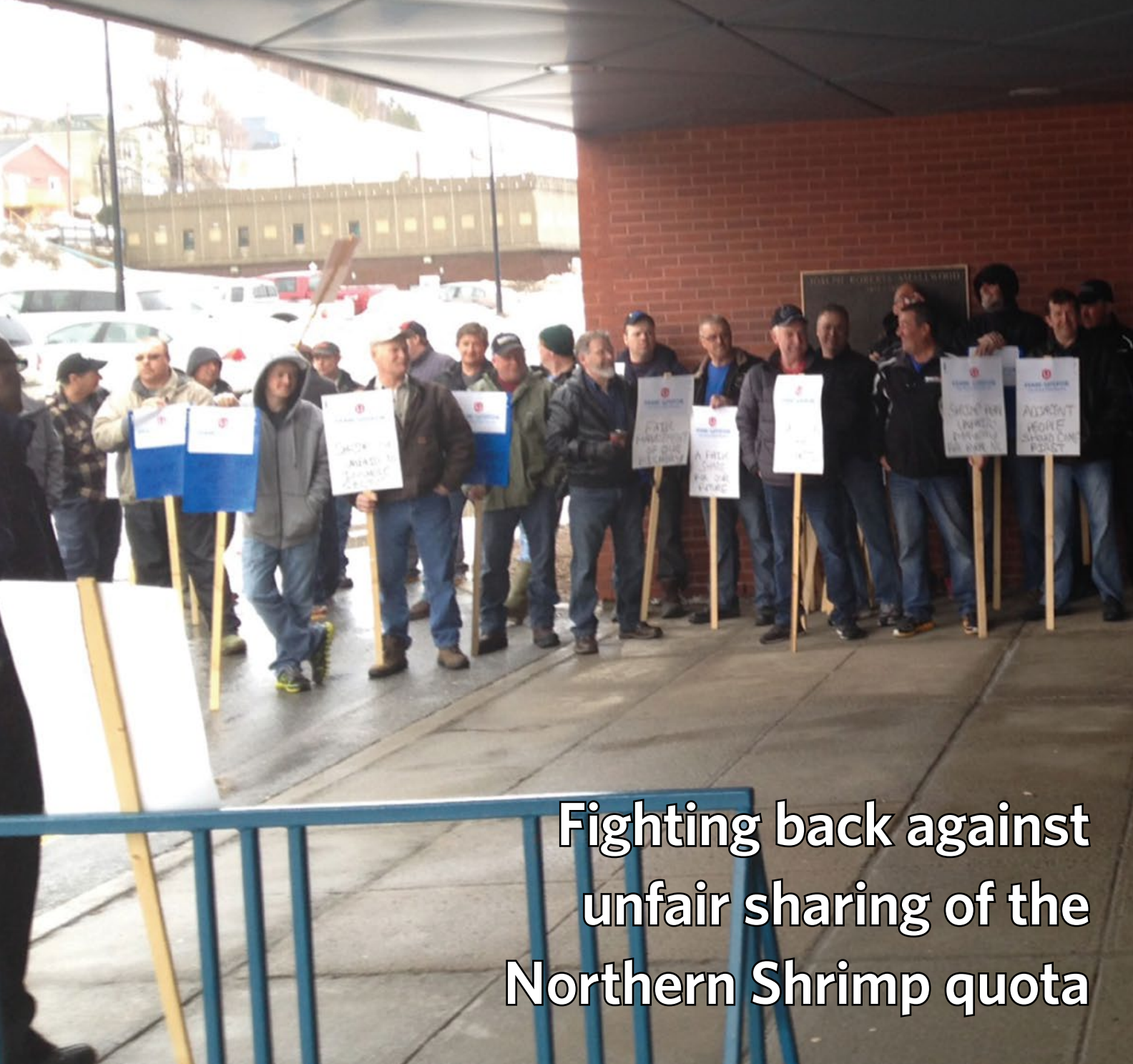


The Union Forum

SUMMER 2014

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Fish, Food & Allied Workers



**Fighting back against
unfair sharing of the
Northern Shrimp quota**

Inshore negotiations

Launch of NL traceable seafood

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

The Union Forum covers issues that matter to

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

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frequently
asked
QUESTIONS



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Q: What do I have as proof of my coverage?

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Q: Am I covered only while working or fishing?

A: No. Coverage is for a period of one year, from August 1 to July 31 each year.

Q: What happens if I don't identify a beneficiary?

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Q: My circumstances have changed since I last sent in my beneficiary form (for example: married or divorced)

A: If this is the case, make sure you send in a new beneficiary form. The last beneficiary form on file will be the one used.

Q: Am I still covered once I retire, am no longer actively fishing, or am no longer employed with the company I currently work for?

A: No. The insurance is only for active, card-carrying members of the FFAW and does not cover members who are no longer active or no longer hold seniority status within the union.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?

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Earle McCurdy
FFAW-Unifor President
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Unfair sharing of our Northern Shrimp resources

The recent uproar over the unfair allocation of cuts to Northern Shrimp quotas is about much more than shrimp – it is really about the survival of our coastal communities.

It is also about the adjacency principle. It's about values. It's about fair sharing of the benefits of our natural resources.

DFO representatives – from the Minister down – have talked about LIFO (last in first out) as if it was an integral component of the Magna Carta. But they have totally avoided any references to adjacency or to the other allocation principles laid out by Fisheries and Oceans Minister Fred Mifflin when he opened the door to the cooked and peeled sector back in 1997.

They even went so far as to remove from the Northern Shrimp Integrated Fisheries Management Plan reference to “particular emphasis on the needs of the people and communities most adjacent to the resource” in an objective proposing fair access and equitable sharing of the resource.

At the same time, they added to the objective of a viable fishery, the following wording: “with particular emphasis on the needs of the traditional license holders” (i.e. offshore).

Who authorized those changes? Who removed the special emphasis on adjacency in the sharing objective? What about the viability of the inshore sector?

Allocation of the right to fish is really a matter of value judgments, not slogans like “last in first out”.

Who should benefit from the economic opportunities presented by natural resources off our doorstep?

For years, adjacency and historic dependence were the twin pillars of resource access rights. And rightly so.

Communities like Twillingate, Fogo Island, St.

Anthony, Charlottetown, etc. were settled because of the abundance of fish in the adjacent waters.

For centuries this was primarily codfish. A combination of overfishing and environmental change greatly diminished the northern cod population, which gave rise to a tremendous increase in the size and geographic distribution of the shrimp stock.

Fred Mifflin made the decision in 1997 to provide shrimp fishing rights to people who had suffered economic hardship as a result of the collapse of the cod stocks – the people in the immediately adjacent communities. A pretty sound decision, if you ask me.

His 1997 announcement recognized adjacency, the importance of jobs both in plants and on board fishing boats, the economic circumstances of the inshore fleet, and the needs of adjacent aboriginal people.

The current government is saying very clearly that corporate – in some cases, foreign – interests reign supreme, even if that means adjacent fishing communities that have been around for hundreds of years suffer an economic collapse.

In other words, financial might will trump community survival under the Harper administration.

The power to fix this problem rests with the current Minister of Fisheries and Oceans. References in previous years' management plans to LIFO, or any other sharing provisions for that matter, do not tie the hands of the current Minister. That has been made very clear in court cases.

If DFO gets away with this one-sided approach to fisheries allocations, who gets screwed next?

If adjacency is diminished as a cornerstone of quota allocations, what other resources off our doorstep will the current or future Minister allocate to distant corporations?

The next few years will present a very serious

CONTINUED NEXT PAGE

UNFAIR SHARING Continued

challenge to the people who live in fishing communities. Not only are shrimp stocks in decline, signs of young crab to recruit into our future fishery are not encouraging.

Meanwhile, a number of groundfish stocks are showing significant signs of improvement, yet DFO is keeping quotas at extremely low levels.

DFO has also been moving to multi-year plans, and using this as a reason not to increase quotas in the face of significant increases in estimated abundance – northern cod being a prime example – but re-opening multi-year plans and reducing quotas when stocks are going down, as they did with shrimp.

We appreciated the opportunity to meet recently with Premier Tom Marshall to discuss not only the shrimp issue but the challenges we face over the next couple of years.

The provincial government did a good job nailing down a \$400 million federal/provincial fisheries funding commitment during the CETA (Canada/European Union free trade) negotiations.

What is needed now is a strategic plan to make the best possible use of those funds, based on the best projections available as to our medium and long-term resource prospects, to ensure an ongoing future for the communities on the doorstep of our fishery resources.

Local bargaining agreements



Local bargaining committee

Will Reid
FFAW-Unifor Staff Rep

Notre Dame Seafood reaches agreement with FFAW

The Notre Dame Seafood shrimp plant in Twillingate has reached a tentative deal with FFAW-Unifor members. The contracts of 106 employees expired on December 31, 2013.

The results of the ensuing bargaining are significant increases totalling thirteen per cent over the next three years.

Maintenance and engineers have been brought

in-line with other maintenance/engineers in other plants. They will get an additional two per cent each year for the three year agreement.

The contract was ratified on April 16, 2014 with one hundred per cent ratification. The committee did an excellent job in the bargaining process and were thanked by the membership.

Centre Loup Arts and Recreation Association

The Centre Loup Arts and Recreation Centre is an arena in New West Valley with a small bargaining

unit of three people.

FFAW-Unifor members reached a four year agreement with a fifteen percent salary increase over four years, along with a three per cent increase in vacation pay for those with over twenty years of service.

Barry Group Crab Plant in Witless Bay

The Barry Group Crab Plant in Witless Bay has reached a three year deal with 120 FFAW-Unifor members. The agreement achieved \$1.45 over 3 years, includes improvements in clothing allowance, and new wording on overtime. The contract was ratified by 87% with a large membership turnout.

Transport Canada master/mate certification requirements – are you compliant?

Mark Dolomont
PFHCB

In July 2007 Transport Canada brought in new Marine Personnel Regulations, which include Master and Mate certification requirements for ALL fishing vessels in Canada, regardless of length or tonnage.

While the new regulations will require some existing fish harvesters to complete training (Fishing Masters, Small Vessel Operator Proficiency, etc.), many experienced fish harvesters will be eligible for exemptions to these training/certification requirements.

These new requirements have been phased-in over many years, beginning with vessels greater than 12 metres (m)/15 gross tonnes (GT). Since November 7, 2012, all fishing vessels greater than 12m or 15GT are required to have a certified Master, and in most cases a certified Mate.

For these larger vessels, the certification requirement for Master and Mate would normally be a Fishing Master certificate, but there are other options such as Certificates of Service (as Master <60GT or Watchkeeping Mate <24m) or a Certificate of Competency as Watchkeeping Mate of a Fishing Vessel <24m.

If you are an owner/operator or crew member on a fishing vessel that is greater than 12m, and you require more information on the Master or Mate requirements for your vessel, please contact the Transport Canada Marine Safety Office nearest you.

Deadlines Approaching for Vessels 12 meters or less in length.

With the Master and Mate requirements in place for vessels greater than 12m and/or 15GT, Transport Canada now shifts its focus to smaller vessels 12m or less in length. Transport Canada's Marine Personnel Regulations state that by November 7, 2015, all fishing vessels greater than 6m in length will require a certified Master, and in some cases, a certified Mate.

For these smaller vessels operating inside 25 nautical miles (NM), the Transport Canada certification requirement is a Small Vessel Operator Proficiency (SVOP) certificate. If the vessel makes

longer voyages (longer than a "day trip"), it is possible that it will also require a certified Mate.

As of November 7, 2016, the Small Vessel Operator Proficiency (SVOP) requirement will be extended to ALL fishing vessels, including the vessels 6m or less in length.

It is also worth noting that if a vessel of this size (12m or less in length) is fishing outside 25NM, the certification requirement for Master and Mate (if a Mate is needed) is a Fishing Master certificate or a Certificate of Competency as Watchkeeping Mate of a Fishing Vessel under 24m.

Exemptions for Harvesters with Experience on Vessels 12 meters or less in length or less than 15GT.

Fish harvesters with experience on vessels 12m or less or less than 15GT may be eligible for exemptions under the Transport Canada regulations. Any fish harvester who has performed Master or Mate/ Watchkeeping duties on this size of vessel for a minimum of 7 fishing seasons (prior to July 2007), can apply for a Declaration of Seven Fishing Seasons, and be exempt from the obligation to hold a Small Vessel Operator Proficiency (SVOP) certificate.

Furthermore, if a vessel of this size (12 meters or less in length or less than 15GT) is making voyages outside 25NM, fish harvesters with seven years experience, as described above, can apply to have their Declaration of Seven Fishing Seasons extended to 50NM from shore.

If Unsure – Ask!

If you are unsure about how these new Transport Canada Marine Personnel Regulations affect you, the crewing of your vessel, or how to apply for an exemption under the regulations, you should contact the Transport Canada Marine Safety office nearest you. Transport Canada offices can provide you with the paperwork to apply for a Certificate of Service (for Vessels greater than 12m or 15 GT or greater) or a Declaration of 7 Fishing Seasons (for vessels 12 meters or less in length or less than 15GT).

The process and paperwork for applying for a

CONTINUED NEXT PAGE

Canadian Labour Congress Convention



FFAW-Unifor's Greg Pretty and Johan Joensen

Jóhan Joensen
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For the week May 4-9, 2014, the Constitutional Convention of the Canadian Labour Congress was held in Montreal, Quebec.

This was looking to be a historical convention, as there were three individuals running for the position of President of the Canadian Labour Congress: Ken Georgetti, Hassan Yussuff and Hassan Hussaini. On the day before the election Mr. Hussaini withdrew his candidacy during a leadership debate - putting his support behind Mr. Yussuff. When the vote was held on Thursday there were 2318 votes for Yussuff and 2278 for Georgetti and 30 votes were spoiled.

TRANSPORT CANADA Continued

Declaration of Seven Fishing Season is not difficult - 2 forms must be completed and returned to a Transport Canada office for approval, but the forms and the process are both fairly straight forward.

If you require additional training (Fishing Master, Watchkeeping Mate, SVOP, etc.) in order to achieve compliance with the new regulations, contact the Marine Institute at 1-800-563-5799 (ext 623).

Well trained and certified crews will raise the

This marks the first time that a challenger has defeated an Incumbent President of the Canadian Labour Congress. Following the vote, Georgetti moved that the vote be counted as unanimous. The other election results had Barbara Byers elected as Secretary-Treasurer, and Marie Clark Walker and Donald Lafleur as Executive Vice Presidents.

Throughout the week there were a number of sessions with speakers and discussions from the floor. Amongst the speakers were, Denis Coderre Mayor of Montreal, Chief Billy Two Rivers Mohawk Council of Kahnawà:ke

territory and Thomas Mulcair, Leader of the New Democratic Party.

There were some challenges in the way proceedings progressed as the meeting hall was three city blocks wide. It was very interesting to see the various points being brought forward from both private and public sector unions.

It was particularly enlightening to see the manner in which young workers managed to express their opinions and influence on the Convention. When younger workers spoke at the microphones on Wednesday they did so together, all supporting each other and showing a strong united front - making a statement that youth will not wait to be heard, but will take the right to actively participate within any national movement.

level of safety, competence and professionalism in our industry! The Professional Fish Harvesters Certification Board (PFHCB) encourages all fish harvesters to better understand these new Transport Canada certification requirements for Masters and Mates, and to make every effort to become compliant before the deadlines mentioned above.

If you require additional assistance, feel free to contact the PFHCB office at (709) 722-8170.

Seafood Expo Global

The Seafood Expo Global is the largest annual seafood trade event in the world. The event attracts more than 25,000 buyers and suppliers of fresh, frozen, packaged and value-added seafood products, equipment and services. Attendees travel from 145 countries to do business at the exposition.

This year the event was held in Brussels, Belgium from April 21 to 23. FFAW-Unifor representatives were on-hand to promote seafood from Newfoundland and Labrador.



Below: packaged salt cod



International seafood displays above and below



Inshore negotiations

A busy spring schedule of negotiations has resulted in significant raw material increases, driven by a combination of improvements in exchange rates and strengthening markets.

We reached a negotiated settlement of minimum crab prices with the Association of Seafood Producers. The minimum price for premium crab in 2014 is \$2.30 a pound. This is up from \$2.00 a year ago.

The Standing Fish Price-Setting Panel picked ASP's proposed price schedule for shrimp. Based on 2013 size distributions, the ASP offer would produce an average price of 76 cents a pound, whereas the union proposal would have amounted to an average price of 80 cents.

Last spring's shrimp prices averaged 63.4 cents a pound. The spring prices remain in effect until June 21.

This spring for the first time in many years, we negotiated halibut prices, this time with the Seafood Producers of Newfoundland and Labrador (SPONL).

The Panel picked the union's proposal for a price tied to actual returns in the market. Under this proposal, the price is adjusted weekly depending on market returns, based on an initial price and a final adjustment.

For the first week of the season, the week ending April 12, 2014, harvesters were paid an initial price of \$7.00 a pound, with an additional 40 cents paid out in the final adjustment.

This price formula, together with a new harvesting plan in the Gulf which should distribute landings over several weeks and avoid over-supplying the market, should significantly increase the value of the halibut fishery for harvesters.

In the case of lobster, once again the Panel picked the Union's position of a rollover of the 2013 price-to-market formula. Unfortunately, the lobster market dropped drastically after a good start. This is a serious problem we share with lobster harvesters in the Maritime Provinces, Quebec and the Eastern Seaboard of United States.

A major change in this year's inshore collective bargaining was in cod, which can be read below.

Meanwhile, work is continuing on a Capelin Working Group aimed at arriving at specs more in line with current market requirements. The joint FFAW/ASP Working Group will try to resolve the specs prior to price negotiations, which will take place in June.

Cod negotiations

Our Union has reached agreement with Icewater Seafoods on a cod pricing agreement based on quality grading. This agreement has been confirmed by the Standing Fish Price-Setting Panel, which means it is binding on all buyers in the province.

The reason for moving to quality grading is because this is the only way to increase the value of our limited quotas. The world is currently awash in codfish. The Barents Sea, adjacent to Norway and Russia, has a quota over a million tonnes a year.

Our main competitors - Iceland and Norway - are producing excellent quality cod. We have to do likewise if we are going to compete.

There is a major difference in market value between top quality, average or poor quality fish. One of the reasons for this is the market for cod block pays much less than the market for loins and prime cuts. This is because of the huge volumes of twice-frozen cod from China, as well as cheap substitutes like tilapia and pollock.

This agreement also addresses a major problem that occurred last year in 3Ps, when most harvesters were left without a buyer for several months. Because of the move to quality grading, Icewater plans to continue buying cod beyond the time they closed down in 2013.

They do retain the right to stop buying for a period of time if there are ongoing quality problems, but their goal is to keep operating as long as there is enough supply.

Last year cod was sold on a "tal qual" price of 50 cents a pound. What this meant was that someone landing Grade A cod was subsidizing the price for someone who landed cod that failed to meet Grade A specs.

The pricing system we negotiated with Icewater prices the raw material relative to the market value of the various grades.

Prices will be 80 cents a pound for Grade A (premium) fish, 40 cents for Grade B and 20 cents for Grade C.

Under this agreement, grading will be done at the plant. The union will be hiring checkers to verify the grades, and ensure it's fair.

Obviously our first choice would be to have the grading done on the wharf. The problem with that is that there would be a tremendous cost to having graders on the 200+ wharves where cod is landed. This would significantly reduce the price that could be paid for raw material, and defeat the purpose of the grading program- which is to increase returns to the harvester.

Oil spill awareness 101



Course participants reviewing the contents of a land-based oil spill kit including various types of sorbents.

Robyn Saunders Lee
FFAW-Unifor Industry Liaison
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Fish harvesters on Fogo Island took part in a two-day oil spill awareness course March 5-6, 2014. While the course was offered in response to oil leaking from the sunken paper carrier Manolis L, the impetus for this important knowledge transfer has been advocated for many years by fish harvesters.

Course participants learned of oil pollution prevention regulations in place through the Canada Shipping Act, basic properties of petroleum and associated hazards as well as spill prevention tools, techniques and precautions. Onshore and shoreline protection methodology was discussed along with the

environmental forces at play during response efforts. Heavy ice unfortunately prevented the practical exercise from being conducted but future courses are being planned to include this important component of training.

As our offshore oil industry continues to develop and the marine transportation sector grows, this type of training is a very positive step in creating more awareness and less mystery amongst our fish harvesters regarding oil spill response in the province.

Recent events such as the Manolis L oil leak off Change Islands and the grounding of John I off Rose Blanche make us keenly aware of the fragility of our fish resources and their habitat as well as our vulnerability to the consequences of human error and/or accidental events. While we hope that an oil spill of any magnitude does not happen in Newfoundland and Labrador waters, it is important to be aware and to be prepared.

In the Gulf of Mexico, just as in the Exxon Valdez and Prestige disasters, the fishing industry was instrumental in containment efforts following the spills. "The next step we need is acceptance by the oil industry and the people responsible for oil spill response that a comprehensive program is needed to train fish harvesters as first responders when oil spill cleanup is required," said Earle McCurdy.

The two day course was hosted by the Harbour Authority of Fogo Island in collaboration with the Shorefast Foundation. It was delivered by an instructor from the Marine Institute's Safety and Emergency Response Training Centre.



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Unifor | FFAW Women's Advocates

If you are interested in becoming a women's advocate, please contact Tina Pretty at 576-7276

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Lobster update

Keith Sullivan
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After a promising start to the 2014 lobster market, slower than expected Mother's Day sales have resulted in declining prices all over Atlantic Canada and the Eastern Seaboard of the United States.

As a result, we can update some of the developments touched upon in the last issue of the Forum, including the Lobster Summit and the continued branding work of the Lobster Council of Canada.

Canadian Lobster Value Recovery Summit

About 200 harvesters, processors, and government officials from five Atlantic Provinces, including three maritime fisheries ministers, attended the March 26-27 Summit. FFAW-Unifor members participating in the workshop included Kevin Hardy, Dan Baker, Monty Way and Keith Sullivan.

When it came time for the discussion, participants were ready for action and there was consensus on the investment through a levy cost-shared by harvesters and processors/shippers, in generic marketing and promotion of Canadian lobster as a way to increase value for everybody.

The other consistent theme was a call for reliable market intelligence of Canadian lobster. Burnt Islands harvester Kevin Hardy explained, "It was encouraging to see agreement with industry participants on investing in raising the value of lobster through a levy. This investment hinges on a well-developed business plan for marketing and promotion."

Lobster Council of Canada

The LCC has already outlined such a plan and will build on the details around marketing and promotion in the coming months. They have also recently made great strides in developing a brand, including a logo for



Canadian lobster. The brand includes a vision, mission, values and a promise to "consistently and sustainably deliver the highest-quality and most flavourful live and processed lobster to consumers who value the best."

The brand comes at the right time says Geoff Irvine, executive director of the Lobster Council of Canada. "So much is happening in the sector now with increased cooperation and collaboration amongst key stakeholders as well as enhanced market opportunities opening up with the Comprehensive Economic and Trade Agreement with Europe. This new brand is going to help the industry come together and celebrate the values which unite us, and to position lobster more effectively in the increasingly competitive global food industry."

You can visit <http://lobstercouncil-canada.ca/> to keep up to date with all the news from the Lobster Council.

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M&M Offshore is not your average welding shop

Greg Pretty
Industrial/Retail
Director

M&M Offshore is located at 456 Logy Bay Road behind the NTV News studio in St. John's. There are currently 90 members employed, the majority of whom are specialized welders complimented by skilled production workers.

This is not your average welding shop.

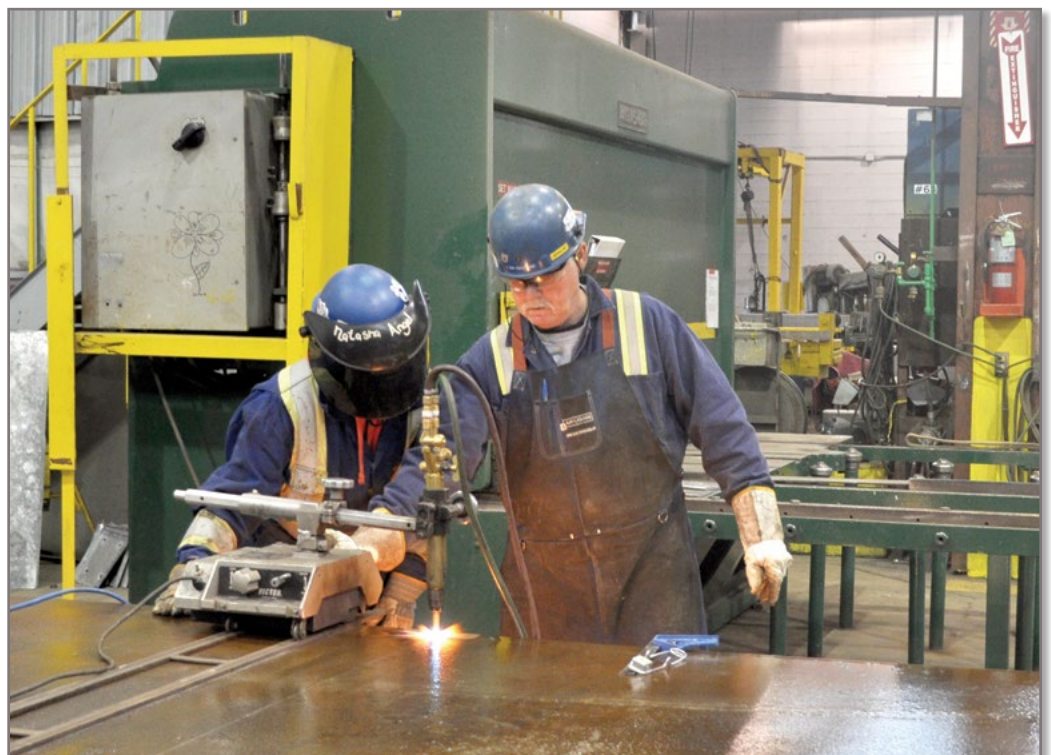
The plant, facilities and buildings cover a huge area that can be seen from Logy Bay Rd. This company deals with specialized welding and steel fabrication geared to heavy industries and offshore projects.

The workers have been a part of FFAW- Unifor since the early 90's and enjoy one of the better collective agreements in a very competitive industry.

Just recently, long-term Unit Chairperson and Industrial Council member Danny Quilty stepped aside and



Chad Morgan (left) / Keith Hayman (right)



Natasha Angel (left) / Bob Payton (right)

the Local has a new committee with Unit Chair Mike Chaulk, Chad Morgan and Gary Porter.

We are especially proud of the photo of Danny, Mike with Bob Peyton. Bob is a former committee member in the formative years of the Union at M&M and together with Danny, was instrumental in negotiations and the initial bargaining successes enjoyed by the members in the early 90's.

We salute the men and women of M&M Offshore as they continue to make a great contributions to the diversity and solidarity of the trade union movement In Newfoundland and Labrador. Salute!



Tom Sharpe



Danny Quilty (left) / Mike Chaulk (middle) / Bob Payton (right)



John Costigan

Launch event showcases traceable Newfoundland & Labrador seafood

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On Tuesday, May 20, industry suppliers, buyers, restaurants, government officials and media were invited to sample seafood at an event showcasing the ThisFish traceability project.

Held at the Sheraton Hotel in St. John's, five of the province's top chefs expertly prepared tasting dishes using traceable lobster and halibut from Newfoundland and Labrador.

Harvester Joan Doucette was in attendance to speak with guests and media about the benefits of the project.

"The fact that people will actually know who caught their fish, where it came from and what area of the province it was caught in and how it was handled is really great, because quality these days, that's a big issue," said Joan. "People want to know what they're eating."

Guests were provided with a menu card that listed traceability codes from the halibut and lobster used by the chefs. Guests could then scan a code with their smartphone or visit www.thisfish.info to find out which harvester caught each dish.

Lobster traces came from harvesters Dan Baker and Elmer Jensen of Harbour Breton, Harry Vautier and Brian Chant of La Poile, and George Francis of Port aux Basques.

The halibut used for the evening was traced to harvesters Steve Stagg and Norman Strickland, both of Port aux Basques.

Speakers at the event included FFAW-Unifor President Earle McCurdy, Department of Fisheries and Aquaculture Minister Keith Hutchings, Association of Seafood Producers' Derek Butler, Seafood Producers of Newfoundland and Labrador's George Joyce, and Restaurant Association of Newfoundland and



St. John's East MP Jack Harris, Unifor Atlantic Director Lana Payne and FFAW Inshore Director Bill Broderick.



Bacalao chef Ivan Kyutukchiev and owner Andrea Maunder plating their dish; halibut ceviche with tomato ratatouille.

Labrador (RANL)'s Nancy Brace.

The chefs that participated were Roary MacPherson of the Sheraton's Oppidan, Chris Chafe of the Doctor's House Inn & Spa, Courtney Howell of Grates Cove Studios Cafe, Kenneth Pittman of ONE11 Chophouse, and Ivan Kyutukchiev of Bacalao. The event was coordinated with the help of the RANL. Seafood for the evening was provided by Codroy Seafood Inc.

"We want tourists and locals alike to connect to where their food is coming from. There is a big disconnect in all sectors of food. We need them to understand that these people have worked really hard to get that fish on the table," said Nancy Brace, RANL executive director.

Restaurants have shown great interest in serving traceable seafood to their guests. The event received excellent coverage on several media outlets, including the front page of the St. John's Telegram, and was featured on CBC, VOXM and NTV.



FFAW President Earle McCurdy



Speakers from left to right: Minister Keith Hutchings, SPONL's George Joyce and ASP's Derek Butler

On the left is pan-fried halibut with mustard relish and pickled onions from Sheraton chef Roary MacPherson.

On the right is a corn-fried halibut topped with southwestern-style lobster and avocado salsa from the Doctor's House chef Chris Chafe.





Vigil for Loretta Saunders

Tina Pretty
FFAW-Unifor Executive Assistant
tpretty@ffaw.net

With over 200 people in attendance, the vigil for Loretta Saunders was a solemn and dignified celebration of a young life that was cut short much too early. Loretta was courageous 26-year-old woman who was working hard to make a difference for indigenous women, not only in Labrador but across Canada.

Held at St. Mary's Anglican Church in St. John's, this was one of many vigils held on March 27th across the country. Humble Inuk women elders spoke and prayed to the Creator for justice and for an end to violence against women. Traditional drummers gracefully played their instruments honouring Loretta's life,

and aboriginal throat singers trilled out their songs of love and sorrow.

Most poignant of all, was a reading of Loretta's writings by her sister-in-law, Paula MacDonald. Loretta's well articulated words spoke of determination and a profound understanding of colonialism and the effects it has had on her people. Loretta was working on her thesis on missing and murdered aboriginal women in Canada just before her death. Loretta was an intelligent young woman who was positioning herself to make a difference in the lives of aboriginal women.

Across the country, over 800 aboriginal women and girls have disappeared from their communities, most are found murdered. Aboriginal and women's groups have been demanding a National Public Inquiry and a National Action Plan to address violence against aboriginal women and girls but these demands have fallen on deaf ears within the Harper government.

Here are the statistics on how things stack up if you are an aboriginal woman in this country when compared to a non-aboriginal woman:

- Your life expectancy is 5 years shorter;
- You are at least 5 times more likely to be murdered;
- You report 3 times the level of violent victimization;
- You are 3 times more likely to live in poverty; and
- You are 3 times more likely to live in unsafe or inadequate housing.

Loretta's cousin, Holly Jarrett, is calling for action from the Harper Conservatives to conduct a public inquiry into the hundreds of tragedies against women like Loretta, as well as the impact it has on their families. Holly is working in collaboration with national Aboriginal organizations and would like you to join over 250,000 individuals already in support of her petition. To sign the petition online, go to: www.change.org/missingandmurderedaboriginalwomen.

At the vigil, speaker after speaker talked about Loretta's legacy to eliminate violence against aboriginal women and girls. This vigil was a celebration of a short life but it was also a call to action to end the violence and marginalization of aboriginal women in this country.

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One Billion Rising demonstration in St. John's



FFAW-Unifor's Johan Joensen reading the Man Prayer

A demonstration to demand the reinstatement of the Family Violence Intervention Court (FVIC) was held at Confederation Building on March 10, 2014. Originally scheduled as part of the One Billion Rising Event in February, the demo was postponed due to a winter storm.

Speakers included Mary Shortall, President of the Newfoundland & Labrador Federation of Labour, Gerry Rogers, MHA for St. John's Centre, Lynn Moore, a lawyer who worked in the FVIC, and Emily Bonia, a student from Memorial University. The "Man Prayer" was read out by FFAW-Unifor staff member Jóhan Joensen.

The Family Violence Intervention Court was introduced in 2009 and was a proven program of reducing family violence. It was welcomed and endorsed by all aspects of the Justice system, including the police, the courts, prosecutors, defense counsel, Child, Youth and Family Services, as well as victims, offenders, community agencies and women's groups.

However, the Provincial government, in their ill-thought out austerity budget of 2013 ended this program. Women's groups and workers from this court program say the FVIC was effective and was making a difference in the lives of women and children. To date, the demands to have the FVIC reinstated have fallen on deaf ears within the provincial government.

Newfoundland and Labrador is now one of three provinces without such a program - and the other two provinces are making moves to introduce similar initiatives.

Our government talks about violence prevention on one hand, then refuses to bring back a court program that worked. If the government is serious about reducing violence in this province, then let's bring this program back. To do otherwise is only playing lip service to this chronically serious and ongoing problem of family violence.

A copy of a petition to reinstate the Family Violence Intervention Court can be found at: <http://www.ffaw.nf.ca/userfiles/files/FVIC%20Petition.pdf> or by visiting our website.

Survey draw winners

Thank you to everyone who responded to our communications survey - the response was exceptional we greatly appreciate you taking the time to answer our questions.

The winners of the new FFAW-Unifor jackets are:

- Linda Butt of Heatheron
- Michael Dobbin of Admiral's Beach
- Randy O'Dell of West St. Modeste
- Robert Ricketts of Knight's Cove.
- Ruby Skiffington of Newman's Cove

Please contact Courtney at cpelley@ffaw.net or (709) 576-7276 with your size.



International Women's Day 2014

Tina Pretty
FFAW-Unifor Executive Assistant
tpretty@ffaw.net

What happens when you put 300 women in one room to celebrate International Women's Day? You get 300 empowered women at the end of two hours who are invigorated and a little more informed than when they walked in through the door.

Held at the Holiday Inn in St. John's, this year's event was a great success. The theme for this year's brunch was, Together We Are Stronger. While there were a lot of familiar faces in the room, there were also many new women and FFAW-Unifor was delighted to have Executive Board member Mildred Skinner at their table along with Harbour Breton plant chairperson Melinda Langdon, and ACAN Windows' Jackie Hann, Sandra Lawlor, Violet Cooper, Trina Parsley and Bernadette Stamp. Rounding out the FFAW-Unifor table were FFAW-Unifor staff Angela Tucker, Dianne Power, Jackie Baker, Courtney Pelley and Tina Pretty.

The keynote address was given by Dr. Deatra Walsh, a sociologist and gender researcher. Deatra gave a dynamic presentation entitled Finding Voice: Speaking to be Heard, which had women on their feet clapping and dancing. Dr. Walsh told participants that, "Change is only possible when institutions support it," and went on to outline what

gender is, women's economic reality, the disservice the Harper Government has done to women, and how we can effect change.

Our own Unifor Atlantic Director Lana Payne also gave an energized address that had women on their feet applauding. Lana gave a synopsis of the current economic times we find ourselves in and how unionization is a woman's best defense in maintaining our present position and in achieving economic equality.

Brunch participants were also treated to dance performances by the Avalon Gazelles and ribbon dancer, Tzu Hao Tsu.

A major component of the brunch was a silent auction of "Forgotten Treasures" which consisted of donated gently used or new items. The notion that someone's castoff can easily be someone else's treasure was proven by the \$1600 that was raised at this event. Proceeds of the fundraiser went to Marguerite's Place, a supportive housing program for women in St. John's.



Melinda Langdon, Tina Pretty, Lana Payne, Courtney Pelley, Mildred Skinner and Jackie Baker

Traceability to help Newfoundland tell its unique seafood story to the world

Eric Enno Tamm
ThisFish Team Leader

The world will now be able to find out if their seafood came from such colourfully named places as Black Duck Brook, Cow Head, Spirit Cove, Shag Island and a place simply known as The Bank. These are only a few of the 80 Newfoundland fishing ports where traceable Atlantic halibut and lobster will come ashore this spring and summer.

Fish, Food and Allied Workers (FFAW-Unifor) has teamed up with ThisFish to make halibut and lobster from Newfoundland's Southwest Coast and Gulf of St. Lawrence traceable this season. So far, some 250 Newfoundland harvesters have registered with ThisFish and FFAW-Unifor expects the number to reach 300 by summer. These harvesters are expected to land about 500,000 traceable live lobsters and 250,000 pounds of traceable, fresh Atlantic halibut this season.

The only thing more colourful than Newfoundland's place names are the people who live there with their unique dialects, folk songs and proud fishing culture. Skippers typically work from small-scale boats and dories with hooks, lines and traps. Most are day-boats, returning each afternoon or evening with live lobsters or fresh halibut. Small-scale, day-boat fisheries are known to produce exceptional freshness and quality.

While these artisanal fishing methods date back generations, FFAW-Unifor believes fisheries of the future will be about building a regional brand identity and connecting producers with consumers through new traceability and social networking technologies.

"We are using traceability to improve the sustainability of our inshore halibut fishery and to boost the branding and marketing of our premium quality lobsters and halibut," says David Decker, FFAW-Unifor Secretary-Treasurer. "We have a unique story to tell about our small-scale fisheries and we believe consumers in Canada and abroad will respond to it in a positive way. We want to increase the value of our seafood, improve incomes to rural fishing communities and differentiate our products in the global marketplace."

Last year, FFAW-Unifor in partnership with the Department of Fisheries and Oceans implemented

mandatory tagging of all halibut caught in the Gulf of St. Lawrence (NAFO Fishing Area 4R) to improve fisheries management. Fish harvesters had to tag each halibut with a unique code and register its weight with a monitoring service.

This summer more than half the harvesters will be using ThisFish coded tags, allowing the public to trace the halibut back to an individual harvester using a smartphone, tablet or computer. Consumers can even send a private message to their harvester via ThisFish's website.

Fish harvesters have set up Facebook-like profiles on ThisFish and can login to a private dashboard where they can read consumer comments and see an interactive map of where their catch has been traced.

"Most fish harvesters have no idea where their fish goes or who is eating it, but ThisFish has now changed that," says Mandy Ryan Francis, the FFAW-Unifor's traceability coordinator based in Port aux Basques.

"The tracing activity map and consumer comments have proven to be immensely popular features among fish harvesters. They're fascinated to see who is eating their catch and are genuinely heartened to receive thank-you messages from appreciative consumers."

The first ThisFish-tagged halibut from Newfoundland's south coast hit the market in the beginning of April. However, the largest fishery in the Gulf of St. Lawrence will take place from late June until August.

The first lobster fishery opened on April 23 on the South Coast with subsequent openings in lobster fishing areas on the West Coast extending until July 10.

FFAW-Unifor's traceability initiative is a three-year initiative being funded by the fish harvesters themselves along with the provincial Department of Fisheries and Aquaculture and the federal Atlantic Canada Opportunities Agency. FFAW-Unifor has been working on developing this initiative for more than two years, ever since a smaller traceability pilot project involving ThisFish and 11 harvesters ended in 2012.

If the initiative proves successful, FFAW-Unifor hopes to expand traceability to other fisheries and species in the province.

For more information on the traceability project, contact Mandy Ryan Francis, FFAW-Unifor Traceability Coordinator, at mfrancis@ffaw.net or (709) 660-3265.

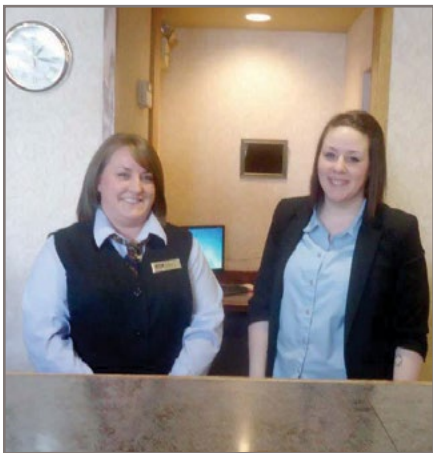
FFAW-Unifor members at Hotel Gander will make your stay memorable

Ideally located just eight minutes from the Gander International Airport on the TCH, Hotel Gander offers 147 guest rooms, ranging from standard, superior and suites.

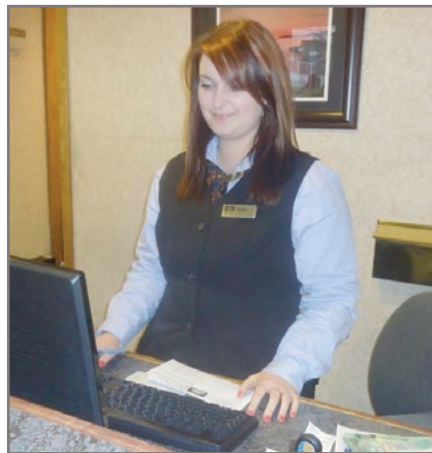
The hotel has pet-friendly rooms, an indoor pool, as well as a dinner theatre from June to September. Hotel Gander also offers air conditioning, a fitness centre, conference room facilities, and wireless internet.



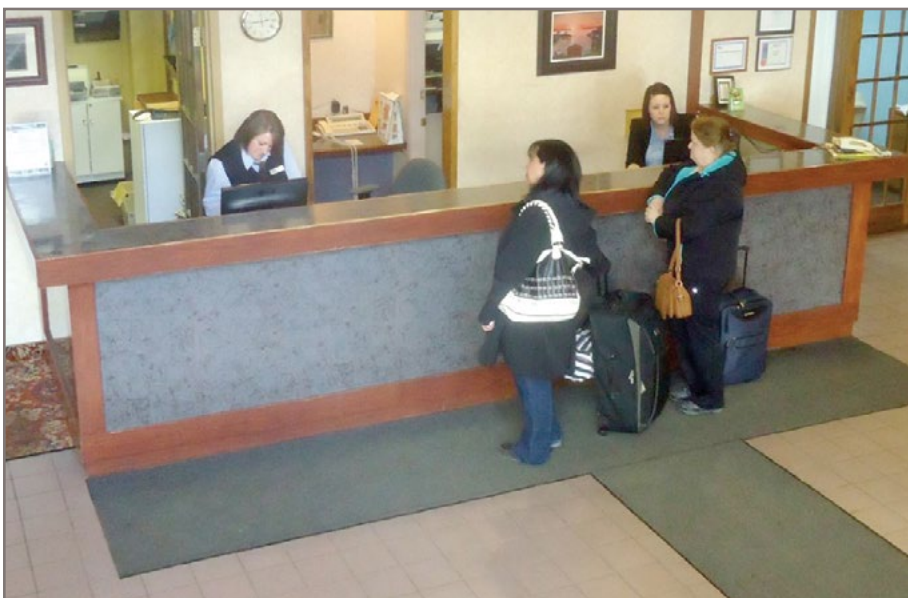
The customer service provided is second-to-none, and staff will ensure you have all you need to make your stay truly exceptional.



Front desk staff Anita Ellsworth, Jaycee Cobbe and Ashley Burry greet all guests with a smile



Congratulations to bartender Enid Pelley (above), who will be retiring in June after over 30 years of service!



Jackie Cuff providing friendly service in the dining room



Housekeepers Mary Mugford and Christine Devereaux ensuring your room is clean and comfortable



Maintenance worker Robert Guthreau taking care of business!



Cook Jonathan Head, FFAW Staff Rep. Allan Moulton, and cook Paul Logan in the hotel kitchen



Barb Hodder, Gaye Ellsworth and chairperson of the local, Mike Devereaux



Debbie Samuelson and Kit Dwyer sharing a laugh in the hotel dining room

Who should benefit from our fisheries resources?

Keith Sullivan
FFAW-Unifor Market Research
ksullivan@ffaw.net

Drs. Barbara Neis and Rosemary Ommer released a policy paper on April 16th along with a presentation and discussion at Memorial University's Harris Centre. Titled, "Moving Forward: Building Resilient Fisheries and Coastal Communities in NL", the paper discusses our challenges and vulnerabilities but also acknowledges that our fisheries are not broken.

The paper had many recommendations and challenges us to discuss our values. As FFAW-Unifor President, Earle McCurdy put it when he presented as a guest panelist at the release event, "A set of fisheries management policies are really a set of values." The question at the heart of our fisheries policy discussions should

be; who should benefit from our fisheries resources?

Does our new set of values depreciate the established principles of adjacency to resources and historical attachment and allow for vague, one-off and poorly defined policies such as the Last in First Out (LIFO), to dictate how our resources are managed? (See the President's Column on page 3) When fisheries management decisions are made we must ask: Who is getting the value from our fisheries?

At a time when many other entities, such as foreign interests and large processing companies are looking at any way possible, usually through lobbies to change policies combined with public relations schemes, to get access to valuable fish resources, it is important to emphasize the value of our fishery in Newfoundland and Labrador.

Drs. Neis and Ommer recognize our current owner operator fishery is the economic engine of coastal Newfoundland and Labrador. The authors explain, "In many of our coastal communities, our fisheries continue to be a major source of employment and wealth generation".

During a discussion leading up to the release of the paper it was estimated that in the last decade, approximately 300 million dollars has gone directly into the St. Anthony region's economy from inshore shrimp enterprises. This does not even take into account the spin-off benefits. Similar values could be documented for other coastal regions around our province. The fishery is the lifeblood of these communities and has real value - we should continue to take pride in our accomplishments. The focus should be on revitalizing and improving our fisheries and not dismantling the strengths of our coastal communities.

The authors and many others who contributed to the document should be commended on their work of bringing these conversations to a public forum. The amount of research and expertise drawn on to produce this document is significant. We need more public discussion on the value of our renewable fisheries resource for our future. The full report is available at www.curra.ca/policy_brief.htm

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COVERAGE: The Union Forum has one of the largest circulations of any magazine in Newfoundland and Labrador, reaching over 12 000 households. The magazine reaches thousands more online through our website and social media.

MARKET PENETRATION: The Union Forum is direct-mailed to all FFAW-Unifor members, which includes **every fish harvester in the province**, along with thousands working in plants, large hotels, manufacturers and breweries.

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Presentation of cheque to the Grace Sparkes House



Photo taken by 5 year old Chloe Grandy

On March 29, 2014, FFAW-Unifor women presented the Grace Sparkes House executive director, Lisa Slaney, with a \$2,000 cheque on behalf of the Unifor Social Justice Fund.

On hand for the presentation was FFAW-Unifor Women's Committee Coordinator, Tina Pretty, along with Women's Advocate Cathy Dimmer and Garnish inshore fish harvesters Melissa Grandy, Tina Dober, Connie Legge, Denise Hillier, Tracey Grandy and Lee Cluett.

During their visit to the administration offices of the shelter, FFAW-Unifor women were given an overview of the services and programs offered by the Grace Sparkes House, which services the whole Burin Peninsula. Of particular interest was the new supportive housing program - the first of its kind in the area. After the briefing, Inshore Council member Denise Hillier said, "it was quite an eye-opener for us and we learned a lot here today."

The Unifor SJF donates \$100,000 annually to women's shelters across the country. Tina Pretty said, "We are proud of our national union and the work they do, not only in the workplace but in promoting social justice and fairness in our society. This money will be put to good use in helping women and their children safely leave abusive relationships."

Who has a 3 year warranty?



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Seismic is sexy

Harvey Jarvis

FFAW-Unifor Projects Manager

hjarvis@ffaw.net

An organization named *Oceana*, founded in 2001 and claiming to be the world's largest international organization focused on ocean conservation, says that the noise from seismic air guns is quite intense. The organization says that the sound from a motorcycle is 10,000 times more intense than the sound of someone talking, the sound from a jet engine is 10,000 times more intense than the sound of a motorcycle and, the blast from a seismic air gun is 100,000 times more intense than the sound from a jet engine.

Seismic air guns are used to conduct surveys that determine if there is oil beneath the ocean floor. During those surveys, the air gun blasts occur continuously over large geographic areas for days to weeks, and sometimes months on end.

The season for air gun blasting off Newfoundland and Labrador is approximately April to November. Based on what we know about the ecology of the area, that is also the time of year when most fish (fin and shell) and mammal species partake in feeding migrations and or congregate for spawning.

Any reasonable thinking individual would expect that noise 100,000 times more intense than a jet engine would be, at the very least, disruptive to fin and shell fish. If such loud blasts were occurring on the lawn in front of your home, non-stop for a few weeks or months, your behavior or one or more of your biological functions would surely be significantly impacted. I'm sure you would agree that this would affect you and you must be wondering how much of an impact such an intense disruption has on the creatures whose home is beneath the waves?

I recently invited some oil industry people to tell me what they thought of the *Oceana* claim that a seismic blast was 100,000 more times intense than a jet engine blast. The reply was quite short and was nothing more than a political response to a simple question. The answer was, "As a source of information, it must be recognized that *Oceana* is critical of both seismic surveys and fishing practices."

Since the "go away and stop bothering me" response

served to heighten my thirst for an answer, I decided to ask a scientist who is knowledgeable about sound frequencies and seismic surveys.

Most of us are aware of the medical diagnostic process using ultra sound. To put things in context, I asked for the differences between the sound frequencies of ultra sound equipment and the sound frequencies of seismic air guns. I asked what I would notice different about the process if someone used a seismic air gun instead of ultra sound equipment to conduct my medical diagnostic examination.

Unlike the answer I got from the oil industry representatives, the answers I got from the scientist were quite relevant and easily understood. The answers were:

- Ultra sound frequencies are very high pitched and have no penetrating power, as such.
- Seismic guns produce low frequencies that can penetrate "way down" into sediments and rock. Seismic frequencies also come with very high pressures.
- If the low frequencies and very high pressures from a seismic gun were used to perform an ultra sound on human tissue, the effect would be identical to that from an exploding "suicide belt".

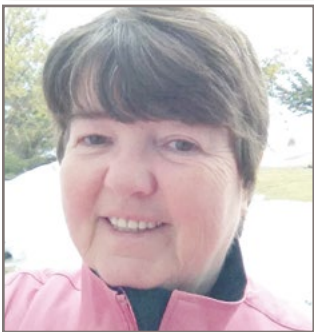
Pretty darn noticeable wouldn't you say?

A seismic air gun blast will scatter my flesh and organs over a few thousand square feet but has absolutely no impact at all on a cod, a shrimp or a crab? A blast from a seismic air gun would reduce my biological mass to a few splatters on a wall but, according to the oil industry, to a cod, a shrimp or a snow crab the impact would be only about as discomforting as listening to your favourite tune on a radio!

Big oil, in defense of seismic operations, will sometimes refer to research that suggests that seismic survey operations have no significant biological or behavioral impact on fish or mammal species. In my humble opinion, big oils claim about the effects of seismic, is similar to a claim made by big tobacco a few decades ago. Back then the only impact of smoking was that it made you feel and look sexy! Unfortunately, as was the case with the effects of smoking, it sometimes takes society a few decades to weed out the propaganda and accept the obvious.

For now, the blasting that eventually brings us oil is sexy!

Welcome to FFAW-Unifor's newest Women's Advocates



Women's Advocates Jackie Hann (above) and Joan Doucette (below).

The FFAW-Unifor Women's Advocate program's ranks have just increased by two. It is with great enthusiasm that we welcome aboard Joan Doucette and Jackie Hann to the program.

Joan is an inshore fish harvester from St. George's, who also holds a seat on our Inshore Council. Jackie works at ACAN Windows in Paradise and sits on her local's Executive Council as well as the Health and Safety Committee.

Both women received the 40-hour basic Women's Advocate training at our national union's education centre in Port Elgin, Ontario during the week of March 9 to 14.

When asked about their experience, both women gave very positive reviews of the training and the material.

Joan Doucette said, "I walked into the classroom with little knowledge and left feeling very enlightened as to the role of a Women's Advocate."

Jackie Hann's experience was similar. She said, "I was amazed with the knowledge and experience I have gained." Jackie views her role in her workplace as a Women's Advocate "with the capability to help others who need help and to not judge them but to listen."

It is wonderful to welcome these two committed union sisters to our Women's Advocate program.

FFAW-Unifor will be looking at training more Women's Advocates this coming fall. If you think this may be a role you would be interested in, please email tpretty@ffaw.net

Agreement reached with Harbour Grace Cold Storage

Ninety members of HGCS Ltd., also known as Harbour Grace Cold Storage, have a new collective agreement. The contract was ratified on April 13, 2014 in Harbour Grace.

The members ratified the offer by a vote of 66%. The deal is for 30 months and comes with increases in each of the three years.

"This was a particularly difficult set of bargaining," said Industrial Director and Chief negotiator Greg Pretty.

"We've been in a legal strike/lockout position since January 19 of this year," said Pretty.

"The Companies Chief Negotiator notified the conciliator that should we strike them, he would close and reopen as a freezer facility employing only

12 people."

The company's final offer was soundly rejected by the membership in March. This caused a flurry of bargaining activity in the weeks to follow, however no progress was made towards a meaningful agreement until the company's chief negotiator suddenly quit prior to the Boston Seafood Show and was replaced at the bargaining table by the local manager.

"Only then did we start to make progress towards an agreement. I want to thank the bargaining committee for their tremendous resolve in their struggle to renew the collective agreement and the membership for the support shown to the bargaining committee through the long, arduous process." said Pretty.

Demonstrations across province bring awareness to unfair sharing of Northern Shrimp



In March and April, thousands of harvesters, plant workers and concerned public showed up across the province in displays of solidarity against the unfair sharing of the Northern Shrimp resource.

Starting in Plum Point on March 21, harvesters, plant workers and concerned members of the public rallied together to draw attention to the unfair sharing of the Northern Shrimp quota. Over 200 people came out that day to the small community on the Northern Peninsula.

Following the Plum Point rally, demonstrations were held at DFO offices in Corner Brook, Grand Falls-Windsor, Fogo Island, Twillingate and St. John's. These demonstrations resulted in office closures and lost time for DFO and awareness was brought to the significant impact these quota cuts will have rural Newfoundland and Labrador.

Provincial Fisheries and Aquaculture Minister Keith Hutchings came out in support of FFAW-Unifor members. Premier Tom Marshall also held a meeting with members to discuss how we can make Ottawa, in particular federal fisheries Minister Gail Shea, end the unfair Last in First Out (LIFO) policy.

Special attention should be drawn to the solidarity shown by members in Corner Brook (pictured above), who stood together for several days protesting the unfair cuts Minister Shea has imposed on our rural communities through LIFO.

The trickle down effects of these quota cuts will hit rural Newfoundland hard. Because of this, many other organizations and businesses spoke out against the cuts and how they will impact much more than just harvesters and plant workers. For instance, many customers of Western Steel are fish harvester boats and the company and its workers were very vocal about the unfairness of these quota cuts.



FFAW members at demonstrations in St. John's



Gerard Chidley (left) and FFAW members in St. John's (right)



Demonstrations on Fogo Island (left) and Grand Falls-Windsor (right)



Demonstration in Twillingate (left) and rally in Plum Point held on March 21st (right)



Inspired by today's members, and tomorrow's

Jerry Dias
Unifor National President

Since becoming National President of Unifor, it has been my incredible honour to stand beside workers – both members of Unifor, and those working to join – as they stood up for their rights and for a voice in their communities.

On a recent Thursday, for example, I stood with team members at Toyota in Ontario as we announced an escalation of their effort to join Unifor and become the first assembly plant outside the Detroit Big Three to be unionized in Canada.

In the face of a very long company list of employees, these team members, working hard to gain representation and a collective agreement for themselves and their co-workers, vowed to redouble their efforts, get more cards signed and move to a certification vote sooner rather than later.

That effort is going on now. After an already very long struggle, these team members dug down, found new energy, and are getting more cards signed.

They didn't have to. They could have chosen to leave the matter up to the lawyers to fight over the company's list, but are so confident in their support that they decided to get more cards signed, undeterred by the company's long list of employees.

To stand beside such workers in such a moment was a great honour for me.

Less than 24 hours later I was in Halifax for the inaugural meeting of Unifor's Atlantic Region Council, meeting members, leaders, activists and staff from across the Atlantic.

There was a lot of work to do, but events that week in our host province pushed their way to the front, and delegates to the council took time from their meeting to rally in protest to labour legislation brought in just hours before restricting the bargaining rights of health care workers in Nova Scotia.

And, again, I had the honour to stand with workers passionate about their jobs and their rights, describing the dedication that health care workers bring to their work, their patients and the future of Medicare in this country.

It is an important fight, one that must be undertaken across this country, addressing local, provincial and national issues and concerns.

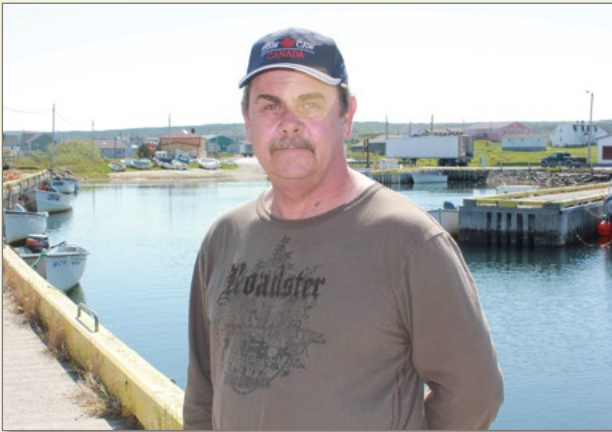
It was invigorating to see Atlantic region members doing just that, and moving so quickly on this vital issue.

The leadership shown by the Atlantic locals, in fact, is an example for all of us. The challenges we face are coming at us fast, from many directions. We need to move fast, as we did with the healthcare rally just hours after the anti-labour legislation was passed, to make our voices heard.

Only then can we fulfill one of the ideas on which Unifor was founded – that we can and must build a better country.

Through my work and travels, I meet Unifor members committed to the work they do and to the labour movement.

They challenge and inspire me. They are why this new union is changing the politics of this country.



In memory of long-time activist Larry Tremblett

Larry Frederick Tremblett
September 10, 1957 - March 31, 2014

Long-time activist and union member Larry Tremblett passed away on March 31 after a long battle with cancer.

Larry was part of the Fisher Committee in Bonavista Bay and was a representative on the Inshore Council.

Larry was extremely involved in his community and was part of the committee that raised funds to build the Fisherman's Memorial at Cape Bonavista to commemorate fishers in that region who lost their lives at sea.

Larry was very well-respected in his community and among his fellow union sisters and brothers. Many members of the union came to his funeral as a show of support for his many years of dedication and in celebration and thanksgiving of his life.

The funeral service was held on April 3at the Memorial United Church in Bonavista.

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DFO Turbot tagging program



DFO research technician Daniel Porter tags a Greenland halibut (turbot).

In 2013, DFO Science tagged and released more than 7500 Turbot off the northeast coast of Newfoundland in NAFO Divisions 3KL. The DFO turbot tagging program gathers important information that will be used to study the distribution and migration of this stock. Fish harvesters are essential

to the success of this program through the recapture details that they provide to DFO. From the information harvesters provide, scientists can learn more about the movement of turbot and estimate population size.

DFO reminds harvesters to return captured tags for a reward. The reward value is based on the colour of the tag (white tags \$20, orange \$100). It is important that harvesters record the length of the fish, date and location captured, as well as the type of gear that was used to catch the fish. DFO is also asking for fish harvesters to return the whole fish to the department for further study. Harvesters can contact DFO using the email address provided on the tag to arrange for transport. This information is essential to the success of this program.

Tagged turbot can be returned to:

DFO Science
80 East White Hills Rd
St. John's NL A1C 5X1

For questions about tag returns, contact us at:
(709) 772-2066 (collect calls accepted).



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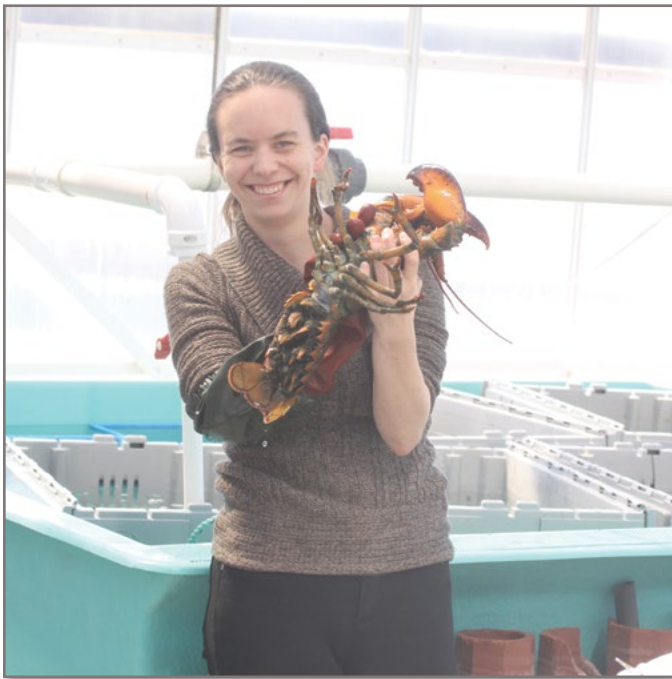
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Lobster research contributes to future of stock assessments



The Lobster Node aims to link academic researchers, the fishing industry, and government researchers together to answer questions on lobster. The FFAW, with 44 lobster harvesters in Newfoundland, are collecting data for the Lobster Node. Over the next few issues we will highlight ongoing lobster research within the Lobster Node.

Marthe Larsen Haarr
PhD Candidate, University of New Brunswick

Marthe Larsen Haarr is currently pursuing her PhD in biology at the University of New Brunswick. As part of the Lobster Node, Marthe's research focuses on berried females and egg production.

One of the overarching objectives of the Lobster Node is to determine how lobsters in different LFAs are connected to one another and how the fishery in one LFA affects the fishery in neighbouring LFAs.

One of the ways lobsters from different LFAs are likely connected is through larvae. Larvae swim near the surface for a few weeks to a couple of months each summer before they begin life on the ocean floor like adults. During this period they can be carried considerable distances with currents.

Counting larvae in an area is generally impossible, which is why I use data on berried females to estimate egg production as a proxy for larval supply.

Data on berried females is collected by fishermen weekly throughout the fishing season in most of eastern Canada. This data collection started in 2011 and is still ongoing. The data collected on berried females includes catch rates, sizes, developmental stage of their clutches and clutch fullness.

I use the data on berried female catch rates and size to estimate egg production. Previous research has given us mathematical formulas for estimating how big a female's clutch is based on her size. I can therefore estimate how many eggs each berried female measured was carrying and use this to compare egg production among different areas.

I am currently working on identifying areas where egg production is consistently high or low, and over what area egg production varies. I am trying to determine how far apart areas are before we start seeing different patterns in egg production. For example, does egg production differ between sites as close together as 10 km, or do we need to travel 100 or 200 km between sites to see real differences?

The other question that still needs to be answered is when larvae hatch. Knowing when lobster larvae hatch in different areas is an important part of understanding distribution and how connected lobsters in different LFAs are.

Exactly when larvae are released into the water will influence for how long and how far they drift before settling at the bottom. The time of hatch can also influence survival depending on the conditions at the time, such as temperature, current and food supply.

Obtaining baseline data on the timing of hatch in different areas may also allow for easier monitoring of potential changes in the face of rising ocean temperatures.

However, this question is not as easy to answer with the berried female data collected in-season, even though data is collected on how developed each berried female's clutch is and whether or not the eggs are hatching. The reason for this is the mismatch between the fishing season and the timing of hatch.

In almost every LFA the fishing season ends either

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New FFAW Fisheries Scientist



Dr. Erin Carruthers is the new FFAW Fisheries Scientist. Erin is from Denman Island, a small island off Vancouver Island. She completed her undergraduate degree at the University of Victoria followed by her first fisheries related position as an at-sea observer in the British Columbia bottom trawl fleet.

Following a short stint in Ontario, Erin moved to the East Coast and worked with Fisheries and Oceans Canada in Nova Scotia and New Brunswick. There she contributed to stock assessments and research on pollock, swordfish and bluefin tuna stocks. Her research showed that pollock on the Scotian Shelf were eating less and were skinnier than in the 1960s when krill were common. A lack of krill – and what that means for the fish who feed on these small shrimp-like animals – has become a research focus for Erin here in Newfoundland and Labrador where capelin are no longer feeding heavily on krill like they did over twenty years ago.

Dr. Carruthers completed her PhD in Biology at

Memorial University and went on to work with the Centre for Fisheries Ecosystems Research (CFER) at the Marine Institute in St. John's.

Erin's PhD research was on the Canadian swordfish and tuna long-line fisheries, specifically how understanding both fishing practices and fish behaviour can be used to decrease the amount of unwanted catch and discards – a big issue in that and many other fisheries. That research contributed to lower shark mortalities, MSC certification, and better assessments. Her postdoctoral research at CFER has focused on the changing role of capelin in Newfoundland and Labrador ecosystems.

"FFAW took the step of hiring a scientist to provide the scientific and technical expertise we need to effectively represent our members in our dealings with DFO," said President Earle McCurdy.

"What we liked about Erin's background is that she has specialist in ways to include fish harvesters' traditional ecological knowledge in fish stock assessments – something we have always supported."

Erin is thrilled to be part of the growing research program with FFAW-Unifor. She is looking forward to building research collaborations with fish harvesters, and with colleagues at Fisheries and Oceans, Memorial University and other institutions.

Erin can be reached by email at ecarruthers@ffaw.net or by phone at (709) 576-7276.

LOBSTER RESEARCH Continued

before hatch starts or just after it has started. This means that the full duration of hatch in an area can never be observed during the fishing season and extensive out-of-season sampling to get this data is simply too expensive.

We have therefore tested an alternative method for obtaining data on the timing of hatch, which involves taking small egg samples from berried females during the fishing season, checking how developed the eggs are using a microscope and then using temperature data to predict how fast these eggs would have developed to hatch.

Egg samples from a sufficient number of berried females using this method is accurate. We only need 20-30 eggs collected from 30 berried females at a site,

as well as a temperature logger to be deployed for the summer. I hope to do this at 20-30 sites throughout eastern Canada this June.

This research will provide valuable data on egg production and larval supply on an unprecedented scale. This is the first time anyone has attempted to analyse data from the majority of our LFAs to get an overall picture of lobster egg production.

It will provide useful information on variability and consistency of egg production over both space and time, which can be valuable during stock assessments.

Together this data on egg production and the timing of hatch will be used in computer models to predict where larvae hatched in an area will settle on the bottom and grow to become part of the fishery later.

World Ocean's Day events around Newfoundland & Labrador



June 8th is World Oceans Day

Together we have the power to protect the ocean

Events are happening throughout the province from June 2-8, 2014! Check out an event in your area with your family and friends and join the celebration to show your appreciation for the ocean!

FFAW-Unifor will be at the Marine Institute in St. John's educating the public about our Seafood Traceability Project at the *free* World Ocean's Day Family Event on Saturday, June 7th from 10 am to 3 pm. For more details on these activities check out the FFAW website at www.ffaw.nf.ca.

Avalon Peninsula

Friday, June 6th:

- Signal Hill at 7 pm

Saturday, June 7th:

- Free Event at the Marine Institute with fun activities for kids and adults from 10 am to 3 pm
- Logy Bay Ocean Sciences Centre Meet the Sea Creatures from 10 am to 5 pm
- Middle Cove Beach Activities from 10 am to 2 pm

Sunday, June 8th:

- Holyrood Marine Base Demonstrations and Tours from 10 am to 3 pm
- Petty Harbour Mini Aquarium Grand Re-opening from 10 am to 6 pm

Terra Nova National Park

Sunday, June 8th

- 11 am to 3 pm (Park Permit Required)

Fogo Island

Saturday, June 7th and Sunday, June 8th:

- Beach Clean-ups and Celebration at the Marine Interpretation Centre

ACAP Humber Arm

- Stream and Shoreline Cleanups
- Marine Debris Education Modules
- 10th Annual Student Environmental Art Challenge
- Environment Week/Oceans Day Information Fair

Bonne Bay Marine Station

Sunday, June 8th

- Beach Clean-up, Food and Prizes from 10am to 4pm



Art contest winner Grade 3 student Maya Ruiz



contest winner Grade Kindergarten, Rachael Griffin

Over a thousand harvesters take part in consultations with NL-Fish Harvester NL-FHSA



South East Bight

Sharon Walsh
Executive Director
NL-FHSA

Improving safety in any environment can be a challenge. Improving safety for those who work on a moving platform in the North Atlantic is an extreme challenge.

It is well-understood that NL fish harvesters work in one of the most hazardous industries. Defined by strenuous labour, long work hours and harsh weather, the safety of our fishing crews demands a fervent and industry-driven effort.

In a previous issue of the Forum, the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) announced that it would be contacting fish harvesters to participate in safety consultations.

The participation of owner/operators and crewmembers across all fleet sectors was of paramount importance. The NL-FHSA was determined to make the voices of harvesters heard and reflected in the development of recommendations and initiatives to

accommodate their working environment. As experts in their occupation, it is necessary to call upon the input of harvesters to lead any and all improvement in safety practices.

These consultations were part of a comprehensive industry needs assessment. This effort was undertaken by the NL-FHSA to determine what an industry-led approach would require. Specifically, the consultations are assisting the NL-FHSA in setting priority goals, determining future communication and education opportunities, as well as to identify the required resources to ensure success.

Over the past decade, NL harvester have demonstrated their commitment to safety through record numbers of certifications, safety training, and improved safety equipment carried onboard vessels.

The response from harvesters to these safety consultations has been tremendous. More than one thousand harvesters from across the province participated.

Contributions were made to the discussion via

CONTINUED NEXT PAGE

NL-FHSA Continued



Cartwright



Change Islands



St Stephens

community meetings, safety surveys, discussion groups, and one-on-one interviews. The large numbers of participants involved confirms the commitment of NL harvesters to improving safety aboard their vessels.

More than 60 community meetings were scheduled across the island and along the coast of Labrador between December

2013 and March 2014. Given the significant winter weather challenges, meetings were often rescheduled and some regrettably cancelled. Nevertheless, community cooperation and the patience of harvesters prevailed and we had outstanding results.

Here's some of what we heard:

- The NL-FHSA should concentrate on preventing accidents and injuries through safety education and awareness initiatives.
- It's important that the NL-FHSA not focus on regulating the industry, as there is already a provincial and federal regulatory and enforcement regime.
- A better understanding of regulatory

requirements, liabilities and responsibilities by fleet sector (for both owner/operators and crewmembers) is needed.

- Improved access to safety information such as safety alerts, best practises, safety equipment, personal protective equipment and proper use.

- More detailed injury/incident statistics by fleet sector/vessel size and species fished is a must.

- Investment in safety is a priority, but there is apprehension that additional costs could further impact the viability of fishing enterprises.

- The NL-FHSA can be the “go-to” organization for safety information. Preferred communication methods include: safety videos, website, mail, posters and hand-outs, and the Union Forum magazine.

- Annual community meetings on relevant matters.

Issues identified by harvesters throughout the consultation process will be addressed through the creation and delivery of education and awareness programs.

The NL-FHSA recognizes that there is significant work to do. This is distinctly evidenced by Workplace Health Safety and Compensation Commission (WHSCC) statistics.

In the past five years alone (2009 -2013), there have been 13 deaths related to the fishing industry. There were 739 injuries. Approximately 569 injuries resulted in lost time away from work and 157 fish harvesters required medical aid (with no lost-time.

There is a lot at stake. The fishery is a one billion dollar industry. It’s an industry with a renewable resource that supports more than 10,000 harvesters, some 4,000 enterprises and 400 communities.

This is an industry entrenched in our culture, vital to our provincial economy and especially significant to rural Newfoundland and Labrador. Ensuring that harvesters can work both safely and successfully without occupational injury, illness or fatality is necessary and requires all industry stakeholders to work together.

As Executive Director of NL-FHSA, I would like to sincerely thank all harvesters who took their personal time to provide their views and contribute to improving safety in their occupation. We look forward to providing updates in the next Forum issue.



L'Anse au Loup



South East Bight

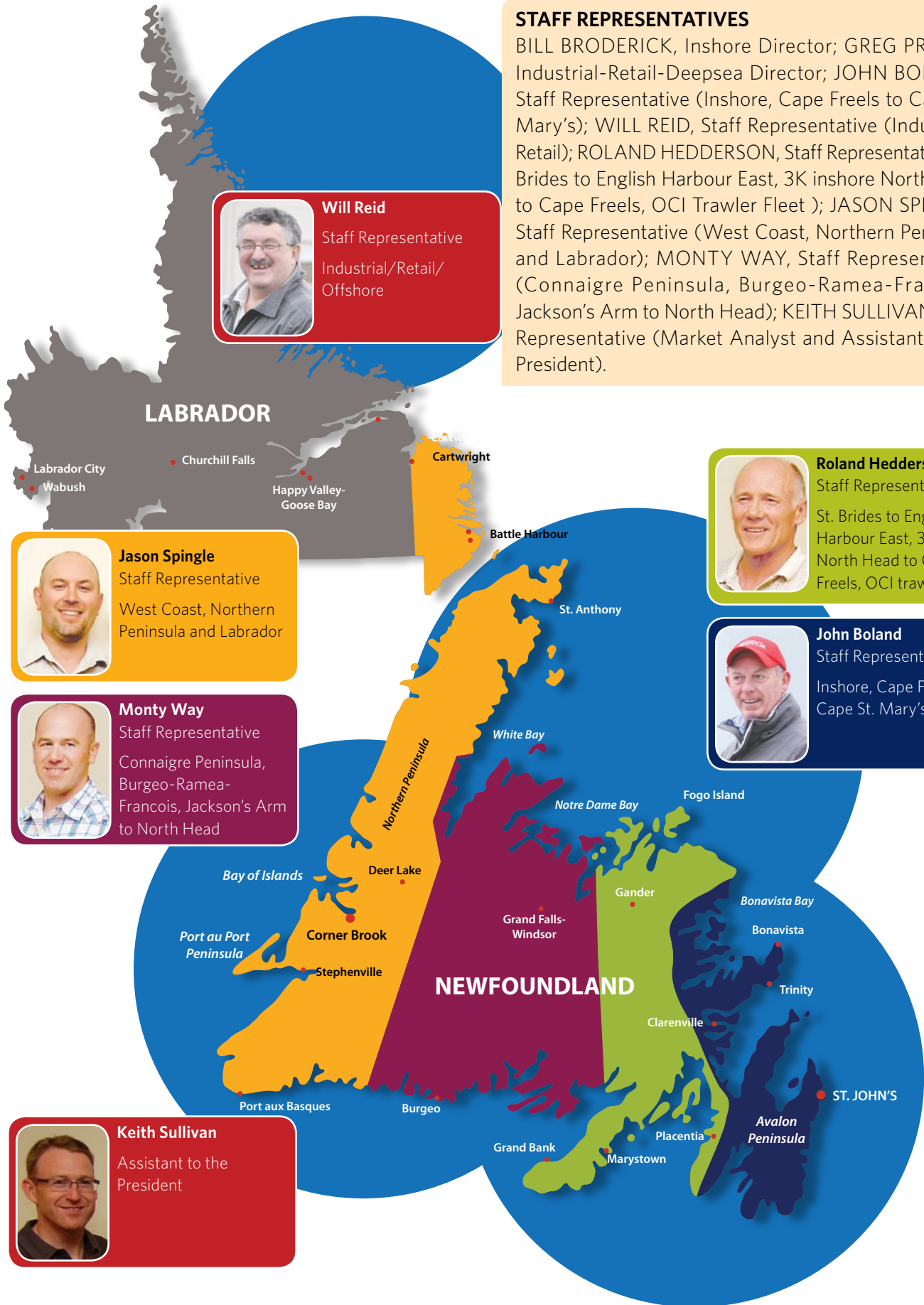


Port Hope Simpson Labrador

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Swimming with lobster



Victoria holding a juvenile lobster as she conducts an underwater survey of the MPA.

Victoria Howse will be on the water again this year with fish harvesters around the Eastport Peninsula in Bonavista Bay.

Victoria is a master's student at the Marine Institute's Centre for Fisheries Ecosystems Research. Her research is seeking to better understand the role of the Eastport Marine Protected Areas (MPAs) in enhancing the local lobster population and fishery.

Ms. Howse is using fall monitoring tagging data that has been collected by harvesters since 1997 to examine whether there have been changes in lobster growth rates over time inside and outside of the MPAs. She is also examining egg production and how it varies in relation to distance from the MPAs.

"This collaborative project has been a great opportunity for me to work closely with, and to learn from, local harvesters," says Victoria.

Lobster research on the Eastport Peninsula has been supported by the Centre for Fisheries Innovation, Fisheries and Oceans Canada and NSERC. Victoria can be reached by email at Victoria.Howse@mun.ca.

What's on your checklist this fishing season?

Fish Harvesters know the hazards of working at sea. Yet each year, fatalities occur and many harvesters are seriously injured. Injuries include - paralysis, amputations, hearing loss, broken bones, muscle strains, back injuries, cuts, punctures and bruises, electric shock and burns, and exposure. Although work onboard fishing vessels can be dangerous, many incidents can be avoided if proper preparation is taken to eliminate and reduce hazards, ensure safety procedures are followed and personal protective equipment is worn. More safety information can be found at www.nlfhsa.com / www.ffaw.nf.ca.

Inspection and equipment maintenance:

Inspection and maintenance of equipment can prevent downtime, extend the life of the equipment and prevent serious injury.

- ☑ Check all equipment for wear, rust and ensure in proper working order
- ☑ Regularly inspect cables, winches, railings etc. that are susceptible to corrosion and wear
- ☑ Follow manufacturer's instructions for installation, maintenance and inspection
- ☑ Install recommended safety devices

such as pressure reducing valves (PRVs)

- ☑ Ensure qualified inspectors check new or modified installations

Gangways for safe access to and from the vessel:

Using appropriate gangways can provide safe access to and from the vessel. Vessel movement creates a hazard during access and egress. Fatalities have occurred where the use of proper gangways could have prevented this.

- ☑ Secure gangways properly to both the vessel and the dock
- ☑ Make sure gangways are free of ice, snow, debris and equipment

Wear personal floatation devices (PFD):

The use of PFDs is very important. Harvesters working on the decks of commercial fishing vessels without wearing PFDs are at high risk of drowning.

- ☑ Always wear PFDs when exposed to the risk of drowning
- ☑ Wear PFDs when working on deck where traps, nets and other equipment are located
- ☑ New designs are lightweight and designed for good mobility

Vessel Stability/Overloading: The stability of your fishing vessel is something you depend on, for both your livelihood and your life. Keeping your vessel safe requires good decision-making and good actions. Even if your vessel is a safe one that complies with all the rules, poor operational decisions can have serious consequences.

- ☑ Be mindful of your vessel stability
- ☑ Never overload the vessel - know how much catch you can safely carry
- ☑ Ensure your catch is properly penned and gear and equipment are properly secured
- ☑ Ensure hatch covers are secure and water tight
- ☑ Leave plenty of safety margin for the bad weather and/or decreasing fuel levels

Installation of guardrails: Check for areas on upper decks that can be made safer by the installation of guardrails to prevent falls from height.

- ☑ Wherever possible, ensure guardrails are in place and properly maintained
- ☑ If removed, ensure they are reinstalled once the specific work is done.

FLASHBACKS



Do you recognize these people? 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 cpelley@ffaw.net and your name will be entered for a prize. The winner will be announced in the next issue of **The Union Forum**.



Last issue's Flashback was correctly identified by **Colin Newhook**. He correctly identified last edition's Flashbacks as ACAN workers Mike Gambin, Ivy Hancock, Mike Courtney, Pat Walsh, Paul Blagon and Martin Newhook.

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