

Season's Greetings to Everyone

winter 2014 volume 10, issue 5

The Union Forum

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



**From ocean to plate:
NL seafood traceability
program set for 2014**

New National Union For All

Alfred Fitzpatrick on watch as FLO

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*From the Staff and
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*Wishing all Professional Fish Harvesters &
their Families, a Safe & Joyous Holiday Season*

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cover photo

Dockside monitor Joe Ryan on the job in Woody Point. Dockside monitoring is just one part of the FRC's work. Find out what else they're involved in on Page 38.

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A new larger, stronger national union, one that advocates on behalf of all working people right across the country. Read more about its founding convention and how FFAW members are playing a big part.



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

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

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

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TOP FIVE REASONS

to advertise in the Union Forum



1

Coverage

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

2

Market Penetration

The Union Forum is directly mailed to all FFAW members, which includes EVERY FISH HARVESTER in Newfoundland and Labrador, along with a large majority of plantworkers, employees of several major hotels in NL, ACAN Windows, Malson Breweries, several industrial fabrication shops, and Conship Uglund tanker cranes, 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 Fisherman's Advocate was first printed under the guidance of Williams Cooker in 1918. 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 CAJW (Canadian Association of Labour Media) awards for writing and photography, also received the General Excellence award and Best News Story award from IUMMA, making it the top magazine in the entire CAW.

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PRESIDENT'S MESSAGE

CETA's impact on the fishery

Earle McCurdy

President

emccurdy@ffaw.net

There has been quite a bit of publicity recently concerning CETA – the Comprehensive Economic Trade Agreement between Canada and the European Union.

There are a lot of unknowns about the overall agreement, because the full details have not been made public. There are legitimate concerns in a lot of areas, ranging from drug costs to government procurement policy. International trade deals tend to put investor rights ahead of the sovereign rights of government to establish public policy.

Our Union was not consulted on the CETA agreement as a whole. But we were given the opportunity for input on some aspects of the agreement that relate directly to the fishery in our province.

The provincial government in particular kept us informed throughout CETA negotiations.

The EU is a huge seafood market. The 28 EU member countries have a total population of more than 500 million people – roughly 50 per cent more than the United States. On average, an EU consumer eats three times as much seafood per year as compared to the average American consumer.

But we have been successful in getting less than 10% of our exports into the EU in recent years, compared to more than 60% into the U.S. This makes us overly dependent on the U.S. market.

One of the main reasons for our failure to get a bigger percentage of our exports into the European market has been the existence of tariffs and other barriers to trade. A tariff is basically a tax on trade.

For example, at present, a tax of 7.5% has to be paid on every pound of frozen cod fillets being exported from Canada to the E.U. Other products have tariffs of 20% or even higher.

This is one of the reasons so much cod has been left in the water in 3Ps this year. The tariff undermines the economics of the business, to the detriment of everyone. The plant is

not operating, plant workers are idle, harvesters have their boats tied to the wharf. Nobody wins.

Minimum processing requirements (MPRs) apply in the cod fishery, but the main cod processing plant in the province, Icewater in Arnold's Cove, has been closed for more than three months.

So-called “end use restrictions” are also currently a major barrier to trade between Canada and the E.U. For example, to qualify for tariff relief for shrimp, processors from our province can only ship shrimp to the E.U. in bulk. This eliminates the potential of branding NL shrimp products, creating more employment in the plants and adding value to our exports by further processing into consumer packs.

We supported the NL government's goal from the start of CETA negotiations of getting all tariffs and end use restrictions on our major exports to the E.U. eliminated as soon as the agreement comes into force (which is expected to take about 18 to 24 months).

We did so because the economics of our current fishery are not sustainable. Raw material prices are too low relative to the expenses involved in operating fishing enterprises; work in the plant is too spotty; incomes are too low to attract young people.

But the signing of the CETA agreement by and of itself won't sell one pound of NL seafood. What it will do is open the door.

Complicating this situation is the environmental change underway in our ocean that will likely mean a lot more finfish and a lot less shellfish in our future than we've had in our recent past.

We desperately need to add more value to our fishery exports. The status quo won't achieve that for us.

CONTINUED

CETA'S IMPACT | Continued

The MPR policy has created a lot of conflict and controversy in our industry, but hasn't been very effective at saving jobs, let alone creating them. The choice the NL government eventually had to make was either to stick with the status quo, or to agree to exemptions to MPRs on exports to the E.U., starting three years after CETA comes into effect, and gaining significant relief in tariffs and non-tariff barriers. I believe the choice they made – accepting flexibility on MPRs in return for significantly improved market access – was the right choice for our industry.

The CETA agreement offers an opportunity to our industry to add value. This would mean better market returns, which could in turn support higher raw material prices and more value-added work in the plants.

But the signing of the CETA agreement by and of itself won't sell one pound of NL seafood. What it will do is open the door. A joint effort is required between our industry and government – especially the provincial government – to do a better, more co-ordinated job of marketing and selling.

We need to use the 18-24 month period before CETA is finalized to organize ourselves to take advantage of the opportunity.

The \$400 million federal-provincial fisheries fund announced last month by Premier Dunderdale, if it is used effectively, gives us the wherewithal to make meaningful and lasting improvements.

Some critics have complained that there is not enough detail about this fund, about how much will be spent for what.

As far as I'm concerned, that is a good thing. It hasn't already been decided behind closed doors by government acting on its own. A great deal of thought needs to go into the use of that fund. Priorities need to be established through the joint efforts of industry and government.

The first step is to decide on core principles and objectives. For years, politicians, media representatives and armchair quarterbacks have said over and over again that no young people want to enter the fishery, especially in the plants.

I don't know what could be a more important priority for that fund than to pursue a strategy to improve incomes and make our fishery a more attractive career option for the next generation – both aboard fishing vessels and in the processing plants.

This will require much greater emphasis on value. Product development, branding, market development, consistently high quality production, traceability of our products back to the primary producer, innovation – these

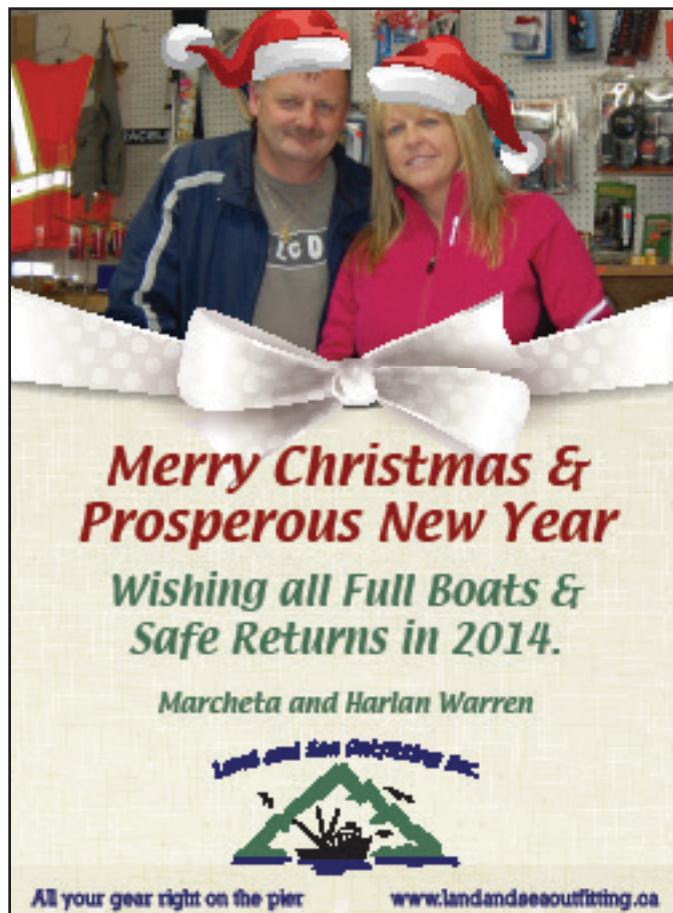
are the kinds of things we should be concentrating on. We don't need more bricks and mortar.

A critical and necessary step will be the formation of a NL Seafood Marketing Council. Norway and Alaska are two competing fishing jurisdictions where they have significantly improved their market returns by co-ordinating their efforts through a marketing council.

The next few years will present huge challenges to our fishing families and communities. Standing still is not going to cut it.

We could easily have sat on the sidelines during the CETA debate, and criticized whatever came out of it. But the stakes are too high for our members, our communities and our province.

Of course there is risk associated with the kind of fundamental change the fisheries component of this deal entails. But in my view, it's a risk our province and our industry need to take if we are to re-establish the fishing industry as a career of choice for young Newfoundlanders and Labradorians.





Keith Sullivan
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Fishing industry news – new opportunities

In recent weeks, the fishery in Newfoundland and Labrador has received some attention. The fact that the news is seen as having potential to build the fishing industry is worth reporting. The Oct. 29 announcement of \$400 million will be used to invest in research and development, new marketing initiatives, fisheries research and enhancements to provincial fisheries infrastructure. The Federal-Provincial funding which is cost shared 70-30 is linked to the successful signing of CETA (Comprehensive Economic Trade Agreement between Canada and the European Union) which could take a couple of years to ratify.

From a fishery lens, CETA appears to offer increased potential to Newfoundland and Labrador. Most fish products would have no tariffs once the deal is ratified and 100 percent tariff free within seven years. This alone should put money back into the Newfoundland and Labrador fishing industry; the provincial government estimated this at \$25-30 Million per year.

The greatest potential lies in the ability to market new product forms. For example, tens of millions of pounds of shrimp are harvested off the coast of Newfoundland and Labrador annually, which do not have the opportunity to be processed here due to trade disadvantages, but may now see opportunities if vision, investment and marketing are applied.

However, opportunities such as this will not be realized without focus, investment and a long-term, sustainable vision for our fisheries. This investment must be used to benefit those in coastal communities, adjacent to our resources, who have invested in the fisheries.

Despite some longer term potential, our marketing of many species is underachieving. We need look no further than cod, shrimp and lobster prices. The lobster price which reached as low as \$2.50 in the Maritimes this season prompted the formation of a Maritime Lobster Panel (New Brunswick, PEI and Nova Scotia harvest 90% of Canadian lobster). The panel had a specific focus on the shore price

and how it related to the actual markets for lobster at the given time. They also were tasked with a broader focus that resulted in a detailed report offering 33 recommendations.

Included in the recommendations is a call for harvesters to become organized. In many Maritime regions harvesters do not benefit from well organized, professional, representative organization and this prevents them from effectively addressing their issues. Another key recommendation was the establishment of an Independent Lobster Market Intelligence Institute. The capacity to deliver timely transparent market information is an important element of building a foundation of trust in an industry that allows all involved to work together to create value.

Furthermore, the panel recommended the implementation of a generic marketing and promotion campaign. Sound familiar? In my last column I spoke about models in Alaska, Norway and Maine. Fortunately, for the lobster industry, the Lobster Council of Canada exists and has broad industry support. The LCC is already engaged in these efforts but need the industry investment to effectively grow the value of the industry through focused promotional campaigns.

Another sector that Newfoundland and Labrador is not reaching its potential value in is, coldwater shrimp. Prices for cooked and peeled shrimp slumped this year, while shell-on shrimp prices (frozen at sea by offshore vessels) have been maintained at high levels and most warm water shrimp prices have improved due to supply shortages. Shrimp prices have not declined due to a larger resource supply as is often cited

CONTINUED



FISHING INDUSTRY | Continued

when talking about low lobster and cod prices.

Shrimp harvesters have stated they have gone well below the point where their fishery is uneconomical due to the low prices and high cost of operating. The market is proving that it is willing to pay more for shrimp, so the Newfoundland and Labrador industry must have a strategy to market responsibly and maximize value of this resource. I would expect that harvesting members of the FFAW who attend the Nov. 21 International Coldwater Prawn Forum in London, England to have delivered the message to the market that increased prices will be needed to source shrimp from Newfoundland and Labrador in 2014.

I focus very much on how we market our fish because it is the best option to increase the value for our products and improve returns for harvesters, plant workers and others who have invested in our coastal communities. Accessing the best markets in the world is necessary for the fishing industry to maximize value. The recent announcements of funding and new market access are opportunities for our industry. We have been handed opportunities before but have squandered many. This time around, the investment must be made with vision that includes returning sustainable value to people in our communities who rely upon, work in and have advanced our fisheries.

\$400 million fund announced for fishing industry enhancements

The FFAW applauds government's decision to invest \$400 million in the Newfoundland and Labrador fishery.

Under 70/30 cost-shared fishery fund, the federal government will provide \$280 million with the provincial government providing the remaining \$120 million.

President Earle McCurdy said priorities need to be established through joint efforts of industry and government to help decide how to best use the fund, particularly in the area

of product and market development, to make meaningful and lasting improvements to fishery.

The October announcement follows concessions the province made toward Canada's Comprehensive Economic and Trade Agreement with the European Union.

The fund is expected to take effect in 2015 and open up lucrative European seafood markets for the province's fishery.



FFAW president McCurdy speaks to reporters on Oct. 29, the day of the \$400 million fishery fund announcement.

Jóhan Joensen photos



FFAW Inshore Council members gathered at The Rooms in St. John's to hear the \$400 million fishery fund announcement.

Lobster Sustainability Board announces Round Eight results

The Newfoundland Lobster Sustainability Board (NLSB), announced the results of the eighth round of bidding under the Lobster Enterprise Retirement Program (LERP) on Oct. 25.

A total of 23 Round Eight bids were accepted for retirement, bringing the total number of accepted submissions after eight rounds to 248.

LERP Program Coordinator, Bill Broderick, said that interest in the program increased dramatically in Round Eight, particularly in LFA 14A and LFA 14B.

“Overall, approximately 20 per cent of the eligible licence holders, or 140 bidders, submitted a bid in this round. In the case of LFA 14A and LFA 14B, over 30 per cent of the licence holders submitted a bid.”

“A significant number of Round Eight bids were also from new bidders. Close to one-third of the bid submissions in this round were from licence holders who did not participate in a previous bidding round.”

The program 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 Nine is now underway.

“Interest in the retirement option remains strong in LFA 11, LFA 14A and LFA 14B. The amount of remaining funding in these areas will not be sufficient to retire all of the enterprise owners who have expressed an interest in retiring their fishing enterprise.”

Licence holders in LFA 11 are advised that Round Nine will represent the Final Round of bidding in this LFA.

Round Nine may also represent the Final Round in LFA 14A and LFA 14B, if all of the remaining funding is spent in this round.



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The Canadian SAR system has been activated unnecessarily in recent years due to improper disposal of EPIRBs. Incorrect registration information has caused difficulties in locating emergency contacts as well.

Registration of your EPIRB

The Canadian Coast Guard recommends that EPIRBs be properly registered. Upon purchasing an EPIRB the owner is responsible for the proper registration of the beacon and the updating of the information, including emergency contacts. This is also true when purchasing a vessel that already has an EPIRB onboard. SAR coordinators use the registration information to determine the course of action required for the response to the distress signal.

Valuable time is often lost tracking information that should be available within minutes. Knowing the name of the vessel and the emergency contact information allows the coordinator an opportunity to quickly establish the location and degree of urgency.

To verify your beacon is properly registered contact the Canadian Beacon Registry at 1-877-406-7671 or online at: www.canadianbeaconregistry.forces.gc.ca.

Disposal of your EPIRB

Once an EPIRB has reached its expiry date, proper disposal of the beacon is very important; an improperly disposed EPIRB can result in the unnecessary response of the SAR system.

Once an expired EPIRB has been replaced, the old beacon needs to be unregistered, and the new one registered. The expired EPIRB should be returned to the retail outlet where it was purchased for proper disposal, or the battery removed from the unit immediately and the circuit board inside destroyed. The battery should be recycled.

To unregister the beacon, contact the Canadian Beacon Registry at the telephone number provided above.

The Canadian Coast Guard treats all EPIRB signals as distress alerts and acts accordingly. When SAR resources are responding to "false alerts", response time for real incidents are impacted. The proper and effective response of the SAR system depends on you.



Warmest wishes for the Christmas, Hanukkah, Kwanzaa and Solstice celebrations and a New Year of continued working together for the people of the province.



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Wanted: an economy that works for all workers

By Greg Pretty

Industrial/Retail/Offshore Director

gregpretty@nf.aibn.com

The economy is so good in St. John's the Board of Trade gave it a big thumbs-up just recently.

So good our dear friends at the Canadian Federation of Independent Business said last week confidence in the Newfoundland economy is at an all time high.

So with those two bastions of capitalism tooting their bullsh horns, why was the Provincial Government so out of step with the Scrooge-like move to increase the minimum wage a mere pittance in late 2014?

Allow me a few brief minutes of your time to explain how it is the Provincial Government wound up saying Humbug to the poor and working poor of this province.

Back in 2012, the Province commissioned the Newfoundland and Labrador Minimum Wage Advisory Committee panel to travel our province to consult and provide recommendations on increases to minimum wage.

The report, released in early December 2012, was very positive and well received by workers. But it was soundly trounced by the Employers Council. It should have been no surprise to the Government as the Employers Council has been against increases to minimum wages since the Industrial Revolution.

They are on record against payment of overtime rates at time and one half the rate, Workers Compensation premiums and coverage, group insurance, pensions and basically any other negotiated benefit that gives us a leg up over a South Asian textile worker.

The report recommended an increase in minimum wage in 2013 to "reflect the loss of purchasing power in minimum wage since 2010"; and beginning in 2014, the rate would be adjusted annually based on the consumer price index. Adjustments would be announce by January of each year and implemented by May 1st of each year.

But that was the end of that. The report disappeared. The announcement by the Department of Labour came 11 months later on, Nov1, 2013.

Sadly, it didn't look anything or sound anything like the Advisory Committee report.

And so it goes. Employers get a four year break between

increases and the minimum wage increases 10.25 in fall 2014 and to 10.50 in the fall of 2015.

But most unfortunately that same old tired, antiquated unbalanced, anti-worker process of begging for increases in minimum wages continues. Continues, incredulously, even when employers groups recommend substantial change.

Had the province followed the recommendations of the advisory committee, the economy, for the first time, would be working on behalf of all low wage earners.

Low wage earners will continue to be excluded from a share of our economies substantial wealth.

The low wage ghettos will continue and broaden in this Province. The disregard for retail workers, service industry workers, home care workers and temporary foreign workers will create a new tier of working poor. Many of these full time workers will be homeless and will continue to dependant on food banks. Still many others will be forced to seek the services of social assistance to provide food, clothes and prescription drugs for their families. Really decent of the Provincial Government to pick up the tab for a number of minimum wage ghetto employers.

Imagine at this point in our history, at the height of our provinces wealth, people working 40 hours a week for 52 weeks in this province will ineligible for a credit card from a Canadian Bank.

How perverse is it to have workers working for the economy when the economy should be working for them?

So, what happened?

Simply put the government listened quite intently to the views of the Employers' Council. They chose to disregard the view of workers. They chose to disregard the recommendations of their Advisory Board.

They picked sides. The Province chose the employers' position. Disagree?

Remember what the Minister of Labour and Justice Darin King said to the media outlets last week? He said:

"I believe increases to minimum wage do more harm than good"?

Well, as it turns out the Employers Council submission to the Minimum Wage Advisory was entitled,

"Who pays? Why increases to minimum wage could do more harm than good.

Pity.

FFAW joins protest in Grand Bank

FFAW-Unifor representatives participated in the peaceful protest organized by the Town of Grand Bank in support of the town and FFAW members on the Burin Peninsula to reverse DFO's decision to close its Grand Bank office which served the area for up to four decades.

Inshore Vice-President George Feltham joined Grand Bank Mayor Rex Matthews and other protesters at the front steps of the office on Oct. 22, closing the post office and several other offices for two hours.

Mr. McCurdy said the planned closure is another example of government cutbacks hurting working people. Continuous cutbacks have included downloading of significant costs to harvesters.

"The fees and costs are going up



FFAW Inshore Council Vice-President George Feltham and other union and community members speak out against government's decision to close the DFO office in Grand Bank on Oct. 22.

Photo courtesy of the Town of Grand Bank

and the level of service is going down," he said.

He called on DFO Minister Gail

Shea to reverse the closure.

The office was permanently closed on Oct. 25.

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We feel better when it's covered

Harvey Jarvis

hjarvis@ffaw.net

FFAW Projects Manager

It is comforting to know that if there is an oil spill in the bays or in the offshore of Newfoundland Labrador we need not fret because it's all covered.

In a nutshell, we have tens of millions of dollars of response equipment in a warehouse in Mount Pearl and if an oil spill happens the equipment can be deployed and operated by as few as 40 trained responders.

That should make us all feel cozy and warm, yes? Before we get real comfortable we should remind ourselves of two recent events.

In Notre Dame Bay, the Manolis L sank in 1985 with 500 tons of fuel on board and sat there, out of sight and out of mind, until the spring of 2013 before it sprang a leak. Shortly after the oil became visible, people were deployed to the site and equipment was used to assess and install patches to cover the leaks. Even after much effort, and as recently as mid October, there have been reports the oil is still floating to the surface. We clearly haven't got this one covered.

In Sept-Iles Quebec, during the overnight of August 31, there were 5,000 liters of oil spilled into Sept-Iles Bay. According to media reports there have been up to 20 boats and 200 people deployed to clean up the spilled oil. In summary, there were about 32 barrels of oil spilled into the bay and nearly 60 days later, 20 boats using sophisticated and specialized equipment and with 200 people deployed they still haven't been able to cover it.

Should we be fretting yet?

Given that we still haven't fixed a problem that began 30 years ago when a ship sank, and given that there were 200 people deployed to respond to a 32 barrel spill in Quebec, and given that if an oil tanker with tens of thousands of barrels of oil sinks today we will only have about 90 Newfoundland and Labrador responders trained and available, we probably should be fretting, don't you think?

But wait, there's more.

The two recent events clearly should give us some reason for concern if a spill happens close to shore. But what if a spill occurs offshore?

Two hundred miles offshore the sea-state is far different

than it is, for example, inside Kelly's Island in Conception Bay. Chances are the tens of millions of dollars' worth of equipment will be ineffective in the rough open ocean. The only option open to us to cover the spill will be to use chemical dispersants.

Dispersants are chemicals that are sprayed on a surface oil slick to break the oil down into smaller droplets so that they are more readily and quickly able to mix with the water. Dispersants do not reduce the amount of oil spilled and remaining in the environment but simply pushes the spilled oil underwater. The action of deploying the chemical dispersant will see to it that the oil spill is not visible but it also means that we will now have both the chemical dispersant and the spilled oil into the ocean environment. Both are toxic to things biological.

Why would we deliberately release a toxic chemical into the environment? The answer is simple; the chemical sinks the spilled oil so it is out of sight and out of mind. We didn't respond to the Manolis L site in Notre Dame Bay until the oil became visible and there will come a time when we will deliberately spill chemical dispersants on top of spilled oil to ensure that the oil sinks and becomes invisible. If it's not visible, it's covered.

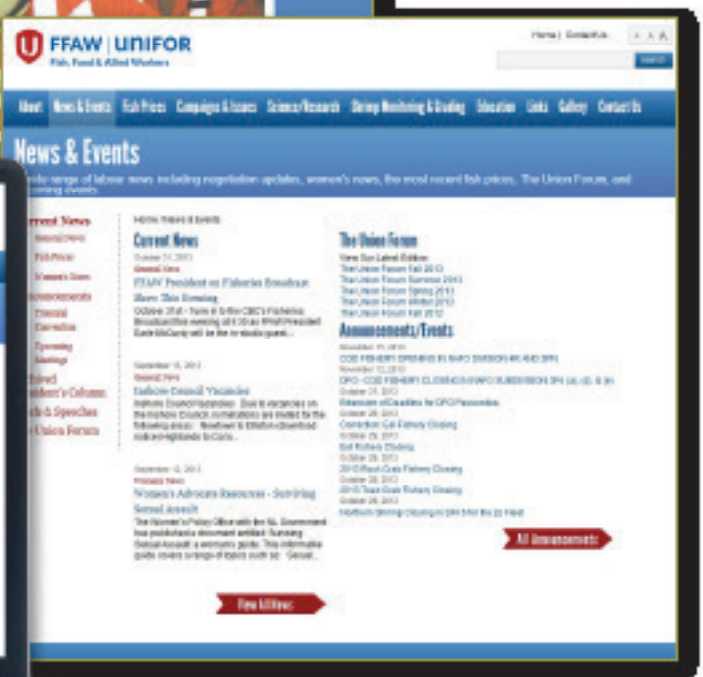
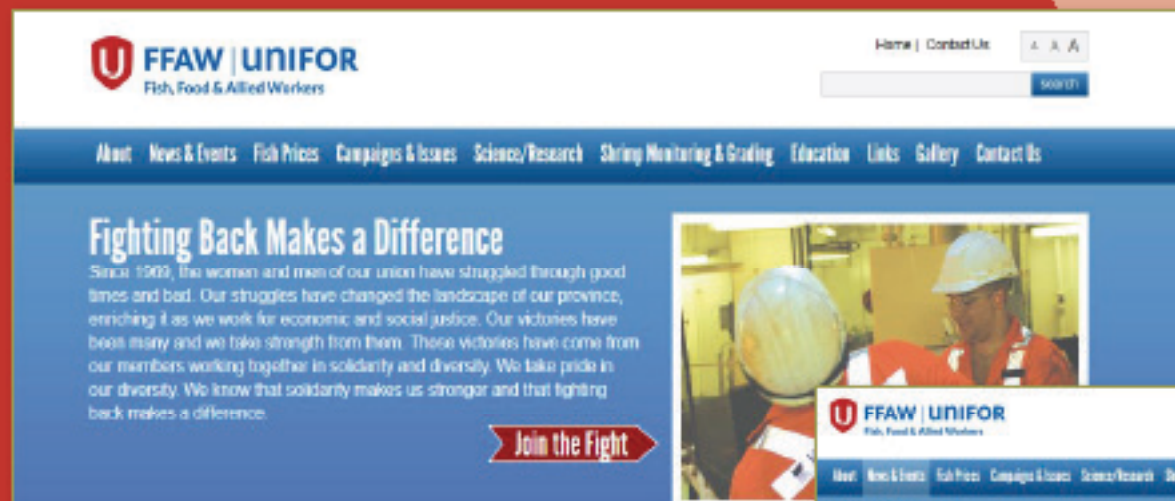
Speaking of things visual, most of us are disgusted at the sight of sea birds suffering and dying as a result of being covered by sticky black toxic oil. Responders to the Manolis L site placed noise makers to keep seabirds away from the oil, and in the offshore chemical dispersants will be used to keep oil away from seabirds.

To our credit we try and protect creatures with feathers but what about creatures with fins?

We will intentionally spill chemicals into the environment and let them sink along with spilled crude oil. We knowingly disperse these two toxic substances into the space where creatures with fins feed, migrate and reproduce. Fortunately though, and unlike sea birds, creatures with fins are beneath the waves, out of sight, and therefore quite easily out of mind.

Since the probability of creatures with fins being covered with something other than water is quite real, shouldn't we be just a little more proactive? Shouldn't we be demanding that things that are not visible are given the same attention as those that are visible? Or maybe we should just continue to sleep quietly knowing that someone has it covered?

Find the latest event announcements, fish prices, learn about campaigns and more



www.ffaw.nf.ca

Former fish plant workers look to trades as career option

By Tina Pretty

tpretty@ffaw.net

When their workplace closed and options for new employment was limited, several fish plant workers from the High Liner plant in Burin chose to return to school.

Nine plant workers participated in the 16-week Orientation to Trades and Technology program at the Burin Campus of the College of the North Atlantic over the summer. The program is designed to give women practical experience of natural resource-based industries and provide the opportunity to become involved in trades and technologies.

The program, developed by Women in Resource Development Corporation (WRDC) is delivered through the College of the North Atlantic at various campuses across the province.

Cathy Dimmer, former unit chair of the High Liner local and FFAW Women's Advocate, worked tirelessly in getting this program arranged for her co-workers. Working with the Department of Advanced Education and Skills and WRDC, Cathy was helpful not only in getting women registered for this program but in getting the program funded completely so that the participating displaced workers would not have to pay.

"We worked very hard to get people in this program because it taught students to build self-confidence," said Cathy.

She remembers the nervousness of the women on the first day of the program. One woman remarked to her, "What have you got us into at all?"

"It took a lot of courage for these women to return to school at an older age. I was very proud of them because they recognized skills that they never knew they had," said Cathy.

The women explored particular trades - electrical, scaffolding, non-destructive testing, metal fabrication, sheet metal and welding - through hands-on experience to help them determine which could be the right career choice. Skilled trades workers in the current labour market are highly valuable and those skills can lead to well-paying jobs in this the province.

The OTT program has seven major components: academic; essential work skills; personal and professional development; hands-on skills

development; exploration on the natural resource sector; labour market research; and job shadowing.

One of the students, Gertie Pearson of Burin who worked at the High Liner plant for 27 years, described the program as "absolutely excellent".

"Through the program participants developed many skills such as operating a computer for the first time, learning basic skills and eventually doing up their own resumes," said Gertie.

Participants completed many certificate courses in Standard First Aid/CPR; Workplace Hazardous Materials Information System (WHMIS); Traffic Control; Forklift Safety; Fall Protection; Fire Watch; Confined Spaces; Shop Fundamentals, and Back Injury Prevention Awareness.

For Gertie it was the hands-on experience she enjoyed the most. One of her most memorable experiences was using simulation technology in the crane operator's course.

"I could sit in a chair and load and offload supplies to a drill rig. It was very exciting," she said.

"It's too bad they don't have more of these types of programs as a lot of people would get involved", continued Gertie.

All nine women from the former Burin plant completed the program.



The women who participated in the 16-week Orientation to Trades and Technology program at the Burin Campus of the College of the North Atlantic were: back from left, Susan Strowbridge, Gertie Pearson, Betty Hillier, Janice Moulton (instructor), Debbie Rideout, Georgina Noseworthy and Theresa Power. Front, Marie Cox, Mary Linehan, Bernice Gaulton, Shelley Lovell and Cathy Dimmer.

Janice Moulton photo

UNIFOR CONVENTION

August 31– September 1, 2013



Jerry Dias, National President of UNIFOR

The Canadian Auto Workers union and the Communications, Energy and Paperworkers Union have merged to form a new union called UNIFOR. UNIFOR's founding convention took place in Toronto on September 1, 2013 to build the largest private sector union in Canada, with over 300,000 members.

Jerry Dias (top) was elected president of UNIFOR. Mr. Dias was endorsed by past national president of the CAW, Ken Lewenza, and past national president of CEP, Dave Coles. UNIFOR's Secretary–Treasurer is Peter Kennedy (right).



Ken Lewenza, Past National President of CAW-CANADA



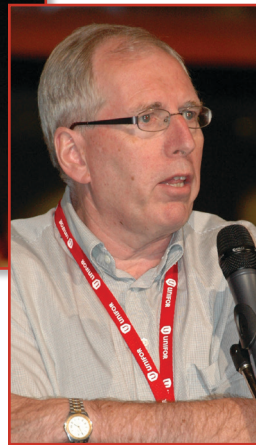
UNIFOR ATLANTIC DIRECTOR



Jerry Dias, National President, Peter Kennedy, Secretary-Treasurer, Roland Kiehne, Manufacturing Sector, and Lana Payne, Atlantic Director

Lana Payne (past president of the Newfoundland and Labrador Federation of Labour) will serve as UNIFOR's Atlantic Director for Newfoundland and Labrador, Nova Scotia, P.E.I and New Brunswick.

FFAW delegation, FFAW Secretary Treasurer, David Decker and FFAW President, Earl McCurdy. Mr. McCurdy will serve as UNIFOR's Industry Council Representative for the Resource Sector.



LABOUR DAY PARADE IN TORONTO



FFAW delegation for the Labour Day Parade in Toronto.



Jackie Baker photos

CONTINUED

UNIFOR CONVENTION| Continued

UNIFOR TAKES ON VERIZON



Approximately 3500 delegates, from across Canada, attending the UNIFOR founding convention took to the streets in Toronto as part of a demonstration to protest Verizon expanding into Canada.



Jackie Baker photos

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CAW sisters gather for final conference

Tina Pretty

tpretty@ffaw.net

The final CAW Women's Conference was held at the national union's education centre in Port Elgin, Ont. in late August. As a result of the merger of the CAW and CEP unions into one great new union – Unifor – this was the last Women's Conference arranged by the CAW. FFAW sent three delegates: FFAW staff member Tina Pretty, Beothic Fish Processors plant worker Della Melendy and Sharon Walsh, NL Fish Harvesters' Safety Association Executive Director.

CAW Women's Department Director Julie White opened the conference by reflecting back on women's history and on the work of women in the union over the years. She said women need to celebrate gains and to recommit to fight for women and for the broader community. Although this was the last CAW Women's Conference, Julie spoke about the new national union, Unifor, and how we would be 86,000 women strong and would make up 44 per cent of the national executive board of this new organization.

Peggy Nash, NDP MP and former CAW Assistant to the President delivered the keynote speech. She gave delegates an overview of the effect of \$12 billion in cuts to government spending and gave the Harper government a failing grade in areas such as a national childcare program, violence against women and equality-related issues. She urged women to never give up on their demands for equality and ended her presentation by leading all in the chant, "let's start right now" to make a difference on these issues.

Delegates participated in many workshops looking back at the CAW's work around four key issues: gender based violence; economic equality, reproductive choice, and child-care. In small groups women examined ways our National union has taken on those campaigns and raised awareness in these areas.

Participants also listened to four panelists – Lana Payne, Jenn Britton, Carol Phillips and Marli Melo - who reflected on how they became active, when they realized the importance of activism, and they shared what they learned with delegates.

During an evening session, women heard from former CAW President Ken Lewenza and Jerry Dias, then-Assistant to the President. This was a valuable opportunity for delegates to hear from the last CAW president and also from the person who eventually became the president of our new union.

During this four-day conference, FFAW women attending the conference agreed it was an inspiring and motivating event. They gained many skills and more tools for their toolboxes in engaging women and encouraging them to participate in their union and sign on to campaigns important to women.

Although this was the last CAW Women's Conference – and one of the most consistently well-attended conferences at the Education Centre - it is exciting to anticipate the next women's conference. With CAW and CEP sisters now under one union banner, Unifor women will be a force to reckon with.



From left, Tina Pretty, Lana Payne, Della Melendy and Sharon Walsh.



Lana Payne



Eastern Canada sisters gather for a photo opportunity at the conference.

Have you recaptured a Cod, Halibut or Lumpfish with Tags?

Joint collaborations between Fish Harvesters, FFAW, DFA and DFO Science have resulted in the development of scientific fish tagging initiatives throughout Newfoundland and Labrador. These tagging programs are valuable in helping to determine the migration patterns, growth rates and exploitation rates.

Industry and science are using the latest tagging technology. Species such as Cod (spaghetti tags, data storage tags, cylindrical transmitters), Halibut (satellite pop-up tags, wire tags), and Lumpfish (Peterson Disk Tag) have been tagged and released around Newfoundland and Labrador.

TAGGING REWARDS

Cod Tags

Orange Spaghetti Tag	\$10
Yellow Spaghetti Tag	\$10
Pink Spaghetti Tag	\$100
Data Storage Tags (internal)	\$80
Cylinder Transmitter	\$25

Halibut Tags

HAL Tags	\$20
Satellite pop-up tag	\$500

Lumpfish Tags

LA (Peterson Disk) Tag	\$20
------------------------	------

When returning tags please provide as much of the following information as possible:

- Species
- Tag Number
- Date of Capture
- Zone

- Location (Latitude/Longitude or description)
- Gear Type and Water Depth
- Length (Tip of Nose to Fork of tail)
- Name and Mailing Address
- Phone Number

Return address is listed on each tag.

THIS FISHING SEASON, PLEASE WATCH FOR AND RETURN ANY TAG(S) YOU MAY RETRIEVE!



FFAW | UNIFOR
Fish, Food & Allied Workers

Plan needed to extract oil from shipwrecked carrier – McCurdy

Robyn Saunders Lee
rsaunders@ffaw.net

Reports of oil on the water in mid-October provoked further inspection of the Liberian-flagged shipwreck, the *Manolis L*, which lies 82 metres below the surface near Fogo/Change Islands.

First reports of oiled birds and an oil slick on the water were reported this past spring which prompted an initial investigation by the Canadian Coast Guard. It was determined that the source of the oil was from the *Manolis L* which sank in Notre Dame Bay on January 17, 1985. The paper carrier sank with more than 500 tonnes of fuel oil and diesel onboard.

Two cracks in the ship's hull were discovered and subsequently patched up by the Coast Guard in late May but another crack was discovered in July in the bow. At that time a coffer dam was installed to catch escaping oil. A coffer dam, similar to an inverted funnel, is designed to trap and collect oil that rises from the hull.

The most recent inspection found the neoprene seals installed in the spring were holding and the coffer dam installed during the summer was indeed working properly.

Following the Oct. 18 report, Environment Canada's Integrated Satellite Tracking of Polluters (ISTOP) satellite imagery did not find any pollution in the area near Change Islands. As well, there have not been any reports of oiled birds or marine animals of late although a bird hazing device, designed to scare off wildlife, remains in place. The question of where the reported oily water is coming from remains unanswered.

The Coast Guard says it will continue to monitor and manage the site and conduct aerial surveys as weather permits but the long-term solution is still unclear.

Harvesters are very concerned about impacts on the fisheries resources in the area. Over time, there could be serious consequences from this slow leak. FFAW President

Earle McCurdy advised the authorities that a plan needs to be put in place to extract the remaining oil from the wreck.

The oil seepage from the *Manolis L* falls under the category of "mystery spill". The Canadian Coast Guard is the federal lead agency for an oil spill in the marine environment in the event of a mystery spill.

If you notice oil on the water please report it to the nearest Canadian Coast Guard Radio Station immediately. Without a report, the incident does not get properly investigated. The 24-hour emergency numbers are (709) 772-2083 or 1-800-563-9089.

Wishing you a Merry Christmas & a Prosperous, Happy New Year!

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Join the fight against sewage regulations changes

Mark Dolomount

mdolomount@pfhcb.com

In two previous editions of The Union Forum we have notified members about Transport Canada's proposed new sewage regulations, and our Union's efforts to stop what we feel is an unnecessary and ill-conceived regulation.

In the spring 2013 edition, a message from Inshore Director Bill Broderick outlined the details of Division 4 (Sewage) of the new federal Vessel Pollution and Dangerous Chemicals Regulations. He explained how this regulation would require all fishing vessels over 15 gross tons that have a toilet onboard, to be re-fitted with a sewage holding tank or a marine sanitation device. The regulation, as written, would require untreated sewage to be held in the holding tank, and either offloaded in port or discharged at sea under minimum speeds and/or minimum distances from shore.

Even though our Union strongly supports the protection of our ocean environment and would never support illegal dumping that threatens it, FFAW members and leadership quickly determined that this regulation made no sense, and had to be amended or repealed – for a number of obvious reasons.

First of all, fishing ports in this province have no infrastructure for the offloading of sewage. Therefore, with no shore infrastructure in place, vessel owners will be forced to dump their holding tanks at sea, resulting in the bulk dumping of sewage – a stark contrast to the traditional method of flushing minuscule amount of sewage from single flush toilets. (More details can be found on page 7 of the Spring 2013 edition at www.ffaw.nf.net)

Union speaks out – delay in enforcement granted

Earlier this year, FFAW President Earle McCurdy approached Transport Canada with his concerns regarding this new regulation. McCurdy insisted that the regulation “would create significant and unnecessary financial hardship on the fishing industry with no recognizable benefit to the marine environment.” In fact, he concluded that “the regulation, as it applies to small fishing vessels, is counter-productive and unable to realize its intended objectives. The effect will be not to reduce the amount of raw sewage released into the ocean, but to concentrate it.”

As a direct result of the FFAW's efforts, Transport Canada granted a one year delay in enforcement of this regulation from May 2013 until May 2014. This was a positive step by Transport Canada, but it clearly stopped short of our Union's request that Transport Canada cease the implementation of this regulation (information on this delay in enforcement was reported in our Fall 2013 edition).

Time to be heard is now

The Union is continuing to pressure Transport Canada to reconsider the implementation of this regulation. However, May 2014 is fast approaching and we need you to join the fight-back against this unnecessary and ill-conceived regulation. Please take a few minutes of your time to send your concerns about this regulation to:

Hon. Lisa Raitt, Minister, Transport Canada
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Wishing the members of the FFAW a Merry Christmas & prosperity into the New Year.

Christopher Mitchelmore MHA
The Straits-White Bay North
Phone: 709 454 2633
Fax: 709 454-2652
Toll Free: 1 888 729-6091
Email: cmitchelmore@gov.nl.ca



FFAW | UNIFOR

Fish, Food & Allied Workers

To our members, thank-you for your contributions in building our rural economy, our communities and our union - and for making a difference.

And to our local FFAW leaders, we thank you for the work you do on behalf of our members and their families.

The FFAW|Unifor wishes our local leaders and all our members and your families a safe and joy-filled holiday season.

Many issues discussed at fa



Bill Broderick

The regular fall meeting of the FFAW Inshore Council took place on Oct. 28-29 in St. John's. Highlighting the discussion was the Comprehensive Economic and Trade Agreement (CETA) and the impact of the removal of tariffs over time.

Many other topics were discussed, including:

- The turbot fishery and by-catch of halibut on the West Coast;
- Requirements and certification process for new entrants into the fishery. Some councillors favoured allowing sea days to have more weight while others urged caution in watering down the requirements;
- The new Halibut and Lobster Traceability Program;
- Recent problem with combining Fishing and Labour claims for EI;

- The discovery of snow crab in the Barents Sea and its potential negative effect on the Newfoundland and Labrador industry;
- Fracking;
- Crab reallocation project and the results on combining;
- The Lobster Enterprise Retirement Program results to date;
- 2J3KL Cod quota;
- Shrimp Markets; and
- Cod Markets.

For more detailed information about the discussion on any of these topics talk to your local council representative or your staff representative. Turn to page 32-33 for a complete list of council and staff representatives in the province.

Jackie Baker photos



David Decker



Alton Rumbolt and Michael Symmonds.



Joan Doucette and Conway Caines.



From right, Tony Doyle and Mike Noonan have a chat while other council members look on.

all Inshore Council meeting



Darin Marsh, Loretta Kelly



Darin Marsh, Loretta Kelly and Gilbert Penney



Wayne Masters and Dan Baker



Mike Noonan and Tony Doyle



Guy Bridger, Wayne Russell, Nelson Bussey, Shawn Dempster, Wayne Masters and Dan Baker.



Albert Wells, Larry Pinksen and Glen Newbury.



Shawn Dempster, Wayne Masters, Dan Baker and Glen Winslow.



Loomis Way and Carl Hedderson

Labour Day family fun

Tina Pretty

tpretty@ffaw.net

Despite a cold and miserable day, over 600 people and their families participated in various activities to celebrate unionized labour and to instill pride in union membership during the St. John's and District Labour Day Family Fun Picnic on Sept. 2 at the Swilers Club in the capital city.

All attractions, food and events were sponsored by unions and their affiliated locals. The FFAW-Unifor sponsored one of the three bouncy castles for the littlest attendees. Also for the younger children was face painting by Wandering Brush who do the best work around the metro area. For the tweens and teens the Minute-to-Win-it games were a huge hit.

This year, the first-ever Union Challenge Cup competition was held. Union-sponsored teams vied for top spot in the Harper Toss, Fear Factor competitions, a scavenger hunt and other fun-filled activities. We are proud to announce that Unifor was the overall winner of the Challenge Cup. Thanks to team captain and FFAW staff member Jóhan Joensen who was a great sport in all events, especially the



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mustard-covered marshmallow-eating competition. A truly disgusting event. Hats off to you Jóhan!

Rounding out this wonderful afternoon was great entertainment including live music by Emily Malloy, magic for the kids, stiltwalking and juggling. And what picnic would be complete without food? Thanks to donations by unions and their locals, all participants enjoyed free hotdogs, hamburgers, cake, ice cream and pop.¹ Hamburgers and hotdogs were available for all during the Labour Day Fun Family Picnic.

- 2 The FFAW-sponsored face painting activities.
- 3 Bernice Brennan, an employee at the Newfoundland and Labrador Federation of Labour, and her granddaughter Bridgette Connolly enjoying the activities at the Family Fun Picnic on Labour Day.
- 4 Cake cutting performed by Newfoundland and Labrador Federation of Labour President Mary Shortall and Daniel Reid.
- 5 FFAW Industrial/Retail/Offshore Council member, Pat Ralph from ACAN Windows.
- 6 The bouncy castle, sponsored by the FFAW.



Quality of life ‘pretty good’ for Benoit’s Cove harvester

Mandy Ryan Francis
mfrancis@ffaw.net
The Union Forum



Inshore fish harvester John Gilbert, 38, outside his home at Benoit’s Cove, Bay of Islands. *Mandy Ryan Francis photo*

John Gilbert brings his 11-year-old son Travis and nine-year-old daughter Taylor to school most mornings. Outside of the lobster season, he spends his nights at home in Benoit’s Cove with his wife and children. During fishing season he gets to breathe fresh air while pulling lobsters and halibut out of the salt water, and he is his own boss. It’s for those reasons the 38-year-old chose to invest in the inshore fishery three years ago.

He had many other choices, and still does. Just after completing high school, Gilbert went to Ontario and worked in a factory but it didn’t work out. A trained scaffolder, Gilbert gave commuting to Alberta a try a few years ago but that too didn’t last long. And, as a journeyman carpenter, he went to Labrador City for work. The earnings were great he admits, but the lifestyle wasn’t for him.

“Being away all the time is not much of a life for me. Some things you just can’t put a dollar value on, like just being home, having the time to go moose hunting, or spending nights at the cabin,” said Gilbert.

Gilbert is thinking about investing in a longliner. He knows it would make a much more comfortable and safer workspace compared to his dory and speedboat, even though the current quotas for groundfish are low in the Gulf of St. Lawrence. But his eyes are on the future. The last few years have shown positive signs of a growing halibut resource, and with each retirement of fishing licences through the Lobster Enterprise Retirement Program, his own fishing licences become more profitable. Fewer harvesters on the water translate into more resource for those who are left behind.

Gilbert has already seen the positive impact of ‘the buyback’. His fishing grounds used to have six licences’ worth of traps but during this past lobster season there were only two. That makes fishing a lot more comfortable for spacing around traps and he can see where fewer traps will add value to his enterprise.

Fishing is not a job but a way of life for Gilbert, the same as it has been for his family for generations. His father is a fish harvester and so is his father-in-law. His mother also fished for 20 years with his father. Gilbert fished with both his father and father-in-law before being designated a licence and eventually investing into his own enterprise.

While fewer traps are better for him right now, Gilbert said he would offer support to any young people who are interested in entering the fishery because without the right number of harvesters on the water, safety and reduction of services are a growing concern. With “a fortune” invested into it, Gilbert said fishing hasn’t been easy to get into with the requirement of credits to support Professional Fish Harvesters certification and the money needed to invest in licences, boats and gear.



John Gilbert and his fishing partner Barry Park.





John Gilbert and his father-in-law, Kevin Hickey with a halibut caught in his Lark harbour dory.



John Gilbert holds a nice lobster for a photo from the site of his lobster camp at Shag Island, 18 miles southeast of Little Port.

That's why he would advise any young people who may be interested in fishing as a career choice to try their hand as a crewmember first before going through the process and expense of investing themselves.

Added to the joy of making a living at home and the freedom of being his own boss, Gilbert said it also makes him feel good knowing that any money he makes by harvesting seafood is new dollars into the local economy and in the community in which he lives.

LETTER TO THE EDITOR

Dear Editor,

My name is Laura Moraze and I live in Mainland, a small community on the Port au Port Peninsula, where my husband Comelius and I fish for lobster.

I am sending you a couple of photos of a lobster we caught in our lobster pots, while fishing for lobster one

day in June of this year 2013. As you can see it is half blue and half normal colour. I just thought it would be a great photo for the Union Forum magazine.

*Thanks so much,
Laura Moraze , Mainland*



Keeping watch as a FLO on a seismic vessel



Alfred Fitzpatrick, in the front row on the right, poses with some of the crew on board the seismic vessel, the Sanco Spirit, during his time on the ship as a Fisheries Liaison Officer.

Alfred Fitzpatrick

alfredfitzpatrick@hotmail.com

Alfred Fitzpatrick is a fish harvester from Lamaline and a member of the FFAW Inshore Council. He made one trip to sea onboard a seismic vessel as a Fisheries Liaison Officer this past summer. He tells of the experience in the following paragraphs in his own words.

I was contacted by our Union in July and asked if I was interested and available to go on board the seismic vessel the Sanco Spirit as a Fisheries Liaison Officer (FLO).

After much hesitation I agreed. My duties would be to act as a go-between for the vessel and any Canadian fishing boats that we encountered in the area where we would be working, the Flemish Pass and Cap. Basically, I was to ensure that the seismic operations did not interfere with any fishing activity in the area.

I met the vessel while it was docked in St. John's and after boarding, I almost got off again. The sheer size of the ship compared to a small fishing boat was overwhelming, not to mention that on board there was a crew member from every country in the United Nations. I wondered how they would understand me with my slight accent, but we soon left the dock and it was too late to turn back.

I was shown to my cabin which I shared with an MMO (Marine Mammal Observer) from Labrador and then found my way to the bridge. I met the captain and his bridge crew and got acquainted with the layout of the equipment and located what instruments would give me the information I

would need to do my job.

The crew were kind of serious in their dealings with us at first, but after a few days they became more relaxed and gave us complete freedom to move about the ship as we pleased and offered any help we needed.

When we reached the work area I began a routine and followed it for the duration of the trip. I was up at 5 a.m. for breakfast and then went to the bridge to get a report from the officer on watch as to any activity during the night. I checked the equipment to see if there were any Canadian vessels in the area and filled out my morning report. After lunch and supper the routine was the same, keeping an eye out for fishing gear and vessels around us. If there was a bit of spare time I could help the MMOs out with a bit of their work. Evening time I had to send a report to the Union office telling of the day's events. At the end of the week a copy of my weekly and daily reports had to be turned over to the client representative on board.

During my trip we had several safety drills for fire, man overboard and lifeboat launchings. All were very useful and reassuring that if anything happened, we would be well prepared to deal with it.

The galley staff was exceptional and the meals were delicious as anyone who saw me when I got off the ship could tell. I should have spent more time in the gym on board and less in the galley. There was no excuse for not eating because there was such a variety for every meal.

There was a lounge to watch a bit of television or you could use the computers there to chat with those at home in the evenings. The vessel had all the comforts of any hotel I have stayed in, and was cleaner than most.

The five weeks passed very quickly when settled into a routine and before I knew it we were on our way back to St John's.

I would have to say that I really enjoyed the trip and would gladly do it again when fishing is completed next year. I think it is important to have people on board these vessels because as we all know the oil and gas sector is becoming a much larger part of our everyday lives and the industry is taking up more and more of our fishing grounds.

We have to ensure that our rights and access to our livelihood are protected, and to do this we have to be where the action is. We all know that most oil companies look at the fishery as a thorn in their sides and would rather we were not in the areas they want to work.

If there were no controls and personnel on board these vessels, who would look out for our interests?

New program will trace, brand and help market NL seafood



It is hoped that through a new pilot project, the majority of all Atlantic halibut and lobster caught on the West Coast this upcoming fishing season will have a publically traceable tag, similar to these, for the purpose of increasing value to the fish. The new NL Seafood branded and traceable tag is currently in the design process.

Mandy Ryan Francis photos

Mandy Ryan Francis

mfrancis@ffaw.net

The idea of branding seafood as local products from Newfoundland and Labrador is about to become a reality through a new pilot project called NL Seafood Halibut Lobster Traceability and Branding.

The Fisheries Science Stewardship and Sustainability Board (FSSSB), an arms-length entity of the FFAW, is partnering with Ecotrust Canada's ThisFish traceability technology to make it happen.

ThisFish is an easy-to-use seafood tracing system that allows consumers to trace fish back to the source, directly connecting harvesters to consumers. It also allows harvesters to better connect to their markets and to brand their catch through personal storytelling.

The ultimate goal of this project is to increase the value of seafood that harvesters are landing.

The new project consists of a fully integrated traceability and branding program that will be available to all 4R Gulf region Atlantic halibut harvesters and lobster harvesters in Lobster Fishing Areas 12-14B at the start of the 2014 fishing season. The program will also expand to the lobster fishery in LFA 11 by the start of the 2015 season.

The traceability system is designed to be effective, efficient and simple to use. For example, harvesters tagged halibut for monitoring purposes under the new 2013 halibut management plan this past season. Starting next season, the process will be similar but the tags will be publically

traceable. This will allow the consumer to go to a new NL Seafood website and enter the tag code in a ThisFish widget and learn about the area in which the fish was caught, the boat in which it was landed and the harvester who pulled it from the water.

The new tags will include a branding logo that will identify the fish as being caught from Newfoundland and Labrador. Work is underway to determine the look of the new tags.

A fully branded Newfoundland seafood website will be focused on the province's seafood, culture, harvesters and the communities in which they live. The format will be optimized depending on the device being used, such as a computer, tablet, mini-tablet or mobile phone, and will be ready for use in time for the next fishing season.

Minimal work will be required of harvesters in this pilot project. Each will have their own profile page on the website and personnel at the Fisheries Resource Centre will upload the necessary catch data. Help and resources will be available to assist in the development of the profile pages for those who need it.

NL Seafood Traceability coordinator Mandy Ryan Francis, Brenda Pieroway from the FFAW office in Corner Brook and Keisha Caines from Daniels Harbour, who collects data for the FFAW's Lobster Science Program, will be meeting with harvesters on the West Coast over the winter months to further explain the program and to help with the development of profile pages. With help from funding partners, the program will be available to harvesters at no cost.

CONTINUED

NEW PROGRAM | continued

An announcement that publically traceable Atlantic halibut and lobster will be available from Newfoundland and Labrador will be made at the next Boston Seafood Show in March, which is hoped to stir the market and create demand.

With the success of this pilot, traceability can move into other areas of the province and to other species.

FFAW Secretary-Treasurer David Decker said the whole point of this project is to develop the tools necessary that will enable harvesters to maximize the value of their seafood products.

“This traceability system is exciting in that it will provide good information to harvesters about where their products are going and who is consuming them. It will provide the industry with the means to market a Newfoundland and Labrador seafood brand, which we’ve haven’t had before. Most importantly, it allows a means of finding a way to improve the price of traceable products, adding value to seafood our members are already landing,” he said.

Eric Enno Tamm, head of marketing and communications with ThisFish, said this new program makes Newfoundland and Labrador a world leader in seafood traceability and regional seafood branding.

“No other jurisdiction around the globe would have such a high level of traceability and transparency in its fisheries. Fish harvesters would be taking a global leadership role in promoting an entirely new way to market and brand seafood, and to promote accountability and sustainability in fisheries,” he said.

This program is a follow-up to the 2011 lobster traceability pilot project in Lobster Fishing Area 11 (Burgeo and Harbour Breton) where participating harvesters created their own online profiles with stories, images, videos, links, vessel and crew information, which was used to personally brand their catch using the ThisFish traceability platform. The harvesters had their own private digital dashboard in the ThisFish website that allowed them to monitor tracing activity, including an interactive world map that shows from where their catch was traced. A few consumers also sent direct private messages to the harvesters who caught their lobster. As word of this initial pilot project spread, the FFAW received requests from several harvesters in other LFAs who asked to be included in upcoming seafood traceability projects.



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Satellite tags helping to gather information on Gulf halibut

The tags are placed, now it's a waiting game to see what information they will provide.

They're part of a new piece of research the FFAW, the Centre for Fisheries Ecosystems Research at the Marine Institute and DFO is undertaking that uses advanced technology to collect information on Atlantic halibut in the Gulf of St. Lawrence.

Sophisticated pop-up satellite tagging devices are being used to enhance research on the halibut resource in the northern area of the Gulf. The data collected will provide substantial information to help the Federal Government in its quota decisions.

The research project is intended to increase information about the characteristics of halibut in the region, including migration patterns.

"The FFAW is very engaged in fishery stewardship and fishery science activity because resource management is a vital issue for our membership," said David Decker, Secretary-Treasurer of the FFAW. "We appreciate the Provincial Government's support of this important project, and look forward to working with the Centre for Fisheries Ecosystems Research to enhance the information we have about this valuable halibut resource."

A minimum of 120 halibut will be tagged with satellite or traditional tags by scientific personnel from the FFAW, the Department of Fisheries and Oceans, and the Centre for Fisheries Ecosystems Research.

"This collaborative project reflects the Provincial Government's continued support for fisheries science," said Dr. Dominique Robert, a Centre for Fisheries Ecosystems Research scientist. "This project brings together fish harvesters, FFAW personnel, and research scientists with



Dr. Dominique Robert of the Centre for Fisheries Ecosystems Research (green suit) and Dr. Martin Castonguay, from DFO Science (red jacket), prepare to place a satellite pop-up tag on a large halibut.

Jason Spingle photo

the shared goal of providing new information that will be applied to the sustainable use of this resource."

Jason Spingle, FFAW West Coast Staff Representative, said the project is especially exciting because it's the first commercial satellite tagging program that's ever been done on halibut in the Gulf region, and because halibut is such a highly valued species for harvesters on the West Coast.

"The halibut fishery is very important to even more harvesters right now," he said.

With the crew of the Lady Terri (Lloyd, Roy, and Pius Gaslard of Port au Choix), Spingle joined Dr. Dominique Robert along with his colleagues Dr. Jonathan Fisher and Hannah Murphy and Dr. Martin Castonguay of DFO Science in Mont-Joli, Que, during the first tagging trip. They deemed the operation successful with 20 large, likely mature halibut tagged with satellite tags, which should offer information about habitat use, seasonal migrations and reproductive habits of the spawners over an annual cycle.

The first results of the tagging efforts are expected during the winter months.

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Staff Representative
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Building a brighter future

Jerry Dias
Unifor President

It's been only a few months since we launched Unifor, and already we are altering the debate in Canada.

That weekend, I was honoured to be elected president Unifor, which brought together two great Canadian unions – the Canadian Auto Workers union and the Communications, Energy and Paperworkers union – to form Canada's largest union in the private sector.

With more than 300,000 members in every region of Canada and every sector of its economy, including fisheries and fish packing, Unifor is a reflection of Canadian society and Canadian values.

I come to this job after 35 years in the labour movement, beginning as a shop steward at the de Havilland Aircraft plant

(now Bombardier Aerospace) in 1978. My father worked at that plant too, and was also a committed union activist, while my mother worked in another factory.

I've seen struggles, and I've seen hope. I've seen workers come together in the belief that by joining hands they could make their workplaces and their communities better places – and then I've seen them do just that.

That's what inspires me and that's what Unifor is all about.

It is fitting that Unifor came together Labour Day weekend – a time when working people get an extra day off to spend with friends and family. After all, it is for friends and family that we labour in the first place. To provide good lives while we raise our children, in the hopes that they will have a secure future and a reason to be optimistic about their lives.

These are basic Canadian values, and they are Unifor values.

As we continue to build Unifor, we draw on two incredible years of grassroots involvement and consultation that led to where we are now. This new union is based on what our members said they wanted during those two years.

And they were very clear: they wanted a modern, accountable, democratic and progressive union. They wanted us to fight for equality and inclusion. They wanted a union that communicates effectively and listens as well as it speaks. They wanted a union that is inclusive.

Our members are women, men, white, gay, straight, aboriginal, disabled, workers of colour. We take seriously our responsibility to fight racism and discrimination.

Unifor works hand-in-hand with other organizations and other unions, with businesses, with governments and community groups to build good lives and secure jobs for our children.

We are building new ways of organizing those who cannot find a voice – the unemployed, the non-unionized, young workers who are going from one bad job to another, the self-employed and anyone else who believes positive change is possible.

In the next year, we will host a Good Jobs Summit, bringing together all stakeholders in the Canadian economy create real jobs for all people and a brighter future for our young.

Together, we can do this. We are doing this.



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Women, young workers discuss activism at conference

Tina Pretty

tpretty@ffaw.net

FFAW-Unifor members attended the Canadian Labour Council / Newfoundland and Labrador Federation of Labour Women's and Young Workers' Conference themed Women and Young Workers - Why be Involved? from Oct. 6-8 in Terra Nova.

Representing women members were Della Melendy (Beothic Fish Processors); Jackie Hann (ACAN Windows); and Jocelyn Hynes-Reid, an inshore harvester from Fox Island River. Young worker representatives were inshore harvesters Troy Hardy from Burnt Islands and Randell Campbell of Lodge Bay, Labrador.

Participants attended the opening plenary session and discussed why they were there and what the union means to them.

Women's sessions included a panel on beating back the Harper attack in which panelists Tina Pretty of the FFAW-Unifor, Jeannie Baldwin from the Public Service Alliance Canada, and Vicky Smallman of the CLC outlined the damage the Harper Government has done to women's programs since coming to power in 2006.

MHA Gerry Rogers presented her critically acclaimed and highly emotional documentary, *My Left Breast*. She spoke about how life issues impact activism for women and gave an account of her journey so far in her talk to delegates.

Sheila Ryan, Program Co-ordinator with Marguerite's place, presented on empowering women and used videos to show how young girls and women are negatively depicted in the media and how unhealthy stereotypes are created.

Young workers held concurrent workshops, the first of which was facilitated by Amy Huziak of the CLC and Travis Perry Canadian Federation of Students (CFS) on knowing their rights in the workplace and highlighting health and safety issues.

Their next session facilitated by Amy Huziak of the CLC and Allyson Garrison from PSAC discussed current issues with youth delegates and their impact on young workers.

Other sessions for this group included Activism 101 which answered the question of why be involved and was facilitated by two youth activists, Michael Walsh of the CFS and Daniel Smith of Memorial University's Student Union (MUNSU).

The final joint plenary session for conference participants dealt with engaging and mentoring members. Through



Attending the Canadian Labour Council / Newfoundland and Labrador Federation of Labour Women's and Young Workers' Conference in early October were, back from left: Troy Hardy and Randell Campbell. Front: Jackie Hann, Jocelyn Hynes-Reid and Della Melendy.

Tina Pretty photo

presentations by Vicky Smallman, Allyson Garrison, and Chelsea Noel of the CFS, delegates were given tools to encourage more members to become involved in social activism campaigns, engage members so they make the connection that change is possible through collective action, and a final segment on where to go from here.

FFAW-Unifor participants found the conference well worthwhile. Troy Hardy said, "The CLC and NLFL did a wonderful job organizing the conference. Not only was it very informative and educating, but I met some friendly faces along the way."

Della Melendy was impressed that so many different issues that affect women and young workers were discussed in such a short period of time.

"We need to fight to keep our unions. Unions stand up for fairness and job security in a workplace, as well as decent wages and anti-harassment training. Unions make a difference," she said.

For Jocelyn Hynes-Reid, being both a young worker and a woman, she found overall that, "The young workers and other women were all very inspiring, they help give me courage to continue to fight and speak out for equality and everyone's rights in everyday life, not only in the workplace."



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Sept-Îles Bay Oil Spill

Robyn Saunders Lee
rsaunders@ffaw.net

An area affected by a late summer oil spill is reported to be the nursery for the Sept-Îles Bay and has left many concerned about the long term impacts of oil on the marine environment.

Approximately 450,000 litres of bunker oil spilled from a pellet plant in Pointe-Noire, owned by mining company Cliffs Natural Resources, on Aug. 31. It is estimated that 5,000 litres leaked into Sept-Îles Bay spreading across five kilometres of coastline.

Fisheries and Oceans Canada closed a large area to commercial and recreational fishing and Environment Canada

issued warnings to bird hunters when the season opened mid-September.

Because the spill originated from a land-based facility, it fell under provincial jurisdiction (Government of Quebec). The Canadian Certified Response Organization, ECRC, was mobilized to contain and clean-up the oil but federal and provincial agencies were involved as well.

Clean-up of the 5,000-litre spill has taken over two months with 20 vessels on the water and more than 200 people reported to have been involved in oil containment and clean-up. Efforts were initially hampered by high winds.

Clean-up efforts have winded down now but the immediate area is still closed to fishing and shellfish (e.g. oysters) cannot be harvested.

Fish Harvesters' Resource Centres - more than just a monitoring company



Dockside monitors Ruby Sheppard and John Gillam.

Liz Smith
lizsmith@frc.nf.ca

Fishing industry challenges are trickling down to the organizations and companies that were designed to help fish harvesters. The Fish Harvesters' Resource Centres are also changing to meet these challenges.

The fishing industry has undergone dramatic change since the not-for-profit company was established in 1993 and the harvesting sector continues to face major resource, structural and economic issues.

Industry challenges will continue to have a significant impact on the FRC's Dockside Monitoring Program for the foreseeable future. The key challenges are: continuing declines in revenue due to declines in shrimp and crab and quotas; increasingly high cost of providing monitoring coverage in over 200 communities that are scattered over wide geographic area; and the provision of DMP services to fisheries such as cod when the value of catch is often lower than the cost to provide the monitor.

Other challenges include difficulties in attracting and retaining a core compliment of experienced monitors and casual monitors because of low weeks worked and low incomes; and the need and cost to upgrade the organization's training programs and to move toward the electronic entry of landings data.

The Fish Harvesters' Resource Centers (FRC), a not-for-profit company, was established at the request of fish harvesters under a joint partnership arrangement between the FFAW/CAW and ACOA. It was incorporated in 1993 and was initially mandated to develop a network of resource centers to provide information, advice and business development support to fish harvesters.

The focus of the FRC shifted toward the delivery of a Dockside Monitoring Program (DMP) in the mid-90s which now represents the FRC's core mandate. Under this program, dockside monitors are responsible for collecting and recording catch data on vessel landings.

The company employed 160 monitors on a seasonal basis, provided monitoring services in approximately 220 coastal communities, and monitored 90 per cent of the catch by vessels under 100 feet in 2012. The percentage of catch monitored by species included 100 per cent of crab and turbot; 96 per cent of shrimp; 85 per cent of capelin; 80 per cent of cod and mackerel; 58 per cent of herring; and 51 per cent of halibut.

Most recently, the FRC has implemented the Lobster Trap Tag Program and played a key role in delivery of Atlantic Halibut Sustainability Plan in 2013. The FRC also provides a net tag service to groundfish licence holders.

The latest ventures of the FRC include involvement into the Lobster Trap Tag Program in response to DFO's decision to change the way gear tags are delivered; and the Atlantic Halibut Sustainability Plan which was implemented by FFAW/CAW's Fisheries Science Stewardship and Sustainability Board in June 2013.

FRC is now one of several companies in Atlantic Canada and Quebec that have been designated as a DFO approved tag supplier. The Lobster trap Tag Program is being delivered on a not-for-profit basis - to minimize cost to fish harvesters. Tag orders were received from approximately 80 per cent of Newfoundland lobster licence holders this past season.

Under the Atlantic Halibut Sustainability Plan, the FRC is responsible for the delivery of the fish tagging and catch reporting element of the plan. This past season the company supplied and delivered fish tags to 430 eligible applicants; supplied catch tally sheets to harvesters; collected and

reviewed completed catch tally sheets; issued authorization numbers to harvesters; and provided various catch reports to DFO.

The FRC is governed by an independent Board of Directors which is comprised of four fish harvester representatives; six independent members and one FFAW representative or employee. The head office of the FRC is located in St. John's in the Richard Cashin Building on Hamilton Avenue. The FRC employs six staff in St. John's, three full-time and three seasonal.

The FRC operates two dispatch offices, one each at Twillingate and Port au Choix. The service area normally covered by each Office during peak periods includes: Twillingate, divisions 3K and 3L; Port au Choix, divisions 2J, 4R and subdivisions 3Ps and 3Pn.



Dockside monitor Amy Brake in Bonne Bay

NOTICE OF COMMUNITY MEETINGS

The Newfoundland and Labrador Fish Harvesting Safety Association invites and encourages fish harvesters to attend meetings in the following communities:

December 2 – December 12, 2013*

St. Anthony, Roddington, Plum Point, Green Island Cove, Flowers Cove, Port au Choix, Cow Head, Trout River, Cox's Cove, Lark Harbour, West Bay, Stephenville, Port aux Basques, Jeffreys, St. George's, La Scie, Baie Verte, Springdale, Triton, Leading Ticks



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FISH HARVESTING
SAFETY ASSOCIATION

English Harbour West, Whitbourne, Norman's Cove, Heart's Content, Old Perlican.

What is the NL-FHSA? What can the NL-FHSA do for fish harvesters? How much money will the association cost harvesters? What are the top fish harvesting safety and health risks in Newfoundland and Labrador?

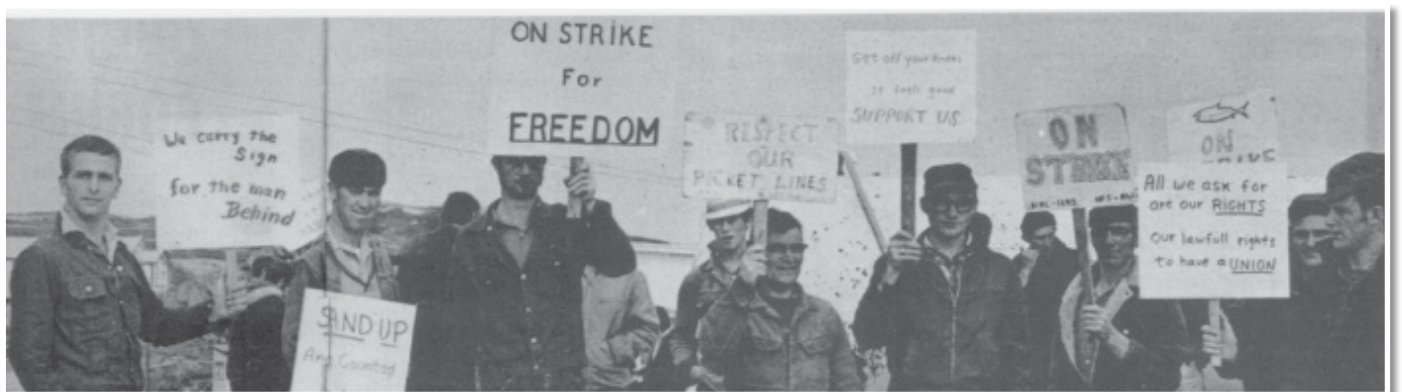
This is your chance to provide feedback and voice your opinions on health and safety in the fish harvesting industry. Come tell us what you want from the NL-FHSA to help address your health and safety concerns.

* Check the *Announcements* section of our website, www.ffaw.nf.ca, for exact dates and times of meetings.

FLASHBACKS



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



NO ANSWER TO LAST ISSUE'S FLASHBACK PHOTO

For the second time in a row, no one responded with answers to the Flashbacks photo and question in our last edition. If you know who these people are, please let us know. Please send them to mfrancis@ffaw.net and your name will be entered for a prize.



Season's Greetings!

This is a time of year not just to celebrate, but to reflect on our relationships with family, friends, co-workers, and communities.

While we take time to celebrate, let us remember those who need a helping hand and redouble our efforts to improve the lives of all.

While the holiday season comes just once a year, our commitment to work towards a decent standard of living and hope for the future for all is year-round.

Have a safe, happy holiday season!



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