 1990 and 2012, whereas the index for farmed fish rose by only a fifth.

This has not been the experience of Newfoundland and Labrador inshore shrimp harvesters. Many species of farmed shrimp are currently experiencing all-time high prices, while prices for coldwater shrimp, harvested wild off our coasts, dropped significantly even while world supply decreases.

With a main goal to promote coldwater prawns, an initiative called the International Coldwater Prawn Forum (ICPWF) was re-established in 2011 but has yet to engage the interest of most of the Canadian processing and marketing sector. Canada is the world's largest producer of coldwater shrimp (called prawns in many parts of the world) so it doesn't make sense that members of the processing and marketing sector aren't interested. Perhaps they feel everything in the industry is working perfectly. Maybe they believe the solution is to demand cheaper raw material. That's no solution for our members who are struggling with low prices and escalating expenses. The International Coldwater Prawn Forum will provide an opportunity to explore marketing possibilities during a conference it is hosting in London, England in November. Keith Sullivan is on the ICWPF secretariat and the FFAW will have harvester representation at the Forum.

Other organizations have similar goals of maximizing the value of a sector. American lobster is only harvested in the waters of Eastern Canada and northeastern United States,

CONTINUED

SEWAGE REGULATION CHANGES DELAYED

Transport Canada has delayed implementation of proposed changes to sewage regulations for fishing vessels in response to representations from FFAW President Earle McCurdy.

The regulatory amendment under the Canada Shipping Act would have required all fishing vessels greater than 15 gross tons which are currently fitted with a toilet to be refitted with a sewage holding tank or marine sanitation device.

McCurdy wrote the Minister of Transport Canada Denis Lebel advising him that the new requirement would create “significant financial hardship on the fishing industry with no recognizable benefit to the marine environment.”

He said the effect of the new regulation would be “not to reduce the amount of raw sewage released into the ocean, but to concentrate it.”

McCurdy noted that fishing communities in the province are not designated sewage areas and do not have facilities for offloading sewage. In most communities, untreated sewage is dumped into the ocean.

With no shore infrastructure in place, fish harvesters would be required to dump sewage at sea. This would involve bulk dumping instead of the current “one flush at a time” approach.

In response to the Union’s representations, Transport Canada delayed implementation of the new regulation for a year. This will give an opportunity for the Union to try to convince the department to take a more practical approach for the long term.

MARKETING COUNCILS Continued

primarily Maine. The Maine legislature recently passed a bill allowing the collection of industry fees and giving the Maine Lobster Council a \$2.5 million dollar annual budget to promote Maine lobster.

Here in Canada, the Lobster Council of Canada LCC’s core mandate is to sustainably increase the value of the lobster sector and it has broad support across all sectors (harvesters, shippers, processors, etc.) in the lobster industry. The Council has support behind a “penny-a-pound” type of levy that would see the industry contribute proportionately to the LCCs work. As a start, the LCC has engaged working groups to work on issues surrounding quality and branding. Quality must be an integral part of any successful marketing campaign. The LCC is poised to move the lobster sector forward, but like Maine, it too needs investment to have the long-term ability to increase the value. This is where governments can be a

part of a solution without incurring massive costs.

A bright light

Discussions about developing a Canadian Seafood Council recently took place at the Seafood Value Chain Roundtable (SVCRT). This roundtable, composed of many knowledgeable people with interests at all levels of the value chain, formed a group to explore national marketing options. This is very early in a discussion phase but it is positive that many industry stakeholders see the potential. The SVCRT vision: A prosperous and competitive Canadian seafood industry that is a world leader and the preferred supplier of high value seafood, domestically and internationally.

It is never too late for a good idea. A structure that will prepare our industries for market challenges may be a great investment.



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LIFETIME ON THE WATER

MARY'S HARBOUR HARVESTER REFLECTS ON FISHING CAREER



Aubrey Russell, enjoying retirement from the fishery.

Mandy Ryan Francis
The Union Forum
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It's hard to tell which Aubrey Russell is more passionate about – his boats and life on the water, or the dog teams he's trained over the years for competition in the Labrador Winter Games. One thing is true; he isn't shy to talk about either if you ask.

Hailing from Mary's Harbour, Mr. Russell has one daughter and four sons, two of whom are carrying on in his father's footsteps running the fishing enterprise he built over his lifetime.

The gleaming 64-foot and 11-inches *Shandy Pauline II* and her approximately 170,000-pound crab quota is a far cry from the early years when a small open boat and the hope for salmon and codfish had to do. Russell started fishing cod in motor boats and speed boats from the time he was nine-years-old. In 1973, he skippered his first longliner, fishing for cod. Like all lifetime fish harvesters the highs and lows were extreme and constant. Sleepless, worried nights dotted with

moments of elation provided precious memories that are easily recalled.

The lucrative crab fishery was just an experiment when Russell first got involved in 1985. Six boats along the Labrador coast were given 250,000 pounds of crab to see what was out there. When the resource was deemed plentiful, DFO allowed the boats to take 500,000 pounds and issued seven supplementary licences.

Over the years the quota per licence dropped from 500,000 to 350,000 pounds with the supplementary fleet having around 30,000 pounds to catch. Today the under-35 fleet are allowed to catch 12,000 pounds, the supplementary licences range from 58,000-70,000 pounds and the original six licence holders can take approximately 170,000 pounds.

The highlights started long before Russell owned his own crab boat. Clarence Andrews and Gerald Petten of Port de Grave arrived on the Labrador Coast fishing scene in the late 1970s. Russell got a permit to go with Andrews in 1985, and before long Andrews allowed Russell to harvest crab in his 38-foot Endeavour '82, on his own.

"That was the highlight in fishing for me personally," said Russell.

"When I went back to Port de Grave with her, I felt pretty proud. Clarence came aboard and we had a drink and he said I had kept her in tip-top shape. I had 200 boxes of crab on board. The only thing he ever asked of me for using the boat was to give \$200 to the church on behalf of Endeavor 82," he recalled.



The newest crab boat, the Shandy Pauline II, now skippered by Aubrey's son Allister.

CONTINUED

MARYS HARBOUR HARVESTER Continued

Russell later planned to buy the Endeavour '82, but that deal fell through toward the end and that's when he decided to have a new crab boat built.

"The price dropped to 35 cents a pound that year, and \$550,000 was a lot of money at that time to pay for a boat. I was worried about the house. Me and Pauline talked about it night after night. I made three or four trips with her before my mind was settled; when I could see that we could make a go of it. There were some worried nights," Russell recalls.

With encouragement and backing from the Fisheries Loan Board, the fibreglass-over-wood, 55-foot *Shandy Pauline* – named after his daughter and wife - was built by Wilson Vokey of Trinity in 1990.

Russell fondly recalls the heyday, back when his boat had 500,000 pounds of crab to catch. The Labrador Fisherman's Union Shrimp Company plant in Mary's Harbour couldn't handle it all. From 1990 to 1998 the fishery was going really good.

"At one point in either '91 or '92, I had to go to Fox Harbour with the *Shandy Pauline* when we ran out of bait. There was an old gentleman there, George Poole, and another local man, Bobby Mesher. George came aboard and said, "If your father could only see this boat; she's some boat." Before I left Fox Harbour he wished we would have a load. We came back with 40,000 pounds that time. To me, it seemed like a wish come true," said Russell.

Russell and his crew fished the *Shandy Pauline* for 14 years before he decided to build a new, all fibreglass 65-foot *Shandy Pauline II* which was launched in 2004.

Taking the good with the bad, Russell believed he could make a living off the ocean, and he did. Today he is mostly retired and his sons Allister and Wade are following in his footsteps. Allister now skippers the *Shandy Pauline II*.

"There were years when fish catches were low, but the prices were high. Other years when the price was low, the catches were high. That seemed to be how it always turned out. It always worked out, evened itself out," said Russell.

Russell has been, and continues to be, a strong advocate of taking care of the ocean's resources. He's was the driver behind having a box in the Hawke Channel closed to shrimp dragging to protect spawning and juvenile crab, and he advocated for an even bigger box. He's a leader among the fishing fleet in 2J filling the role of chair on the Shrimp Committee, a position for which he was recently nominated by Dwight Russell of Mary's Harbour, and he is also the chair of the Full Time Crab Committee.

As for his seven-husky dog team, well, his two gold and one silver medals from previous Labrador Winter Games Dog Team competitions say it all. Russell said he loved the sport and the dogs and all the training that came with them. While he doesn't train today – an accident that involved him colliding with a vehicle while training put him in hospital for a few months and nearly took his life – he thoroughly enjoys recalling the memories of caring for each of his dogs.



Owned by Clarence Andrews, Aubrey Russell made his first trips out for crab in the Endeavour '82.



Aubrey Russell's first crab boat, the *Shandy Pauline*, named after his daughter and wife.



Aubrey Russell's first boat, an unnamed longliner he used to fish for cod.

DISASTER PREVENTION AND FIRST RESPONSE PLANS NEED MORE ATTENTION

Harvey Jarvis

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Placentia Bay has been called “The Far Greater Bay” and it is known to be one of the most ecologically diverse regions on the globe. It has the same number of islands a year has days and it is probably the foggiest area in the entire Atlantic coast. A drive through the Dough Hills will confirm that. It also has more oil tanker traffic than any other bay in Canada.

As referenced in a report entitled “regulating oil tankers in Canadian waters” by Darryl Anderson and Joe Spears, the 2008 crude petroleum flow through Come-By-Chance was greater than any of the other major crude oil tanker ports in Canada. The amount of oil flowing through Port Metro Vancouver was only 9% of that flowing through Come-By-Chance. When the totals from the six major crude oil tanker ports in Canada were added together, Come-By-Chance and the Newfoundland Offshore made up 49% of the total.

Transport Canada, in 2007, published a report entitled “Environmental Oil Spill Assessment for the South Coast of Newfoundland”. Major issues raised included the lack of infrastructure along the south coast and the response equipment that was available was not located in areas of highest risk. The report concluded that the area that included Placentia and St Mary’s Bays was 3 to 10 times more likely to have a serious oil spill than anywhere else in the area from Pouch Cove to Channel-Port aux Basques.

Soon after the April 2010 oil well blowout in the Gulf of Mexico the lack of preparedness became clearly evident. The first response was very late and when anything did happen it was disorganized. It has since been recognized that the quick deployment of a group of well-trained first responders could have helped lessen the environmental damage caused by that spill. Contrast that with the message, prior to the spill, something to the effect not to worry, risks are low and our response plan will handle it. Sound familiar?

Transport Canada said its 2007 assessment was conducted to understand the risks and to allow it to make decisions regarding the cost effectiveness of implementing measures to reduce those risks. It is now 2013 and I am speculating that:

Since most (if not all) of the response equipment is in storage in a warehouse in Mount Pearl, the lack of first response equipment close to the sea bird sanctuary at Cape St. Mary’s or to the lobster fishing grounds in Pinch Gut or the

cod fishing grounds near the Bread & Cheese, must be due to the lack of warehouse space in those areas.

There is a company contracted to implement a first response plan however, the list of first responders is very short. Having a list of geographically distributed, prepared and well-trained first responders from the fishing industry is not possible because there are only about two thousand fish harvesters from which to choose.

Advances in navigational and communication equipment have been significant over the last decade and that has helped to reduce the risk of an oil tanker running aground in foggy Placentia Bay. Those technological and communicational advances make it virtually impossible for any vessel to run aground.

It is of course quite obvious that those three points have been contaminated by a deliberate spilling of sarcasm.

When the totals from the six major crude oil tanker ports in Canada were added together, Come-By-Chance and the Newfoundland Offshore made up 49% of the total.

We do not have the response equipment in the right places nor do we have a group of well trained and geographically distributed first responders for one reason only; oil companies and regulators think it is not cost effective. Instead they point to the navigational and communication aids that, they say, mitigate the risks.

For those that also feel that communication and navigational advances have reduced the risks of a tanker running aground (and spilling its cargo) and is justification for the lack of equipment and trained responders, please ask yourself two questions. How is it possible for the Blue Puttees to run aground in Channel-Port aux Basques Harbour in July? How is it possible for the Placentia Bay Pilot boat (the one that guides tankers into and out of Placentia Bay) to have run aground off Arnold’s Cove the first week of August?

Now ask yourself this question. Are we being fed the same hogwash by the oil companies and regulators that British Petroleum was feeding the citizens of the Gulf of Mexico prior to the blowout of 2010?

ON THE BEAUTY OF 'INEFFICIENT' FISHERIES

It was only five weeks ago that we celebrated summer solstice here in Cordova, Alaska. That day the sun only dipped behind the horizon for a few hours and the sky never turned dark. Now the nights are already dark and cold. The last push of pink salmon is entering Prince William Sound to spawn along the intertidal beaches and the first Coho Salmon are appearing in the streams on the Copper River Delta. They will be the last in the annual procession of the five species of pacific salmon to return to our coast. As the foliage begins to turn, the bears are feasting on salmon and berries, in anticipation of the long winter's sleep that lies ahead of them. Fall is my favorite time of year in Alaska.

As a commercial fisherman, my activity- and my stress level- closely follow the natural cycle of the land. Spring time is a frantic awakening to the realities of boat maintenance that was put off or not anticipated. What worked in the fall now might be corroded and completely seized, when we have only a few weeks before the season. And then, just like the sea lions and orca whales, we spend late May and all of June and July trying to catch as much salmon as we can, working days that literally never end under the bright summer sun. In August, finally, everyone gets to take a breath. The season begins to wind down and slowly but surely we get to look forward to the rest of winter.

I am tremendously grateful for the opportunity to be a part of the Copper River/Prince William Sound salmon drift gillnet fishery. I get to own and operate a small (26ft) "bowpicker", fishing boat and drive it out into some of the most rugged and beautiful coastline to catch wild and healthy Chinook, Sockeye, Chum, Pink and Coho Salmon. This provides me with constant awe and wonder while at work. Like the other 500 permit holders in my fishery, I am my own boss and own all my own equipment. This not only makes my job enjoyable, but also secure and financially sustainable. And furthermore,



Marc Carrel reeling one in.

it is what allows small coastal towns in Alaska, such as Cordova, to thrive, as most of the fishing permit holders make their home here for at least part of, if not all of the year.

But it's unlikely that I would get to work this job if it wasn't for the long and hard struggle of the small boat fishermen in Alaska for laws supporting our way of life. When commercial fishing first began in Alaska at the beginning of the twentieth century, the industry was almost entirely controlled by powerful corporations and syndicates based outside of Alaska, such as the Alaska Packers, a San Francisco based corporation that held 72% of the Alaska Salmon marked into the middle of the twentieth century. The corporation owned all the boats and nets, operated the canneries and shipped the fish out of state to market. Local fishermen were hired at low wages to operate the fishing boats, while Chinese immigrants were shipped in to work in the canneries under exploitative conditions.

Furthermore, the corporations built fish traps all throughout the state that took advantage of the salmon's strong instinct to return to their native stream. Built in the right place, a fish trap could catch all of the salmon returning to a stream with minimal overhead and labor costs for the company that owned it. When the fishermen went on strike against the Alaska Packers in 1912 to demand higher prices for their fish, the corporation responded by building more fish traps. These

practices eventually lead to wide scale overfishing and the depletion of salmon stocks.

For 50 years, Alaska fishermen fought the fish traps and the corporations that owned them, and their struggle was a large part of the push for Alaska's statehood. When Alaska finally became a state in 1959, the fish traps were immediately banned, allowing the number of fishermen to increase by 55%, the catch per boat to increase by 12% and the overall earnings of the fishermen to increase by 20%. In the 1970s, as more and more fishermen were buying their own boats and getting into the states fisheries, Alaska instituted a "limited entry" permit that fixed the number of fishermen that an area could support. Corporations are prohibited from owning permits and an individual may only own one permit for a particular fishery. Leasing is only permitted for up to three years if the permit owner is medically unfit to fish. This made it impossible for the fish processors or for business investors

to own fishing rights and therefore cemented the newly gained independence of the small boat fishermen in Alaska.

There are 500 permit holders in my fishery and I often reflect on how economically inefficient it is to have that many people with that many small boats harvest fish that all are going up a handful of streams and rivers. Our fishery is a great example of how economic efficiency cannot be the sole guiding principle of our activities. The fish traps were a lot more economically efficient, and I'm sure so was having the fishery be dominated by a few corporations. In is the legally mandated inefficiency that allows our fishery to support that many meaningful jobs. And in the end, that's what matters most: That individuals living in small coastal towns all over the state can make a living catching salmon, and love it.

Marc Carrel is a commercial fisherman in Cordova, Alaska. His blog was published on August 15, 2013 on smallscales.ca, and is reprinted here courtesy of the Ecology Action Centre.

MORE MARKET ATTENTION REQUIRED AS COD QUOTA INCREASES

For the first time in a number of years, the Minister of Fisheries and Oceans increased IQs in the 2J3KL cod fishery, even if it was a modest increase.

The IQs had been stuck at 3,750 lbs round weight for several years, but Keith Ashfield, who was still Minister at the time the 2013 plan was announced, increased this amount to 5,000 lbs.

FFAW President Earle McCurdy and Icewater Seafoods President Alberto Wareham met with Ashfield during the Boston Seafood Show in March to impress on him the need to rebuild the cod industry at the same time the cod stocks are rebuilding.

"It's no good to keep quotas at rock bottom levels for years, then to wake up in 10 or 15 years' time and announce a 100,000 ton quota," said McCurdy. "There will be no one left to fish it or process, and we won't have any markets built up."

He described the increase in the 2013 IQ as "a step in the right direction", although he noted that it was a very modest increase. The IQ was set at 5,000 lbs round weight for each of the next three years, but McCurdy said the Union will be reviewing sentinel and commercial catch rates and other available information with a view to getting the quotas reviewed each year, and increased in accordance with improved stock performance.

In November, the Union spearheaded a workshop involving industry representatives, DFO scientists and fisheries manager, provincial Fisheries representatives and other interested parties to focus attention on the need to start now on re-establishing Newfoundland and Labrador cod in world markets.

McCurdy said the Union intends to pursue a similar

approach in the coming months to keep cod in the spotlight.

"This is very challenging in light of marketing difficulties created by the tremendous increase in cod available from the Barents Sea, as well as other whitefish species. But if cod is making a comeback, as appears to be the case, we need to build our capacity gradually in order to get a foothold in the market.

"There is no way we can compete with third world countries producing cheap whitefish products. If cod is going to make a meaningful contribution to people's livelihoods, we have to focus on quality and getting into higher end markets."

McCurdy said the Union was "disappointed" that DFO reduced the 4RS3Pn cod quota as low as 1,500 mt. He said the last reduction, from 2,000 to 1,500 mt, was ridiculous "...You can't even measure the difference in terms of the impact of the lower quota on the resource. The problem with groundfish stocks in the Gulf is that we are getting too much politics in DFO's science."

When the Northern Gulf cod quotas started to decline a few years ago, the Union advocated creating some stability with a multi-year TAC around the 4,000 mt mark, but this recommendation fell on deaf ears.

McCurdy said the current TAC is "unmanageable....It is almost impossible to make a sensible fishing plan out of such a measly quota."

In the case of 3Ps, the scientific reports have been more positive in recent months because of evidence of very strong recruitment in the 2011 and 2012 year classes. As a result of the brighter outlook on the stock, DFO made additional cod IQ available in 3Ps to active enterprises which wanted to pursue the extra quota.

ALWAYS KEEP SAFETY TOP OF MIND SAYS GOOSE COVE HARVESTER



Roy Ward and his son Adrian with the Chanda and Valerie in the background.

Mandy Ryan Francis
The Union Form
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A combination of education and experience taught Roy Ward of Goose Cove to practice safety at sea. With years of practice it's become second nature to regularly review safety equipment on board his 65-foot Chanda Valerie, and to note what needs fixing, replacing or upgrading.

"You just keep practicing safety and it more or less becomes second nature. It's something you get used to," said Ward.

The Chanda Valerie fishes mostly shrimp and crab and has five crewmembers – most of who have worked on the fishing boat for well over 10 years. The 31-year-old vessel, originally called the Atlantic Clipper II, was rebuilt in 1999, renamed the Chanda Valerie and dedicated to the memory of Ward's father, Cyril J. Ward, who died in 1994.

Ward takes safety quite seriously. When a stranger boards his boat they are first introduced to the vessel's lifesaving equipment, just in case.

There's good reason for Ward and other fish harvesters to be safety-conscious at all times. Based on total fatalities, fishing and trapping has the highest incidence of workplace fatalities in Canada with 52 per 100,000 workers, according to statistics from the Association of Workers' Compensation Boards of Canada.

Working in one of the most dangerous industries in the world, Ward knows how easy it can be to land in some unexpected trouble.

His boat and crew were involved in a rescue at sea. He wasn't present at the time, but Ward's crew picked up crewmembers from the Viking Explorer after an engine room fire forced them to abandon ship. Some of the guys didn't have time to pull on footwear.

"That's how fast things can happen. You don't get a chance to practice that sort of stuff when it's happening; you got to practice ahead of time. If you're at home and you can get out

the door, you're safe. But when you're going out the door on the water, it's a totally different story," said Ward.

From the rescue experience it was realized that the raft used by the Viking Explorer was easier to get into compared to the Ovatek capsule that was on the Chanda Valerie. After consulting with his crew, Ward decided to add a raft to his boat in addition to the capsule so that his crew would have two choices if an accident occurred.

"We figured (the raft) was a better rig so we got one, but hopefully it'll only be decorations and we'll never have to use it," he said.

Making a conscious effort to improve safety is an ongoing event for Ward. His boat used to have a single stabilizer arm but that has since been changed to an A-frame to make it more rugged to prevent the arm from swinging up on someone in case a cable breaks.

The crewmembers play a role in safety discussions as well. Most have been working on the Chanda Valerie for several years and they know what's required.

"They go through their list as well. A lot of times it's not on paper, but you go through the list in your head. If we need something, we'll say this is out or that needs to be updated or whatever. You always make sure your pumps are working, that you got spare gas and that sort of thing," said Ward.

The Chanda Valerie undergoes a CSI inspection every four years, and earlier this year it also participated in a survey by the Occupational Health and Safety (OH&S) division of Service NL that monitored noise levels during operation.

The OH&S wanted to know what the noise levels were while steaming at top speed and during the time in which fishing gear is being deployed and taken back.

Ward has always been aware of high levels of noise on the boat, especially in the engine room.

"Everyone knows it's a problem. It's fairly noisy. You come to realize it's doing damage to (your hearing) over time," he said.

Ward is hopeful that as a result of the survey some solutions can be found to prevent hearing damage of harvesters who work in high-noise environments for long periods of time.



Roy Ward in the wheelhouse of the Chanda and Valerie.

Did you know that FFAW/CAW has Women's Advocates?



Your **Advocate** is someone who can **listen** and **help**.

She will respect your confidentiality and your right to make your own decisions. She will give support and won't judge.



She can help if you are facing violence or abuse in your relationship, are experiencing sexual harassment in the workplace; or need the help of community services.

FFAW/CAW Women's Advocates

Mildred Skinner, Community/Workplace Advocate
Harbour Breton Area
709-885-2567
709-571-2277
Email: skinnermildred@hotmail.com

Mandy Ryan Francis, Community Advocate
Port aux Basques Area
709-660-3265
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LOBSTER SUSTAINABILITY BOARD ANNOUNCES ROUND EIGHT OF BIDDING

The Newfoundland Lobster Sustainability Board (NLSB) announced the opening of the eighth round of bidding under the Lobster Enterprise Retirement Program (LERP) in August.

The LERP represents a major element of the Conservation and Sustainability Plan for the Newfoundland Lobster Fishery. This plan was developed by the Fish Food and Allied Workers Union (FFAW/CAW) and was approved by the Government of Canada and the Government of Newfoundland and Labrador in November 2011. The plan is jointly funded on a 40/30/30 basis by industry and both levels of government.

The LERP is intended to improve the income levels of fish harvesters and the economic viability of lobster dependent fishing enterprises in the area between Point Crewe in Fortune Bay and Big Brook on the Northern Peninsula. To accomplish this objective, the program provides lobster licence holders in this area with an opportunity to voluntarily

sell their licence and retire their fishing enterprise.

The seventh round of LERP bidding concluded in March of this year. A total of 140 Offer to Sell Applications were submitted in the last bidding round and close to one-quarter of the Round Seven bids were accepted by the NLSB. The Board has accepted a total of 225 LERP enterprise retirement bids to date.

Interest in the LERP was particularly strong in LFA 13A (Cape Ray to Cape St. George) and LFA 13B (Cape St. George to Cape St. Gregory) over the first seven bidding rounds. A total of 82 fishing enterprises were retired in these areas and the program has now concluded in these two LFAs.

Information packages and Offer to Sell Applications for the eighth round have been mailed to lobster licence holders in LFA 11, LFA 12, LFA 14A and LFA 14B. The closing date for the submission of Round Eight bids is September 6, 2013.

New committee ready to represent in Harbour Breton



The new committee members of the Harbour Breton Local Unit hard at work during Level I training.



Allan Moulton photos

Proudly displaying achievement certificates following Level I training on representing workers in the workplace are the new committee members of the FFAW Harbour Breton Local Unit. From left, local Chairperson Melinda Langdon, Secretary Lenora Whittle, Clean-up Stewart Lindsay Rose, Shop Steward Maxine Pierce, former local Chairperson and current Vice-President of the Industrial Retail Offshore Sector Eric Day and Vice-President Laverne Jackman. Training was delivered by seasonal Staff Representative Allan Moulton and Day. Moulton said participants were eager to learn their new roles as Union leaders. They told him the training courses were helpful in preparing them to carry out their duties and responsibilities to the workers they represent. Also new to the committee but were unavailable for the training course are Shop Steward Lionel Molloy and Dianne Mullins.

NEW NATIONAL UNION FOR YOU

The Labor Day weekend will be highlighted this year by the creation of a strong new force in the Canadian labor movement – Unifor, a new national union created from the membership of two existing national unions, Canadian Auto Workers and Communications, Energy and Paperworkers.

Once the Unifor founding convention is completed, all FFAW members will be members of FFAW-Unifor instead of FFAW-CAW.

FFAW staff will continue to service our bargaining units, including negotiations, arbitrations and general servicing.

The difference is that we will be part of a bigger, stronger national union to fight back against the belligerent anti-union, anti-worker agenda of the Harper Conservative government.

The Executive Boards of CAW and CEP met last week to finalize the make-up of the “Unity Team” that the two boards endorsed heading into the founding convention of Unifor.

Jerry Dias, currently an assistant to CAW National President Ken Lewenza, has been endorsed for the position of National President of Unifor, while current CAW Secretary-Treasurer Peter Kennedy has been endorsed for the position of Secretary—Treasurer of Unifor.

Lana Payne, currently President of the Newfoundland and Labrador Federation of Labor, is part of the “Unity Team”, seeking the position of Atlantic Director, one of the six top positions in the new union.

FFAW President Earle McCurdy was nominated as a Unity Team candidate for a position on the Unifor National Executive Board. He previously held a similar position with CAW.

McCurdy said a strong national union is needed to combat the big business agenda of the federal government.

“The CAW has had a very high profile in fighting for a fair deal. Combining the membership of both CAW and CEP into one organization makes us that much stronger,” he said.

McCurdy paid tribute to outgoing CAW National President Ken Lewenza, who recently announced his retirement.

“Ken did a great job as National President under very difficult circumstances,” McCurdy said. “He is a great advocate for working class Canadians.”

Payne said she was honoured and humbled to be part of Unifor’s unity team. “Being part of the team which will lead this new superunion is an

incredible responsibility. It is a responsibility to our members to build this new union each and every day in order to push back against the attack on workers and a responsibility to our collective vision of a more just and equal Canada.”

She said workers and their unions are under attack unlike “we have seen in our lifetime and Unifor is a response to that attack. It is an act of hope and defiance. It is about saying we will not be part of the race-to-the-bottom; that we will resist because we believe in a world where the wealth from our economy is shared and shared fairly. We believe in equality and economic justice and Unifor will be how we fight for that.”

“If elected Labour Day weekend, I look forward to working closely with Unifor- FFAW and all the locals of Atlantic Canada. If there is one thing the labour movement has taught me, it is that together we can indeed make a difference,” said Payne.



CAPELIN SAMPLING PROJECT CONTINUES



FFAW and the Association of Seafood Producers (ASP) continued a sampling project in this year’s capelin fishery aimed at evaluating the suitability of the current specifications for capelin.

FFAW began the sampling last year, and succeeded in getting the co-operation of some of the capelin processors this year.

“The feedback we have gotten from our members is that the five-and-a-quarter-inch minimum length is rarely attainable,” said FFAW President Earle McCurdy.

He said sampling throughout the capelin was designed to examine the relationship between size and weight of individual fish.

A Capelin Working Group set up by the Union and ASP will review the results of the sampling to determine what changes, if any, should be made to the specs for future years.

Signed Agreement



Trawlermen of the Aqvik and Kinguk ratified a new three-year agreement with Ocean Choice International on July 22. Industrial/Retail/Offshore Director Greg Pretty acknowledges the efforts of the bargaining committee, particularly Bill Beck and Gerard Poulain who spent much of their personal shore time to sit at the bargaining table, completing what was at times a very complex set of negotiations. Some of the items agreed to include fish prices to increase by 12.75 percent over the life of the agreement; commissions for chargehands and cooks increased to 3 percent, increase in personal fish; and deckhands move up to trawlermen's commission. Counting ballots on board the ship were, from left, Ronald Moulton, Jared Monster, Lorne Labour and Anthony Pittman. FFAW Staff Representative Roland Hedderson served on the committee and coordinated the series of ratification meetings.

Roland Hedderson photo

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THE SISTERHOOD OF THE FFAW/CAW HONOUR THEIR OWN

Tina Pretty

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The first six months of 2013 brought great sadness to the Sisterhood and membership of FFAW/CAW. First the news arrived on March 4th that Beverly Butler, former Industrial Council member and long time union sister, passed away after a lengthy illness. Then in early June we learned of the sudden passing of Barb Parsons, one of the first women elected to our Executive Board, and former chair of the FFAW Women's Committee.

These women started their working careers during an era when women were paid less than their male counterparts. Through involvement with their union, they worked hard to have women's work recognized and valued in the workplace.

BEV BUTLER – ST. MARY'S



Bev worked at various fish processing plants in St. Mary's Bay throughout the 1980s and 1990s that processed crab and groundfish. She was elected as unit chair in her local and

she served for many years as an affirmative action seat on the Industrial/Retail Council. Bev was also a seasoned union organizer and worked on many drives.

There was a memorable grievance in which Bev was fired from her job because of her union activities. She took the company on, filed a grievance, and won a substantial award. Legend has it she purchased carpet for her home out of the last bit of the settlement. Bev, with her dry humour, stated that it gave her a great satisfaction to walk on it. The award was not only a personal victory for Bev, it was a victory for all unionized workers.

Bev was an intelligent and high-achieving woman. When her plant was affected by the Northern Cod moratorium in 1992, she returned to school, first attaining her ABE certification. She went on to complete the three-year Computer Studies, Computerized Accounting and Data Entry program at Keyin College. She was hired by the Fish Harvesters' Resource Centre and worked there seasonally on inputting data from the Dockside Monitoring Program from 1999 to 2010 until her health declined.

In recognition of her contribution to the FFAW, Bev was awarded the FFAW Outstanding Service Award in 2003. Irene Ploughman, Unit Chairperson from Shamut Fisheries and long serving member of the Industrial/Retail/Offshore Council said of Bev, "She was a strong, quiet woman who would fight for whoever needed her; she didn't want to see anyone wronged."

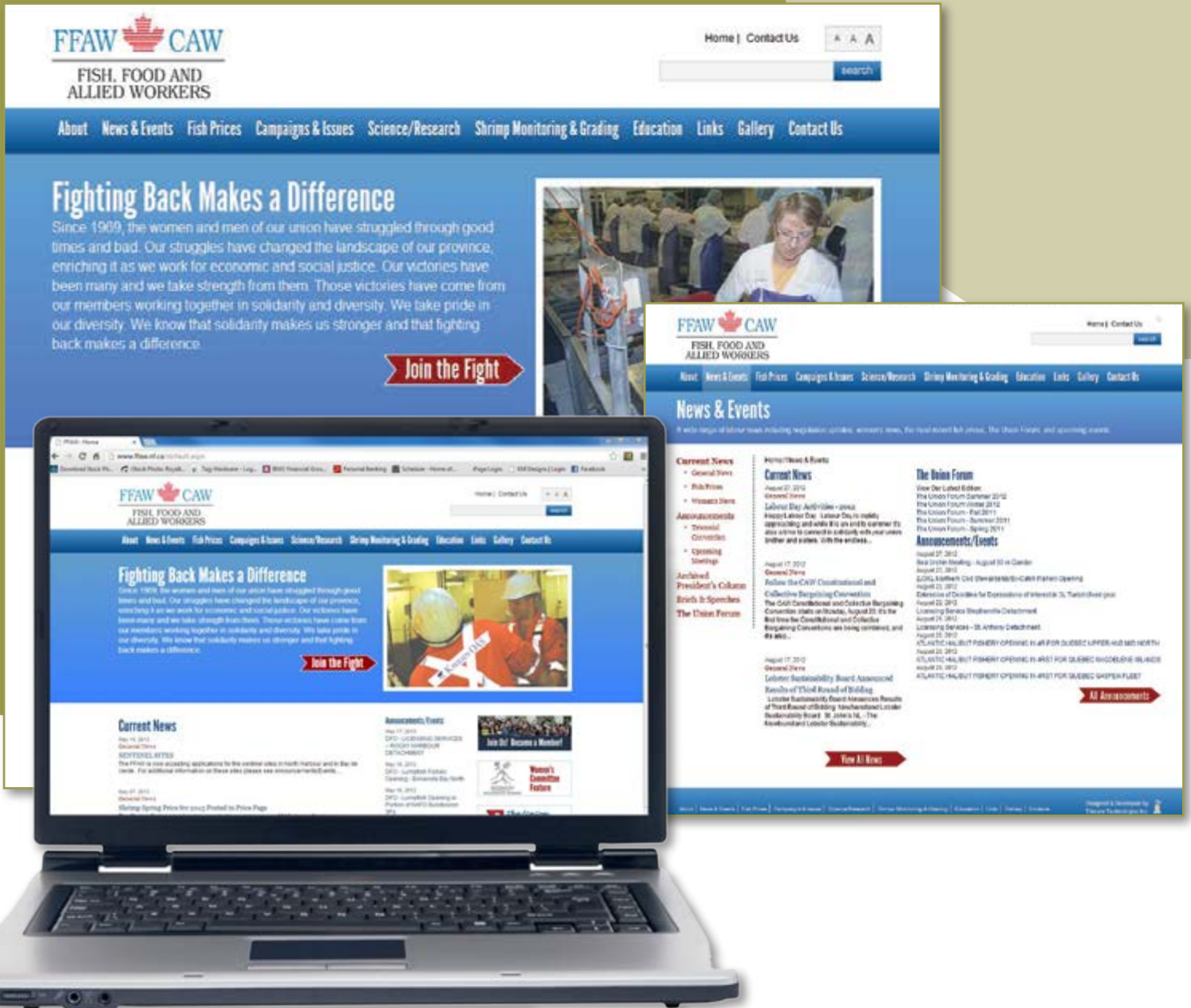
She leaves behind three daughters, Kelly (Alex) Bishop, Connie (Roy) Crawley, and Karla (Danny) Nolan and three grandchildren - Andrew, Daniel and Karlton.

Bev was 61.

CONTINUED

New FFAW Website

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www.ffaw.nf.ca

BARB PARSONS - SHEARSTOWN



Barb worked at the Argosy Seafoods plant in Bareneed and held the position of unit chair until the plant closed in 1997. She was elected to the Avalon Peninsula seat in 1991 and served on the Board until 2000. During the start of the moratorium, Barb was appointed to the TAGS Appeals Board. This Board travelled the province hearing appeals of fishery workers who fell between the cracks and were disqualified from receiving benefits. Barb was the Union's representative on this Board and helped many members qualify for benefits.



Being one of the first women to hold a seat on the FFAW Executive Board, Barb blazed the trail for other women to follow. Current Board member Helen Evans said Barb encouraged her to run for a leadership position and that she also, "fought" for an affirmative action seat on the Industrial Council so there was fair representation of women in that sector. Irene Ploughman added that, "Barb broke the ice in the old boys' network for the sisters to come after her; she was another strong woman who didn't mind taking on the processors". And take on the processors she did. Barb was involved in many union organizing drives during her time with the union.

Barb was honoured with an Outstanding Service Award in 2000 for her work as an Executive Board member and the Chair of the FFAW Women's Committee. She had been retired for a number of years but was active in her community. Barb lost her son Bobby in 2007 which affected her tremendously.

She died suddenly on June 4 at the age of 63 leaving behind her husband John, daughter Traci (Art) Sherren, Daughter-in-Law Ruby and grandchildren Ashley, Geoffrey and Rachel.

Both women were strong activists and social justice fighters. In 1996 they both participated in the World March Against Poverty and led a van load of FFAW women across the province stopping in major hubs and meeting with community groups. Barb Parsons also flew to Ottawa for a massive rally on Parliament Hill.

We honour the memories of both of these strong activists. Lana Payne, who worked closely with both union sisters and were her dear friends said, "I believe both Barb and Bev understood perhaps more than most that a 'woman's place is in her union'. After all it was the union and their leadership in it that delivered a better life to so many working people throughout the province. The union was their tool to fight for economic justice and better working conditions."

And that is the legacy and the challenge they leave us to continue to fight for economic and social justice on behalf of our members.

Both Bev Butler and Barb Parsons (second woman on the left) were involved in many activities of the FFAW over the years, including the participation of it Women's Committee in the Women's March against Poverty in Ottawa in 1996. A huge banner was created and carried by the FFAW women.

MONUMENT ERECTED IN MEMORY OF LIVES LOST OFF BONAVISTA

Mandy Ryan Francis
The Union Forum
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Near the end of Cape Shore Road sits a new memorial dedicated to fishermen who have lost their lives at sea off Bonavista.

The large piece of granite sits in the centre of what looks like a small island on the cape near the Bonavista lighthouse, a place where people can walk or drive all around it to view both sides and read the 32 names engraved so far. There is enough room for another four or five names, but Bonavista fish harvester Larry Tremblett hopes it is never used.

Tremblett is one of four local men who decided to find a way to remember those who have perished at sea. The idea was generated during a conversation in a local coffee shop where the late Hedley Butler, Gerald (Bud) Plowman, Rick Hicks and Tremblett recalled all the people that the nearby sea had taken over the years. Included in that long list is Lloyd Tremblett, Larry's brother.



Larry and Lloyd were fishing herring in a wooden 18-foot boat out by Squarry Head in April 1985 when the tide started to go against the wind. A lop went in over the boat and before they knew it the boat turned bottom-up and both men were thrown

into the water. They were able to get a hold of the keel to try and pull themselves on top of it. Instead, the boat turned back upright, nearly full of cold seawater. Larry was able to get back in the boat but his brother couldn't. It only took a couple of minutes before hypothermia set in.

"In three or four minutes he was gone, just like that. There was nothing we could do. I couldn't move, and he couldn't get aboard," Larry recalled.

Larry was in the boat for six hours before being rescued close to Red Point. He knows his name could just as easily be engraved in the monument but for a few small miracles that saved him that day. When the boat first turned bottom-up, everything went out of it except for a boat hook. Larry used the gaff-like stick to hook in the gunwales. When the boat would roll, he would brace his legs on both sides and grab the boat hook to stay aboard the boat. He used that technique while he drifted a mile-and-a-half away from where the lop



The Tremblett family were on hand at Cape Bonavista in May for the official unveiling of a monument that was erected to remember lives lost at sea. From left, past FFAW Inshore Council member Larry Tremblett, his son Lee, brother Calvin and Lee Tremblett's daughter and son Mireya and Lucas.

hit. People saw him drifting along, but wearing green oil clothes and being so low to the water, they thought he was a garbage bag floating along the surface.

"I saw people who were stood out on Red Point and I was singing out but they never heard me. Later I saw two more people and I started to sing out again and I waved the gaff until they saw me. Rick Hicks, Cecil Abbot and Rick's father, Theopholis came out, and it's a good thing they did. If they were another 10 minutes I don't think I would have made it. They couldn't even get a temperature reading from me when I went to the hospital because I was so cold," said Tremblett.

The name of Tremblett's brother-in-law, Wallace Jerrett, is also engraved in the monument. He too was a fishermen but drowned while duck hunting alone.

The coffee shop conversation took place not long after Lloyd Tremblett had drowned when the Fishermen's Memorial Committee was formed and fundraising began.

Some local fishermen made personal donations and local companies and businesses and the FFAW made contributions as well. Saturday Texas Hold'em games helped to round out fundraising efforts.

Many years later and with \$30,000 raised, the monument was designed and engraved and put into place along with some steps and landscaping. The official unveiling took place this past spring.

"Everyone I talk to says it's a wonderful job, that it really suits the area. We can get another four or six names on it. But hopefully no more goes there," said Tremblett.

TAKEN INTO CONSIDERATION MIKE NOONAN BRINGS CREWMEMBER CONCERNS TO COUNCIL TABLE

Mandy Ryan Francis
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When someone is content in their work position they don't often look for change; that is just the case with Mike Noonan of Bay de Verde.

The opportunity to take on his own fishing enterprise was always present during his 45 years in the industry, but the idea of skipping his own boat never really appealed to him. It's not that he isn't a natural leader. The crewmember's seat at the FFAW Inshore Council table is occupied by Noonan. That is where his and other crewmembers' voices are heard on a variety of issues.

"I'm a different kind of crewmember," Noonan says, proudly.

Along with being an FFAW Inshore Council member representing crewmembers, Noonan is often invited to sit in on price negotiations and is currently a member of the 3L Crab Committee, the Professional Fish Harvesters Certification Board and the FFAW Executive Board. Noonan was also recently appointed to the new Fish Harvesters Safety Association board of directors and is a volunteer with the local Harbour Authority in Bay de Verde.

"A lot of crewmembers think they're not represented, but they are. I speak my mind," said Noonan.

Noonan provided representation when discussions with oil companies took place regarding compensation for skippers if an oil spill disaster ever took place.

"I reminded them that if a boat and gear is lost, we lose fishing time. It's not only the skipper that's affected," said Noonan.

Likewise as discussions around fishing industry rationalization took place, Noonan said it was his job to remind decision-makers that if a skipper decides to sell his enterprise or turn it



The crew of Noonan's Pride. From left, Mike Noonan, Skipper Maurice Noonan, Barry Noonan, Scott Reid, Carl Hatch and Brendan Kehoe.



The Noonan's Pride, in red and blue mid-harbour.

Tina Pretty photos

CONTINUED

MIKE NOONAN continued



Mike Noonan tending to shrimp gear onboard the *Noonan's Pride* as Carl Hatch looks on.



Mike Noonan and Skipper Maurice Noonan.



Carl Hatch and Scott Reid completing maintenance checks in the engine room.

Tina Pretty photos

back to the crown the crewmembers are also out of the system.

Noonan has been a crewmember on board a fishing boat since he started working in his teenage years. Like many crewmembers in the province he started fishing with his father on his trap skiff hauling cod traps. His fishing career took many twists and turns since then. At 16, he worked his first longliner going after cod, flounder, turbot and greysole using gillnets. Back then, they would go some 15 miles from shore.

Noonan went with a few other skippers in his early years of fishing before settling down with Skipper Maurice Noonan. No stranger to Mike, Maurice grew up one house away from him in Bay de Verde. Mike is currently on his third boat with Maurice. The first was the 45-foot Conception Queen built in 1980, the second was the 55-foot Shelley Denise built in 1989, and the new 64-foot and 11-inches Noonan's Pride was built in 2000. Today, Noonan's Pride sails up to 250 miles from shore for crab and shrimp.

Mike says he's enjoyed being part of the six-person crew that fishes on Noonan's Pride. The crew consists of Skipper Maurice Noonan, Mike Noonan, Brendan Kehoe, Barry Noonan, Carl Hatch and Scott Reid.

Crew names haven't changed much over the years and Mike attributes that to having a good skipper, one that is trustworthy and fair and looks after their interests, like Mike's interest in participating in various volunteer councils, committees and boards. Maurice encourages Mike to participate and allows him the time he needs to attend meetings and represent other crewmembers. Mike says his skipper is respected, but so too are the crewmembers, he added.

Keeping the same crew provides good comfort to the skipper as well because everyone knows their role when preparing to go fishing and on the boat, said Mike, who usually works on deck. Carl and Scott look after the engine room, Brendan is the cook and Barry is the mate.

"When Maurice was getting his first boat built, his father said to him, "You can have a good boat, and a good skipper, but most importantly you need to treat your crew good," and I think he paid attention to that advice," said Mike.

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Community Based

Location	Course	Date
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Cabonear	Fishing Master IV	January 6 - March 28, 2014
Plum Point	Fishing Master IV	January 6 - March 28, 2014
Marystown	Fishing Master IV	January 6 - March 28, 2014
Lewisporte	Fishing Master IV	January 6 - March 28, 2014
Lewisporte	Fishing Master III	November 12, 2013- March 28, 2014

Note: Depending upon demand, exact course locations could change and extra courses may be added

Online Delivery

The following courses will be delivered online through Memorial University's Desire 2 Learn program:

Course Offering	
Chartwork and Pilotage Level I	October 15 - December 20, 2013
Navigation Safety Level I	October 15 - December 20, 2013
Ship Construction & Stability Level I	November 18 - December 20, 2013
General Seamanship	December 2 - December 20, 2013

For more information or to register, please contact:
Fisheries and Marine Institute of Memorial University of Newfoundland
P.O. Box 4920 St. John's, NL Canada A1C 5R3
Telephone: 709 778 0623 Fax: 709 778 0535
cbed@mi.mun.ca
www.mi.mun.ca/cbed



SAFETY ASSOCIATION RESPONDS TO HARVESTER'S REQUEST



Sharon Walsh of the NL Fish Harvesters Safety Association (red coat) meets with Wilfred Toope's crew. From left, Derrick Coles; Ray Hynes; Oscar Genge; Wilfred Toope; Noah Doyle and Barry Denny.

Sharon Walsh
NL Fish Harvesters Safety Association



NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION

Northern Peninsula shrimp harvester Wilfred Toope asked the recently established Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) for assistance in June. Much prior to the Safety Association's establishment, Wilfred Toope's boat was inspected by the Occupational Health & Safety (OH&S) Division of Service NL. Noise had been identified as an area of serious concern for his crew. Wilfred needed to problem-solve the issue.

Wilfred Toope was not alone in facing this concern. In fact, workplace inspections by the OH&S Division highlighted noise as a serious concern on a number of Northern Peninsula vessels. Workplace inspections are one method the division employs to achieve their primary goal - accident and illness prevention. The division enforces safety standards by assessing workplace health and safety conditions to ensure employers and workers are complying with health and safety legislation.

Specific to noise, the provincial legislation requires employers (owner/operators) to determine the workplace noise levels and then eliminate and/or reduce the noise to safe levels. In turn, workers are required to wear hearing protection where noise cannot be eliminated or reduced.

At first glance, determining noise levels, reducing it to safe levels and wearing hearing protection would appear straightforward. Making it happen, however, can be challenging. Subsequently, Wilfred Toope called upon the NL-FHSA for help.

"I was very concerned when noise was pointed out as a hazard aboard the boat. The last thing we want is for the crew members to lose their hearing; skippers need to take this seriously."

"It's a good thing that we now have the Safety Association to help harvesters with safety concerns. These are complicated issues. Having the NL-FHSA around to provide advice and guidance will help steer us in the right direction," continued Toope.

This is an example of the kind of safety concerns that the NL-FHSA will be helping fish harvesters with.

The goal, where possible, is to:

- ♦ reduce the noise to safe levels;
- ♦ ensure any hearing protection used is effective in keeping the noise out; and
- ♦ ensure crew members can effectively communicate so they can work safely and efficiently.

Through awareness and education, the Safety Association

will assist harvesters to understand their obligations and identify ways to eliminate or reduce noise exposure. This is not just about Wilfred Toope, his crew or a few crews on the Northern Peninsula. It's about helping the industry. When safety concerns are identified that affect the industry, the NL-FHSA will work with fish harvesters to find a resolve.

Statistics from the Workplace Health, Safety and Compensation Commission (WHSCC) leave no doubt that an industry response is necessary. According to the WHSCC, the human and financial cost for hearing related claims in this province is an area of concern for the industry. It says skippers and deckhands are among the top five provincial occupations with hearing-related claims and the cost of those claims was \$1.1 million for the fishing industry in the last five year reporting period.

Harvesters are losing their hearing in record numbers as a result of exposure to excessive workplace noise. We can all agree that this is not a desirable outcome after a life working on the water. Owner/Operators, Crew Members, NL-FHSA, OHS Division, or WHSCC – our goal is the same. We have a responsibility to prevent hearing loss in the next generation of fish harvesters. The question is: What's the best route to get there?

Any plan for going forward must be supported by fish harvesters. It must also reflect the vision of the

NL-FHSA: a fishing industry in which the necessary skills, knowledge, technology, commitment and support enables fish harvesters to work both safely and successfully without

occupational injury, illness or fatality. Through cooperation with fish harvesters and other industry stakeholders, the Safety Association believes we can get there.

With help from OH&S Division combined with the leadership of Wilfred Toope, vessel noise surveys were completed at no cost to the Northern Peninsula owner/operators. These surveys determined that sound levels are near or above the safe threshold limit regardless of type/size of engine, machinery or vessel.

When crew members are exposed to excessive noise levels or wear improper hearing protection, it can present a hazard for those operating moving equipment/machinery. For the operator of moving equipment auditory cues in the environment can be an essential element of safety. Verbal directions or even orders for an emergency stop can be missed when hearing is impaired.

Based on these outcomes, the NL-FHSA is now preparing a pilot project to look at short-term and long-term solutions that make sense for the industry. The pilot project will evaluate appropriate hearing protection for use in the engine room and communication headsets on deck. It will also consider strategies to control the noise at the source – the engine.

The goal is to complete the project by the end of the 2014 fishing season.

For more information, or to share your ideas and concerns please contact Sharon Walsh, Executive Director at the NL-FHSA office @ 709.722-8177 or email swalsh@nlfhsa.com.



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Spotlight On ...

St. Anthony Seafoods Ltd.

Mandy Ryan Francis photos



Clyde Elliott, palletizing shrimp in the cold storage.



Leaton Patey, peeler operator.

Mandy Ryan Francis
The Union Forum
mfrancis@ffaw.net

A beehive of activity is one way to describe the shrimp plant at St. Anthony Seafoods Ltd. at mid-season.

St. Anthony Seafoods Ltd. has a shrimp processing facility and a crab plant. It operates three cold storages capable of holding 3 million pounds of product and has ice-making capacity to produce 120mt of ice per day.

The plant had already produced 4 million pounds of shrimp by August 1 with an additional 8 million pounds expected. Crab workers also produced 855,000 pounds of snow crab earlier in the season.

St. Anthony Seafoods local chairperson Trudy Byrne reported during the summer meeting of the FFAW Industrial Retail Offshore Council that crab catch rates this

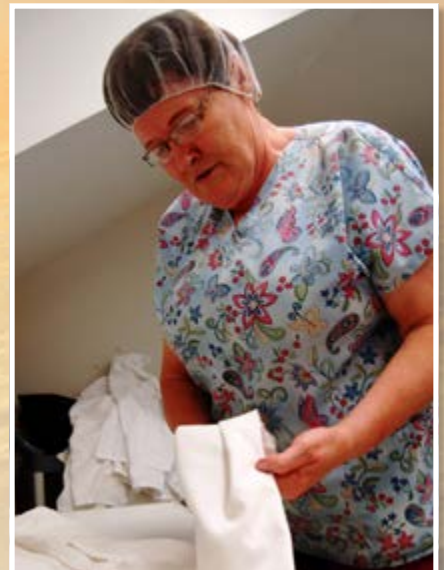
year showed signs of improvement enabling crab workers to work for eight weeks. A shut down of the shrimp fishery early in the season due to a protest by harvesters meant some lost production for shrimp workers. St. Anthony Seafoods employs approximately 150 people at peak season.

Byrne also said the workforce is shrinking due to retirements and workers who are finding full-time employment elsewhere. There are some challenges regarding recruitment for offloading services and the third shift in the shrimp plant. Some crab plant workers go back to work offloading shrimp after the crab season has ended.

The company, which produces shrimp and crab for world markets, is a partnership between Clearwater Seafoods Limited Partnership and St. Anthony Basin Resources Inc.



Bessie Eddison, in the inspection room.



Janitor Elsie Simms, folding laundry.



Ivy Taylor in the inspection room.



Sheila Hillier puts shrimp through the sealer in the bagging area.



Victor Coates, forklift operator.



Patsy Elliott and Darlene Elliott in the mastering room packaging shrimp for storage.



Brian Hillier, forklift operator.



Trudy Byrne, chairperson for the local, chats to Garry Rowbottom on an issue. Alick Pilgrim is in the background on the forklife in the maturing plant.



Juanita Parrill and John Eddison icing shrimp.



Leonard Pilgrim is responsible for mixing ice and brine for the shrimp.



Lucy Bartlett and Viona Richards mastering shrimp.



Quality control person Audrey Hillier in the lab.



Diane Andrews, Donna Noble and Lois Smith bag shrimp in high risk area.



David Noble checks the maturing sheets to decide which shrimp to cook next.



Keith Best feeds the hopper for the cooker.



Barry Boyd palletizes finished product in the cold storage.



Patsy Elliott and Darlene Elliott in the mastering room packaging shrimp for storage.



Irene Roberts in the inspection room.



FISH, FOOD AND
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Scholarship Application Form

Ray Greening Memorial Scholarship - two \$500.00 scholarships
Richard Cashin Scholarship - two \$500.00 scholarships
Bob White Scholarship - two \$500.00 scholarships

Name: _____
Address: _____
Telephone: _____ E-Mail _____
Parent's Name: _____ Member # _____
Section: _____
(Inshore Section or Industrial/Retail/Offshore Section)

Note: One application will be sufficient to be considered for any of the six scholarships.

- To qualify the candidate should supply the selection committee with the following documentation:
- high school transcript of Level I, II and III marks;
- a letter of recommendation from either of the following:
 - Principal of your school;
 - Clergy person of your choice;
 - Member of the local Union Executive or boat delegate;
- list of any scholarship(s) already received;
- an essay of at least 300 words on the fishing industry or on the industry in which your parent is now employed;
- applicants must be accepted as **first-year** students in any post-secondary institution. (Please supply letter from institution.)

The deadline for applications is **October 30th**. Please return by mail, fax or e-mail:

FFAW/CAW
% Scholarship Selection Committee
368 Hamilton Avenue
PO Box 10, Stn. C
St. John's NL A1C 5H5

FAX: (709) 576-1962

E-Mail: president@ffaw.nfld.net

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GAINS MADE IN BARGAINING

WORKPLACE	GRAND BANK SEAFOODS		
Results/Status	Three year contract		
Type Of Workers	PERCENTAGES		
	YEAR 1	YEAR 2	YEAR 3
Production Workers	2.4	2	1.6
Charge Hand	\$.50 per hour over base rate		

Maintenance Classifications			
Process Flow Technician	5	4.75	4.53
Journeyman Millwright	5	4.75	4.53
Journeyman Electrician	5	4.75	4.53
Carpenter	5	4.75	4.53
General Maintenance Labourer	2.22	1.86	1.52
Refrigeration 3Rd Stationary	5	4.75	4.53
Refrigeration 4Th Stationary	4.98	4.75	4.53
Refrigeration Training	5.58	5.28	5.02

WORKPLACE	M&M OFFSHORE		
Results/Status	Three year contract		
	YEAR 1	YEAR 2	YEAR 3
	6%	6%	5%

WORKPLACE	NORTHERN HARVEST SEA FARMS		
Results/Status	Three year contract		
	2013	2014	2015
	3%	2.5%	2.5%

- Clothing allowance changed to monetary amount instead of clothing.
- Additional floating holiday after 1,000 hours of work.

WORKPLACE	NOTRE DAME SEAFOODS LTD.		
Results/Status	Three year contract		
	2013	2014	2015
	6.1%	2.8%	2.8%

WORKPLACE	UMIAK – BULK (ORE) CARRIER FROM VOISEY’S BAY TO QUEBEC CITY				
Results/Status	Five year contract				
All classifications	2011	2012	2013	2014	2015

- Wages tied to consumer price index or minimum of 2.5% per year.
- Major improvements in the RRSP program.
- Consolidated day rate adjustment of 1.8%

WORKPLACE	OCI - AQVIQ AND KINGUK TRAWLERS		
Results/Status	Five year contract		
All classifications	2013	2014	2015

- Fish prices to increase by 12.75%
- Commissions for chargehands and cooks to increase by 3%
- Deckhands move up to trawlermans’ commissions.



CHANGING NAMES FOR CHANGING TIMES



By Ken Lewenza, CAW National President
and Dave Coles, CEP National President

May 30 will be a date to remember. It was the day thousands tuned in – some in person, many online – to find out the long-awaited name of our new union. The word “Unifor” appeared on screen mid-way through a spectacular public event in

Toronto. The new name appeared alongside a bold new logo – a shield housing a stylized letter “U” in the middle, reflecting the coming together of two unions. You could hear 200 participants in the room gasp, and then break into an uproar of applause. The most anticipated union renewal project in Canadian labour history finally had a name and an identity. Unifor: the new Canadian union.

In the days following the launch, many have asked: Why Unifor? I like it, but I don’t get it. Some have said they think it’s a refreshing change, something new. Others feel we’ve missed the mark – and that’s okay too.

There’s no question, Unifor, has got people talking. Not just our members, but the public at large. And that’s a good thing. Major television, radio and print news outlets across Canada and around the world carried the story. Online polls sprouted up, asking people to cast their votes about the name. Alternative media outlets reported on it extensively too. Marketing experts attempted to dissect it. And social media sites lit up with conversation (“Unifor” was actually a top trending topic on Twitter across Canada).

Unifor is a unique name. It’s attention-grabbing. Part of its appeal, as we’ve seen since the launch, is that it’s hard to ignore. And it’s intentionally ambiguous. We want it to mean different and personal things to our increasingly diverse membership.

Unifor will be a union built for workers. But it will also be a union for the unemployed and self-employed, a union for women and young workers – a union for everyone. That’s its strength.

For too long, unions have had their image constructed for them – by well-resourced opponents. Unions have always brought forward new, progressive ideas for a better society yet we have been tarnished as constantly fighting “against” the decisions of others. Unifor will push “for” positive and progressive ideas, and not get stuck fighting “against” bad ones. Our goal is to help set the progressive agenda.

As a national Canadian union it was essential that our name be bilingual. In French the name combines the words ‘unis’ (united) and ‘fort’ (strong). Unifor reflects, in both languages,

the core values that our new union stands for: unity and solidarity, strength and determination, and a modern, forward-looking perspective.

Our new name is dynamic and versatile. It has possible applications as diverse as our membership. It reflects the hard work our union will do to improve the lives of all Canadians. Unifor is strong, principled, and inclusive. New membership approaches will redefine who can be a union member and radically change the trade union landscape.

A strong union protects and defends its members and stands for safer workplaces, secure employment, wages and benefits. This was a message we heard loud and clear from both members and the general public, young and old. The shield logo reflects this sense of protection and strength.

The colours – a bold red and blue – were chosen to make Unifor stand out and have instant recognition. The fiery red conveys our passion and commitment to our members. We will be unmistakable.

All that said it is difficult to part with the past. Our unions each have a long, proud history – one defined as much by our struggles as our successes. We will carry those memories with us, in our minds and in our hearts, as we bear down and face the challenging road ahead.

We wouldn’t be honest if we said we weren’t afraid of change. There’s something unsettling with the unknown. But if we don’t change, the movement dies and working people suffer. Canada becomes a more unequal, more unfair and less inclusive society. We would have betrayed those that have come before us.

Change is what the CAW did in 1985, when it broke from its U.S.-based parent to form a daring new organization. Change is what united Canadian communications, energy and paper workers together as a diverse and potent new union in 1993. Our willingness to change saved our unions. These changes made for a better Canada.

Let’s never forget our history, but let’s embrace change. It’s served our union well in the past. We’re certain it will serve us well in the future, through Unifor.

Ken Lewenza is the National President of the Canadian Auto Workers union (CAW) and Dave Coles is the National President of the Communications, Energy and Paperworkers Union of Canada (CEP)



INDUSTRIAL, RETAIL, OFFSHORE COUNCIL HOLDS SUMMER MEETING AT MARBLE MOUNTAIN





7



8

1. Tina Pretty, All Classifications reports to the council of the Industrial-Retail-Offshore sector the activities surrounding the Women's Advocacy Program.
2. Allan Moulton, season staff representative with FFAW, talks about his visits to the different locals over the summer period. Paying attention are Melinda Langdon and Dave Hawco.
3. From left, President Earle McCurdy and Secretary-Treasurer David Decker listen to Rick Hoyles of Beothic Fish Processors Ltd. as he delivers his report to the council.
4. Melvin Lockyer, Helen Evans and Irene Ploughman.
5. George Kelly from OCI-Port aux Choix, Assistant to the FFAW President Keith Sullivan and FFAW staff representative Roland Hedderson.
6. Rick Hoyles, Allan Moulton and Melinda Langdon.

7. Pat Ralph of ACAN Windows and Doors and Lloyd Squibb from Harbour Grace Cold Storage.
8. Gerard Walsh of Canship, Charles Baker of Grand Bank Seafoods Inc. and Trudy Byrne of St. Anthony Seafoods.
9. Barry Randall of OCI in Bonavista and Paul Kean, executive board member of the FFAW.
10. FFAW Executive Assistant Tina Pretty, Gerard Walsh of Canship and Charles Baker of Grand Bank Seafoods Inc.
11. FFAW Industrial, Retail, Offshore executive director Greg Pretty delivers his report on bargaining activities while Eric Day, Council Vice-President, looks on.
12. Representing retired workers, Nat Fudge and George Kelly of OCI Port aux Choix share a chuckle during a break.



9



10



11



12

Ever thought of taking a family holiday with your union?



Want a summer vacation where your accommodation, travel and meals are paid for? Want two weeks in a resort-like setting where qualified childcare staff provide programs for your children? Want to meet people from across Canada, learn about the union and issues facing Canadian families, and enjoy one of the most beautiful sunsets in the world? If the answer is YES then you should apply for the

CAW FAMILY EDUCATION PROGRAM

The program is held at the CAW Family Education Centre in Port Elgin, Ontario, on the shores of Lake Huron. To find out more information on the program, go to the CAW Education website, www.caw.ca/education. To obtain an application form, contact Tina Pretty at the FFAW Office at tpretty@ffaw.net or by calling (709) 576-7276.

Session 1 — Sun., July 28 - Fri., Aug. 9 - FRENCH ONLY

Session 2 — Sat., Aug. 10 - Fri., Aug. 16 - ENGLISH ONLY

Session 3 — Sat., Aug. 17 - Fri., Aug. 23 - ENGLISH ONLY

DEADLINE TO REGISTER: March 22, 2013



FISH, FOOD AND
ALLIED WORKERS

*CEP and CAW are proud to reveal the name
and logo of their new union:*



UNIFOR

theUnion

- **UNIFOR:** A NEW CANADIAN UNION DEFENDING THE RIGHTS OF WORKING PEOPLE IN EVERY SECTOR OF THE ECONOMY AND IN EVERY COMMUNITY IN CANADA.
- **UNIFOR:** A FORCE FOR SAFER WORK PLACES, SECURE EMPLOYMENT, WAGES AND BENEFITS THAT PROVIDE A DECENT STANDARD OF LIVING, AND DIGNITY AND MUTUAL RESPECT IN THE WORKPLACE.
- **UNIFOR:** A UNION FOR WORKERS, THE UNEMPLOYED, THE SELF-EMPLOYED, WOMEN, YOUTH AND STUDENTS, DIVERSE COMMUNITIES AND NEW CANADIANS — A UNION FOR EVERYONE.

NEXT
UP:

Unifor Founding Convention
August 30 – September 1
IN TORONTO

Find pictures, videos and more information at

NEWUNIONCONVENTION.ca

UNIFOR



FFAW DONATES TO DAFFODIL PLACE



The FFAW/CAW shrimp committees recently donated \$5,000 to the Daffodil Place Healing Garden Project. Daffodil Place opened in 2009 and is a home-away-from-home for those Newfoundlanders and Labradorians who must travel to St. John's for cancer treatments. From left, FFAW/CAW President Earle McCurdy, 3L Shrimp Committee Chair Gerard Chidley, Daffodil Place Healing Garden Project Campaign Chair Ron Ellsworth and Assistant to the FFAW/CAW President, Keith Sullivan.

Dishing it out



The Heather Knutsen crew were treated to a rarity in March. Some changes in personnel and the addition of a cooking cadet from the College of the North Atlantic made the female cooking trio a reality. From left, 2nd cook Jane Maher, student Nadine Young and acting chief cook Joanie Dobbin.

Photo courtesy of The Growler

REMEMBERING THE MINA SWIM TRAGEDY

An ecumenical service and dedication ceremony was held July 14 at the Zion United Church in Collins Cove, followed by the unveiling of a monument erected to honour the Mina Swim crew of 21 men. The ten dory banking schooner left Le Feuvre's Wharf in Bull's Cove at 3 p.m. on Wednesday Feb. 7, 1917 and was never heard from again. A well attended reception followed at St. Patrick's Parish Social Center. Congratulations are extended to the organizing committee and everyone involved for their hard work and dedication to see this monument become a reality. Collins Cove is located on the Placentia Bay side of the Burin Peninsula.

Allan Moulton photo



HARD AT IT



FFAW Executive Board member Nancy Fillier working from her office at the Labrador Fishermen's Union Shrimp Company Limited in L'Anse au Loup. *Allan Moulton photo*

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FLASHBACKS



Do you recognize these women? Who are they? What are they doing? Where and when was this picture taken? If you know the answers please send them to mfrancis@ffaw.net and your name will be entered for a prize. The winner will be announced in the next issue of **The Union Forum**.



NO ANSWER TO LAST ISSUE'S FLASHBACK!

Do you recognize this picture? It's the iconic shot from the first strike in Burgeo. For the first time ever, no one responded with answers to the Flashbacks photo and question in the Summer edition. If you know the answer, please let us know. Please send them to mfrancis@ffaw.net and your name will be entered for a prize. The winner will be announced in the next issue of The Union Forum.



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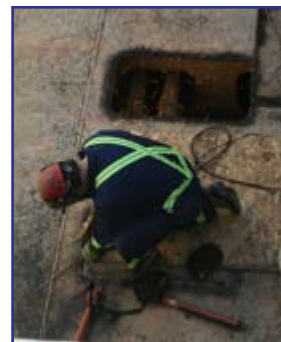
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Quality, Safety & Environment



THE BURRY GROUP OF COMPANIES is a privately owned and operated Newfoundland company, headquartered in Clarenville, NL with a history going back over 30 years. The company is under New Management and welcomes the opportunity to serve clients in the fishing industry. In

addition to our shipyard, with its 600t lift capacity, we now offer a mobile service with a fleet of welding trucks and personnel that can travel to your location at a moments notice.

"We'll Make It Happen" right here in Newfoundland.



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