

fall 2015

the union forum

Returns on Atlantic Halibut continue to rise

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Fish, Food & Allied Workers

Upcoming elections: time to chart our course

Transition of women's roles in the fishery

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Sam Lacosta of Campbell's Creek/Port au Port

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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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Keith Sullivan

The time is ripe to chart our course

When this issue of the Forum gets into your hands, we will be on the last lap of the federal election and the opening stages of the provincial campaign. By the time the balloting begins for the provincial election on November 30th, Newfoundlanders and Labradorians will have been in full political campaign mode for nearly four months.

Both the provincial and federal elections are of great significance for us all. This year the voters for the federal election are presented with a particularly competitive race that offers stark differences between the candidates (many candidates are not finalized for the provincial election). The outcome of the federal election will have a more direct impact on how the fishery – the root of the rural economy – is managed and conducted in the future.

The FFAW has been proactive in the race for Canada's next Prime Minister. It is imperative that every FFAW member understand where each political leader stands on the important issues that affect their daily lives. It is the FFAW's goal that every member casting a vote on October 19th is doing so, knowing how each political party intends to address such matters as adjacency in the fishery, cuts to

the coast guard, and employment insurance benefits.

As such, the FFAW has delivered letters to Mr. Mulcair, Mr. Trudeau, and Mr. Harper asking them to respond to seven key questions for the FFAW membership. The leaders are asked to provide an answer by the end of September and their responses will be circulated to the membership and posted on the FFAW website. Copies of the letters and summaries of responses will be posted on the FFAW website at www.ffaw.nf.ca.

The questions that the FFAW have asked the leaders are direct and precise. Given the complexity of some of the issues for which we seek answers, we included detailed annexes on several topics; no leader can claim that he did not have the chance to research an issue.

The questions we asked

covered a broad spectrum of issues. The first questions requested a full endorsement of the principle of adjacency and historical attachment as the primary fishery management policy for resource allocation. Without adjacency and historical attachment, there is no inshore fishery or fish plant sector. Adjacency and historical attachment are defining issues for the members of the FFAW. We have received tremendous support for these principles from people across our province, including union members, business owners, municipal leaders and politicians. This was evident at the rally in Gander that had hundreds of people, plus leaders from all political parties including the premier supporting such policies.

The federal party leaders were also asked for a commitment to abolish LIFO and establish fair



Meeting with Liberal Leader Justin Trudeau in April.

CONTINUED NEXT PAGE

sharing regime for the northern shrimp quota. This question is heavily related to adjacency, which has been largely discarded in favour of the offshore fleet in northern shrimp. The impacts of LIFO on the inshore shrimp fishery has been much discussed in the past, but suffice to say the success of this year's shrimp fishery could quickly be reduced to nothing if LIFO is maintained and the stock report is negative.

Also related to adjacency and historical attachment was the FFAW's question to the federal leaders on confirming that the first 115,000mt of the northern cod quota will be allocated to the inshore. While it is impossible to do justice to this issue in a few sentences, this question holds great importance for the economic future of the fishery. The 115,000mt inshore allocation existed before the moratorium and it needs to be in place after the moratorium.

The final adjacency-specific question we ask the leaders involves Gulf and 3Ps halibut. Gulf and 3Ps halibut harvesters have been grossly mistreated by the federal government. Halibut has such potential as a valuable fishery in these areas, but the federal government has failed to acknowledge the historical halibut fishery long practiced by harvesters in these areas.

The FFAW also asked the federal leaders to continue the current federal commitment to the owner-operator and fleet separation policies. The FFAW is heavily involved in the Canadian Federation

of Independent Fish Harvesters - a coalition of 35 harvester organizations from across Canada - which has stood at the forefront of the fight to preserve owner-operator and fleet separation policies. This past July the Federation won a major victory with a federal government commitment to crackdown on controlling agreements. This commitment needs to be strengthened by the next federal government.

The final three questions we asked involve changing recent federal policies. The federal govern-



Meeting with NDP Leader Thomas Mulcair in April.

ment's coast guard cuts to NL have put saving money ahead of saving lives. The FFAW has asked that these cuts be reversed.

In 2009 the federal government disqualified fishing industry workers from the five week extension to regular EI benefits. This cut has been hard on plant workers, some of whom run out of benefits before the fishing seasons restarts. The FFAW has asked that the five week extension once again cover fish harvesters.

Lastly, in late 2014 the provincial government and the FFAW believed that a deal had been reached for a \$280 million fishery

fund as part of the CETA agreement. This deal was subsequently unilaterally revoked by the federal government. We have asked the party leaders to commit to this incredibly important fisheries fund.

While these are our direct efforts, we are also working with our partners on other important election issues. The FFAW is active in the Newfoundland and Labrador Federation of Labour's campaign for improved healthcare, childcare, jobs and economy for all Canadians and retirement security, including

increasing the CPP. You can read more from the Federation's president, Mary Shortall, on page 10.

The change that the FFAW is seeking will be easier to achieve with member support. Every federal candidate in the province has a copy of our letter to the leaders. Ask them the questions we've asked them and hear their response and judge their commitment. The candidates must know that the FFAW is not speaking alone; we are 12,000 members strong and we are powerful when we stand together.

Lastly, get out and vote on October 19th and November 30th. Your vote matters.

Carson Canyon Snow Crab Survey: Does Seismic Affect Movement And Catch Rates?

Erin Carruthers
FFAW-Unifor Scientist
ecarruthers@ffaw.net

What are the impacts of seismic blasting on snow crab fisheries? Do snow crab hunker down or move off the continental shelf during seismic surveys? Is commercial catch affected? These are the types of questions we are trying to answer in the Carson Canyon with a new study led by Dr. Corey Morris from DFO.

In the first year of the study, the focus is to demonstrate that snow crab can be tagged and tracked using acoustic tags (“pingers”) and to demonstrate that the set-up of acoustic moorings works well at the edge of the Grand Banks. With the second of three legs of the 2015 survey just about complete, it looks like the team will be able to meet the first-year goal. Crabs are tagged and being tracked!



Scott Smith, FFAW science technician

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SNOW CRAB SURVEY Continued



Crew member of the Arctic Eagle 1



Tagged snow crab sporting their pingers



DFO's Dr. Corey Morris

The impacts of seismic activity on valuable fish resources and fishing activities continue to be very concerning to fish harvesters in Newfoundland and Labrador. The fishing industry is managed using the precautionary approach and the pillars of conservation and sustainability are key to the long term economic viability of fishing enterprises. Yet, seismic operations are being carried out year after year over important fishing grounds while impacts are largely unknown.

We have been pushing for seismic studies to be conducted on local species for quite some time. What is important to this research is that fish harvesters are actively engaged in the process of design and execution. While we are disappointed that several research initiatives in recent years have either been discontinued or slow to materialize we do remain optimistic that collaborative research can be undertaken by both the fishing and petroleum industries. The current ESRF crab/seismic project with Dr. Corey Morris is an excellent example of the harvesting sector being actively engaged in research specifically designed to address questions related to movement of crab following seismic activity.

The next step is to get a handle on movement patterns and catchability when no seismic surveys are taking place. Then – once we have a handle on normal behaviour – we can begin to determine if snow crab behaviour differs during and after seismic blasting. That is the research focus for years 2 and 3.

Big thanks to all involved for getting this exciting research program started! We're particularly pleased with the level of fish harvester engagement in the design of this project. An inshore fishing vessel has also been chartered to provide the research platform for the work in the Carson Canyon. Two different vessels will be chartered in years 2 and 3. Therefore, harvesters will see first-hand how the study is being conducted and share their experiences with their fleets.



Crew of the Arctic Eagle 12 - Arctic Eagle crew members Bill Clarke and Chris Smith

From One Skipper to Another: The Transition of Women's Roles in the NL Fishery

Tina Pretty, Women's Committee Coordinator
Dwan Street, Projects Coordinator

She Was Skipper of the Shore Crew.

The title of Marilyn Porter's article hits home with a strong realization - while the fishery has long been a driver of the economy of Newfoundland and Labrador, women have played a crucial role in its resilience since the first settlers arrived on shore in the 1600s to better harvest the abundant fish stocks they had begun fishing a century before. We women are hardy, rolling with the tide and adjusting when the industry shifts and requires it. While the role of women in the fishing industry has changed from the days of settlement of Newfoundland and Labrador, their roles have only become even more important as the industry has changed through struggles and victories.

Denise Hillier from Garnish is a skipper and her story is a perfect example of how her roots and history in the fishery have helped shape her in to a strong woman who heads her own fishing enterprise. Denise comes from a fishing family; it is in her blood. Her father fished his whole life until he retired in 2010 and one of her sisters and a brother are also skippers on their own enterprises. Women have been Skippers throughout history and it has often been said that if we want to understand where we are going we need to know where we have come from.

How Has the Role of Women in the Fishery Changed Over Time?

Though the first settlers were men, by the 18th century women made up 13% of the population and children made up 33%. Families meant a greater attachment to Newfoundland and Labrador and being able to rely on families for labour. These families resided in crude shacks or tilts, while some families fished "on the Labrador" for 4 or more months. It was not an easy life.

Newfoundland and Labrador's early fisheries were based mainly in salt fish production. Cod brought us here and it was cod on which the first fisher families

relied. While the majority of those at sea were men, it was the women and children who handled the fish on shore, salting and drying the product that would serve two purposes - feeding their families, and later being used to barter for other goods from merchants who sent the catch to market. Under the mercantile system, very little, if any, money traded hands and women ran the household on what little provisions were obtained from this system of barter. These women ensured their families worked together, and children were given all of the knowledge and skills required to support themselves and their future families through fishing.

For these early settlers, the work did not stop, from dawn until dusk. For women, their jobs were many. The keeping of livestock fell to them, as well as maintaining the gardens to feed their families and survive the long winter months. Their daily tasks included making bread (often twice a day), sewing clothing, hooking mats for the floors, knitting items, washing clothes with soap they made from rotting cod livers and wood ash, hauling water, splitting wood, all while monitoring and treating health issues with folk remedies. Mid-wifery was also practiced. While men were at sea, women were the jack-of-all-trades and the glue that kept homes and fishing stations running.

As fisheries evolved through technological advancements such as introduction of the cod trap and engines for vessels, and through social changes such as the rise and fall of the Fisherman's Protective Union (FPU) in the early 20th century, the role of the Skippers of the shore crew became increasingly important. Women were often in charge of line baiting, keeping vessels clean, handling bookkeeping and banking, purchasing food and equipment, handling interactions with officials and buyers, and managing other operations of the enterprise from shore. Some worked on vessels as cooks and helpers.

CONTINUED NEXT PAGE

FROM ONE SKIPPER TO ANOTHER **continued**



Some women transferred their skills handling the catch to processing plants where workers were predominantly female. Prior to the 1980s, women in plants made less than their male counterparts in processing facilities and the integrity of their work was jeopardized by policies such as the Unemployment Insurance (UI) policy that would only credit a woman's work in a plant to her husband. Similarly, though fish harvesting was a better income earner than plant work, women who fished with their husbands were denied UI eligibility and prevented from applying for UI. Their work was simply not recognized.

In the 1980s this changed. Women raised their voices and fought for the recognition they deserve. Better compensation for their work and fairness were key messages of the movement - one that gave way for a new generation of women in the fishery.

The number of women harvesters in the fishing industry began to rise in the mid-1980s. Women were empowered, and changes in policy that meant barriers for women in the fishery were being torn down. Women began to be more prevalent in boats, often fishing with their husbands and family. Household incomes improved by having two people fishing. In 2000, 20% of registered fish harvesters were women. This number increased from 1,480 in 1981 to 3,116

in 2000. The number of men in the fishing industry, however, declined steadily from 15,900 in 1981 to 12,656 in 2000.

While women in the early days would refer to themselves as "helpers" who usually fished with their husbands, this is no longer the case. We now see more women heading their own enterprise. No longer are women only Skippers of the shore crew but women stand at the helm alongside their male counterparts. What was once a male-dominated industry is now an industry that employs many strong women who harvest our adjacent resources and fight to ensure the fishing industry in Newfoundland and Labrador remains an important economic driver in the province.

Skipper Denise

Denise Hillier is an enterprise owner from Garnish on the Burin Peninsula. Skipper is not her only job title, however, as she is a wife, as well as a mother of two children, age 9 and 14. She has been around the fishery her entire life. In 1993 she went aboard her father Gordon Grandy's boat as a crew member. She remembers it well as it was her first night out of high school and she hasn't looked back.

Denise's sister is also an enterprise owner, but they are not the only women from the area fishing. She says, "Almost every enterprise in Garnish has a female as either owner/operator or crew." When asked how women fish harvesters are regarded by the men, she replies, "Women are treated no different than men in this area of the province. Lots of respect for those who can endure it."

Denise's season runs from April 1st to September 1st. Fishing from her 27' Osprey open boat, the Gordie and Andrew, in sub-area 11E of the 3Ps NAFO zone, she directs for lobster, crab and some cod using various gear - pots and handline and/or nets. Her area has always been a lobster/cod fishery and in recent times a small crab fishery has also been added. With cuts to crab and recent low prices for cod, lobster is the main viable fishery for area residents.

It takes a lot of work and expertise to run your own enterprise and Denise still turns to her knowledgeable



father for advice when needed. Besides being skipper and harvesting on her vessel, Denise looks after all aspects of her business such as accounting, purchases, and gear preparation. She also values education in her chosen profession and has completed a diploma in Quality Control from the Marine Institute (Memorial University of Newfoundland), the Fishing Masters IV course, and plans on doing the Fishing Masters III course in the future. As a professional fish harvester, she is registered as a Level II with the Professional Fish Harvesters Certification Board.

As with any profession there are challenges but fishing, in particular, is a dangerous racket. Take the job risk factor of an average office worker who wakes at a reasonable hour and heads off to their typical 9 to 5 desk job and place that occupation side-by-side with a fish harvester - there's no comparison. Harvesters such as Denise are up before daylight and on the North Atlantic earning their living. It is well known that fishing is recognized as one of the most dangerous professions in Canada. A report of the Transportation Safety Board states between the years 1999 and 2008, 14 people on average died from fishing accidents in this country. Denise acknowledges that her work is always dangerous, and even more so when it's really windy.

When asked about the challenges facing harvesters from her area Denise says it is getting fair prices from

buyers. However, she says, overall 2015 been a really good year with great prices for lobster and crab and gives credit to the union on price negotiations.

When asked about challenges for women fish harvesters in particular, Denise says, "More women should enter the fishery but with the demands of the job, when starting a family it gets more difficult (especially when with child) and dangerous. The hours are not steady and childcare is sometimes not available. However, with a good support system it is awesome and I have had that and have since I entered the industry." Fishing inshore allows her to be home every evening and she is fortunate that her mother Mary provides child care during the fishing season.

It's fair to say there are been a number of changes in the fishery since Denise starting fishing 22 years ago. While she says there are more regulations through DFO and a lot more paper work, she sees positive change with the implementation of conservation measures and recognizes the advantages it has for the future.

As for fishing as an occupation, Denise enjoys her work - especially being on the water in the fresh air. When asked about women in a predominantly male industry, Denise says, "Most people, not familiar with the area, still find it hard to believe that women actually fish for a living. In an industry that has traditionally been men, the first few years were spent proving ourselves in the industry. Now some men would rather have a woman onboard. Guess we all proved ourselves."

In her off time she enjoys spending time at the family cabin and is the volunteer chair of the Garnish-Point Rosie Trail Association.

Times have changed quite a bit since women were 'shore skippers'. Gone are the long backbreaking days of 'making the fish', subsistence living, and eking out a living on our rocky shores. But our women are still a hardy lot and adapt and roll with the continual changes in the Newfoundland and Labrador fishing industry. The sea runs through their veins and they will do whatever it takes in order to support their families and their communities. As for Skipper Denise Hillier, she says, "I will remain in the industry until it is no longer feasible, and as long as I'm able."

Guest Column: Newfoundland and Labrador Federation of Labour



Mary Shortall
President
NL Federation of Labour

Monday, September 7th is Labour Day. Workers come together to celebrate their victories – and there have been many – all the result of struggle and commitment to political action to make the world better and more equal for working people.

On October 19th, the people of Canada will vote in the most important election of their lives.

To us in the labour movement, it's about taking back the kind of Canada that looks after its citizens. The Canada that our ancestors struggled to build so that all workers can work, retire and live with fairness and dignity, have decent jobs and access to social programs and public services like health care, education, affordable child care, EI and safe communities.

The reality is that workers and their unions have been under attack since the Harper government came to power in 2006. So too have our allies – women's and other advocacy groups, social justice and human

rights groups, even scientists and statisticians – they have all been silenced.

Laws and policies have been aimed at dividing and weakening us, driving workers' wages down and eroding and eliminating those rights we have fought so long to have.

Laws like Bill C525, made it harder for workers to organize into unions but easier to de-certify. More recently Bill C-377 was passed, requiring unions to undertake far more detailed and public disclosures than those required from businesses.

Striking and locked out union workers have been ordered back to work and have had wages and benefits imposed on them.

Federal workers have had massive concessions imposed upon them and have lost more than 50,000 jobs in the public sector due to austerity measures. The Harper government has impeded workers' right to refuse unsafe work and curbed their legal collective bargaining rights.

Cuts to Canada Post and the elimination of door-to-door delivery is an unnecessary attempt by this government to eliminate good paying jobs and privatize yet another treasured public service.

Canada's slow economic recovery has left 2.8 million Canadians unemployed or underemployed. Nearly three quarters of the jobs created in the past six years have been part-time, temporary or in the self-employed sector. With limited job prospects, household debt is at an all time high.

Our economy needs good jobs - there are better choices. Choices that will allow us to support and care for our aging population. Choices that give us high-quality, secure jobs instead of short-term, temporary positions. Choices that provide programs that benefit everyone, instead of tax relief programs that benefit a select few.

The federal government, under Stephen Harper, initiated changes to the Employment Insurance Program which was already scaled down by the Liberals in the mid 1990s. They reduced eligibility, which created a \$2 billion surplus and which they then “stole” to pretend to balance their last budget. Now, less than 36% of unemployed workers can claim EI benefits. They are doing it yet again to create an imaginary “surplus” heading into this election.

This government has refused to negotiate the Canada Health Accord, which will ultimately remove \$43.5 billion of health care funding to the provinces, seriously threatening our most treasured public service.

Our population is aging. By 2026, one in five of us will have reached age 65 and over the next 10 years we face a shortage of 86,000 long-term care beds.

Considering many of us already struggle to find quality long-term care for our loved ones; it’s no wonder we worry about having the health care we’ll need in the future.



Four million Canadians don’t have a family doctor.

While Canadians wait for care, the federal government is breaking its promise to put the funds we need into the system.

Instead of cutting, let’s get back to the original plan to invest enough in the system to recruit and train the healthcare professionals we need and improve access to – and the quality of – long-term care.

Today, more than 3 million Canadians can’t afford the medication they need. A study published in the Canadian Medical Association Journal found that investing just \$1 billion annually would save \$7.3 billion every year – a 32 per cent reduction in overall spending on prescription drugs.

Investing in Canada’s health care system will benefit all Canadians. It will create skilled, high-value jobs and help keep Canadians healthy and able to work. These are long-term benefits that only investment can deliver for our economy.

The cost of child care in this country is astronomically high, especially in NL, and regulated spaces are increasingly difficult to find.

Today, four out of every five children under six years old don’t have access to a regulated child care space. For many families, the cost of child care is their second-highest expense after housing.

Finding quality, affordable care shouldn’t be a never-ending struggle. Quebec’s example shows that affordable childcare benefits everyone, and especially working women.

A national child care system is a better choice for children, families and the economy.

Every dollar of public funds invested in quality child care sees a 254% return in social-economic benefits. If Quebec can do it – why can’t we?

Canadians are worried about their retirement and the number of seniors living in poverty is on the rise. As older workers near retirement age, many fear they won’t have enough money saved.

After a lifetime of hard work, no one should have to retire on their own. And waiting until age 67 is even worse.

A small increase in CPP contributions could help make things easier. It’s time to expand the CPP, where everyone would benefit. It follows workers from job to job across the country, covering all workers – including the 11 million Canadians that don’t have a workplace pension plan.

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THE MARINE INSTITUTE'S COMMUNITY BASED EDUCATION DELIVERY UNIT IS OFFERING FISHING MASTERS TRAINING IN THE FOLLOWING LOCATIONS FOR THE UPCOMING FALL AND WINTER SEMESTERS.

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Trout River	Jan. 4, 2016 - Mar. 24, 2016
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TUITION: \$690

(Additional cost for text books and materials approx. \$275)

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Lewisporte	Nov. 9, 2015 - Mar. 24, 2016
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PRESIDENT OF THE NL FEDERATION OF LABOUR Continued

We all need to be able to retire at 65 with dignity.

More than 1200 missing and murdered aboriginal women and girls in this Nation and the Harper government refuses to launch a National inquiry.

Elimination of the gun registry, pulling money from groups who do international solidarity work, transferring fish quotas to conservative ridings, covering up senate scandals, eroding our public broadcasting Corporation, exploiting temporary foreign workers and the list goes on and on.

It has been said that workers can only be pushed so far before they push back. Well never has the time been as ripe for change as now.

We have a wonderful opportunity to mobilize and engage union members and their families and collectively defeat this government on October 19th.

On November 30th, voters in NL will elect a Provincial government as well. Workers cannot forget that attempts to enact a minimum wage and allow workers to unionize without intimidation by the bosses were defeated by both the Liberals and the PC's.

The current government is cutting the public sector and privatizing our public parks and Long Term Care rather than investing in good jobs and keeping our public sector and services strong.

The PC's have listened to Corporations rather than protecting workers, their resources and their communities.

Whenever we exercise our democratic right to vote, let's ask the questions and demand the answers that work for us.

The time for change is now! Federally and Provincially! We have the power to make that change to ensure we live in a society where fairness and equality exist and workers are treated with dignity.

On Labour Day - and each day after, let's commit to doing whatever it takes to make real change happen.

Mandatory Workshops For Commercial Sealers Continue In October

Humane Harvesting (beginning 9:00am at all locations)

In 2014, Fisheries and Oceans (DFO) announced that Humane Harvesting training on the three-step process will be mandatory for all commercial Seal Licence holders. It is important to be aware that Commercial Sealers who do not complete this mandatory Humane Harvesting training, and renew their 2015 Commercial Sealing licence by December 31, 2015, will not be eligible for Commercial Seal licence renewal in 2016.

If you have already attended the Humane Harvesting workshop, please renew your 2015 licence before December 31, 2015.

Humane Harvesting workshops will be held throughout the province from October 5 to October 16, 2015, as outlined on the schedule below. Humane Harvesting sessions will begin at 9:00am at all locations.

Quality/Health/Handling (beginning 11:30am at all locations)

The Department of Fisheries and Aquaculture (DFA) has a memorandum of understanding with the Canadian Food Inspection Agency (CFIA) to ensure a quality assurance and training program acceptable to CFIA for export certification of seal meat and oil products. Additionally, seal processors in Newfoundland and Labrador have confirmed that they will only purchase seals/seal products from commercial sealers who have completed training in both Humane Harvesting and Quality/Health/Handling.

Commercial sealers who have not yet attended a Quality/Health/Handling workshop are encouraged to attend one of the upcoming workshops being delivered from October 5 to October 16, 2015, as outlined on the schedule below. Quality/Health/Handling workshops will begin at 11:30am at all locations.

WEEK #1 - October 5-8

St. Anthony	Monday, October 5th Fire Hall
Cow Head	Tuesday, October 6th Shallow Bay Motel
Stephenville	Wednesday, October 7th Days Inn
Twillingate	Wednesday, October 7th Lions Club
Grand Falls	Thursday, October 8th Mt. Peyton Hotel
Whitbourne	Friday, October 9th Lions Club
Cartwright	Tuesday, October 6th St. Peters Parish Hall
Port Hope Simpson	Wednesday, October 7th Alexis Hotel
L'Ance au Loup	Thursday, October 8th Harbour Authority

WEEK #2 - October 13-16

Plum Point	Tuesday, October 13th Plum Point Motel
Baie Verte	Tuesday, October 13th Baie Vista Inn
Deer Lake	Wednesday, October 14th Deer Lake Motel
Clareville	Thursday, October 15th Clareville Inn
Gander	Friday, October 16th Gander Hotel
St. John's	Friday, October 16th Ramada Inn
Goose Bay	Wednesday, October 14th Hotel North Two

*Humane Harvesting workshops begin at 9:00am & Quality/Health/Handling workshops follow at 11:30am.

Profiling traceability in Trout River

Dwan Street
Projects Coordinator
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Trout River is beautiful.

Even more wonderful than this scenic fishing community on the west coast, just outside of the Tablelands, are the people - hard working harvesters who are up at the crack of dawn to toss hooked long lines over the gunnels. Each hook brings the hope of seeing white bellies emerging through the water when the hooks come back in the afternoon.

The beauty of the community, the people and the Gulf halibut fishery will be showcased in a film by Kobb Media this summer. On August 3 I had the pleasure of joining Alex and Marc-Andre from Kobb Media as they filmed a crew in Trout River on the opening day of halibut period four.

Firstly, I would like to extend my sincere gratitude to the skippers of the Timmy & Troy, Blaine Crocker and Larry Barnes, as well as their crew members Kenny, Steve Barnes, George and Steve, for being so wonderfully accommodating and for allowing us to head out on the water with them. The personalities of each harvester added to what is absolutely stunning footage. From Blaine's fun, energetic manner, Larry's calm, focused demeanor in the wheelhouse, to the family pride in the industry demonstrated by Larry's son, Steve, hauling lines as his father operated the hauler, the crew personified rural, inshore fisheries. Kenny's humor was fantastic and his and love for the fishery was evident as he continues to come back for each summer on his vacation from his job at a Chrysler plant in Sudbury, Ontario (a plant represented by Unifor!).



The producers from Kobb Media felt at home and loved working alongside each and every one of you, as did I. I will admit that having the salt water on my face, hearing the gulls at the crack of daylight and watching the sun creep over the water's edge made me homesick for my own little coastal community.

The film is the first of what will be a series showcasing the many fisheries happening in our coastal communities. These films highlight the hard work by harvesters who ensure the resource is harvested sustainably, responsibly, and who rely on the many species adjacent to their coastal communities. These videos will be published on the Newfoundland and Labrador Seafood Industry website that is currently in development. The aim of this website is to highlight harvesters, their communities and the small boat fisheries of our province to open markets, increase transparency of Newfoundland and Labrador fisheries to the world and, most importantly, to add value to the products on the global marketplace that will be seen by harvesters and coastal communities.

Our day in Trout River began on a calm morning, though the winds made the water a little choppy (but made awesome footage!) As the sun crept over the hills barrels of rope and pans of baited hooks waited to be thrown into the sea as the crew laid the trawl. Hours later we returned as all hands helped in bringing the lines back in, anxious to see what the day held. The Kobb Media crew learned about various aspects of the fishery that day - from the hardiness of halibut to the importance of returning wolfish, a Species at Risk, back to the water carefully.

This was a different experience for me and one that was indicative of the care harvesters take in ensuring the product landed is of high quality when it reaches the market. The experience also made obvious that we are a culture of togetherness, as watching each of the crew work together was like watching a finely oiled machine. Son and father, life-long friends, this east coaster, and our camera crew of CFAs (Come From Aways) all worked together, joked together and sang together. It truly was a beautiful day.



As the crew weighed off the fish, they placed distinct Product of Newfoundland Labrador traceability tags on each fish to ensure consumers would be able to see exactly where the fish was harvested and thank the harvesters who brought this high quality product to market. Since the opening of Gulf halibut this year we have seen traces come in from places such as Vancouver, Boston, Minnesota, just to name a few. Harvesters are hearing exactly how great Newfoundland and Labrador seafood is straight from the consumer.

The video filmed by Kobb Media will be available in the near future. Keep an eye out so you too can experience the beautiful day we had in Trout River and share in the excitement of the sustainably harvested Gulf halibut fishery!

Fisherman's Daughter

Sabrina Pinksen

I was raised in a small town, even by Newfoundland standards. My mother worked in the local fish plant until the moratorium, the same year I was born.

I was raised in the fishery. My father co-owned a boat with my uncle and later went on to skipper his own. As an active union member, my dad brought me along to conferences and out of town meetings. I've known the familiar faces of the FFAW since I was a kid. The evening Fisheries Broadcast was the soundtrack to my childhood, while conversations on

crab prices and RAP negotiations filtered through the semi-closed living room doors to the kitchen as I cleaned up after supper.

I owe everything I have to the ocean and what it has yielded my father and my family. But I never truly understood, because I had only lived it from the shoreline. I never thought about the struggle that awaited him on the ocean.

Until I met it myself.

While the fishery was something I cared about and held close, it became very distant from me as I grew further from my hometown

and my identity evolved during my years in St. John's.

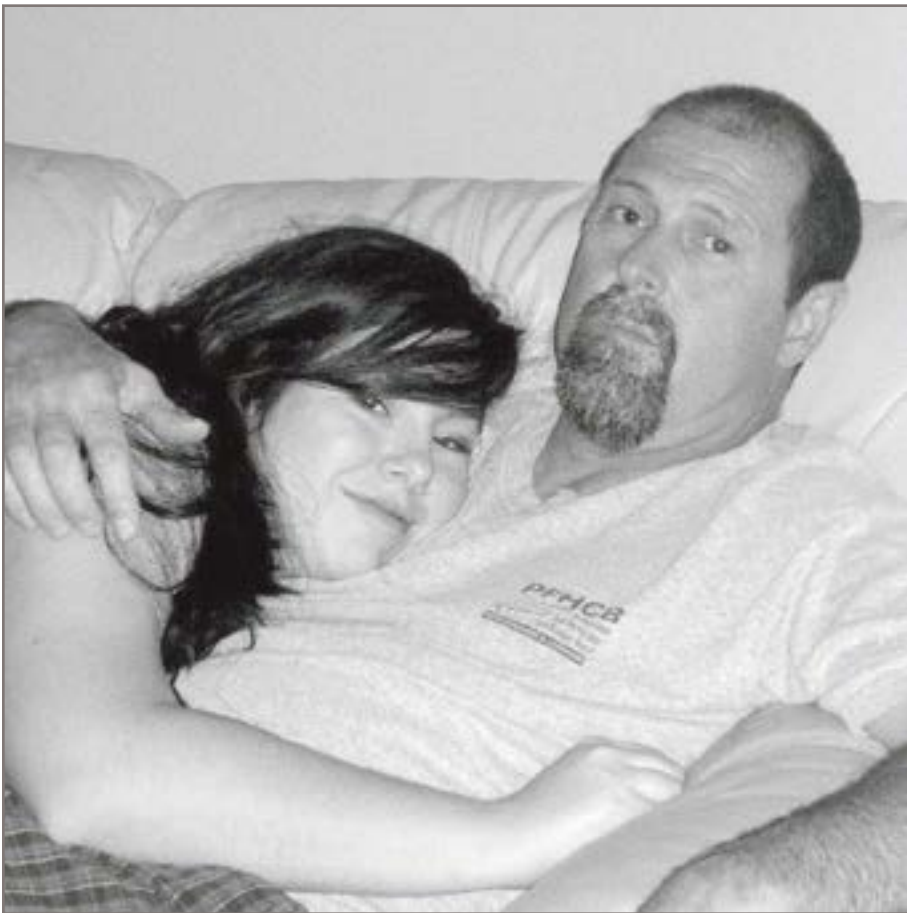
None of the people I met during my five years in town knew anything about the fishery. These were people who had travelled the world but thought the experience of rural Newfoundland was encompassed by taking a trip to a giant inn. They were and are great people, but people who never seemed to understand why I took the six hour trek back to Wild Cove at every chance I got.

A short time after graduation and a personal struggle, Dad told me to come fishing with him.

My dad had just landed in St. John's with a trip of turbot. I was working my last couple shifts at a restaurant in town, intent on moving back to my hometown for the summer, figuring out my next steps. I had three days off and my mental state at the moment made all of that spare time look terrifying as opposed to welcoming.

"Why don't you come out for a couple trips of fish?" Dad asked.

My life was in limbo anyway, Dad pointed out. So I went to work and finished my last shift, packed a bag and got onboard the following morning. The boat, the water and the image in my head were all things I had grown up knowing. There was a strong sense of familiarity mixed with apprehension as I met the sixteen hour steam to the Grand Bank.



Sabrina and her dad, Larry.

It was rough. I fought off queasiness the first night as the boat rolled and slapped violently against the water. I took a roll across the floor of the bunk room, but I eventually learned how to stand when the ground beneath me wasn't still. A both literal and metaphorical lesson I needed to learn as the previous months had uprooted and destroyed my sense of a safe foundation.

Lucky for me there were two other women on board whose lead I followed throughout the trip. I got my bearings and stood alongside two women and learned how to properly gut a turbot (not without butchering the first few dozen). As my hands became familiar with the movements I began to think that there is something to be said about an honest day's work.

There was something about standing onboard and looking across the deck to my dad who smiled at me reassuringly. There was something about the taste of a ham and cheese sandwich and a can of Pepsi at eight am that had never tasted so good to me, something about the fresh ocean air, and about looking across at my uncle whose familiar silhouette looked completely at home. The experience soothed me as much as it took me out of my element.

At the end of the day my arms ached and my fingers were so sore I questioned ever being able to hold a paintbrush again. I had never felt so tired in my twenty three years. But it was a different type of exhaustion. It was a sleepiness born through labor and one



Wild Cove

I knew I deserved. I would go to bunk at eight pm and rise again at five having never slept so well.

Within a couple days we were headed back to St. John's after landing 16,000 pounds of turbot which, between me and the two other women (who are a lot faster at gutting fish than I am), we sliced open all ourselves. I landed in St. John's dirty, tired and sore but I had a sense of accomplishment that I'd never gotten from my five years of academia.

Before my trip, I had been frightened over my future. I was planning on moving abroad to teach English and the thought of leaving home to live in a foreign country was scary. After that first trip of turbot I felt like I could leave the day after and I would be fine. I had the strongest sense of urgency to do everything I'd ever wanted to. I felt strong. I had pride in myself. I laid in my bed on land that night still feeling the rock of the ocean.

A week or so later, dad told

me to come back out for a trip of shrimp.

"Nothin' to the shrimp," he said. "Lots of time in the bunk," he said.

So again, I packed a bag and headed aboard.

The next morning I got on deck and suited up again. I was going to be picking (throwing out the garbage in it that no one wanted) and bagging the shrimp. I agreed that shrimp fishing was easy at first. My back ached a little but it was only a couple hours of work at a time. But, by the third day, my body hurt no matter what position I put it in. I threw up through one tow, sleep deprived and stressed out by these never ending piles of shrimp filled with endless amounts of garbage that seemed to take years to pick through. I slept for periods of just a few hours. Shrimp fishing is an all around the clock gig. I am not an all around the clock operating person. Getting

CONTINUED NEXT PAGE

FISHERMAN'S DAUGHTER continued

up at midnight to bag 150 bags of shrimp is not my idea of a good time.

When our last tow came I was ecstatic. "LAST TOW! LAST TOW!" I danced as I geared up. But when the net came up and the shrimp let go and we started picking, I met the most difficult mental battle I had ever laboured through. There was so much garbage in this last tow that I truly considered going overboard to be a better fate than picking through this pile of shrimp that didn't seem to move. Three and a half hours later, we had cleaned and bagged a mere 240 bags of shrimp.

I know, it sounds like I'm complaining like I'm an entitled brat who had never worked hard a day in her life, but believe me when I say it was really hard. It's hard to see the end when you're out there and you've still got days of tows left, or weeks of trips. When you can't see land or anything other than the boat you're on and the work looming in front of you, it's tough on your mental state.

My dad said to me "Yeah it's hard. We don't do this because it's fun. We do it to make money."

I had never felt so much appreciation for my father. At the end of a tow, I would go to the wheelhouse where Dad would be sitting. A quick hug and a few words eased me. Dad had said to me at some point, "You know you're doing a good job. I'm watching you in the camera and you're smiling and laughing still. You're tying those bags pretty fast for someone who's never done it. You're not easy, Sabrina." It wasn't much. But it was enough.

It gave me enough push to get me through. I cannot think about how much harder it would have been to get through those trips without my dad. I probably would have thought a lot harder about going overboard too, but after all he had given me and our family, endless battles like the one I had just endured, the least I could do was shut my mouth and get through it. Yeah, I complained a little, said I'd never go back out, but here I am contemplating another trip

next week. Like my father had told me, we all have those moments where it seems impossible and we wonder why we do this for a living, but you can't dwell on it or otherwise you'd never survive.

But I was proud of myself. I had gained an infinitely deeper understanding and respect for my dad and the people who made a life on the water. I had watched my dad stress for years, wearing the fishery sometimes as a weight. He had spent years meandering through the politics of the fishery and had taught me both respect and concern for the industry.

I am forever indebted to my dad and everything he has done for us. I cannot and never will be able to thank him enough. I only wish that my passion lay in the lifestyle he has. I wish I was interested enough to go get a ticket and be a captain and own a boat. Alas, that is not my fate.

But it has to be somebody's.

People of my generation need to get out and go fishing. The fishery desperately needs new blood. We are watching rural Newfoundland disappear. Within my lifetime, there is a very good chance that I will see the end of my hometown. Wild Cove will never see a thriving plant like the one that shut down with the moratorium. The life I grew up knowing is becoming a thing of the past.

Who is going to go fishing when the current generation of fishermen die? Kids my age need to be told the fishery is a viable career, a lucrative one even. Just like we're told in high school to go be a teacher, doctor or engineer.

Go be a fish harvester.

Go breathe in the ocean air and let it fill your veins, and reap the soils of whatever you can pull from its depths. I'm sad to say it won't be me. I'm too selfish, too Generation-Y, too hung up on literature and art and travel.

But it has to be somebody.

Processing Operations Set To Resume In Harbour Breton

Dwan Street
FFAW-Unifor Projects Coordinator
dstreet@ffaw.net

The town and citizens of Harbour Breton have a bright future ahead as the fish plant that has lain dormant for the last two years will resume operations in November, bringing 100 jobs and an economic boost for the entire region. Cooke Aquaculture's decision to halt operations at the plant two years ago dealt an economic blow to the town, putting people out of work and casting a cloud of uncertainty over the region.

This uncertainty is no more. The plant will begin operation and process fresh salmon from Northern Harvest Sea Farms also helping assist Northern Harvest in plans to expand their operations in the future. This plan is expected to increase jobs at the facility from 145 to 180. This is all good news for the

area and the economic climate looks positive for the future.

The provincial government has agreed to invest \$1.5 million into refurbishing the wharf at the Harbour Breton plant, as well as improving technology within the plant. Barry Group, Inc. will also be contributing \$3.5 million into pre-rigor processing technology, making the Harbour Breton plant the first in the province to use this technology and helping plant workers produce the freshest, highest quality product possible.

Mayor Roy Drake says the announcement is wonderful news for the town. "Plain and simple, it is great news for the town of Harbour Breton. It will be wonderful to get everybody back to work who were at the plant before. It has been a difficult two years for our town. To see renovations underway at the plant and work happening at the wharf is a welcome sight."



SCHOLARSHIP APPLICATIONS NOW BEING ACCEPTED

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

Visit www.ffaw.nf.ca or contact the FFAW office to get a copy of the application form

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

To qualify the candidate should supply the selection committee with the following documentation:

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

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

FFAW/Unifor Scholarship Selection Committee, 368 Hamilton Avenue, PO Box 10, Stn. C, St. John's NL A1C 5H5 • FAX: (709) 576-1962 • E-Mail: president@ffaw.net

Re-Instate the Additional 5 Weeks of EI Benefits

Allan Moulton
FFAW-Unifor Staff Representative

Changes to the EI system have left workers in a precarious position, especially those who work seasonally and in unpredictable work environments where they can find themselves without income or benefits due to situations beyond their control. Whereas workers could once qualify for 5 additional weeks of benefits to help ease this burden, this buffer is no longer available and has proven to be detrimental to the well-being of those who find themselves in situations.

The elimination of the additional 5 weeks of benefits that had been available to workers has had a negative impact on the financial security of workers and their well-being. While regular benefits normally bridge unemployed workers until they return to work or

find alternate work, there are many situations that arise due to circumstances beyond anyone's control (i.e. ice conditions that prevent boats from fishing and also prevents workers from returning to work in a plant). In such cases, these 5 weeks of benefits acted as a bridge for families to be able to maintain an income or spend less time without an income. These benefits were not a large draw from the EI fund but rather a small price for financial and personal well-being.

Today's EI System is clearly broken and needs to be modernized to keep pace and meet the needs and reality of today's changing labour market, the majority of whom do not have traditional jobs or employment. Many are employed in precarious, part time or seasonal work (and Government needs to understand the importance of our seasonal industries and the contribution they make to our economy annually). We cannot have successful or sustainable seasonal industries without having skilled seasonal workers that are available annually, and we need to remind Government that the EI fund is totally funded by workers and their employers. Workers should benefit from the surplus in the fund, yet it appears it is not workers who have become more dependent on the EI fund, but rather the Federal Government, drawing from the fund to pay their own debts caused by blatant financial mismanagement.

Statistics show only 40% of workers who actually pay into the EI fund can draw benefits from it. The surpluses available should be used to benefit those who need it most - the hardworking people whose dollars contribute to the fund and who find themselves in times of dire need. The basis of EI is to assist workers when employment is not available, yet workers often find themselves pushed to the financial limit when benefits are exhausted and work still cannot be found. We must call upon our Government to put these funds back into the hands of those who deserve them and re-instate the additional 5 weeks of benefits that were available to workers when they need them the most.

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Presentation of cheque to the Grace Sparkes House



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

On August 4, 2015, FFAW-Unifor women presented the Grace Sparkes House in Marystown 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 Inshore Council Member Denise Hillier and Garnish fish harvesters, Santana May, Connie Legge, Tracey Grand and Tina Dober. Officials from the shelter included Mike Walsh, Vice-Chair of the Board of Directors, Barb Barry, Children's Services Worker and Joan Coady-Kelly, Administrative Assistant.

The Unifor SJF donates \$100,000 annually to women's shelters across the country. Tina Pretty said, "It is always an honour for FFAW-Unifor women to present on behalf of our national union, Unifor. We are proud to be part of a union that fights, not only

for working people, but also for those in our society who are most vulnerable."

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www.nlfhsa.com

OCI Triton



Gavin Whalen



Reuben Roberts



Florence Tucker



Yvonne Short, Debbie Bridger and Jane Fudge



FFAW Triton Chairperson Doretta Strickland



Andrew Anthony, Francis Rice, Charles Hynes and Floyd Whalen



Della Mayo, Viola Morey and Marcie Lush



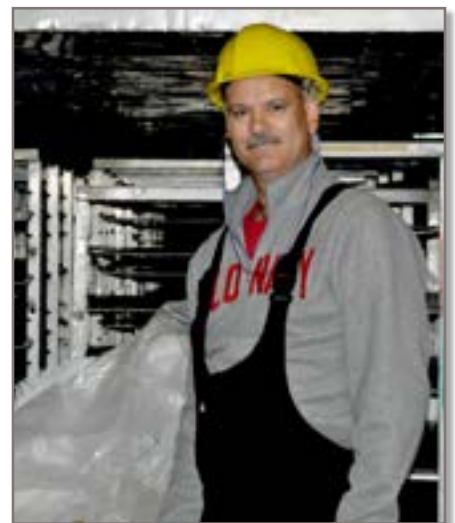
Yonna Henstridge



Marie Roswell and Melanie Simms



Stella Dowden, Aubrey Colbourne, Edmund Whalen, Neil Bridger, Patsy Fudge and Fred Parsons



Todd Winsor



Fred Parsons, Stella Dowden, Patsy Fudge and Neil Rice



Dennis Grimes

OCI St. Lawrence



Hard at work processing sea cucumber.



Leo Kelly



Connie Clarke, Veronica Norman, & Winnie Tarrant



Winnie Tarrant & Veronica Norman



George Slaney



Kevin Etchegary



Daisy Pike & Jim Pike



Charlie Beck, Donna Fitzpatrick, & Christine Beck



George Slaney, Charlie Beck, & Christine Beck



FFAW chairperson Hubert Stacey



Joe Slaney & Ben Stapleton

Safety at Sea

Perspective of a Safety Professional & Fisherman's Daughter

Courtney Greenham

Comfort Cove is my home. It's a small picturesque fishing community located not far from Campbellton, on the northeast coast of Newfoundland and Labrador. I grew up in an inshore fishing family, in a large garden surrounded by the homes of my grandparents, aunts, uncles and cousins. While I have two brothers, my cousins are also like siblings to me.

The fishery continues to sustain our community. People make their living from what they harvest and process from the ocean. I have always had a great respect for what the men and women in the fishing industry do for a living. However, I was recently given the opportunity to see firsthand what shrimp fishing was like on the 'Newfoundland Spirit', a 65' vessel owned and operated by my father and his brother. For years I have occasionally gone out in speedboat with my father, but never outside of sheltered waters; so was this trip certainly an eye opening and educational experience for me! But not the educational experience I expected.

Like many young teenagers in rural NL, I headed to St. Johns after high school. I wanted to be a teacher. As far back as kindergarten, that was my career goal. So off I went to MUN and completed a Bachelor of Arts with the intention of entering the Education Faculty. But the job prospects weren't that plentiful. So, after some research, I decided to train as a safety professional. In a way it's like teaching, since you get to mentor and educate folks on safety precautions and best practices.

Being a safety professional, I went on this trip with the mindset and focus on helping out as much as I could, but also observing the overall operation from a safety standpoint. Although I grew up in a fishing environment, getting to experience firsthand the reality of what my dad does for a living was



quite remarkable. It gave me a true appreciation of his profession.

Applying Safety on a moving platform in the Atlantic Ocean is a little more complicated than in an office building. Given the ever-changing, difficult, and often extreme conditions present while at sea, safety isn't exactly applied as a textbook would suggest. Crewmembers learn to work together, communicate well, and apply safety precautions to each task through routine, practice, and familiarity with each other. Through this, they all build a relationship and level of trust to ensure each other's safety.

Although I grew up in a fishing environment, getting to experience firsthand the reality of what my dad does for a living was quite remarkable. It gave me a true appreciation of his profession.

Before leaving port, my dad, brought me through the vessel and familiarized me with most of the safety equipment on board, he also showed me what hazards and precautions to watch for and keep in mind while out to sea. He took me through the emergency procedures and discussed the use of life rafts, EPIRB, PFD's, life jackets, first aid kit, AED, fire extinguishers, flares, survival suits and other on board safety features and procedures. It was good to become familiar with this, as while out to sea, anything can happen at any given time.

It took us about 12 hours from port to get to the fishing grounds; Dad and the crewmembers each took turns to be on watch throughout the night, two at a time, to ensure that everyone got an adequate amount of rest and was not fatigued for the next day of fishing. This was especially good to see, as prior to this trip, I did not realize that each crewmember was involved in taking watch; doing so is definitely beneficial to the safety all crewmembers.

While hauling back and setting out the trawl the next day, it was clear to me that good communication and teamwork is so important. Each crewmember knew where they had to be, and what actions they had to take, while operating the trawl. Proper hand signals were used, and everyone was on their toes ready to react if anything out of the norm happened.

During this process, it was particularly impressive for me to see that such organization and thoroughness was put into the task at hand.

Each crew member wore the proper personal protective equipment, including proper boots, rubber clothes, PFD's, hard hats and reflective clothing when required. While commercial fishing will always be a potentially hazardous job, the establishment of a good safety culture and safety climate goes a long way toward mitigating those hazards.

After the trawl was taken back and the fish were bagged off, each crew member helped with

the cleaning of the deck and work spaces to ensure that all tripping/slipping hazards were eliminated. All tools, and any gear and equipment were put back in their original spots ready for the next haul.

During the trip, there were many other boats fishing close by, but Dad, as well as the other watch-keepers, constantly monitored all radio communications as well as other electronic navigation and collision avoidance aids, to ensure the safety of the vessel. Weather forecasts were also checked regularly.

Having been born just one year before the cod moratorium, I have grown up hearing of the many challenges and struggles within the fishery, but I've also seen my dad strive hard to achieve success, despite the challenges. Going out to sea with Dad and his crew, and having this experience, definitely gave me much more of an appreciation for what they do for their livelihood. With my mindset of safety, it was also impressive to see how much dedication and persistence each crewmember put into making sure each other's safety came first and that all were aware of the hazards onboard. Any individual, who works or has worked, in the fishery should be proud of their culture and their profession and strive to ensure safety is top of mind while at sea.

Hibernia Express Sub-Cable Installation Project

Johan Joensen
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As many know, the company Hibernia Express undertook installation of a sub-sea fibre optic telecommunications cable during the spring and summer of 2015. The cable runs from south of Halifax and across the Grand Banks on its way to Ireland.

An installation program like this one is a major undertaking. Unfortunately, this project received approval from the federal government to proceed and took place right during peak harvesting activities in Newfoundland & Labrador.

In the process of running this program, there were instances where the activities had an impact on commercial fish harvesting. Through the cooperation of the fleets in the particular areas, it was possible to limit the extent of these interactions. The company

has on multiple occasions expressed appreciation for the effort of cooperation experienced on the water.

During the project activities of route clearing and installation there was a representative from FFAW-Unifor on the vessel, and for the majority of the time there was a Fisheries Guide Vessel steaming ahead, scouting for gear. By virtue of these efforts it is evident that it was possible to minimize situations of conflict or impact. This was not without challenges for either the fleets or FFAW-Unifor employees who were actively engaging a significant number of members as identified by the Fisheries Guide Vessels.

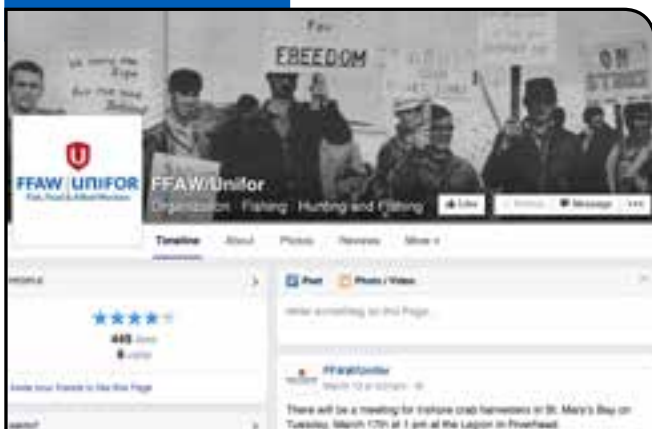
In light of the experiences from the installation and the approval granted by the federal government without consideration of the timing of the fishing industry, FFAW-Unifor will strive to protect harvesting interests such that this does not take place in the same manner again. There are already expectations that other cable operations may take place in 2016 or 2017.

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2015 Brings Highest Lobster Prices to Date

Robert Keenan
Projects Manager
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The 2015 lobster fishery in Newfoundland waters has come to a close, but not before bringing the highest returns harvesters have seen in years. While some areas saw delays due to ice conditions, the lobster fishery for 2015 was an outstanding success. From the icy waters of the Northern Peninsula, all the way down to the waters in 3PS, harvesters province-wide agree that this past season has been the strongest season they have experienced in a long time. The average price paid to harvesters in 2015 was \$5.81/lb, up from an average of \$4.33/lb in 2014 and \$3.59 in 2013.

Lobster prices have been trending upward since the addition of lobster to the list of species to be negotiated in 2011. Since the introduction of the pricing formula based on Urner Barry prices, the prices paid to Newfoundland harvesters for their catch has increased steadily.

When the lobster season opened in south coast areas in mid-April, harvesters were paid nearly \$1.00/lb more than the opening price paid in 2014, and almost \$2.00/lb more than the same time in 2013.

By the time the fishery closed at the end of July, prices were still \$6.33/lb. This is \$1.20 more per lb than the previous year and nearly double the closing price of 2013.

Unlike past years, the 2015 post-Mother's Day drop in prices was less, which signalled likely higher

prices for the rest of the year. Lastly, harvesters did not see lobster prices hit the dreaded \$3.25/lb price this season that has been all-too-common over past years. In fact, prices remained above the \$4.40 for the entirety of the season.

Seeing higher prices is wonderful, but not nearly as wonderful as knowing these returns are going into the pockets of harvesters who are beginning to receive a fair return for their days hauling on the water.

As we move into the 2016 season we must continue to take positive steps towards increasing the value of the lobster product. Newfoundland and Labrador lobster is second to none – and we are hearing this from consumers world-wide as comments flow in from our traceability project.

This recognition can only drive demand, as consumers aim to crack open the hardest, reddest shell that comes from the icy cold waters of our province. Demand drives the market, and increasing this demand by putting efforts into marketing and promotion can only mean one thing – onward and upward!



Cod Quality Project – Harvesters are on the water!

Robyn Lee
Industry Liaison
rlee@ffaw.net

The FSSSB cod quality project officially started in July 2015!

Over 30 participating harvesters have been active on the water this summer following strict onboard handling protocols to achieve top quality landed product. FSSSB Technicians have also been active in

the field ensuring that the quality product landed at the wharf is arriving at the plant in similar fashion. The Field Technicians are also coordinating fishing effort with the sale of fish.

A special project allocation of 6000 lbs. of fish a month per harvester, to be landed throughout the month, is also enabling data on fish abundance to be collected. Therefore this project will directly address the contention that quality cod product is not available throughout the Province and throughout the calendar year. This information is imperative to plan for the future of the Newfoundland and Labrador fishery.

Markets are demanding top quality product. Findings from previous studies have shown that harvesting live fish is the first step to achieving a premium product. Utilizing strict onboard handling protocols is also essential to consistently landing quality “Grade A” fish if we are going to be competitive in the global market.

In order to re-establish our presence globally, as cod stocks increase we need to compete with strict quality specifications at the high end of the market, for fresh, frozen and salt cod. To achieve the best return we have to ensure the highest possible quality standards in fish delivered to the processing plant if we are to access these high



Allan Eddy & sons



Jeremy Ryan & crew

quality markets. We also need to be able to supply quality cod to the marketplace year-round. There is a perception out there that this is not possible. This project is changing this perception.

The cod quality project, coupled with the negotiated cod prices, provides the means and incentives for best handling practices and positions Newfoundland and Labrador to access high quality markets. It is anticipated that there will be new markets created for cod as a result of this project as well in the medium term. As such, it is anticipated that a high quality product, with higher volume of product, will return premium prices to the harvester and buyer and/or processor. Overall this will lead to a more competitive and sustainable



Rex Stag and Gary Hefferton

fishing industry that will have direct economic impacts for fish harvesters and the communities in which they live.

Esterline
CMC Electronics

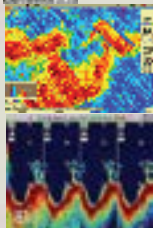
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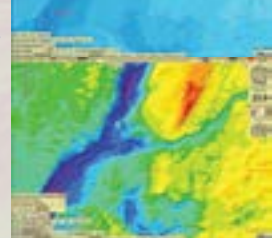
Official Chart



Olex Seafloor Chart



Olex Seafloor Chart with Hot Colours



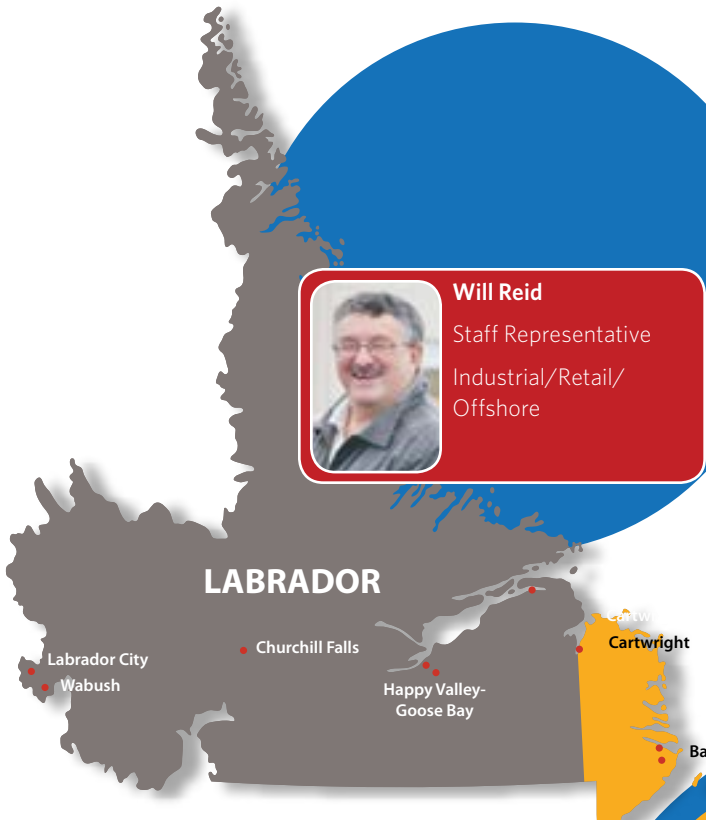
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Will Reid
Staff Representative
Industrial/Retail/
Offshore



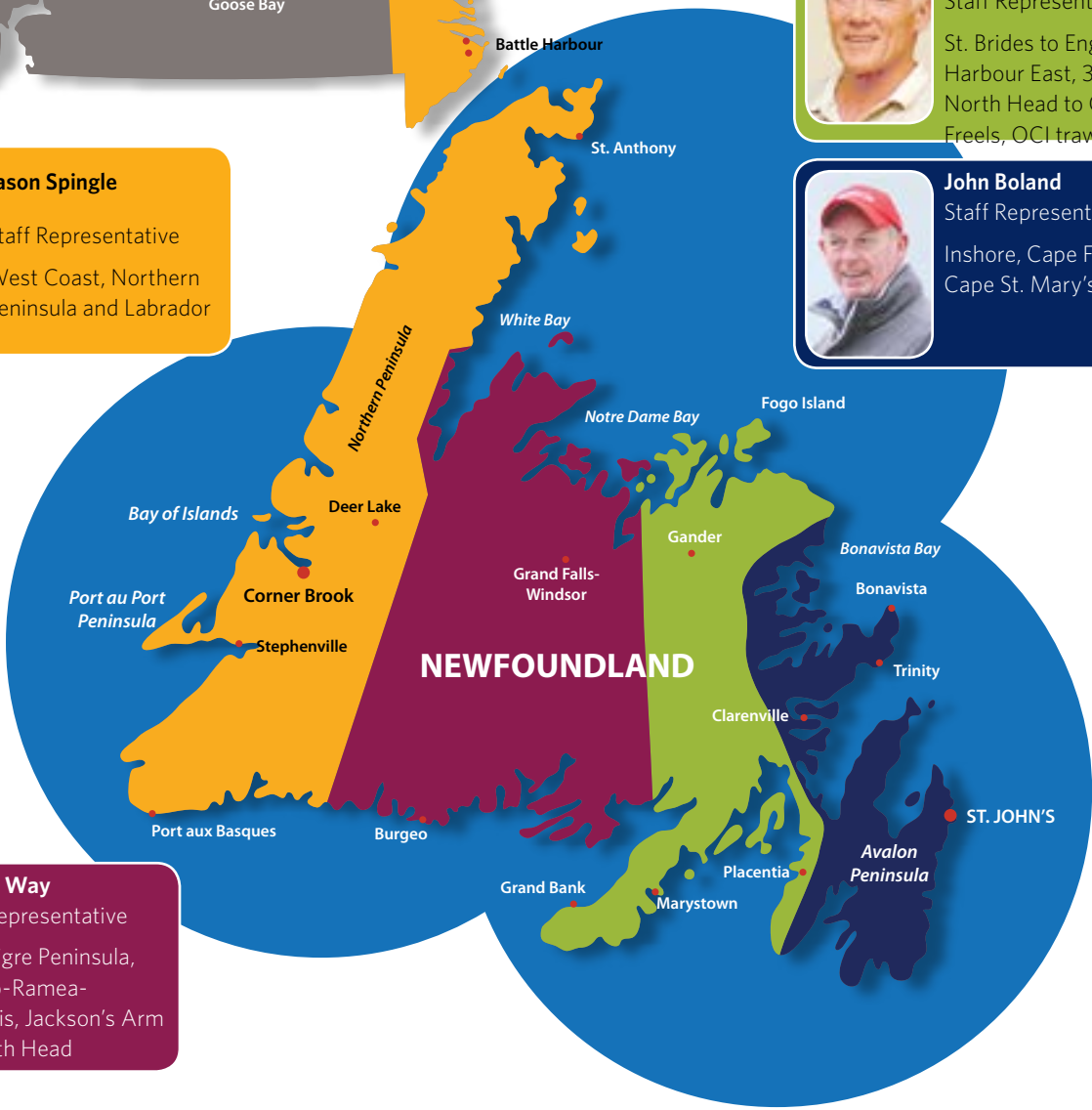
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Harbour East, 3K Inshore
North Head to Cape
Freels, OCI trawler fleet.



Jason Spingle
Staff Representative
West Coast, Northern
Peninsula and Labrador



John Boland
Staff Representative
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FFAW | UNIFOR

Fish, Food & Allied Workers

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FFAW-Unifor Women's Advocates Program



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

If you would like to speak with a Women's Advocate on issues related to workplace violence or harassment, intimate violence, suicide prevention, sexual assault, or addictions, please refer to the list below:

If you feel that you are in immediate danger, please contact your local police or call the crisis line listed in your phonebook.

FFAW-Unifor Women's Advocates

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



West and South Coast

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Harbour Breton & Area
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Email: skinnermildred@hotmail.com

Joan Doucette
St. George's and Area
709-647-3081
Email: jed-ems@hotmail.com

Ruby Sheppard
Supervisor, Fish Harvesters' Resource Centre
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rsheppard@nf.sympatico.ca

Brenda Pieroway
Corner Brook & Area
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Flora Mills
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Burin Peninsula

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Burin and Area
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Bonavista Peninsula

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Tina Pretty

FFAW-Unifor Women's Advocate Coordinator
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David Decker

ddecker@ffaw.net

Atlantic Halibut Returns Continue to Rise

The Atlantic Halibut fishery has emerged as a sustainably harvested, lucrative resource that is finally returning a fair share of market price to harvesters.

A number of steps have been taken over recent years to add value to this catch, from the introduction of the Atlantic Halibut Sustainability Plan (AHSP), a management plan put in place to help harvesters take care of both their own safety and the resource on which they rely, as well as the implementation of a traceability program that allows consumers to trace their fish from ocean to plate. All of these components are helping add value to the product and ensure harvesters are seeing the returns.

In 2015 we took one of the most important and valuable steps - the Halibut Collective Agreement was introduced to base the price obtained by harvesters on



Jeffrey Childs of Lark Harbour

the actual market price buyers received for the fish. This four week, multi-step process consists of using actual receipts provided by the five main buyers of halibut to determine the average price obtained for halibut in the market. These receipts are submitted to an independent third party who calculates the average and then determines the return based on a negotiated sharing arrangement. No longer is the return based on the Urner Barry index as it was in 2014, but on the actual price from the market.

In 2014 this arrangement was not without its snags. This year we ensured a much smoother process, with a signed agreement from buyers that ensured all were onboard.

In 2014 the average price for halibut was \$6.15/lb. This year the average price was \$6.87/lb to date, with the pricing for the final two weeks still due to come in. This is a far cry from the \$3.50/lb average harvesters were receiving not so long ago.

Harvesters are finally receiving the value they deserve. When asked how they feel about this year's returns, harvesters were quick to share their pleasure:

"I looked at the website and I drank 3 beer before I came up for air - a wonderful price!" - Terry Decker

"Beautiful! It's an awesome price!" - Tyson Barter

"That's a good price, no doubt about it!" - Kenny McDonald

Harvester Doug Gibbons agreed that the price was great but also added that it was twice what they would have normally gotten. The trend in the numbers agree.

Yet, our work is not done. We know there is still value to be had in this lucrative resource and we want our members to reap their fair share of this value. We

CONTINUED NEXT PAGE

ATLANTIC HALIBUT **continued**

continue to make important steps in ensuring halibut is marketed strongly and the global marketplace is aware of the high quality, sustainably fished resource harvesters are sending to plates worldwide.

For example, just this August we contracted Kobb Media to come to Trout River to showcase halibut harvesters at work in a video that will be highlighted on our upcoming Newfoundland and Labrador Seafood Industry website. See page 14 for a story highlighting this trip and keep your sights on new developments to come.



Warren Joyce and son Damian Joyce of Lark Harbour

Quality – it's everyone's business

Bill Broderick
Inshore Director
bbroderick@ffaw.net

Cod quality is an extremely important topic from the point of view of our ongoing pilot project as well as our overall goal of changing attitudes to adequately prepare for the return of our iconic species. We recently wrote to fish plants to emphasize the importance of maintaining top quality fish through keeping low temperatures after the fish is landed at the wharf.

Harvesters have been working hard to ensure proper handling procedures, but we know there have been problems once the fish is landed that is out of harvesters' control.

We have been very pleased this year with the level of cooperation between processors, buyers, truckers and harvesters both with respect to the seasons for the commercial cod fishery and the cod quality pilot project that we have embarked on recently. The objectives of the project are to improve landed quality and security of supply.

We need to find times of the year when cod is available and yields are suitable to achieve an end product that the market demands throughout the calendar year. This information is imperative to plan for the future of the Newfoundland and Labrador fishery.

To date, 24 sites are fishing as per strict protocols as a part of our cod quality pilot project. We are more

than pleased with all those diligently working to make this project work. For example, Icewater's quality people have met with truckers and other companies handling smaller amounts of fish to explain the importance of keeping the temperature of fish low during transport.

Harvesters are encouraged to live bleed, gut and ice fish appropriately such that the temperature of the catch is low and a high quality product is landed at the wharf. Understanding that there are restraints getting fish transported to processing facilities in certain areas of the province, we need to ensure that all links in the harvesting to processing chain are working together.

Improvements can still be made. For example, we addressed one situation where slush ice was not being made appropriately on the wharf. This led to fish at the top of the container freezing and fish at the bottom of the box sitting in warm water during transport to the plant.

This is a learning experience for all of us but it requires concerted effort on everyone's parts if we are to bring the highest quality product to market. It is imperative we try our best to make this work if we are to have a fishery of the future.

There are lots of examples of good practices out there and we are attentively working on our end to improve the quality of landed fish. Good quality fish is being landed at the wharf but texture degrades when temperatures do not remain low. It is in everyone's best interest to maintain a top quality product if we wish to compete in this new market for cod.

Abundance of Herring an Economic Boost for the Gulf and Straits

Dwan Street
Projects Coordinator
dstreet@ffaw.net

The herring fishery has been historically important in Newfoundland and Labrador. The fishery has a long history in our waters, especially in the Gulf, off the shores of the Northern Peninsula and in the Straits.

Herring is proving to be an increasingly important species to small boat harvesters who rely on a limited number of fisheries to make a living. The 100,000 lb cap available to harvesters in these areas is an economic boost from a stock that is healthy and abundant.

"The herring fishery is really, really important to the small boat fleet," says Loomis Way, a fish harvester on the west coast. "Being able to sell herring for 4-6 weeks a year means upwards of \$10-15,000 for a harvester, which for some is 30-40% of their income. Without the opportunity to fish herring and sell it some people would find themselves in a very difficult situation - enterprises could be in jeopardy. This year there were lots of herring and the stock is healthy. Being able to fish it and sell it is crucial."

With the healthy state of the resource, harvesters in small boats are seeing fantastic catches, with some hauling 25,000 lbs of the small fish in as little as 3 hours.



Kelvin Letto from L'Anse au Clair

As the abundance of other species fluctuates, herring is emerging as a stock that is strong, resilient, and one that small boat harvesters can put faith in.

Yet, there is no doubt that there are questions that need to be answered about changes in the behaviour of the fish and their distribution.

Kelvin Letto, a herring harvester fishing the Labrador Straits, says he and others have noticed a change in where herring congregate. "There are lots of herring, there's no doubt. There are gannets around in hundreds and

thousands, fish birds. We also have whales hanging around and this is very late for whales. We know herring is a part of it. Some parts of the Straits are good for fishing, but it's beyond my understanding that after 44-45 years, herring don't want to come ashore. There are lots outside. It is taking us longer to catch our quota this year. It's a very different year."

Differences aside, the importance of this abundant fish to small boat harvesters is evident. Herring are proving to not only be important historically but also an important species moving into the future.

Sea cucumber processing

Processing sea cucumber is messy business! On top of the “ick” factor, there are also health concerns for many members, both with the fumes being inhaled and the allergic reaction type effect some people experience when touching it with their bare hands.

Sea cucumber is a delicacy overseas and is often sold dried with a very low moisture content. Here is a little taste of what it looks like to process a sea cucumber at the OCI plant in St. Lawrence.



Step 1- the whole sea cucumber



Step 4 - clean out the guts!



Step 2 - cut the end off



Step 5 - the cleaned up sea cucumber is ready for drying



Step 3 - slice it open lengthwise



Step 6 -A partially dried sea cucumber is almost ready for packing and shipping

Rocket Bakery Celebrates Sustainability

Dwan Street
Projects Coordinator
dstreet@ffaw.net

Photos by Melanie Courage.

On July 28th the FFAW and World Wildlife Fund (WWF), on the heels of signing the very important Fisheries Improvement Project that will ensure northern cod returns to the market with the recognition it deserves, joined at Rocket Bakery on Water Street, St. John's to celebrate Newfoundland and Labrador's sustainable fisheries. They were joined by live music and customers from the world over who had the chance to meet and thank hard working harvesters who bring a high quality product to consumers, as well as try some local cuisine.

FFAW President Keith Sullivan and WWF CEO David Miller donned their aprons and served up delicious fish cakes from behind the counters at Rocket. The event held special meaning to co-owner of Rocket Bakery, Kelly Mansell. She said, "Our NL harvesters are setting the sustainable seafood bar for the rest of the country. We are proud to be able to celebrate their expertise as ocean stewards."



David Miller and John Boland discussing issues over a coffee.



Keith chatting with harvester Roy Fleming.



President Keith Sullivan behind the counter at Rocket Bakery taking customer orders.



WWF Canada CEO David Miller and FFAW President Keith Sullivan with Rocket Bakery owner Kelly Mansell.



NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION

NL-Fish Harvesting Safety Association Community Safety Meeting Schedule

SEPTEMBER 28 - OCTOBER 2, 2015

MONDAY

1. Norman's Cove 10:00 am
2. Southern Harbour 2:30 pm

TUESDAY

3. Hickman's Harbour 9:00 am
4. King's Cove 2:30 pm

WEDNESDAY

5. Bonavista 9:00 am
6. East Port 7:00 pm

THURSDAY

7. Indian Bay 10:00 am
8. New Wes Valley 2:30 pm

FRIDAY

9. Lumsden 9:30 am

OCTOBER 5 - 9, 2015

MONDAY

1. L'Anse Au Loup 2:00 pm
2. Mary's Harbour 7:00 pm

TUESDAY

3. St. Lewis 10:00 am
4. Cartwright 7:00 pm

OCTOBER 12 - 16, 2015

TUESDAY

1. St. Lawrence 2:00 pm
2. Grand Bank 7:00 pm

WEDNESDAY

3. Marystown 9:30 am
4. St. Bernards 2:00 pm

THURSDAY

5. South East Bite 12:30 pm
6. Petite Forte 7:00 pm

FRIDAY

7. Grand La Pierre 10:00 am

OCTOBER 19 - 23, 2015

MONDAY

1. St. Anthony 9:00 am
2. Green Island Cove 2:30 pm
3. Plum Point 7:00 pm

TUESDAY

4. Flowers Cove 9:00 am
5. Roddickton 2:00 pm
6. Port au Choix 7:00 pm

WEDNESDAY

7. Cow Head 9:30 am
8. Trout River 3:00 pm

THURSDAY

9. La Scie 2:00 pm

FRIDAY

10. Triton 10:00 am

OCTOBER 26 - 30, 2015

MONDAY

1. Harbour Breton 7:00 pm

TUESDAY

2. Hermitage 10:00 am
3. Belleoram 3:00 pm

WEDNESDAY

4. Leading Ticks 9:00 am
5. Virgin Arm 2:30 pm

THURSDAY

6. Twillingate 9:00 am
7. Fogo 7:00 pm

FRIDAY

8. Change Islands 2:00 pm

NOVEMBER 2 - 6, 2015

TUESDAY

1. Lark Harbour 10:00 am
2. Stephenville 7:00 pm

WEDNESDAY

3. West Bay Centre 9:30 am
4. Jeffreys 2:30 pm

THURSDAY

5. Port aux Basque 9:00 am

NOVEMBER 9 - 13, 2015

MONDAY

1. Petty Harbour 2:00 pm
2. Port de Grave 7:00 pm

TUESDAY

3. Old Perlican 10:00 am
4. Heart's Content 2:30 pm
5. Carbonear 7:00 pm

WEDNESDAY

6. Upper Island Cove 2:00 pm
7. St. John's 7:00 pm

THURSDAY

8. Fermeuse 9:30 am
9. Riverhead 2:30 pm

Leadership training in Port aux Choix

Allan Moulton
FFAW-Unifor Staff Representative

On June 8th, a brand new committee elected to represent workers at OCI Port aux Choix took a leadership course. All four were very eager to learn more about their new roles within the union, and how to better represent the membership at the plant. Both myself and Jason Spingle want to thank the outgoing committee members for their contributions.



Back right is Chairperson Candace Francis, back left is Secretary-Treasurer Lucy Rumbolt, front left is Vice Chair Greg Ryan and front right is Shop Steward Terrylynn Perry.



Secretary Treasurer Lucy Rumbolt accepts her certificate from Jason Spingle.



Newly elected Chairperson Candace Francis accepts her certificate from FFAW Staff Rep Jason Spingle.



Vice Chair Greg Ryan accepts his certificate from Jason Spingle.



Shop Steward Terrylyn Perry with Staff Rep Jason Spingle.

Triton delegate makes big impact at Unifor Atlantic Regional Council



Doretta giving her speech to the crowd.

This second meeting of the council brought together over 200 delegates. There were several items on the agenda, as well as elections for several of the officers of the council. In the first year of existence, many of those who were initially elected have move into other roles and positions, which warranted nominations and elections for the following - Chair, Vice-Chair, Member at Large for Nova Scotia, Member at Large for Newfoundland and Labrador, and a member to the Health and Safety Committee.

Four out of the five positions were acclaimed without opposition. FFAW-Unifor's own Jóhan Joensen stood for the position of Member at Large for Newfoundland and Labrador and was elected by acclamation. The other positions elected by acclamation were Matthew Blois Vice-Chair, Archie



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MacLachlan Member at Large for Nova Scotia and Robert Healey for Health and Safety Committee. There was an election for Chair, with the delegates voting on Lisa Martin or Karl Risser, after the ballots were counted Ms. Martin was declared the new Chair of Unifor's Atlantic Regional Council.

FFAW-Unifor had two members participating in the council, the aforementioned Jóhan Joensen and Doretta Strickland from Triton.

In the discussions around recommendations and resolutions, Ms. Strickland received a standing ovation for her emotional description of the challenges members working in the processing sector experience if suffering with shellfish asthma. She spoke on how the members working at the plant in Triton had to challenge the company, so that a member suffering from crab asthma could be accommodated to be able to continue to work in the plant. This was after the worker had tried out other positions in order to have a bit of variety in their duties in the plant.



Doretta Strickland, Lana Payne and Johan Joensen.

FFAW-Unifor also brought forward a Resolution that Unifor Atlantic council will work with FFAW-Unifor to ensure that the Canadian Government manages our fisheries fairly according to established fish management principles. Specifically, those who are adjacent and in particular those who have historical and traditional dependence on the resource, including aboriginal rights, be given priority access to benefit from those resources.

Moved recently? Make sure you're ready to vote.

Federal election day is Monday, October 19. Are you registered to vote?

Most voters are already registered. But if you've moved recently or are planning a move before election day, you may need to update your address.

With an up-to-date registration, you'll get:

- a personalized voter information card that tells you when and where to vote
- faster service at the polls

Check and update your registration at elections.ca today, or call **1-800-463-6868** (TTY **1-800-361-8935**).

Elections Canada has all the information you need to be ready to vote.



Ready to Vote 
October 19, 2015



Another great summer with the Unifor Family Education Program



Connie with her two children



Melissa and daughter Chloe



Melissa and her son Logan

The Unifor Family Education Program in Port Elgin continues to provide fantastic opportunities for members. This summer, members Melissa Grandy and Connie Legge, fish harvesters from Garnish, headed to Port Elgin for some family fun and learning.

Joined by their children, Connie and Melissa both loved their experiences in Port Elgin.

Connie said, "Wow, what an experience it was! Once we arrived at the centre, I didn't know what to expect. I was then given my schedule of what to expect during the week. It consisted of going to class and plenary sessions. I attended class every day except Wednesday. Even though that was a day off from class, it was more like a family day to do whatever you wanted. That day was still filled with different and fun activities if you wanted to participate.

While I was at class my two kids went to child-care according to their age groups. The kids met new friends different nationalities which was a learning and wonderful experience for them. Their day was filled with so many fun-filled activities like swimming, crafts etc.

There were campfires on a couple of nights where everyone could mingle and meet new families. I met people from India, Vancouver and a lot from Ontario. It was very interesting chatting and hearing about their lives and likewise, especially my involvement in the fishery. I showed them pictures and tried to explain my livelihood the best I could.

Actually, I still keep in contact with the new friends I made that week through Facebook. I have to mention that the meals provided for us every day were delicious. We enjoyed three meals a day, even desserts. It was an easy week to gain weight!

There is so much I can write about my wonderful experience at the centre. My trip was an awesome experience for myself and the kids. Many thanks to my Union for allowing us to participate in this program.



Sunset by the beach in beautiful Port Elgin

I would recommend other members to apply next year. I know I would love to go again. It was a very, very busy and awesome week that I will never forget."

Melissa shared Connie's sentiments:

"At Port Elgin we attended classes led by discussion from leaders to teach us new things. We learned that everyone has struggles and that there are too many things we take for granted. We learned how our Union fights to better the lives of Members through wages and benefits protection. Upon returning I had an increased eagerness to get more involved.

We set forth changes we felt need to be made to help each other, our Union Members. We spoke about the importance of using our upcoming Convention to help our Members, and specifically our youth, and how to bring it to government to bring change. We became brothers and sisters!

The entire group felt like a family. The child care was like no other, and the kids were kept active and entertained. There was a beach, a gymnastics camp,



movie nights and Bingo! Family activities every evening were always the highlight of the day.

Oh, and the food was amazing!

It was very hard to leave Port Elgin, as friendships were made that will last a lifetime. Everyone needs to experience this in their lifetime!"



The Grandy and Legge kids



It's time to change the course for our fisheries

Unifor celebrated its second birthday this past Labour Day. In our first two years, we made some tremendous steps forward for working people. We ignited a discussion about wages and scheduling in the retail sector, we have been outspoken about the need for our Coast Guard services, and we fought back against anti-worker legislation from our federal and provincial governments. But our greatest challenge is yet to come.

The upcoming federal election is quite possibly the most important election of our lifetime. Under Stephen Harper, we have seen a lack of commitment to our public health care system, a strategic attack on our union and individual rights and freedoms, and a complete lack of interest in working with the provinces to deliver the programs and services that Canadians want and need.

The Conservative government has also shown both hostility and blatant neglect toward the most important fisheries management principles: adjacency and historical attachment. In the case of Northern shrimp, the Conservative government has ignored adjacency and instead favours the corporate-owned offshore fleet. This policy will kill some 3,000 jobs in coastal communities on boats and in fish plants and will hurt the economy of many coastal communities.

We know that adjacency is key in order to support the inshore fishing industry. Adjacency supports the sustainability of the small boat owner-operator fleet; it supports local harvesting and processing; it supports local economic growth and employment; and it ensures a strong Canadian

connection to the resources in our coastal waters.

In addition to the attacks on important fisheries principles, the Conservative government has also undermined the fishery through cuts to the Employment Insurance program, making it that much harder to support a family all year round.

To complement the tremendous work of FFAW-Unifor, we have been working at the national level to shed light on these issues, to put pressure on the national party leaders and to make adjacency a federal election issue.

On October 19 we need to send a strong message to Ottawa that these issues matter to Newfoundlanders and Labradorians. We need to elect a progressive government that will work with the provinces to protect good jobs, support rural community livelihoods, and develop strong, effective strategies for our fishing industry.

We can do that if you vote and encourage your fellow union members and your friends and family to vote. Go to the Elections Canada website to make sure you are a registered voter, and then vote early in advance polls or make the time on October 19.

We can have a more prosperous fishing industry that works for the people of Newfoundland and Labrador. We just have to vote to show Stephen Harper the door.

In solidarity,

Jerry Dias

FFAW/Unifor Life Insurance

As of May 2013, life insurance has increased from \$10,000 to **\$15,000**. If your death is accidental, your family will receive \$30,000. All FFAW/Unifor members in good-standing are covered through Sunlife Insurance. Your family will receive a tax-free, cash benefit through this insurance policy.

frequently
asked
QUESTIONS



Q: How much does the insurance cost?

A: The cost of insurance is included in your union dues. It is a benefit to all active, card-carrying members.

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

A: Your union card is proof of your insurance. Your insurance coverage is only valid until July 31, 2014. After this date, if you have not paid your dues for the upcoming year **you are not covered**. **46 life insurance claims were made in 2013, but 13 were rejected because of outstanding dues. There have already been 7 claims in 2014.**

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?

A: If you do not identify a beneficiary, the insurance will go to your estate. This may complicate matters and make it difficult for your family to receive the money in the event of your death. Protect your loved ones by filling out the beneficiary form.

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?

A: Yes. Coverage discontinues when a member turns 70 years old. This is a requirement of the insurance company.

Q: Are prescriptions, hospital stays, therapy sessions, etc. covered?

A: No. This is strictly a life/accidental insurance policy. There is coverage for amputation, loss of hearing, loss of sight due to accidents only.

For questions or to request a new beneficiary form, please call us at 576-7276

Tankers transition to Teekay

Will Reid
FFAW-Unifor Staff Representative
wreid@ffaw.com

When news hit that Canship had lost the contract to operate tankers in Newfoundland and Labrador waters, we immediately went to action to ensure our members would be protected through the transition to a new company, Teekay, who had won the contract. Under this arrangement, Teekay would operate one of the three tankers up to 2017, while Canship would operate the remaining two up until 2017. Teekay would then retain ownership of all three, possibly four, tankers.

Our main concerns were protecting the jobs of Newfoundland and Labrador workers, as well as ensuring our senior members were taken care of.


Acceptance of our seniority list was a must.

We were fortunate enough to have a series of very cordial meetings with three representatives of Teekay from Norway who were very accepting of our proposal. Over a period of a couple of weeks, Greg and I worked to draft a contract that mirrors the one we had in place with Canship. This contract, if accepted, would remain in place for 6.5 years, with a renewal in October of 2016.

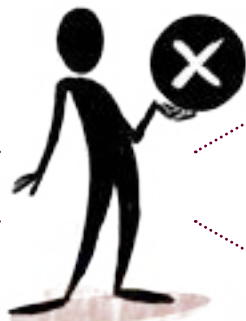
We are very pleased to say that representatives of Teekay accepted our contract, and have agreed to accept our seniority list as well as ensure the jobs of Newfoundland and Labrador workers are protected as we transition into their era.


We are looking forward to working with Teekay as we move into the upcoming years.

4 ways to vote




Vote on election day
October 19, 2015







Vote on an advance voting day
Away or busy on election day?
You can vote on October 9, 10, 11 or 12



Vote at any Elections Canada office across Canada
Go before the deadline —
6:00 p.m., Tuesday, October 13




Vote by mail
Apply by 6:00 p.m. on
Tuesday, October 13



Ready to vote
October 19, 2015

Contact Elections Canada for everything you need to know to be ready to vote.
elections.ca | 1-800-463-6868 | TTY 1-800-361-8935



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**.



No one identified last issue's flashbacks photo.

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