

# *The Union* **FORUM**

Volume 10, Issue 3  
SUMMER 2013

FFAW  CAW

- 
- ▶ **NEW PLANT FOR MARY'S HARBOUR**
- ▶ **LOBSTER HARVESTERS INC. GAINS STRONG Foothold ON SOUTHWEST COAST**

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A price dispute that delayed the start of the 2013 crab season ended with an increased minimum price and an agreement to work towards a more effective crab pricing structure for the future.



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Lobster harvesters Inc. is proving to be a success for the second year in a row. Harvesters on the Southwest Coast have been selling to their own company all season, and they're even getting a price premium.



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An early season crab price dispute prompts harvesters in the Stephenville area to try something different.



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FFAW Inshore Council holds regular winter meeting.

**COVER PHOTO:**

Who says no young people want to work in a fish plant? Not 21-year-old Chesley Rumbolt. He's happily butchering crab at the new plant in Mary's Harbour.

*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

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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 Uglund 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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## PRESIDENT'S MESSAGE

# NEED FOR CHANGE IN HOW WE DO BUSINESS

**Earle McCurdy**  
**President**

[emccurdy@ffaw.net](mailto:emccurdy@ffaw.net)

The recent dispute in the province's crab fishery underlines the importance of reliable market information, and timely settlement of raw material prices based on actual market returns.

A key element of the settlement to this spring's dispute was agreement between the Union and the Association of Seafood Producers to set up a joint Working Group to explore options for improvements to the current crab pricing system.

This came on the heels of a decision by the province's Standing Fish Price Setting Panel that was based on a projection of what the crab market would be like once production picks up. This is part and parcel of the challenge of trying to set a price for 115 million pounds of product landed over a four month period and sold over an even longer period.

For us, a key consideration is to tie the pricing of crab to actual market conditions. There are a couple of ways this can be done. One option is the system they have in the Alaska crab fishery, which is similar to our pricing system for lump roe.

In the Alaska crab fishery, a so-called "fishing price" is established before the start of the fishery. This is based on a formula tied to the market, in which the initial price is 90% of the expected final price. Additional payments are paid at the end of the season based on actual market prices throughout the season.

Our formula for lump roe is very similar. An initial minimum price is paid during the fishing season, and the final price owing to harvesters is based on actual average market prices realized by NL processors. The same minimum price applies to all sales of lump roe in the province.

Another possible approach would be to tie the starting price to actual market conditions at the time of price negotiations, then have "re-opener" provisions available to both parties in the event of a significant change in market conditions.

One thing this year's fishery clearly demonstrated is that we can ill afford to lose two or three weeks (or more) at the start of the crab season. This compresses the landings into a shorter period of time, creating glut conditions. The plants then need casual workers for the short term, but there is less

work overall for senior workers because of the compressed season.

This also leads to companies having to schedule boats during favorable weather conditions, and there's a real challenge to our ability to produce top quality products when production gets backed up because of oversupply.

We'll have our work cut out for us in trying to come up with a better pricing structure, but it seems clear to me that it's in everyone's best interest to succeed. Our goal is to have something in place in plenty of time for the 2014 crab season.

The goal is a fishery that starts on time, with prices that reflect actual market conditions. The Panel structure remains an important aspect of timely fisheries, and in most cases it resolves matters so fisheries can start on time.

The other issue that sparked controversy during the crab tie-up was the issue of regulations restricting fish harvesters from shipping their catch to out-of-province buyers.

One of the problems in this regard is the continued insistence of the provincial government that this is somehow the Union's responsibility.

Clyde Jackman and Darin King both took this approach during their tenure as provincial fisheries minister. Then when the Union made clear-cut recommendations, they totally ignored those recommendations.

This year, it was the Premier who made public statements trying to tie these regulations to the Union. The fact of the matter is that it is the provincial government that has the power to impose these restrictions, and the power to remove or relax them.

Fish harvesters land raw material that supports thousands of jobs in fish plants as well as various spinoff jobs in our province. These are important and badly needed jobs in coastal communities. The question is, at what cost? What impact do the provincial restrictions have on fish prices received by harvesters? Is it reasonable to expect the harvesters alone to bear this cost?

Some argue that competition on the wharf provides a fair price. But it has been clear in recent months that there is very little competition on the wharf for raw material in this province.

The Panel makes decisions on minimum prices for various species, but its role is limited by restrictive legislation, and the market information available to the Panel is not always as complete and comprehensive as they really need.

For these reasons, the Union proposed a pilot project to

**CONTINUED**

## Need for Change Continued

allow individual harvesters to apply for permits to ship up to a million pounds of crab in total to out-of-province buyers. This is less than one percent of the province's crab, but it would at least be an opportunity to test the value of the product.

Harvesters are proud of the key role they play in our economy as primary producers. They're proud to provide jobs in the fish plants that – together with the fishing jobs – keep our coastal communities alive. No one believes that any meaningful amount of crab would be shipped out because of the practical challenges – perishable nature of the product, times and distances involved, difficulties with the ferry system, etc.

But harvesters feel strongly they should be allowed the freedom to give it a try. The double standard in these regulations is unmistakable. Ocean Choice International was given sweeping exemptions from minimum processing regulations for their groundfish quotas, while inshore harvesters are told their market is limited to NL buyers who engage in very little real competition for raw material.

OCI has made it clear that they feel they should be able to use their generous suite of fishing licenses and quota allocations as they see fit, without any regulation or restriction whatsoever.

The provincial government used a financial review of OCI's groundfish operation by the chartered accounting firm Deloitte as justification for the OCI exemptions. Well, Deloitte also did a financial review of fishing fleets in the province a couple of years ago, as part of the MOU process, and found that most of the fleets in the province are not viable.

I realize this issue is controversial with plant workers. But we saw this year, as we have seen in the past, that price disputes and delayed starts to the fishery can also cause major problems for plant workers.

At the time this edition of Union Form went to press, we still had no decision on this matter from the provincial government. They can't pass the buck on this one – the ball is now clearly in their court.

If you put all this together, what we are saying is that we have to be constantly looking for ways to change how we do business, to try to improve things for the future.

In the crab sector, some of our fleets face severe resource challenges as the marine environment changes to a regime that is less hospitable for shellfish. We have to find ways to maximize the value of every pound we catch, so that our fishing fleets are able to continue to provide the raw material that is the lifeblood of the processing sector and our rural economy.

An important consideration in doing so is finding a way to get our fishery started on time, with a pricing mechanism that reflects actual market conditions, with a view to ensuring a fair price to the primary producer, so that they can continue creating so much employment in our province.

# Whopper of a Lobster



Old-timer Garfield Francis of Burnt Islands posed for the camera with this jumbo lobster during the 2012 season. Mr. Francis has been retired from the fishery for many years but still enjoys hearing about happenings in the industry.

*Jason Spingle photo*



# UNIONS, VIGILANCE SAVE LIVES

**Greg Pretty**  
Industrial/Retail/Offshore Director  
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It is important to grieve for workers who have died at their workplace but it is also important to continuing the fight for the living.

Allow me to give you a snap shot of what's going on in our province. Since 2007 there has been over 20,000 lost time workplace injuries reported to the Workplace Health and Safety Compensation Commission. During that same time there were 63 workplace fatalities and 119 deaths from occupational disease in our province.

Service NL Minister Nic McGrath said that in 2012, 15,300 unsafe work practices were rectified and corrected.

Each year the Occupational Health and Safety division issues about 800 stop work orders to Newfoundland and Labrador employers. OHS defines a stop work order as, "the procedures regarding an order to stop work when conditions at a workplace pose an immediate risk to the health and safety of workers or other persons."

That's 800 incidents a year when OHS officers, on scene, stop and correct unsafe practices, practices that have the potential to cause injury and death. But they can't be everywhere. One can logically assume there are many more unsafe practices occurring every day in this province. So there is still a lot of work to be done to improve the safety of workers.

And in many respects, that is a political decision.

The provincial Government tries to balance the interests of employers, lobbyists and the voices of organized labor. Sometimes they get it right and sometimes they don't, and lives hang in the balance.

That's why we must continue the fight for the living. Once we stop fighting for the health and safety of workers, we will quickly go back to where we came from, and we've all heard these business mantras before: "Workers should be responsible for the own safety, and government should butt out of our business and stop picking our pocket," and "There should be less red-tape."

Just this spring, the world experienced the worst workplace catastrophe in recent history, the collapse of an eight-story clothing factory in Dhaka, Bangladesh. Rescue workers searched for survivors for days after the collapse. As of deadline, the death toll at Rana Plaza reached 717. Most who perished in the rubble were women. In Nov 2012, in Tazreen, Bangladesh, 120 people died in a fire at a clothing factory. They made 18 cents an hour. The factory had steel bars against the

windows. Workers died trying to escape the inferno.

These workers made garments for the Western World. Some the brands you are very familiar with: Joe Fresh, Sears, Walmart, H&M, the Gap, Old Navy, Target and the Banana Republic. The clothes they made were sold around the world and the world should know about the plight of these workers. We should also fight to ensure these the surviving workers see positive changes in their work places.

The website for change, to e-mail these companies and corporations is <http://www.globallabourrights.org/alerts> It takes a few minutes of your time. The internet is a powerful instrument of social change and corporations are very sensitive and pay attention once there a groundswell of opposition to their policies.

The West fertilizer explosion in Texas, which killed 14 workers and injuring hundreds of others on April 17, shows what happens when like-minded business and government conspire to reduce "red tape" and have government butt out of their business. No workplace inspection since 1985, the owners had 1,350 times the amount of explosive product, ammonium nitrate, in the workplace and were misreporting the amounts housed in the factory. The explosion caused by the ammonium nitrate was felt 45 miles away and destroyed 80 houses.

So you might say, what's all that got to do with us? The answer is plenty. It's important to address in very concrete terms why unions are so important. Because they save lives.

Put simply, fewer people are dying today in their workplaces because of those men and women who fought and struggled, protested and picketed and yes, those who were injured or killed while doing their jobs. As a result of their victories, we are not only better off economically and socially, we are safer. To the dead, and to the surviving veterans of social progress, we owe an immense debt.

But let's be clear: their struggles—and ours—are by no means over. Provincial and federal governments and political parties, some with all the nuance of a sledgehammer, are calling for or introducing various manifestations of American-style anti-union laws, in spite of the evidence of the ongoing need for the social, economic and workplace gains that unions won for all of us, and continue to advocate for.

In this province as in many other provinces and states workers' rights are under attack. One of those rights is the right to a safe workplace. Another is the right to a compensation system that takes care of injured workers.

During the very recent statutory review of workers

**CONTINUED**

# DISPUTE DELAYS START OF CRAB FISHERY



Some 600 crab harvesters gathered in Clarendville to discuss action against an unacceptable minimum crab price proposed by the buyers.

An increase to the minimum price at the start of the season and agreement to work towards a more effective crab pricing structure for the future were the key elements that led to the settlement of a price dispute that delayed the start of the 2013 crab season.

The dispute arose in response to the approach the crab processors took to price negotiations. After talking up the price of crab all winter, they started negotiations with an extremely low offer (\$1.55), and even their final offer of \$1.83 to the Fish Price Setting Panel was well below the expectations they had built up all winter.

The Panel rejected the Union's final offer of \$2.00 a pound on the grounds that there was nothing in the available market information to support a higher price than last year's minimum of \$1.95 a pound. Under the legislation that gives the Panel its authority, it had to choose either the ASP final offer or the FFAW final offer.

After getting very positive signals about crab prices from

processors right up to the time of negotiations, harvesters were shocked to hear that the same processors has made such low offers in negotiations, and that the minimum price would be 12 cents below last year.

A spontaneous tie-up of the fleet gave rise to a meeting in Clarendville attended by more than 600 harvesters.

"It was really positive in the way that everyone came together," said FFAW Secretary-Treasurer David Decker. "Harvesters from the south coast to the northeast coast, large and small boats, tied on. Over 600 harvesters turned out for a meeting with less than 24 hours notice. That shows the degree of concern that was out there."

As a result of the tie-up, a number of processors offered to pay \$2.00 to get the fishery started, but refused to put it in writing.

Protest action flared up in several locations after the processors tried to entice harvesters to go fishing, culminating in a major protest in Hickman's Harbour, Trinity Bay which is now the subject of a legal action by Golden Shell Fisheries against the Union.

The dispute was resolved later that week when ASP, the bargaining agent for the crab processors, agreed to pay an additional 17 cents for all sales up until May 4th, and agreed to a proposal from the Union to form a joint Working Group with the objective of establishing a more effective pricing system for crab.

Union President Earle McCurdy said this Working Group is crucial.

"We can ill afford delays in the short window we have to land more than 100 million pounds of crab. We lose our best shot at the market, we jam up the harvest with disadvantages for harvesters, plant workers and processors alike. The problem this year was that our current system backed us into a corner."

McCurdy said a fundamental problem was that the Panel's decision was based not on actual market returns, but on a projection of what market prices would be once our industry got in full production. →

## Unions, Vigilance Save Lives Continued

compensation act, both sides lined up. Unions for a strong program with better benefits for injured workers. The others called for less premiums to be paid and shorter claims times and quicker return to work for the injured. Some called for less government interference, some employers groups called on government to release them legally from paying premiums for workers (in other words they want to get an exclusion to the program). Sound familiar?

The province will take all the recommendations and hopefully make substantial changes on behalf of injured workers. And we expect them to improve their accident

prevention programs in workplaces. But there is no guarantee. That's why it is so important that like-minded citizens and unions continue the fight and lobby each and every elected official, through social media, the press and through talk show radio, to further reduce and eliminate workplace fatalities and injuries in our workplaces.

Remember, all we have strived for in OHS and compensation for injured and deceased workers can be lost with the stroke of a pen. Your vigilance will ensure safer workplaces for our moms, dads, sons and daughters.





**Crab harvesters packed the Clarendville Events Centre theatre and spilled out into the hallway for a meeting on April 4.**

*Roland Hedderson photos*

He said the Union's goal through the Working Group is to come up with a system that ties raw material prices to actual market returns. (See President's Column, Page 3)

"What harvesters want is a fair share of the market return," McCurdy said. "The way this year's fishery unfolded puts pressure on everyone to come up with a system that allows us to get our fishery started on time, with the returns from the market shared fairly between the harvesters and the processors."

He said an independent process to settle fish prices, such as the Panel, is increasingly important because competition for raw material is declining as consolidation of the processing sector continues. This lessens the ability of harvesters to shop around for better prices.

"What we're talking about with this Working Group is trying to find a way to have actual market returns factored into the Panel's decisions, to make the Panel system more effective."

McCurdy noted the challenges associated with trying to establish a price in advance for more than 110 million pounds of raw material.

"But we believe there are ways of addressing this that make disputes a lot less likely to occur, while at the same time providing a fair price for raw material," he said.

As part of trying to establish a fair price for crab, the Union also asked the provincial government to approve a pilot project to grant exemptions from current restrictions to allow crab harvesters to export up to a million pounds of crab in total to outside buyers. We're still awaiting a decision from Fisheries and Aquaculture Minister Derrick Dalley.

"The goal is not to take work away from plant workers, it's to try to establish fair market value for crab so that harvesters can continue to create employment in rural communities under reasonable terms and conditions," McCurdy said.

## DAY OF MOURNING



**FFAW President Earle McCurdy and staffer Tina Pretty lay a wreath in honour and remembrance during the Day of Mourning ceremony at Confederation Building on April 28.**

*Keith Dunne (NAPE) photo*

The FFAW participated in two Day of Mourning ceremonies on April 28, one at Confederation Building organized by the St. John's District Labour Council and one in Carbonear organized by the Baccalieu Trail District Labour Council.

The National Day of Mourning was originally started by the Canadian Union of Public Employees in 1984 and the Canadian Labour Congress officially declared it an annual day

of remembrance on April 28, 1985. By late 1990, the Federal government passed the Workers Mourning Day Act and on April 28, 1991 it was officially the National Day of Mourning for persons killed or injured in the workplace. On this date, the Canadian flag on Parliament Hill is flown at half-mast in memory of these workers.

Since that time, over 80 countries worldwide observe April 28 as a day dedicated to workers killed, injured, or impacted by workplace disease in their pursuit of a livelihood.

The purpose of the Day of Mourning is to remember and honour those workers who have lost their lives or were injured and to recommit to improving health and safety in the workplace.

During the ceremony at Confederation Building where over 250 people gathered, 108 wreaths were laid by labour unions, worker associations, family members of workers killed, injured workers, employer groups, government officials and politicians.

FFAW President Earle McCurdy and FFAW Women's Committee member Tina Pretty presented the union's wreath in memory of three FFAW inshore members who were killed on the job in 2012, namely Ralph Rose of St. Carol's, Harrison Genge of Anchor Point and Donald Wagner of Harbour Breton.

Greg Pretty, Industrial/Retail/Offshore Director presented a second wreath at the ceremony in Carbonear where he was also the keynote speaker.



# FFAW WOMEN RECEIVE ACTIVIST TRAINING



Participants in the Women's Activist training were, back from left: Cathy Dimmer, Tina Pretty, Shauna Wilcox and Michelle Jesso. Front: Jocelyn Hynes-Reid, Della Melendy, Tracy Button, Mildred Skinner, Lynne Sanders, Trish Power and Rosalie Lambert.

*Tina Pretty Photos*

## Tina Pretty

[tpretty@ffaw.net](mailto:tpretty@ffaw.net)

Nine FFAW women took part in the Women's Activist Training session held at the Bluewater Lodge in Lewisporte in early March. Designed and developed by the CAW Women's Department the course was delivered by experienced facilitators and CAW Sisters, Lynne Sanders and Shauna Wilcox. The one-week training session was designed to:

- Link our own personal circumstances and experiences with the social/political/economic status of women;

- Understand the barriers facing women in the workplace and the union, including barriers facing women of colour, Aboriginal women, women with disabilities, lesbians, and women of various ethnic origins;

- Learn how the union can better serve as a vehicle to meet the needs of women workers and how women can

use the services of the union to their greatest advantage;

Discover the value of women's network within the union and in the community, as a source of ideas, support and strength of the struggle on behalf of women;

Feel more confident in our ability to play a leadership role in the union and to encourage the great participation of our union sisters.

A wide range of subjects were covered and included topics such as: women at work; class and gender; our ethnic backgrounds and immigration/refugee issues; various forms of oppression; women and advertising; harassment and violence; women making herstory (history); women as leaders; union campaigns and communication; union structure and public speaking.

In addition to the above topics, women held discussions on pay equity,

employment equity, the Women's Advocate Program and overcoming barriers.

More importantly the program gave the women an opportunity to talk about social, political and economic contexts. Through various exercises they were able to build on workplace experiences and then make the link between the workplace and the broader society. By the end of the sessions, women were taught tools to build solidarity, to mobilize members and to take action.

One course participant commented, "I always thought I was open-minded but my eyes were opened during that course! It was a great opportunity and it was a very positive experience for me."

We were very fortunate to have this program delivered in Newfoundland and Labrador by two dynamic and knowledgeable CAW Sisters and would like to thank our National Union for their huge contribution to the training



Della Melendy shows images of empowering or strong women during an evening activity.



Jocelyn Hynes-Reid and Tracy Button participate in an exercise showing different examples of discrimination and oppression.



Rosalie Lambert actively participating in discussions.



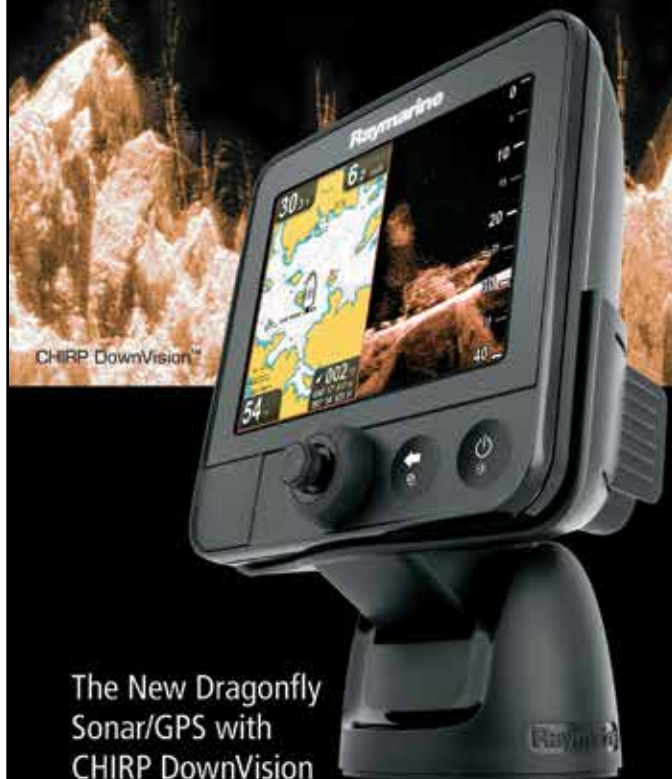
Cathy Dimmer's magazine clippings collage explains how she wants to help women from all walks of life.



Like all participants, Michelle Jesso receives a certificate for completing the CAW Women's Activist program.

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# LOBSTER HARVESTERS IN FOOTHOLD IN SOUTHW

By Mandy Ryan Francis  
[mfrancis@ffaw.net](mailto:mfrancis@ffaw.net)

A new company based on cooperative principles to buy and sell Newfoundland lobster is in full operation on the southwest coast this season.

Lobster Harvesters Inc. (LHI), owned and operated by lobster harvesters and guided by the FFAW, was formed in April 2012 after local buyers refused to buy lobster from harvesters at the Lobster Formula Price which was presented by the FFAW to the Fish Price Setting Panel during negotiations. The panel selected the formula over the position put forward by the Seafood Producers of Newfoundland and Labrador (SPONAL) for the second year in a row in 2012. Likewise, it was the second year that buyers refused to buy. In a partnership arrangement with the Fogo Island Cooperative Society, the new company was registered last year and bought lobsters from the South, West and Southwest Coasts for over two weeks.

*Because of the high grade report  
harvesters received 19 cents per pound  
over and above the lobster formula price.*

Some harvesters from Burnt Islands and Rose Blanche demanded the continuation of LHI this season when buyers were non-committal about their buying intentions throughout the season after the Price Setting Panel once again sided with the FFAW and its Lobster Pricing Formula.

Harvester Kevin Hardy of Burnt Islands, chair of the board which governs LHI, called a meeting of interested harvesters and on April 18 a decision was made to forge ahead. Licence holders at that meeting decided as a group they wanted to sell their catches to LHI, the company they helped form the year before.

The first pick-up of lobster took place on April 26 under the coordination of Ed Warren, who was hired by LHI for the season to ensure communications on pick-up times and to make arrangements regarding trucks and ferries. The first pick-up went off without a hitch and LHI's buyer was pleased with the product when it was received in Nova Scotia.

"The first shipment of lobster was excellent from a quality perspective. The size distribution was good. The culls and weak lobster were all within acceptable limits. The blood protein level is a key quality indicator which is directly correlated to shell condition also showed that the animals are naturally good for market," said Keith Sullivan, Market Analyst with FFAW. The high quality helped harvesters



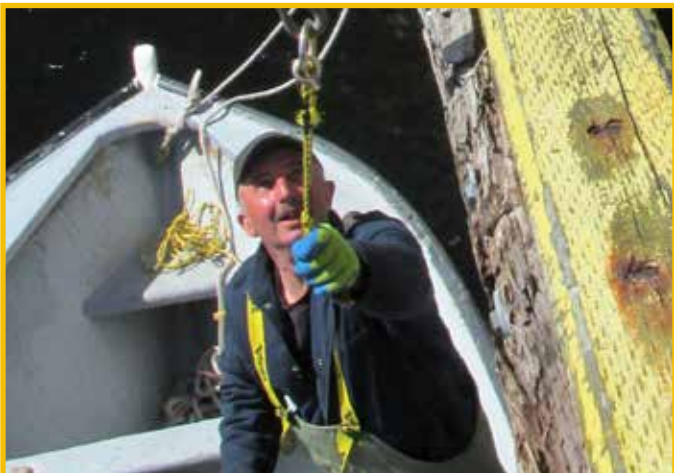
John Caines, on the tiller handle, and his crewman Edgar Caines towing their lobsters to the wharf to sell to Lobster harvesters Inc. in Burnt Islands on May 11.



Everett James watches as his crates of lobster are pulled from his boat to the wharf in Burnt Islands.



Perry Savoury helps get Garland Stone's crates to the wharf with his block and tackle pulley.



Garland Stone of Rose Blanche reaches for the hook that will help pull his lobsters out of his boat.

# NC. ACHIEVES STRONG WEST COAST FISHERY

receive 19 cents per pound over and above the lobster formula minimum price.

Selling their catch to LHI throughout the season are 13 lobster licence holders in LFA 12. The small group made the logistics comfortable to work with in a pilot project-like operation while LHI gets established. Hardy said so far it's working because the harvesters are working together toward a common goal.

"The fishermen are cooperating and are more involved in the labour of loading trucks and that sort of thing. By working together we're cutting down on expenses, we're more involved in the marketing, so if there's any model that works to get fishermen better prices it should prove to be this model here, the co-op thing," he said.

The goal is to grow the operation so that LHI can buy from harvesters in all LFAs.

"You can't have a Newfoundland lobster co-op without including the whole province. The logistics of it will determine how fast you can go. But that is the goal, to go right around the province doing the same thing," said Hardy.

Much is being learned about operating LHI through this pilot such as managing lobster pick-ups, improving communications to harvesters, holding lobsters, encouraging cooperation and dealing with buyers. It's working out the logistics of the operation that are vital to LHI at this point.

"Thirteen people don't make a co-op. We have to grow, and we have to pick areas where people are willing to cooperate and want it to work. It's the logistics that has the potential to kill it. Individual harvesters have to hold their own lobsters until we get to the point where we can get a centralized holding pound that can hold 200,000 pounds of lobster, that will be the big game-changer. If the co-op can get its own licence and get their own holding pound, then they will be well on their way to servicing the whole province," said Hardy.



LHI Chairman Kevin Hardy, and his crewman and son, Troy Hardy help guide lobster crates to the weigh scales on the wharf in Burnt Islands.



Careful weighing at the scales are, from left, LHI Coordinator Ed Warren, Wilfred Munden and Eric Walters in Rose Blanche.



Working together to get crates of lobster to the weigh scales are, from left, harvesters Perry Savoury, Garland Stone and a passerby who stopped by to lend a hand at the wharf in Rose Blanche.



Working together to get crates of lobster to the weigh scales are, from left, harvesters Perry Savoury, Garland Stone and a passerby who stopped by to lend a hand at the wharf in Rose Blanche.



Harvesters Eric and Sylvia Walters of Harbour Le Cou transfer lobsters from their holding cars to shipping crates on Sylvia's birthday, May 11.

Mandy Ryan Francis photos

# WEST COAST HARVESTERS CHOOSE FOGO ISLAND CO-OP

A decision to sell snow crab to the Fogo Island Co-operative Society was made by some 90 fish harvesters from the Bay St. George and Port au Port area in a meeting on April 12.

The move comes as a result of lack of commitment from their regular buyers that they would buy lobster at the Lobster Formula Price proposed by the FFAW during price negotiations and accepted by the Standing Fish Price Setting Panel earlier this spring.

During the meeting, the Fogo Island Co-operative representative Ken Budden was clear that the Co-op was mostly interested in snow crab but they wouldn't leave the harvesters hanging during the lobster season.

A local coordinator was hired within a week and collection of crab from the area began immediately following the settlement of the snow crab price dispute and tie-up.

Harvester Stephen Woods spoke out several times during the meeting, saying he was tired of the same rigmarole every year, wondering and waiting to see if the local buyers were going to buy their lobster. He encouraged the harvesters to stick together on the issue.

*We're all here trying to get this straightened out so that we don't have to go through this every year. If we can stick with Fogo, we won't have the worry every year.*

Stephen Woods

"We're all here trying to get this straightened out so that we don't have to go through this every year. If we can stick with Fogo, we won't have the worry every year. All we need to be concerned about is going fishing. We got work to do. I don't want to be here every four or five days listening to this is what happened, that is what happened, that's going to happen. I'd like to get it all straightened away before I'm ready to go fishing and if we all stick together, in my mind, and stick with this gentleman, that's what going to happen. That's what I'd like for everybody to do," he shouted out.

Mr. Budden addressed many logistical questions saying the co-op was willing to do what it can to make buying from the area work.

FFAW Inshore Director Bill Broderick helped to find a conclusion.

"I think you've all accepted that there are going to be some growing pains," he said. "But what I'm hearing is that you're telling this man (Mr. Budden) to go and get some people and get some trucks and do what he can to help you, that's what I read. Did I read you wrong?" he asked.

A show of hands signalled over 90 per cent of the harvesters were interested in having a Fogo Island Cooperative Society presence in the area.



At the head table at the Stephenville meeting on April 12 were, from left, Renee Hickey, Roger Lacosta, Bill Broderick, Monty Way, Ken Budden and Joan Doucette.



Stephen Woods (centre) encouraged his fellow harvesters to change buyers to help bring stability to the lobster and crab season this year and into the future.



Harvesters from the Bay St. George and Port au Port area listen intently to FFAW Inshore Director, Bill Broderick during the meeting.

# 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  
Email: mfrancis@ffaw.net

Cathy Dimmer, Workplace Advocate  
**Burin and Area**  
709-277-2558  
Email: cathy.dimmer@persona.ca

Trish Power, Community/Workplace Advocate  
**Marystown Area**  
709-279-3353  
Email: powertrish@hotmail.com

Sylvia Rumbolt, Community Advocate  
**Gander Area**  
709-235-1966  
Email: sylvia.rumbolt@nf.sympatico.ca

Helen Evans, Community/Workplace Advocate  
**Hant's Harbour Area**  
709-586-2701  
Email: helenpevans@hotmail.com

Della Melendy, Workplace Advocate  
**Lumsden Area**  
709-530-2657  
Email: della.melendy@hotmail.com

Tina Pretty, Community/Workplace Advocate  
**St. John's and Area**  
709-576-7276  
709-728-2168  
Email: tpretty@ffaw.net

# INSHORE COUNCIL HOLDS REGU



Ellen Careen, Acting Project Officer with DFO, discusses the new National Online Licencing System at the February Inshore Council meeting.



From left, Nelson Bussey, Wayne Russell, Alfred Fitzpatrick, Wayne Masters, Ren Genge, Kevin Lawrence, Mildred Skinner, Monty Way, Glen Newbury and Joan Doucette.



From right, Roland Hedderson, Mike Noonan, Glen Winslow, Kevin McGrath, Kevin Best, and Jim Chidley.

The FFAW Inshore Council met in St. John's on February 25th and 26th.

The meeting started with an update of some of the market challenges we faced as inshore negotiations were about to start.

## Transport Canada Regulations

Union President Earle McCurdy updated Council on the Union's intervention with Transport Canada concerning sewage regulations on fishing vessels. Transport Canada had brought in a regulation requiring inshore vessels equipped with toilets to install sewage holding tanks.

The Union fought to have this decision overturned on the grounds that it would be costly, unnecessary and would pose practical problems for many vessel owners. In response to the Union's strong representations, Transport Canada agreed to delay implementation of the changes for a year for vessels less than 400 GRT and carrying fewer than 15 passengers. Transport Canada undertook to meet with the Union during the coming year to try to find a long term solution.

"What Transport Canada was proposing was totally impractical," McCurdy said. "It would impose a lot of cost and red tape for no good reason."

He said he was glad the Transport Minister backed off in the face of the Union's intervention, and called for a "sensible solution" for the long term.

## Canadian Independent Fish Harvesters Federation

Secretary-Treasurer David Decker gave a report on a founding meeting that had been held earlier in February by the Canadian Independent Fish Harvesters Federation. This is an umbrella group formed to fight back against DFO's so-called "modernization" agenda, which threatened the owner-operator and fleet separation policies.

FFAW delegates joined representatives of more than 30 other organizations from the Maritime Provinces and Quebec



From left, Loretta Kelly, Gilbert Penney, Sylvia Goodyear, Mic Symmonds, Loomis Way, Tracy Button, Jim Chidley and Kevin Best.



# LAR WINTER MEETING

Tina Pretty photos

at the meeting in Halifax to get the organization officially off the ground. These are the organizations which banded together in 2012 to protect the owner operator and fleet separation policies.

Our Inshore Council passed a motion calling on DFO to stick to the 2014 deadline for the elimination of so-called “controlling agreements”. A controlling agreement is one in which someone other than the license holder controls the disposition of a fishing license. Controlling licenses were devised by processors as a means of getting around the owner-operator and fleet separation policies. Under a policy adopted by DFO in 2007, licenses under controlling agreements are non-transferable.

## Capelin Working Group

Council was also given a report on a Capelin Working Group the Union set up in conjunction with ASP (Association of Seafood Producers) to address the issue of capelin specs.

Earle McCurdy told Council members the specs were geared to the Japanese market back in the 1980s. Since then, the Japanese market has declined, with most of the capelin being exported to less valuable markets.

“Our objective is to get the specs more in line with the markets we’re now supplying,” McCurdy said.

## DFO Issues

McCurdy also briefed Council on a meeting he and David Decker held earlier in February with DFO Minister Keith Ashfield. The meeting gave the Union an opportunity to lobby the Minister for an increase in IQs in the northern cod stewardship fishery, for a better deal on halibut management in the Gulf, where our members had less than a 24 hour fishery in 2012, and on the need to allocate fish to people who catch it. This latter point was endorsed by delegates at the Union’s Convention in late 2012.

DFO representatives Annette Rumbolt and Helen Careen

delivered a demonstration to Council members on DFO’s online licensing system. Council members expressed concern about some of the problems involved in moving to a totally online licensing system, especially in areas with dial-up Internet access only.

Council members were concerned to hear that license transfers could be done electronically, and recommended that a signature of the license holder be required before any license transfer was considered.

There was also a lengthy discussion of cutbacks to the at-sea observer program. DFO announced earlier that it was eliminating its contribution to the costs of the observer program amounting to about one third of total revenue.

McCurdy told Council the Union leadership had made strong representation to DFO that they would have to live with the 2012 level of harvester contributions to the program, and that we would not accept increased costs as a result of DFO’s decision not to contribute to the program. This is eventually what happened – DFO maintained costs to license holders for the observer program at 2012 levels.

## Oil Industry Issues

Johan Joensen, who works on oil industry issues on behalf of the Union, reported to Council on offshore petroleum issues and seismic activity. He outlined areas where drilling and seismic activities are planned, and addressed concerns about hydraulic fracking on the west coast. The Union recently made a submission to the Canada Newfoundland Offshore Petroleum Board (CNLOPB) expressing concern with the impact of fracking on the seabed and sealife.

Joensen also outlined problems that had come up in recent years with seismic companies which had not followed proper procedures in terms of timing and location of seismic activity.

Council members addressed problems they had observed related to oil industry activity, and David Decker said that while the federal government downloads all kinds of costs

**CONTINUED**



Jackie Baker (left) and Sharon Walsh.



Mark Dolomont of the Professional Fish Harvesters Certification Board and FFAW Industrial/Retail/Offshore Director, Greg Pretty.

# Inshore Council Meeting Continued

to the fishing industry, the oil industry get access to our traditional fishing grounds without paying their share.

## Northern Shrimp Advisory Committee

McCurdy also reported on the Northern Shrimp Advisory Committee which had been held a few days before the Council meeting. He reported that NAFO, which manages shrimp in SFA 7 (3L) had implemented a significant reduction in the 2013 quota.

In the case of Shrimp fishing Area 6 (2J and 3K), the offshore sector recommended a 15% cut in the quota. The Union led the charge to roll over the 2012 quota, which is what the Minister eventually did.

## EI Changes

There was a discussion of recent changes to the EI system, in particular the changes to rules for claimants who work while on claim, and rules surrounding availability for work.

The federal government has cracked down on the EI program. Anyone working while on claim has a 50% clawback on all earnings, unless they elect to be covered by the previous system, which allowed you to keep the first 40% of your EI benefit. McCurdy said it was obvious the federal government does not really want this option to work, so it is only available in certain circumstances.

There was also concern about new requirements concerning availability for work. McCurdy said the rules the Harper government has implemented "are certainly not designed for areas like rural Newfoundland."

He said these changes are all part of the Harper attack on people in seasonal industries.

## Aquaculture

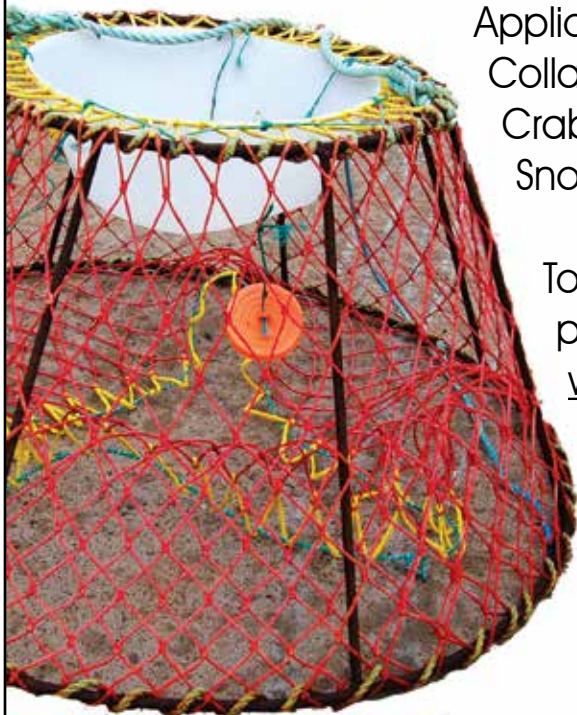
Mildred Skinner of Harbour Breton advised Council members that expansion in aquaculture is becoming a serious problem in that area. There are currently 81 aquaculture sites on the south coast, with plans for eight more.

Skinner said harvesters are not in favour of this expansion because of problems with sea lice, pesticide use, rising water temperatures, too many fish in sites, debris, pollution and the impact on wild salmon stocks. She said there's a lot of concern among harvesters that customers will not want to buy lobster from areas with heavy aquaculture development.

Council adopted a resolution calling on the provincial government to cease further expansion of aquaculture on the south coast pending an assessment of the impact of development to date.

The Council meeting also included a presentation from Sharon Walsh, Executive Director of the Newfoundland and Labrador fish Harvester Safety Association. (See Sharon's column next page)

# ATTENTION SNOW CRAB HARVESTERS



Applications for the 2013 Industry-DFO Collaborative Post-Season Trap Survey for Snow Crab for Divisions 2J3KLOPs4R will be sent to all Snow Crab License Holders in June.

To view the results of the previous surveys please visit the FFAW website at: [www.ffaw.ca](http://www.ffaw.ca). and under Science/Research view Science Programs.

The FFAW would like to take this opportunity to thank those who have participated in previous snow crab surveys.



# ASSESSING INDUSTRY NEEDS IS NEXT STEP FOR SAFETY ASSOCIATION

Sharon Walsh

[Executive Director, NLFHSA](#)

On April 28, we marked the 29th anniversary of the National Day of Mourning for workers injured or killed on the job. We are challenged to think about why and how these workplace fatalities and injuries occur; how they hurt real people, their families, their coworkers and their communities. Most importantly, we must consider ways to ensure they do not happen again. The purpose of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) is to think about this and take action – every day.

It's an important date for all workers as it's the time to come together to remember those who have lost their lives to work-related incidents or occupational diseases. This year, provincial and federal flags were at half-mast. Candles were lit, ribbons and black armbands were donned, and moments of silence observed.

In Canada, the number of people killed at work each year has continued to rise over the past decade and a half. Over 1,000 Canadian workers are dying every year; four workers die each day. That's four people every day that will never come home again.

Fishing is one of the most dangerous occupations in our province; in fact – in the world. Too many of our own people have been lost or injured, especially in the fishing industry. Our waters make for one of the most dangerous workplaces anywhere. That is why health and safety is critical to survival in this extreme physical and stressful work environment.

According to the Workplace Health Safety and Compensation Commission (WHSCC) there have been 31 deaths related to the fishing industry and more than 2,000 injuries over the past decade. Approximately 1,500 injuries resulted in lost time away from work and 646 fish harvesters required medical aid (with no lost-time). More than \$123 million in claim costs and liabilities were paid or accrued in the fish harvesting sector by the WHSCC.

The Safety Association's sole mandate is to improve safety; to work with fish harvesters – both owner/operators and crew members, to help ensure that occupational health and safety is always top of mind.

The good news is that many injuries can be prevented. Through awareness, education and the promotion of industry best practises, the NL-FHSA can help fish harvesters to work safely and successfully without occupational injury, disease or fatality.

It's important to recognize the significant progress achieved in the fish harvesting sector over the past decade – there is more safety information available than ever before. Fish harvesters are better trained, personal flotation devices are worn more frequently, and fish harvesters' ability to survive accidents at sea has improved significantly.

However, the number and severity of injuries, fatalities, and occupational disease require that we do more. The NL-FHSA is tasked with the responsibility to build upon these achievements. Though a primary focus on preventing injuries from occurring in the first place and by continuing to promote safe practises for successful rescue, we can bring safety to a new level in the fishing industry.

## Next Steps

The Safety Association's next steps will include the completion of an industry needs assessment. It will be conducted in collaboration with fish harvesters, industry stakeholders and other sector experts. The purpose is to identify safety practices, education and training requirements, general safety concerns and opportunities, and to work out an effective means to meet those requirements. Some of the questions the needs assessment may answer include:

What type and level of health and safety awareness/education is needed?

What challenges do fish harvesters face in implementing workplace safety?

How can the NL-FHSA assist fish harvesters, both owner/operators and crew members, to meet essential legal or regulatory requirements?

How is the fishing industry changing? How might this impact safety?

Gathering information is an important first step to identify the views and needs of fish harvesters. Once the Safety Association has gathered relevant workplace injury, enforcement, and rescue trends and statistics, this information will be presented to fish harvesters for their response and opinions.

The Safety Association's ability to effectively respond to health and safety concerns will depend on our understanding of the strengths and gaps that currently exist. Based on the outcome of the data and information collected, the NL-FHSA will determine the priority goals, develop a plan, and allocate the necessary resources for successful implementation.

The plan for going forward must meet 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.

Over the next six months the NL-FHSA will be contacting fish harvesters to hear your ideas and concerns. It is important that all fish harvesters, both owner operators and crew members participate in the conversation about workplace safety. While the goal to improve safety in the fishing industry may be simple, getting there will be challenging. Making it a reality will take all of us working together. I am sincerely looking forward to hearing from all of you.

# LORD'S COVE PROJECT TESTING WAVE-POWERED PUMP, CLOSED PEN AQUACULTURE



The former fish plant in Lord's Cove is now operation central for a new Wave Energy Project that is hoped to prove on-shore, closed-pen aquaculture commercially viable.

A research and development project is breathing new life into an old salt fish plant in Lord's Cove on the Burin Peninsula.

The five-year project could lead to the development of a shore-based aquaculture industry in areas where traditional aquaculture is not an option. It may also support the development of a renewable energy source – sea waves.

The Wave Energy Research Project is being managed by project administrator Dr. Mike Graham, and Leon Fiander is the IMTA researcher, both are located at the Burin Campus of the College of the North Atlantic. They hope the shore-based, closed-pen aquaculture site proves commercially viable. Closed-pen aquaculture has been identified as an alternate option for seafood farming by some would-be entrepreneurs in the province but the high cost of operating sea water pumps has been prohibitive to making it profitable. The project is designing a pump that is capable of pumping 150 gallons of water per minute using energy harnessed from naturally-occurring waves.

Building the specialized pump and

optimizing shore-based aquaculture as a single-pass, high flow system, is the brainchild of Dr. Michael Graham who says the wave energy ideas were inspired by his daughter's school science project. The initial research and development project for the pump was launched in Lord's Cove back in 2006.

*"I am really excited to see the buildings are being used and that a lot of money has been spent in upgrades. It's beautiful..."*

Agatha Fitzpatrick  
Wave Energy Research Committee

"There are no fundamental issues to say this won't work. It's the technical issues we need to sort out," said Dr. Graham.

Many people want the project to succeed for various reasons. On-shore, closed-pen aquaculture would eliminate concerns that surround current aquaculture farms that operate around the Newfoundland coastline regarding environmental impact,

contamination of the area underneath the farm pens, spread of disease from farmed fish to other wild fish, increase of sea lice and the increased use of pesticides to kill them. A company that operates a traditional aquaculture site in this province was recently convicted of using illegal pesticides in farms it owns in other provinces.

The Lord's Cove fish plant, once a part of Fishery Products International's assets in the province, closed some 12 years ago and the time lapse since then left the building in a state of disrepair. The Wave Energy Project is pumping not only seawater into the building, but a renewed sense of hope in the coastal community of 150 residents. Some \$200,000 has been spent on renovating the building. It now houses finfish holding tanks, room for filter feeders, a control room and office, an observatory and a laboratory. Mr. Fiander says eventually halibut will be grown in large tanks and seaweed eating organisms like whelk and sea urchins will clean the water coming from the halibut tanks. Another tank will hold seaweed which

will also help clean the water before it flows back into the sea.

There's activity on the wharf and two local people are employed with the project; they feed fish, record temperatures, enter data and providing security to the facility.

It won't replace the jobs for the 130-plus people who used to work salting up to 100,000 pounds of fish a day in the 1980's, but as one local woman said

to Dr. Graham, "it's so nice to look out the window and see the lights on."

"They're happy to feel they have something," said Dr. Graham.

Looking beyond five years, the project will create further opportunities to position the area as a hub for ocean technology activity. It could result in a marine research and test station which would create a venue for students to apply their education in that field.

Wave Energy Research Committee chairperson, Agatha Fitzpatrick, worked at the old fish plant for 16 years. She is elated to see the project forging ahead.

"I am really excited to see the buildings are being used and that a lot of money has been spent in upgrades. It's beautiful. We are looking ways to do the land-based aquaculture and we're looking at ways to do this wave pump so that the water that is coming into the tanks is coming from way outside the cove. It's very interesting. We even got our own weather station. It's a good thing. All you hear is downturns, and this is going and that is going. This project is something that, hopefully in the future, could grow," she said.

The initiative, which has a project value of more than \$3.5 million, came about as a result of a partnership between the Town of Lord's Cove, the College of the North Atlantic, the Harbour Authority of Lord's Cove, Edwards and Associates and the National Research Council of Canada.



Wave Energy Research Project Administrator Dr. Mike Graham (right) and Leon Fiander, IMTA researcher at the College of the North Atlantic in Burin.



The renovated former fish plant in Lord's Cove.

It is also financially supported through the Natural Sciences and Engineering Research Council through its College and Community Innovation program,

Research and Development Corporation Newfoundland and Labrador and the Department of Innovation, Business and Rural Development.

## ENVIRONMENTAL DISASTER WAITING TO HAPPEN

FFAW/CAW President Earle McCurdy said the oil leaking out of a sunken paper carrier off Change Islands on the northeast coast poses a serious threat to the marine environment which is causing a lot of concern among fish harvesters in the area.

McCurdy said patching the cracks in the structure of the vessel Manolis L would be an important first step, but the response should go further than that.

"The authorities need to devise a plan to extract the remaining oil from this ship," he said. "Otherwise, even

with a patch job, that vessel remains an environmental disaster waiting to happen."

He noted that the prevailing tides in the area run into the bay, posing the threat of oil spoiling lobster fishing grounds, wildlife and beaches.

Fish harvesters in the area expressed these concerns in a meeting on New World Island yesterday with officials of Canadian Coast Guard and the Department of Fisheries and Oceans.

# FFAW INSURANCE PLAN NOW PROVIDES MORE COVERAGE

If you are a member in good standing of FFAW/CAW, you have life insurance to the tune of \$15,000. You also have dismemberment insurance and accidental death insurance. You have more coverage this year than you had last year due to changes in the FFAW/CAW's Insurance plan.

The changes come about as a result of a mail-in vote taken amongst members to determine if the membership wanted increased insurance coverage. The majority voted in favour of increased coverage, understanding that Union dues would also increase as a result. The previous Life and Accidental Group Insurance policy provided \$10,000 in life insurance.

Our office has fielded many questions about the changes to our Insurance program since the rate was increased this spring. Here is a list of Frequently Asked Questions so that you can better understand why the program has changed, what the changes mean and what benefits you have under the group insurance policy.

**Q** What is the cost of the insurance plan?

**A** It is all inclusive with the union dues. It is a benefit we now provide to all our card carrying, active members.

**Q** What was the result of the ballot sent March 2013 in regard to the increase to insurance coverage?

**A** Result. The members voted 71 percent in favor of increasing the life insurance coverage from \$10,000 to \$15,000. Approximately 2,800 members participated in the vote.

**Q** When does the new rate take effect?

**A** The new rate took effect on May 1, 2013.

**Q** Does this plan cover medical expenses or prescriptions?

**A** No. This is strictly a Life and Accidental Death and Dismemberment policy.

**Q** Am I still covered once I have retired, am no longer fishing, or no longer employed with the company I am currently employed with?

**A** No. This insurance is only for active, card carrying members of the FFAW and does not cover members who are no longer active or no longer hold seniority status within the Union.

**Q** Is there an age limit?

**A** Yes. Coverage discontinues once a member turns the age of 70. This is a requirement of the insurance company.

**Q** Do I need to complete a new beneficiary form every year?

**A** No.

**Q** Do I need to complete a new beneficiary form if I have any changes to be made to my beneficiary beneficiaries?

**A** Yes. If changes are not filed with the FFAW, the last beneficiary form on file will be the one used. To obtain a new form contact the FFAW at 709-576 7276 and a new one will be sent to the member.

**Q** Am I covered only while working or fishing?

**A** No. Coverage is for the period of one full year, from August 1 to July 31 of each year.



# PROPOSED HYDRAULIC FRACTURING RAISES CONCERNS

Jóhan Joensen  
Petroleum Industry Liaison  
[jjoensen@ffaw.net](mailto:jjoensen@ffaw.net)

There continues to be an expressed interest in pursuing petroleum exploration on the west coast of Newfoundland. Particular attention is being given to the area from Port au Port Peninsula and north to Sally's Cove.

With the interest in exploration and alternative production methods being proposed there is also an increase in the engagement from the community. Hydraulic fracturing, being proposed as a way to extract petroleum from a particular geological environment, has been the most significant driver for the increased community activity. From this there have been three different groups set up: Port au Port/Bay St. George Fracking Awareness Group; Gros Morne Coastal Alliance and the Save Gros Morne and Our West Coast.

Hydraulic Fracturing is being proposed by one company as a way to stimulate the geological formations, so that petroleum which would otherwise not flow freely, becomes accessible.



Simon Jansen, Chair of the Western Environment Center, delivered an information session on hydraulic fracturing at Memorial University, Grenfell Campus on March 21.

The process of hydraulic fracturing uses a mixture consisting of 90% water, 9.5% sand and 0.5% chemicals. The concerns are from where the water used for this is coming from, and the possibility of the chemicals leaking into the environment.

There is also the concern that there is a not a thorough understanding of the geological formations in which hydraulic fracturing is proposed to take place. The fear is that the lack of knowledge could lead to the leaking of petroleum products, chemicals, radioactive isotopes, and produced water into either the water table or the local environment.

Although the company wanting to pursue these resources has already drilled at one location and made statements of at least two more drilling locations – at the time of writing there are no submissions to this effect, as required by the Government of Newfoundland and Labrador Department of Environment and Conservation.

Any company wanting to pursue both drilling and well stimulation in Newfoundland and Labrador has to get approval to do so from regulators. If the proposal is on land the regulator is the Government of Newfoundland and Labrador – Department of Environment and Conservation. However, if part or whole of the exploration is under seawater the regulator is the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB).

As of deadline there wasn't a submission with the Department of Environment and Conservation, although a scoping document and project description were submitted to the C-NLOPB on March 6, 2013.

The CNLOPB has indicated that in cases where both regulators are involved, the board will not move forward with the process until submissions have been both to both regulators.

Technological advances will continue to provide new ways in which industry can explore the various resources available in the environment. Although hydraulic fracturing combined with directional drilling is one of the newer ways to do this, it is unlikely that this is the last advance in utilizing hard to reach valuable resources.

The aim however should always be to pursue/explore/extract resources in the least intrusive or detrimental manner possible – this is true for petroleum resources as well as biological resources.

If you have any comments or questions related to the interaction between the petroleum and fishing industries, please feel free to contact Jóhan Joensen, Petroleum Industry Liaison, at the FFAW Office in St. John's at (709) 576-7276 or by email [jjoensen@ffaw.net](mailto:jjoensen@ffaw.net)

# PRIDE OF MARY'S HARBOUR

## LABRADOR FISHERMEN'S UNION SHRIMP COMPANY

### PROCESSES FIRST CRAB IN NEW PLANT

Mandy Ryan Francis photos

Mandy Ryan Francis  
The Union Forum  
[mfrancis@ffaw.net](mailto:mfrancis@ffaw.net)

It wasn't hard to find smiles inside the new Mary's Harbour crab plant during the first week of processing in mid-May.

Plant workers appeared happy, the manager excited, and the Japanese buyer is pleased with the new building, efficient machinery, the quality product and the overall atmosphere inside the Labrador Fishermen's Union Shrimp Company's (LFUSC) newest crab plant.

LFUSC's general manager Gilbert Linstead said the decision by the board and management to build a new plant was reasonable and he's glad they did.

The old plant, originally a fishermen's shed, was showing its years. The floor was literally falling into the water below and a report from a structural engineer showed it would cost over \$2.5 million to bring the building back up to standard. Even with those repairs, the company would still just have an old plant.

The board and management thought if they were going to spend a lot of money on repairs they might as well build a new plant and finance it over the long term. That way, they would have a plant that will be good for the next generation.

"We were bringing product back and forth two and three times using wheelbarrows in the other plant. We were back, 20-30 years. So we decided to catch up with the times, and I'm glad we did," said Mr. Linstead.

The decision wasn't made lightly. The board talked about it nearly three years before making its decision. Once it was made, Mr. Linstead contacted an engineer to design the place, and three years later the plant is now fully operational. Some 70-80 people work at the Mary's Harbour location.

The board held its last meeting in Mary's Harbour on May 4 and visited



Joanne Rumbolt feeding crab into cooker.



Janice Sooley and Plant Manager Craig Rumbolt.



John Fifield checking temperature of cooker.



Daphne Butt, Cora Acreman and Wanda Fifield.



Joyce Whelan, Leona Poole and Nancy Poole.



the new plant.

"It's a beautiful place, I love it and our board is very proud of it. We were all impressed," he said.

Specifically, Mr. Linstead said he likes the layout of the plant, the automation of product handling and pan washing and the higher quality product that comes out at the end.

"We've already received very good comments from the Japanese who are in there buying our product. They were absolutely flabbergasted, really impressed," said Mr. Linstead.

Some might question the company's decision to build a new crab plant with the hits the resource and quotas have taken over the past few years, but Mr. Linstead said they went into it with their eyes wide open.

"We were seeing the signs but we had to make a decision. We couldn't take a chance on the safety of our workers in the old plant and something had to be done immediately.

"We've seen the stocks go down before and we've seen them go up before and as far as I know that's the way it's going to be forever and ever. They go down, they come back up and hopefully they'll come back up again. We've got to live in hope, not despair," continued Mr. Linstead.

There's more work to be done with the office in Mary's Harbour and later this fall the company will decide what it will do with the old plant. There is

**CONTINUED**



**Don Poole and Aaron Poole.**



**Janice Sooley and Nancy Fillier, Industrial, Retail, Offshore Council member.**



**Sam Acreman putting crab up to the butchering line.**



**Nancy Poole and Myrtle Rumbolt grading crab.**



**George White, Ramsay Spearing and Tyson Smith on the butchering table.**

# Pride of Mary's Harbour Continued

a small cold storage that they may keep for bait, and perhaps a small packaging area may be kept, but the worst parts of the old plant will be destroyed.

The price tag on the new plant is between \$6.5 and \$7 million, financed solely and entirely by the Labrador Fishermen's Union Shrimp Company.

The construction phase of the plant has been described as a boon to the local economy of Mary's Harbour over the past few years with accommodations and restaurants catering to construction workers.

"I would say it contributed tremendously toward the economy in the Mary's Harbour area and did a lot of people a lot of good," said Mr. Linstead.

The LFUSC owns and operate five plants: two crab plants, one each in Mary's Harbour and Cartwright; a shrimp plant in Charlottetown; a whelk and scallop processing plant in Pinsent's Arm; and multi-species processing plant in L'Anse au Loup, the location of the company's head office.

Other recent investments in the company's properties include a new wharf and building in Pinsent's Arm and a full \$2 million renovation to the plant in Cartwright. Going forward, there are plans to upgrade the Charlottetown operation and some work has been identified in L'Anse au Loup on the blast freezers.



**Denise Roberts, Sharon Howell, Beverly Poole and Maryhannah Russell on the grading table.**



**Jordan Smith sprays down empty crab shells before being placed on a barge.**



**Garrett Kippenhuck, butchering.**



**Stanley Rumbolt, forklift operator.**



**From left, Alfred Pilgrim, Ivany Rumbolt, Raymond Smith, Bruce Pye, Carl Snook and Stanley Rumbolt.**



Nola Spearing, Cora Acreman and Daphne Butt.



Rosalind Rumbolt, Patsy Rumbolt.

## LOBSTER COUNCIL OF CANADA EDUCATING THE WORLD ABOUT CANADIAN LOBSTER



The Lobster Council of Canada's new booth was well received during the 2013 International Boston Seafood Show in March.

The disappearance of winter ice from the harbour always brings the sight of lobster traps on the wharves of coastal communities throughout Atlantic Canada.

At the offices of the Lobster Council of Canada, the addition of a new resource, Christine Larade, has meant that things are busier than ever for the organization whose mission it is to spread the word about Canada's lobster industry. For example, council members and representatives are working on the future launch of a Canadian lobster brand strategy and quality grading program as well as increasing the number of Canadian lobster industry stakeholders involved in the

Lobster Council.

Over the last few months, the Lobster Council of Canada has also:

- ♦ Created a lobster husbandry backgrounder aimed at educating consumers on industry efforts regarding the proper handling and husbandry of Canadian lobster
- ♦ Continued to manage numerous projects such as traceability and lobster automation
- ♦ Represented the Lobster Council at the European Seafood Exposition, the International Boston Seafood Show and numerous other meetings and tradeshows throughout Atlantic Canada
- ♦ Supported the development of several client groups to begin full assessments with the MSC program

**Learn more about the Lobster Council of Canada**

Visit the Lobster Council website (<http://lobstercouncilcanada.ca>) today to access our members-only section, including the latest shore price information, and learn more about the growing number of companies and organizations involved with the Lobster Council of Canada. To receive our bi-weekly email newsletters and membership information or share your feedback, contact [christine.larade@lobstercouncilcanada.ca](mailto:christine.larade@lobstercouncilcanada.ca).



# Engine Troubles



All a part of lobster fishing, Roger LaCosta of Port au Port fixes some engine troubles at the start of the season as Wendy and Tracey LaCosta keep smiling.

*Jason Spingle photo*

# SAFETY ASSOCIATION WARNS OF HEARING LOSS DISEASE

Sharon Walsh  
Executive Director  
[Executive Director, NLFHSA](mailto:swalsh@nlfhsa.com)

Occupational disease is a concern for fish harvesters, especially hearing loss. According to the Workplace Health Safety and Compensation Commission (WHSCC), 821 claims were made between 2007 and 2011; 91 of them were in the fishing industry. Fishing vessel skippers and deckhands were among the top five occupations in the province for hearing-related claims. The cost of those claims for the same five year period was \$1.1 million for the fishing industry.

Too much noise at work can cause hearing damage that is permanent and disabling. This can be hearing loss that is gradual due to exposure to noise over time, but damage is also caused by sudden, extremely loud noises. The damage is disabling as it can stop people from being able to understand speech, keep up with conversations or use the telephone.

Hearing loss is not the only problem. People may develop a distressing condition called tinnitus (ringing, whistling, buzzing or humming in the ears) which can impair concentration and interfere with rest or sleep.

Noise at work can also interfere with verbal communications, reduce people's awareness of their surroundings and warnings can be difficult to hear. These issues can lead to safety risks – putting people at further risk of injury or death.

Provincial regulatory requirements regarding Noise Hazards were introduced in September 2009. The regulations require owner/operators to eliminate or reduce risks to health and safety from noise at work. It requires crew members to wear Personal Protective Equipment (PPE) to protect them from unacceptable noise levels. The use of hearing protection is important in the workplace when workplace noise can't be eliminated or reduced.

The role of the NL-FHSA is to assist fish harvesters with hearing loss prevention, through awareness and education understand their obligations, and identify ways to eliminate or reduce noise exposure.

For more information, or to share your ideas and concerns, please contact Sharon Walsh at the Newfoundland Labrador Fish Harvesters Safety Association @ 709.722.8177 or email [swalsh@nlfhsa.com](mailto:swalsh@nlfhsa.com).



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# SAFETY AT SEA STARTS ON LAND

The FFAW/CAW Women's Committee would like to remind members of the importance of being prepared for anything especially an emergency at sea.

It's that time of the year again as we prepare for the start another season. For many of us our workplace is our home away from home. No matter what size vessel we are sailing in, we must remember that safety at sea starts on land.

- Ensure your vessel is seaworthy, engines are running smoothly & regularly maintained.
- Check all equipment for wear, rust & ensure in proper working order.
- Store all combustible substances in proper containers, i.e., gas, oil, diesel, hydraulic fluid and oily rags, as they can spontaneously ignite.
- First Aid kit fully stocked.
- Radios & electronics are functioning correctly.
- Life jackets, immersion suits, & life buoys are readily accessible and maintained.
- Life rafts or life boats are fully equipped & up to date.
- Fire extinguishers are working & fire buckets & axes onboard.
- Distress flares up to date & stored in a watertight container.
- Bilge pumps & fire pumps are free from debris & working freely.
- Batteries are not expired in EPRIB, emergency lights or flashlights.
- Do you have plenty of food, water & personal supplies (medications, dry clothing, etc.) on hand?
- Ensure your running lights are working.
- Check the weather information before you sail AND always have a sailing plan. Let someone on land know your ETA.
- Never overload your vessel.
- Practice emergency escapes and practice your "Muster List".
- Ensure proper tools are onboard for the jobs required, are rust-free, and in working order.

These are just a few reminders. Every boat is different and everyone needs to compile their own checklist and familiarize your crew with it. Strive to provide a safe workplace for yourself & your crew to ensure a happy and uneventful return to land.

*Let's all work towards a injury- and fatality-free fishing season.*



# GAINS MADE IN BARGAINING

<b>WORKPLACE</b>	<b>NORTHERN HARVEST</b>
<b>DATE OF NEGOTIATIONS</b>	April
<b>RESULTS/ STATUS</b>	Tentative Agreement
<b>WORKPLACE</b>	<b>NOTRE DAME</b>
<b>DATE OF NEGOTIATIONS</b>	April
<b>RESULTS/ STATUS</b>	Three-year contract with 93 percent ratification.
<b>WORKPLACE</b>	<b>COMMUNITY CREDIT UNION , MARYSTOWN, WITLESS BAY, HERMITAGE</b>
<b>DATE OF NEGOTIATIONS</b>	April
<b>RESULTS/ STATUS</b>	Three-year deal. Employees with 18 and 19 years service will receive five weeks of severance pay.
<b>WORKPLACE</b>	<b>NORTHERN PROCESSING HR. BRETON</b>
<b>DATE OF NEGOTIATIONS</b>	April
<b>RESULTS/ STATUS</b>	Three-year deal. Women's Advocate, two extra floaters, pay increases for all workers for each of three years.
<b>WORKPLACE</b>	<b>OCI FORTUNE</b>
<b>DATE OF NEGOTIATIONS</b>	March
<b>RESULTS/ STATUS</b>	Four-year deal, \$.30 - \$.30 - \$.30 - \$.30 each year, 5.5% vacation pay for seniority list employees, one floating holiday after 1,200 hours worked, \$0.20 per hour premium to be paid for specialized work
<b>WORKPLACE</b>	<b>FOGO ISLAND CO-OPERATIVE SOCIETY: SHRIMP</b>
<b>DATE OF NEGOTIATIONS</b>	May
<b>RESULTS/ STATUS</b>	Three-year contract, 50 cent increase each year for three years. Woman's advocate.
<b>WORKPLACE</b>	<b>FOGO ISLAND CO-OPERATIVE SOCIETY: CRAB</b>
<b>DATE OF NEGOTIATIONS</b>	May
<b>RESULTS/ STATUS</b>	Three-year deal, \$.30 - \$.30 - \$.30 each year. Women's Advocate.
<b>WORKPLACE</b>	<b>M&amp;M OFFSHORE</b>
<b>DATE OF NEGOTIATIONS</b>	May
<b>RESULTS/ STATUS</b>	Ongoing
<b>WORKPLACE</b>	<b>HOTEL GANDER</b>
<b>DATE OF NEGOTIATIONS</b>	February
<b>RESULTS/ STATUS</b>	Four-year deal, 19% increase with new severance pay clause.
<b>WORKPLACE</b>	<b>HARBOUR GRACE COLD STORAGE</b>
<b>DATE OF NEGOTIATIONS</b>	January
<b>RESULTS/ STATUS</b>	Conciliation
<b>WORKPLACE</b>	<b>OCI TRAWLERS</b>
<b>DATE OF NEGOTIATIONS</b>	February
<b>RESULTS/ STATUS</b>	Conciliation
<b>WORKPLACE</b>	<b>GRAND BANK SEAFOODS</b>
<b>DATE OF NEGOTIATIONS</b>	May
<b>RESULTS/ STATUS</b>	Ongoing



# UNION NEGOTIATES FISH PRICES

Our Union has had another busy spring dealing with inshore price negotiations.

The Standing Fish Price-Setting Panel ruled in favour of our Union in establishing minimum lobster prices in the province for the third year in a row.

Lobster was the first species negotiated by the FFAW in March. The Union put forward its position, what's become known as the Lobster Formula Price, which was accepted by the Panel.

## The Formula

Urner Barry Market Price for a one-and-a-quarter-pounds live lobster in New England is converted to Canadian Dollars.

The minimum raw material price is \$3.25 for all market prices up to and including \$5.00, and increases by 70 per cent of any incremental amount between \$5.00 and \$6.00, and 80 per cent of any amount greater than \$6.00 Cdn.

Example:

UB Market Price	=	\$6.50 U.S.
Exchange rate	=	\$1 U.S. = \$0.97 Cdn.
Canadian Market Price	=	\$6.500 x .97 = \$6.30 Cdn.
Minimum Raw Material Price	=	\$3.25 + (.70 x \$1.00) + (.80 x \$0.30)
	=	\$3.25 + .70 + .24
	=	\$4.19

Visit [http://www.ffaw.nf.ca/default.aspx?Content=Fish\\_Prices/Lobster/Lobster\\_Prices\\_NL](http://www.ffaw.nf.ca/default.aspx?Content=Fish_Prices/Lobster/Lobster_Prices_NL) for the full 2013 Lobster Schedule details.

## Crab

The FFAW and the Association of Seafood Producers finalized an agreement after a price dispute followed the Panel's decision to choose the Association of Seafood Producers' position of \$1.83 per pound. (See article on page 6) Under the amended agreement, the buyers were required to pay an additional 17 cents a pound on all sales up to and including May 4, 2013. Most buyers continued to pay \$2.00 after May 4, as the buyers were able to finalize contracts with their Japanese customers at a level that would support \$2.00 raw material cost. As usual, the minimum price for "standard" crab (legal size, less than 4 inch carapace) is 30 cents lower than the minimum price for "premium".

## Lump

An agreement was also reached on the price for lump roe. At market prices up to \$900 Cdn CIF Europe, fish harvesters

will be paid \$1.50 per pound for lump roe. If the market price exceeds \$900 per barrel, prices to fish harvesters will be increased retroactively based on sales and shipments up to November 30, 2013. At the time Union Forum went to press, a number of buyers had indicated that they would not be buying lump because of depressed market prices.

## Cod

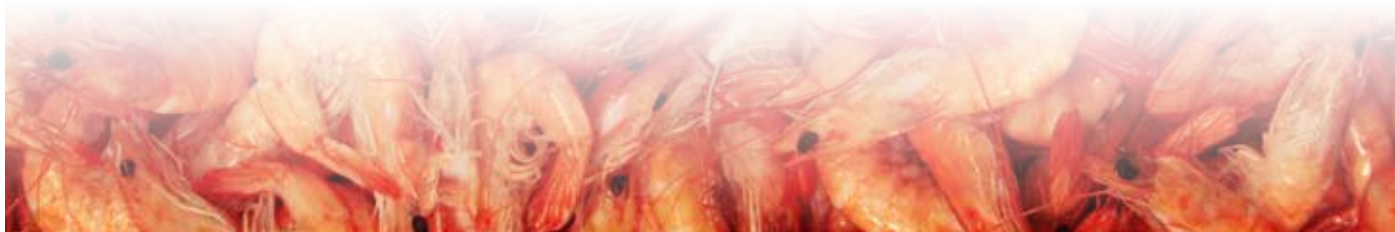
The only processor to respond to the Union's notice of intent to negotiate cod prices was Icelwater Seafoods of Arnold's Cove. A glut of cod on the market, arising mainly from massive cod quotas in the Barents Sea, made negotiations extremely difficult. At the time of our press deadline, the price of cod was not resolved.

## Shrimp

The Panel selected the Union's final offer on spring prices. ASP's offer to the Panel was roughly five cents a pound lower than the Union's position. Shrimp spring prices are in effect until June 22, 2013. The price schedule for the spring season is as follows:

Size - Categories	Plant Price	Trucked Price
2 - 2.9	0.250	0.220
3 - 3.9	0.423	0.393
4 - 4.9	0.517	0.487
5 - 5.9	0.612	0.582
6 - 6.9	0.720	0.690
7 - 7.9	0.772	0.742
8 - 8.9	0.827	0.797
9 - 9.9	0.906	0.876
10 +	0.960	0.930

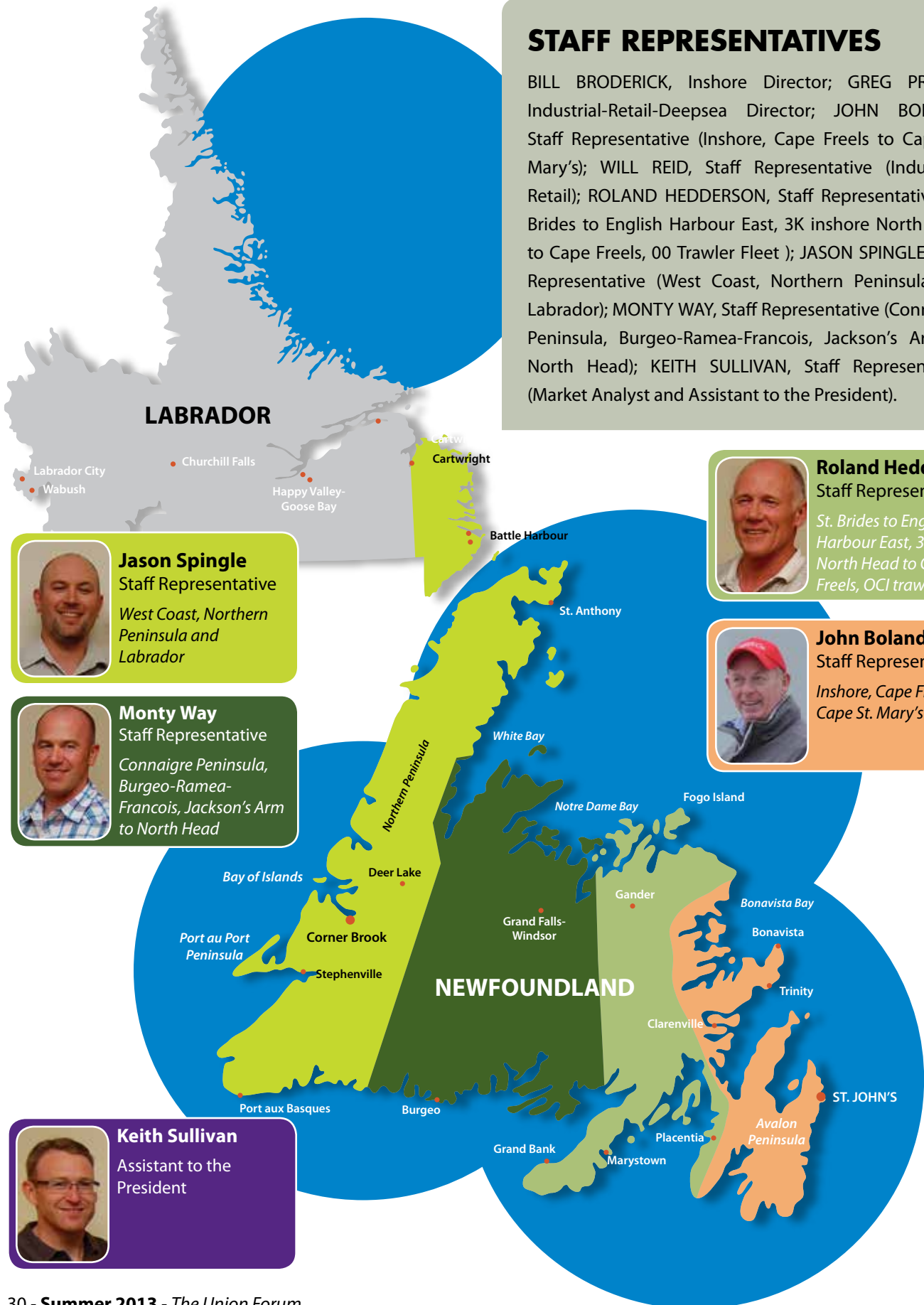
Blended plant price \$0.65 based on Spring 2012 size distribution.



# FFAW / CAW STAFF REPRESENTATIVES

## STAFF REPRESENTATIVES

BILL BRODERICK, Inshore Director; GREG PRETTY, Industrial-Retail-Deepsea Director; JOHN BOLAND, Staff Representative (Inshore, Cape Freels to Cape St. Mary's); WILL REID, Staff Representative (Industrial-Retail); ROLAND HEDDERSON, Staff Representative (St. Brides to English Harbour East, 3K inshore North Head to Cape Freels, 00 Trawler Fleet ); JASON SPINGLE, Staff Representative (West Coast, Northern Peninsula and Labrador); MONTY WAY, Staff Representative (Connaigre Peninsula, Burgeo-Ramea-Francois, Jackson's Arm to North Head); KEITH SULLIVAN, Staff Representative (Market Analyst and Assistant to the President).



**Jason Spingle**  
Staff Representative  
West Coast, Northern Peninsula and Labrador



**Monty Way**  
Staff Representative  
Connaigre Peninsula, Burgeo-Ramea-Francois, Jackson's Arm to North Head



**Keith Sullivan**  
Assistant to the President



**Roland Hedderson**  
Staff Representative  
St. Brides to English Harbour East, 3K Inshore North Head to Cape Freels, OCI trawler fleet.



**John Boland**  
Staff Representative  
Inshore, Cape Freels to Cape St. Mary's



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# ENVIRONMENTAL EMERGENCY RESPONSE

Jóhan Joensen  
Petroleum Industry Liaison  
[jjoensen@ffaw.net](mailto:jjoensen@ffaw.net)

With resource exploration being aggressively pursued throughout the province it's important to keep the environment protected. Mining and Petroleum exploration on land and in the marine environment has the potential to impact on the biological resources in the ocean from which the majority of the FFAW membership make their living.

The possibility of pollution with the exploration is always looming. Anyone who operates in the marine environment and notices any pollution should report it to the nearest Canadian Coast Guard Radio Station. There are two options of 24-hour emergency numbers, (709) 772-2083 or 1-800-563-9089. If instances of pollution are not reported, nothing gets done about it. There have been indications of harvesters observing far reaching oil sheen on the Grand Banks, but there appears to be no reporting of these occurrences.

In the past there was an information card prepared and distributed to the fleet. These cards are identical to the one used together with this article. Members are encouraged to follow the procedures of reporting, without it there will be lack of awareness for those tasked with protection and those responsible for enforcement.

With diligence and awareness we are able to limit the negative impact that polluting sources may have on the environment. This has also become apparent with the pollution from a paper carrier off Fogo Island. The vessel from which the leak has been identified sank in the area in 1985 and has been sitting on the seabed ever since. This comes to show that even if a wreck has not caused significant pollution after a quarter of a century on the bottom of the ocean, it can well turn into a



**MARINE ENVIRONMENTAL EMERGENCY OIL SPILL INFORMATION**

**When reporting a spill you may be asked:**

- Vessel name and call sign
- Vessel position
- Time of position
- Type of emergency (oil slick, sheen, oily birds, etc.)
- Time and date observed
- Location of initial spill (latitude, longitude)
- Number of oiled and unoled birds (whether dead or alive) in area and name of species if known
- Sightings of marine mammals in the area and name of species if known
- Size of slick(s)
- Any odours detected
- Name, call sign, description and position of any vessels in area

**You may be called back for information on:**

- What type of oil deposit if known and colour
- Any oil found on gear or vessel
- Names and contact information of anyone who may have observed the pollution incident

**All environmental incidents must be reported immediately to the nearest Canadian Coast Guard Radio Station.**

**one ocean** **Canada**

A joint initiative of Environment Canada, Fisheries and Oceans Canada, Canadian Coast Guard, Transport Canada and One Ocean

**24 HOUR EMERGENCY NUMBER**  
**772-2083 or 1-800-563-9089**

potential natural disaster years after sinking.

If any harvester is interested in receiving a copy of the Environmental Emergency Oil Spill Information Card,

they are available from the FFAW offices by contacting Jóhan Joensen, Petroleum Industry Liaison (709) 576-7276 or by email [jjoensen@ffaw.net](mailto:jjoensen@ffaw.net)



FISH, FOOD AND  
ALLIED WORKERS

## 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 30, 2013**. 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](mailto:president@ffaw.nfld.net)

# A PHOTO OF THANKS



From left: Crystal Tibbo of Frenchman's Cove, harvester Laurie Harris of Garnish, Cheryl Fiander of Creston North, Traci Follett of Frenchman's Cove, harvester Crystal Lake of Garnish, owner-operator Santana May of Garnish, owner-operator Denise Hillier of Garnish, owner-operator Connie Legge of Garnish, harvester Lee Cluett of Garnish, owner-operator Tracey Grandy of Garnish and harvester Tina Dober of Creston North. *Photo by Ashley Myles, Bee Originals Photography.*

Garnish fish harvester Santana May was overwhelmed with gratitude when her fishing friends, and a few non-fishing friends, gathered their combined resources to buy her a T31 Cannon Rebel, one of the many treasured items she lost in a fire that consumed and destroyed her family home and its entire contents last November.

The fire is believed to have been

started by a power surge from a nearby light pole. The home burned to the ground in about 30 minutes taking with it their snowmobiles and ATVs.

Owner-operators Connie Legge and Tracey Grandy developed the idea of having Mrs. May's personal friends replace something that she personally loved. Mrs. May took wedding pictures and videos as a side hobby and job, and she loved her camera. The friends

thought replacing the exact same camera would be a great gesture and the money was quickly collected. They also helped in many successful fundraisers for the family and today the Mays are on the road to rebuilding.

This picture was a thank-you gift from Mrs. May to her friends who helped purchase her new camera. Mrs. May's husband is Dwight, and she has two daughters, Hailey and Kylie.

## STEPPING DOWN



← Eric Day, Gloria Pierce and Goretta Skinner announce their resignations at a ratification meeting that took place in Harbour Breton in early May.

→ Teary-eyed members thank Eric, Gloria and Goretta for their years of service.



# GRAND BANK SEAFOOD WORKERS DISCUSS CONTRACT PROPOSAL



## BUYBACK PROGRAM ROUND 8 ABOUT TO START

Interest in the Lobster Enterprise Retirement Program (LERP) remains strong in all LFAs as the program heads into Round 8, according to Program Coordinator, Bill Broderick.

The Newfoundland Lobster Sustainability Board (NLSB), announced the results of Round 7 before lobster season began.

The NLSB received 140 Offer to Sell Applications in Round Seven. Of these, 32 bid submissions were accepted for retirement, bringing the total number of accepted bids after seven rounds of bidding to 225.

Interest in the LERP was stronger than anticipated in LFA 13A and LFA13B and the program has ended in those areas.

"Over one - quarter of the lobster licences in LFA 13A and LFA 13B, and 35% of the lobster traps, were retired under the LERP. This will contribute to a significant improvement in the incomes of fish harvesters and the economic viability

of lobster dependent fishing enterprises in these areas," said Broderick.

The LERP is intended to improve the income levels of fish harvesters and the economic viability of lobster dependent fishing enterprises. To accomplish this, the NLSB are attempting to maximize the number of enterprise retirements in each LFA while at the same time providing exiting enterprise owners with an opportunity to receive "fair value" for their fishing enterprise. The program will run until March 2014, unless all of the program funding has been spent prior to this date.

Round Eight of the LERP will be held once the 2013 lobster fishery ends. Bidding packages will be mailed to lobster licence holders in LFA 11, LFA 12, LFA 14A and LFA 14B in mid-August. Harvesters are encouraged to submit a bid in the next round, if they are interested in retiring their fishing enterprise under this program.



# CAW-CEP RELEASES PROGRESS REPORT ON NEW UNION PROJECT

Local union leaders and activists from the Canadian Auto Workers (CAW) and the Communications, Energy and Paperworkers union (CEP) have been gathering in regional meetings to hear details of the plan to create a new union at a founding convention in Toronto this Labour Day weekend.

Each meeting begins with an overview of the overall project timeline, including logistical details for the founding convention. Additional presentations to the regional meetings consider three aspects of the New Union project in further detail: the process for choosing a name and logo, features of the draft constitution, and the New Union's plan to offer membership to Canadians who work outside of

certified or recognized bargaining units.

The meetings have been well-attended, with plenty of time for questions and discussion with local union leaders in each region.

Delegates to each meeting have received a booklet describing the main features of the proposed constitution for the new union, including: membership conditions and dues; the structure of the New Union's Canadian, Quebec, regional, and industrial councils; procedures for election of officers and National Executive Board members; delegate entitlements to conventions and councils; and special bodies for skilled trades members, retirees, and equity groups.

Detailed language in the full constitution is still being fine-tuned. The complete draft constitution will be posted on-line and distributed to all locals of the two unions by the end of June allowing ample time for review and discussion before the founding convention.

Delegates to the regional meetings are also learning about the legal "path" by which the New Union will be formally created at the founding convention. That convention will feature multiple sessions of CAW and CEP delegates – meeting both separately and jointly. Each union will first approve the plan for forming the new union, which will then be formally established at an initial founding meeting (whose primary task will be to approve the new constitution). Then delegates from each of the CAW and the CEP will then vote to merge with the newly-established organization, which will subsequently reconvene to carry on its business (including election of officers and National Executive Board members).

The final name was scheduled to be unveiled publicly for the first time on May 30.

The New Union's founding convention will occur in Toronto, at the Metro Toronto Convention Centre, from Friday August 30 through Sunday September 1. Members of the new union will then march under their new banners in Labour Day parades in numerous cities and regions across Canada on September 2.

Further information regarding the New Union Project is available at [www.newunionproject.ca](http://www.newunionproject.ca).

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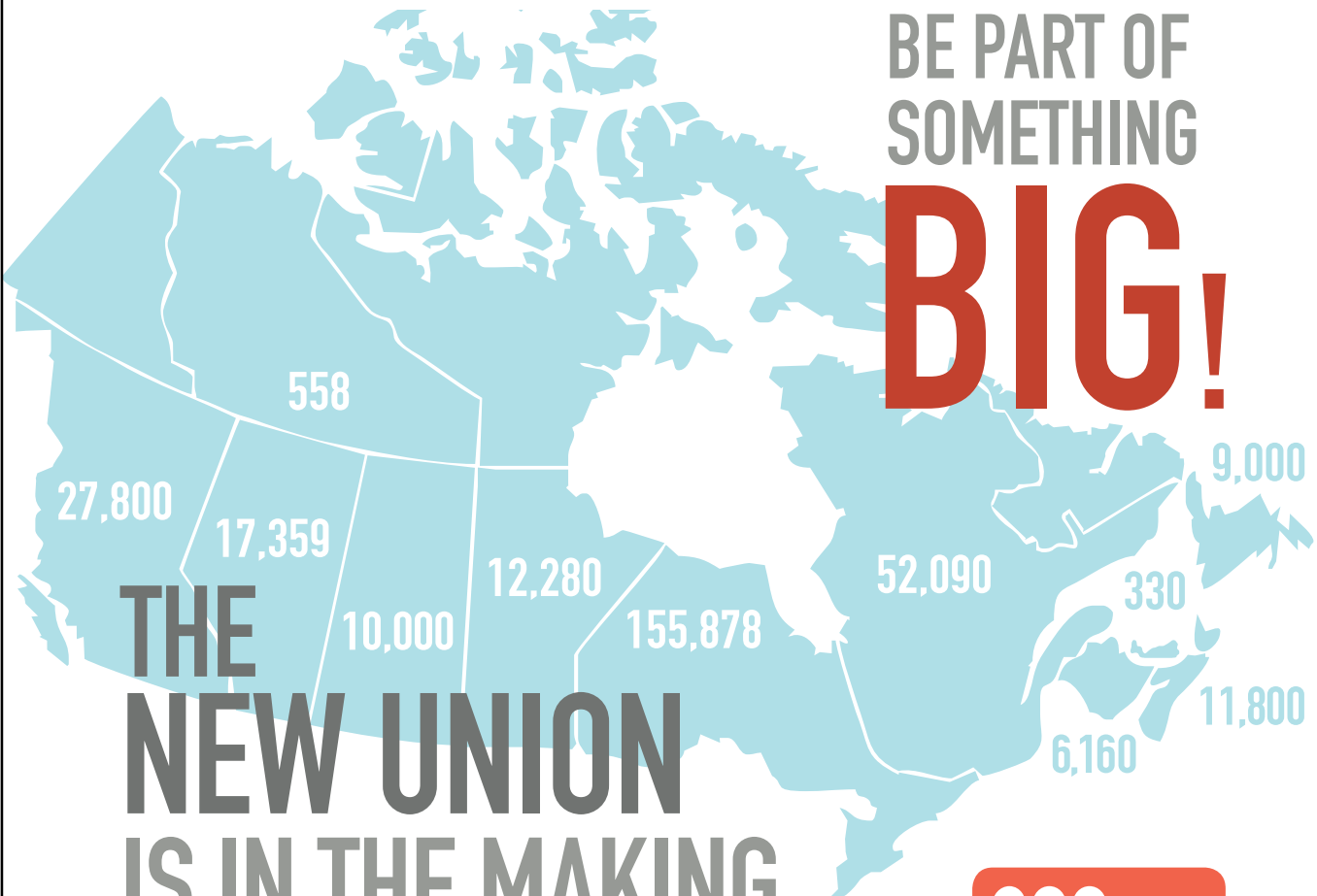
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# THE NEW UNION IS IN THE MAKING

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**Learn more, have your say and get involved!**

CEP and CAW will hold the founding convention for the new Canadian union, **August 30-September 1** in Toronto (Labour Day Weekend!).

The name, structure, representation and membership models will be changing to offer you and all Canadian workers strong workplace protection.

Get informed and take part in creating your new union. We want to talk to you about our new union and will be getting in touch and visiting many communities to ensure you can learn more, have your say and get involved.



Sign up today for updates and to find out more at:

[newunionproject.ca](http://newunionproject.ca)

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# EUROPEAN SEAFOOD EXPOSITION

Jóhan Joensen  
Petroleum Industry Liaison  
[jjjoensen@ffaw.net](mailto:jjjoensen@ffaw.net)

Representatives of the Fish, Food and Allied Workers Union had travelled to the European Seafood Exposition from April 23-25 in Brussels, Belgium.

The European Seafood Exposition is the largest event of its kind in the world, far larger than the renowned Boston Seafood Show – albeit the same company organizes both. There were over 25,000 buyers, suppliers, media and other seafood professionals from over 140 countries around the world who attended this year's event in Brussels.

At an event hosted by the Marine Stewardship Council, the Newfoundland and Labrador Snow Crab Fishery was highlighted as the 200th fishery to achieve MSC certification. The announcement of the certification was release on April 18, 2013 shortly before the European Seafood Exposition started.

While in Brussels the FFAW representatives participated in signing the founding document of the International ColdWater Prawn Forum (ICWPF). This has been an ongoing effort for a few years, with cooperation amongst participants from Newfoundland and Labrador, Oregon, Greenland, Iceland and Norway. The purpose of this initiative is for all the regions producing coldwater prawns to have a concerted effort for an increased market share and price versus warmwater prawns.

Through the formal establishing of the ICWPF, it is hoped that it will be possible to pursue a collective effort of market research and understanding for coldwater prawns. With size of the global prawn market, coldwater prawns only have a small portion of it. Therefore, it is in everyone's best interest to pursue some collaborative efforts to increase the demand for the product.

To maximize the success of the ICWPF, participation from all aspects of Canadian Industry will be essential. This is especially true for the processing and marketing side of the industry. In most the other jurisdictions there is participation



**4R Shrimp Fleet Chair Rendell Genge of Anchor Point chats with Provincial Fisheries Minister Derrick Dalley at the European Seafood Exposition in Brussels, Belgium.**

from harvesting, processing and marketing sectors.

There are major differences between warmwater and coldwater prawns. It is important to continue to emphasize the benefits of sustainable wild caught coldwater prawns, of which Canada is the world's largest producer.

If you have any comments or questions related to the International ColdWater Prawn Forum, please feel free to contact Keith Sullivan, at the FFAW Office in St. John's at (709) 576-7276 or by email [ksullivan@ffaw.net](mailto:ksullivan@ffaw.net)



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## FLASHBACKS



**Do you recognize this picture? It's the iconic shot from the first strike in Burgeo. Do you know the names of the people in the picture?** We've been wanting to know their names for a long time. If you know, please send them to [mfrancis@ffaw.net](mailto: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.



## ANSWER TO LAST ISSUE'S FLASHBACK

The correct entry that was drawn from a number of entries to the Flashbacks question in the last edition belongs to Bruce Dredge of Black Duck Cove. He identified the picture as being taken in Black Duck Cove and will receive a FFAW T-shirt. Another entry, sent to us by Ashton Dredge, said the third fishing boat from the left belonged to his grandfather, Les Dredge. Thanks to everyone for your entries.

***Thanks to everyone for your entries.***



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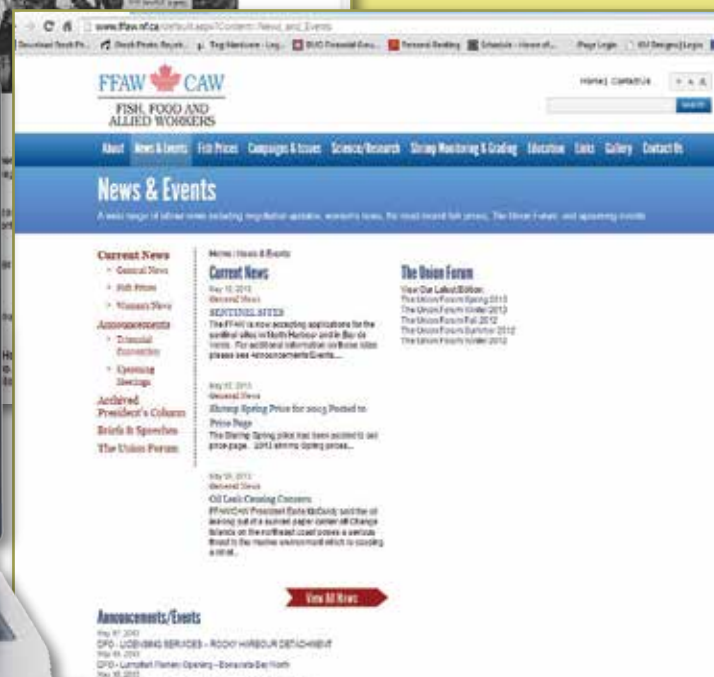
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