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cover photo

March 4 Rally in Gander - all party leaders, Keith Sullivan and DFA Minister Vaughn Granter

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The sunken paper carrier Manolis L. continues to slowly leak oil into our ocean. What will the federal government do about this hazard to our marine environment?



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The Traceability Project continues to grow, with even more harvesters on board to supply the market with traceable lobster and halibut.



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Over the past few months the province has rallied together to show support for the inshore shrimp fishery and what is means to our coastal communities



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

The **FFAW-Unifor** is Newfoundland and Labrador's largest private sector union, representing 15,000 working women and men throughout the province, most of whom are employed in the fishing industry. The Union also represents a diversity of workers in the brewing, hotel, hospitality, retail, metal fabrication, window manufacturing and oil industries, and is proud to be affiliated with the 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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A: No. Coverage is for a period of one year, from August 1 to July 31 each year.

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

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Keith Sullivan

Keith Sullivan
Unifor-FFAW

I may be relatively new as President of the FFAW, but I've seen enough in my years here and especially firsthand as a harvester, to feel the frustration in having your industry managed by a federal government that understands very little about Newfoundland and Labrador.

The need for the town meetings, rallies and demonstrations in recent months leaves me a little torn.

On the one hand, I'm impressed, overjoyed, and reassured by the level of support the fisheries continues to receive in the province. This support reflects a reality – the fishery is still critically important to this province.

But these events also leave me saddened because we still need to have them. We still need to rally and lobby and argue for the most basic of premise – that those who live closest to our ocean resources should be the main beneficiaries those resources.

Why have we lived on the coast of Newfoundland and Labrador for over 500 years? Why do we continue to live in coastal Labrador? Why do we continue to live on the Northern Peninsula? Why do we continue to live in communities like Twillingate, Trout River, Fogo, Fortune, Harbour Breton, Old Perlican and Port aux Choix? There may be a few different reasons, but the fishery is the common thread.

Those in Ottawa must do more to understand that our coastline was settled because of the fishery and that many of those who live in coastal communities are there because of fish resources.

I think we need to send a message to Ottawa: the fishery is the original mega-project in this province, and it is the only one that spreads to every nook and cranny of Newfoundland and Labrador. The fisheries

mega project remains strong and it would be stronger if they stopped saddling us with ridiculous policies that kill communities.

The principle of adjacency is well recognized as a critical instrument in advancing the interests of local workers, community and local business growth based solely on the ownership and proximity of the resource. Most significantly, the Atlantic Accord is the umbrella document for the Canada-Newfoundland Benefits Agreement. It outlines employment priorities for NL workers and companies vying for contracts in the offshore oil industries. Without it, our province stood to lose hundreds of millions of dollars to international contractors.

The Emera Maritime Link Benefits Agreement and the highly touted Alderon Kami Mine Benefits Agreement are two recently announced programs that are fundamentally structured to give first priority benefits to the citizens closest to the resource. The same should be crafted for the shrimp resource and all of our fisheries resources. This ensures a balanced approach, one that assists the distribution of the immense wealth created by utilization of provincial resources.

This principle is even more entrenched and enshrined in fisheries management.

Atlantic Groundfish Management Plan in 1984 states "allocation of fisheries resources will take into account of adjacency to the resource, the relative dependency of coastal communities."

The federal fisheries minister in 1997, Fred Mifflin, said that adjacency would guide future allocations in the northern shrimp fishery.

In Gander on March 4th over 400 people including FFAW members, the Premier of Newfoundland and

CONTINUED ON PAGE 5

OUR RESOURCES... Continued

Labrador, leaders of provincial opposition parties, federal members of parliament, labour leaders, municipal leaders and business leaders were promoting adjacency and the importance of the fishery in our province. The same day, a FFAW delegation made up of representatives of all shrimp fleet sectors met in Montreal on March 4 to deliver these messages to federal officials

These are messages that were delivered at other management meetings such as the advisory meetings relating to Halibut on the south coast of Newfoundland in 3PS. The exact same message will be delivered at gulf groundfish meetings related to halibut and other species in 4R/3Pn. In both cases relating to halibut, FFAW members have been actively campaigning for fair access to the adjacent resources.

The fishery is worth over one billion dollars to Newfoundland and Labrador. But it can be worth more to our people and the economy. The opportunity to make the right decisions lie with Fisheries Minister Gail Shea and your Union ensures these important issues are a focus for her and DFO officials.

To use the inshore shrimp fishery as an example, we have over 260 fishing enterprises, employing approximately 1,300 crew members and ten plants with over 1,500 processing workers. This is just the tip of the iceberg.

When faced with the facts, how can a decision be made to throw away thousands of jobs, force

bankruptcies and destroy communities when they are the people who live closest to the resource and have depended upon the ocean for generations?

There are solutions that can be fair to all and uphold the principle of adjacency. The solution lies in allowing the inshore fleet and adjacent special allocation holders to harvest the adjacent grounds in what we call Shrimp Fishing Area 6. This solution supports both adjacency and allows for a viable offshore fishery. The solution is ensuring adjacent halibut harvesters have access to historical shares which allows people an opportunity to benefit from this healthy resource.

It's not just about shrimp and halibut, it's about having the right to responsibly harvest the resources off our shores.

Whether that is turbot, cod, shrimp, halibut or even sculpin.

Even though I'm torn by the need to rally, I'm reassured by every conversation I have about the value of our adjacent resources. Those conversations have been in town hall meetings like March 4th in Gander and in every other nook and cranny of our province. Newfoundlanders and Labradorians understand the need for our people to benefit from our natural resources.

You all know value of the fishery to our coastal communities. We have to stand united for the principle of adjacency and we have to stand united for all of our coastal communities





Greg Pretty

Up on the pig's back

Well, it was good while it lasted. We were on the top of the heap.

A car in every garage and two chickens in every pot. We were up on the pig's back. Then, just like that...gone.

I'm talking about our provincial economy. It's getting so bad in here Massage Parlours are taking front page ads out in the Telegram.

To use the vernacular, "the arse is out of her."

Fear not. Finance Minister Ross Wiseman is on the road travelling hither and yon, meeting and taking advice from the business gentry, fish merchants, fast food nobility and the staple of the NL political scene, the Raggedy-Arsed Artillery (RAA).

The business group's advice is predictable. The same plaintive cry in sickness and health, good times or bad, "Don't tax us, leave us alone. We are overly burdened with 50 shades of red tape, so go, tax, cut and lash the raggedy arsed artillery. There are many of them. They can withstand the lash."

Ross's already complaining about the low turnouts. No wonder.

You can't miss what you never had so what's all the hoopla? The Great Oil Cornucopia took a wide detour around rural NL. The recent drop in the price of a barrel of oil is only a drop in the bucket for people who have lost their jobs in this province fish processing industry. For the RAA, "the arse went out of her" quite some time ago.

So you'll forgive us if the RAA thinks this current self-inflicted crisis is seen as only a minor blip in an ongoing series of orchestrated economic calamities manufactured right here.

That's something we have to deal with every day in rural NL.

As the fish merchants and their political compadres inch towards a jobless fishery, Ross won't have to worry about hitting the road and meeting jobless workers,

whether it be in cod, crab, shrimp or salmon.

You see, you can't move towards a jobless fishery unless you have a public policy that envisions a jobless fishery or a policy so weak, it allows it to happen by a series of ill-conceived policy approvals that ultimately benefit only fish merchants.

Imagine how well Ross would do in a meeting of 150, jobless wild salmon processing workers, complaining that while they received \$200 a week EI, or work on winter works projects, hundreds of thousands of pounds of farmed salmon, enough for 100 full-time jobs, is trucked out to be processed in New Brunswick every week.

How about Ross meeting with 500 jobless groundfish workers, unemployed while tractor trailer loads of frozen groundfish are trucked out and processed in other countries and provinces.

How about tens of thousands of tonnes of shrimp shipped to foreign countries while shrimp plants close, fishers lose their boats, workers lose jobs and the remaining plant workers have drastically reduced incomes based on small work weeks.

After getting the reports of the salient details of Ross's meetings with the RAA, one would think at least one of our Political Masters, peering out through a crack in the bunker, would come to the same conclusion as I.

And that is this: we are resource rich and job poor
How did we get that way?

We got that way because the fish merchants wanted more and they wanted workers to have less.

They got their way. Ultimately, fish merchants traded the right to export your jobs for a bag of empty promises. They got more, workers got less.

We need a change in public policy. Our resources should not continue to be utilized for the benefit of a few. If you don't have a plan to share the wealth of the resources with its people, you shouldn't be allowed to catch it, pump it, dig it up, chop it down or harvest it. Without a proper plan, its economic chaos. Right, Mr. Wiseman?

FFAW Members at the Fogo Island Co-op



Thresa Glover, Glenys Oake, Mavis Penney, Mary Heath and Sharon Gill in back



Edmund Pickett



Kim Snow, Sandra Walbourne, Karen Hewitt, Darlene Payne.



Rita Hewitt and Lee Budgell



Edmund Pickett with Josephine Coles



Leo Coles

Students engaged in aquatic invasive species field work

Jóhan Joensen
FFAW-Unifor Industry Liaison

In 2014, FFAW-Unifor and Fisheries & Oceans Canada got approval for a mitigation program on Green Crab, and received some funding from Vale Inco. Additionally, the Department of Fisheries and Aquaculture came onboard to help with making a substantial effort to combat an invasive species in Placentia Bay – the European Green Crab.

In light of this, the three above mentioned organizations together with the Ocean Learning Program, Marine Institute and Ocean Sciences Centre organized a field lab for Grade 10 students in Marystown.

The 65 students were first given an overview at the school on Aquatic Invasive Species (AIS) and their impact on Biodiversity, also included was an introduction of the planned field laboratory activities. They were

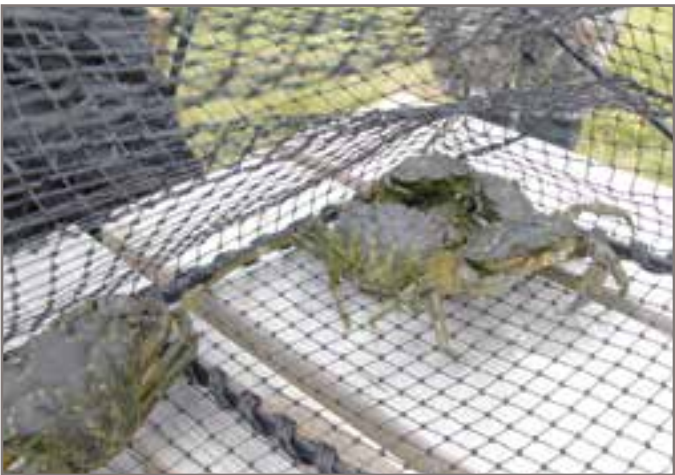
then taken by bus from the school an area in Spanish Room identified for the purposes of this excursion.

While in Spanish Room, the students were put into groups where they explored a variety of activities – Beach Seining, Set Traps, Measuring Physical Data, Seeing Underwater, and Conduct Transects. All of these activities gave the students an opportunity to truly know what it is like to work with marine science.

It was exciting for the students to find juvenile cod in the beach seine. Through transects and traps the students removed a number of Green Crab for this environment, and they were also able to identify males from females before dissecting and destroying the animals.

Although the target of this Field Laboratory for the students was to deal with Green Crab and aquatic invasive species, they received information on many other species that were identified. Most of the students showed a great interest in the activities that they got to engage in, and they were keen to explore their local environment through this opportunity.

The organizers seen this as a successful event and hope that something similar to this can be done in the future for this and other schools. It is important to help inform and teach youth about what is happening in the marine environment. Providing opportunity for students to explore and experience with this kind of work has a far greater influence than posters and leaflets handed out in the classroom.



Halibut stock assessments favorable for quota increase

David Decker

FFAW-Unifor Secretary Treasurer

ddecker@ffaw.net

4R Halibut

Stock assessments of the 4R halibut stock have been very positive, with indicators from both the fishery and surveys having increased significantly in recent years and most at an all-time high in 2014.

The Gulf Groundfish Advisory Meeting is to be held March 25-26, 2015 in Moncton, where Union representatives Carl Hedderson, Kevin Hardy and myself will be attending.

Your Union will push for a significant quota increase, and we do expect some increase in the quota due to the favourable stock assessment. We will also be fighting for our fair share of the quota based on the principle adjacency.

"There is no doubt that the abundance and distribution of this resource is significant and unprecedented to anyone involved," said Staff Representative Jason Spingle.

A petition was recently signed by all 4R members that has been forwarded to DFO Minister Gail Shea. A meeting held in January with Minister Shea where we expressed the importance of fair sharing.

A settlement has been made with Codroy Seafoods for not paying out the price adjustments owed to harvesters. We are currently waiting for the appointment of an arbitrator for the remaining grievances filed.

3PS Halibut

The Groundfish Advisory Meeting was held in February in Halifax. Like the 4R stock, the alphabet soup halibut stock is also showing an all-time record high biomass assessment.



Lawrence Genge from Anchor Point

Your Union will push for an increased quota in this stock, which extends from the US border to the Grand Bank. We are also pushing for a science quota in Newfoundland and Labrador, which our harvesters currently do not have, unlike Nova Scotia harvesters.

Your Union is also pushing for historic sharing of this quota. Prior to 2011, we had approximately 6% of the quota, yet when the bycatch was eliminated after 2011, our share of the quota dropped to 2.9%.

During our January meeting with Minister Shea, we also expressed the situation of halibut quotas owned by companies being fished by harvesters through a large tax. Minister Shea agreed that this practice is wrong and we hope that, as minister, she will put a stop to it.

Lump Roe: cautiously optimistic

The annual international meeting at Luroma (lump roe) was held in Amsterdam on February 6th, 2015. The meeting brings together representatives from the primary lump fishing areas of Newfoundland and Labrador, Greenland, Iceland, and Norway. At the meeting, the previous year's catch is reviewed and discussions about the market for the upcoming year are held.

FFAW-Unifor was represented at the meeting by Inshore Director Bill Broderick. According to Broderick, "there was cautious optimism about the lump market for 2015, which we think will rebound from the lows of 2014."

Given the market and the timing of the NL fishery, the market for lump can be difficult to predict. The NL fishery is the last occur among major lump producers and as a result NL harvesters must react to the market already established by its European counterparts.

The lump market supports between 25,000 to

30,000 barrels per year. In years where the European lump fishery is strong, the need for NL lump is low, thus forcing the price down. This occurred in 2014, where an adequate European fishery combined with a carryover of catch from 2013 resulted in an NL lump price of \$1.25. At that price, few NL harvesters participated in the lump fishery.

To Broderick, the carryover of catch from 2013 resulted in an overall undersupply of lump in 2014 that the market did not recognize. "There were only 18,000 barrels produced last year," Broderick notes, "which supports our perspective that price should rebound in 2015." The previous high for lump roe was \$4.25 a pound.



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Results of inshore shrimp survey – the impact of inshore shrimp fishery on local economies

Erin Carruthers
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Inshore shrimp harvesters make significant contributions to local economies by landing a valuable resource and utilizing local businesses and government facilities.

In the fall of 2014, FFAW-Unifor completed a stratified random phone survey to better understand the connection between landings from specific shrimp fishing areas and onshore communities. The information you provided was used to show economic links between the northern shrimp inshore fleet and onshore communities.

shrimp contributes to the overall financial viability of the fishing enterprise. Participation in other fisheries and their economic importance differs among fleets. On average, the proportion of fishing enterprise revenues derived from northern shrimp ranged from 26% in the southern fleet to over 60% among the northern fleets.

As such, northern shrimp quota cuts may well undermine the financial viability of related fisheries and the supporting onshore businesses and communities, particularly along the Northeast Coast, Northern Peninsula and southern Labrador.

For fish harvesters, I expect this information is not new. But, for the purposes of building an argument on the importance of the inshore shrimp fishery, we

Northern shrimp quota cuts may well undermine the financial viability of related fisheries and the supporting onshore businesses and communities, particularly along the Northeast Coast, Northern Peninsula and southern Labrador

Fish harvesters landed northern shrimp at 25 ports, corresponding to 1383 landing events in 2014. Over 90% of landing events by the northern shrimp inshore fleet were landing shrimp from Shrimp Fishing Area (SFA) 6. When fish harvesters land their catch they pay fees which support harbour authorities. Inshore fish harvesters buy groceries, refuel and pay for routine maintenance each time they land shrimp. These three expenditures alone amount to over \$11 million dollars injected into local economies in 2014.

In addition to trip level expenses, annual expenditures, such as maintenance done at shipyards in Glovertown, Harbour Grace, Triton, Fermeuse, and Port Saunders, support local and regional economies.

Northern shrimp license holders participate in other fisheries and income derived from northern

needed to systematically document economic links between the inshore fleet and onshore communities. Further, we needed to demonstrate that the information was representative of all fleets. The easiest way that I know of is to build a systematic and representative study is to run a stratified random survey. All fleets were equally covered but individual fish harvesters are randomly called within each fleet. Thank you, to all of you who read the survey but who we didn't call.

And thank you to all the shrimp harvesters who completed the survey. You provided crucial information for the ongoing shrimp campaign. This information clearly shows the ties between the inshore shrimp fishery and onshore communities.

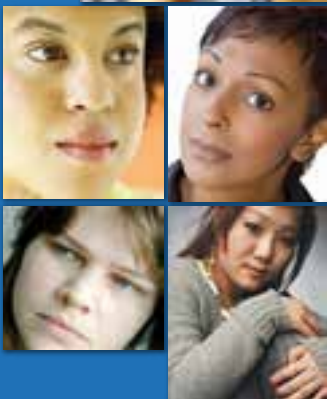
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FFAW-Unifor Women's Advocates

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

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Process to move pilotage station in Placentia Bay halted

Jóhan Joensen
FFAW-Unifor Industry Liaison
jjoensen@ffaw.net

Atlantic Pilotage Authority started a process in the late summer of 2014, wanting to establish an alternate pilotage station in Placentia Bay, 11 miles inside the mandatory pilotage station by Red Island.

FFAW-Unifor came out strongly against this proposal before any consultation process was made public.

Actions against the suggested pilotage station started with a news release on September 5th, 2014, with the first approach by the Atlantic Pilotage Authority for consultation was on September 26th, 2014.

Following all this, there have been submissions against the proposal, attendance at a stakeholder meeting on November 10th, 2014 and subsequent



station by Buffett Shoal. The process was effectively stopped by the facilitator and a report will be provided to the Atlantic Pilotage Authority on the matter.

“The value of coming together for a common cause paid dividends. However, it’s unfortunate that we must go through all of this in the first place when

*“The value of coming together for a common cause paid dividends.
However, it’s unfortunate that we must go through all of this
in the first place when the risks are so blatant.”*

participation in what is known as a Pilotage Risk Management Methodology exercise.

FFAW members voiced their concerns in many forums, including sending letters to the Minister of Transportation. The FFAW also canvassed operators in the bay on their oppositions and worked with a coalition from various community groups to ensure safety and environmental concerns remained the focus.

On March 3rd, 2015 it became evident in this process that there appear to be too many risks for it to be acceptable to establish the alternate pilotage

the risks are so blatant. This is something we must continue to keep a watchful eye over,” said FFAW-Unifor President Keith Sullivan.

This is a major change for the consultation process for the Atlantic Pilotage Authority and your Union will continue to keep on top of this matter as it is of significant importance to not only the fishing industry in the local area, but for all users of Placentia Bay. If there are any questions on this matter, feel free to contact the FFAW-Unifor office in St. John’s 790-576-7276.

Fisheries Income Improvement Program (FIIP)

Bill Broderick
FFAW-Unifor Inshore Director
bbroderick@ffaw.net

Expanding a fishing enterprise can be an expensive undertaking for a fish harvester. Price increases for certain fish licenses risks creating a system that limits enterprise growth to those who are already financially successful. Such a system would not be good for the NL fishery, and in particular for the young fishers who are just starting out and who represent the future of the inshore fleet.

To better balance the growth of fishing enterprises and to make growth affordable, FFAW-Unifor has initiated the Fisheries Income Improvement Program (FIIP). The goal of FIIP is to pair up fishers who want to sell their fishing enterprises for fair market value with a group of fishers who seek to purchase a part of this enterprise. Under FIIP, an enterprise is parcelled out to willing purchasers, thus allowing more purchasing fishers to participate at a reasonable price.

"The ultimate goal is to provide fishers with an affordable and structured path to increase fishing-related income," said Secretary-Treasurer David Decker. "Parcelling out a license as it is sold allows fishers to grow their enterprises in reasonable increments that are easier to manage and that do not require a mountain of debt."

FIIP is currently a pilot project available on fishers on the west coast, from Codroy to Trout River. To participate, the seller must be willing to sell his or her entire suite of licenses.

The FIIP process is managed by a committee of the Fisheries Science, Stewardship and Sustainability Board (FSSSB), which receives offers to purchase an enterprise. The committee establishes fair market value for the enterprise, which the enterprise owner then accepts or rejects. If accepted, the FSSSB purchases the enterprise.

The committee next decides to how to divide up the enterprise for sale. For example, a lobster license of 220 pots may be divided into 22 lots of 10 pots. The committee next accepts expressions of interests from fishers seeking a part of the enterprise being sold. Those who are interested are entered into a random draw and names are selected until the entire enterprise is sold.

A purchaser pays a percentage of the price of the enterprise based on the size of the share he or she receives. Therefore, if a lobster license of 220 pots is bought by the FSSSB for \$2200 and is sold in lots of ten, then the purchaser of one lot of lobster pots would pay \$100.

Thus far, the FSSSB has accepted offers to purchase two enterprises. If you are a fisher interested in selling your enterprise, please call the FSSSB at 709-576-0230.



Changing migration patterns and lack of science affect mackerel TACs

Jason Spingle
FFAW-Unifor Staff
Representative
jspingle@ffaw.net

Atlantic mackerel are one of three primary pelagic species harvested in Newfoundland and Labrador. Unlike capelin and herring, which remain in NL waters year-round, mackerel undertake extensive migrations and are known to overwinter in warmer waters on the edge of the continental shelf and as far south as North Carolina.

Mackerel are an important commercial species with extensive landings throughout the Gulf of St. Lawrence and the north east and south coasts of Newfoundland.

Following increased landings in the early 2000's to a historical high of over 54,000t in 2005, landings have been declining by falling to 11,400t, 6,468t, 7,431t in 2011, 2012 and 2013 respectively. In the recent period, distribution and landings are noted to have moved north which a much higher percentage of landings by NL harvesters.

At the 2014 Management Meeting in



Mackerel harvesters in South Dildo

Halifax, Nova Scotia, DFO Science outlined their significant concerns with the stock and recommended that the total Atlantic Canadian Catch be no more than 800t for 2014 and 2015. This would have been a virtual closure of the commercial fishery.

Your Union was in attendance, and we lobbied with other industry members on the issue of changing migration patterns, poor overall coverage of the science survey, and changing fishing patterns, as well as Canada-US sharing. Through outlining these issues, the Minister set the TAC at 10,000t for 2014.

A preliminary report from DFO indicated 2014 landings in NL between 3000-4000t and following the recent trend there were minimal reports of landings in the Maritimes. DFO announced a plan for 2014 only but initiated a working group to examine issues including expanding scientific research. As members of the working group we will work to have our members directly involved in such initiatives.

NOTE: Some information obtained from DFO, Canadian Stock Assessment Secretariat - SAR 2014/030.



Groundfish movin' on up

Robert Keenan
FFAW-Unifor Projects Office
rkeenan@ffaw.net

There's been a common conversation between harvesters and processors that has gone on for some time and it goes like this:

Processor: I need better quality fish.

Harvester: I'd provide better quality fish if I got paid more for providing better quality.

The cod fishery of 2014 married these two perspectives with the cod quality grading program.

"The cod fishery cannot survive with cod at 50 cents a pound," noted Inshore Director Bill Broderick. "Harvesters need a better price for cod, and to get that price they have to provide a better product."

The cod quality grading program agreed to by the FFAW and cod processors established different price levels for different qualities of cod delivered to the processor by the harvester. The top quality is Grade 'A', which paid out 80 cents a pound in 2014.

Overall, the quality grading program was a success, fulfilling its dual mandate of providing better quality cod and higher prices. In 3Ps, cod harvesters received an average price of 70 cents a pound, the result of providing higher quality fish. In 4R, the cod season started strong with good fish and prices, though as the season progressed higher water temperatures resulted in poorer quality cod.

Harvesters recognized that landing a higher quality fish would require some changes to how the cod fishery is pursued. Most harvesters made a concerted effort to have sufficient ice on board to preserve the cod and, in general, harvesters agreed with the staggered openings to ensure there was no glut of product at the plant. "Harvesters understand that you need someone to buy the fish," Broderick asserted.

Still, there is room for improvement. Some cod harvesters were unhappy with how cod was transported to plants and, despite staggered opening,

there was a two week period where there was a glut of landed cod. Both of these situations should improve as more plants start to process cod.

Overall, the cod quality grading program showed significant promise with some improvements to still be made.

Update on Cod Quality Pilot Project - Quality is Job #1

Training is underway as we ramp up for the cod quality pilot project. Harvesters from 48 representative sites around the province will fish following strict onboard handling protocols. They will fish throughout the year in their respective regions, as weather permits, with special allocations of fish. Participating harvesters will be collecting important data as we continue to focus on improving quality and understanding abundance and availability of cod in our waters

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THE CANADIAN COAST GUARD

An environmental response to the Manolis L.

Bob Grant
Senior Environmental Response Officer
Canadian Coast Guard Atlantic

In 1985, after hitting the treacherous Blowhard Rocks, the MV Manolis L, a Liberian freighter with a load of paper, sank 82 meters in Notre Dame Bay.



There, it lay silent for 28 years until March 31, 2013. After an intense storm system, Coast Guard received a report of small oil sheens on the water near Change Islands and Fogo Island.

Since receiving that first report two years ago, Canadian Coast Guard Environmental Response has successfully completed oil containment operations on the Manolis L. We carried out regular comprehensive operations at the site including numerous underwater hull surveys and sealing of identified leaks with weighted neoprene seals and a cofferdam. The Coast Guard continues to regularly monitor the Manolis L site with the assistance of Transport Canada aerial surveillance, Provincial Aerospace Limited and our own Coast Guard vessels and helicopters.

As part of our planned, and on-going, operations, our environmental response team returned to the site in November 2014 to inspect the integrity of the weighted neoprene seals, conduct a detailed survey the hull, remove any oil collected by the cofferdam and to replace the cofferdam.

(In December 2014, Canadian Coast Guard Environmental Response completed pre-winter operations on the MV Manolis L. This included successfully removing oil collected by the cofferdam, replacing the existing cofferdam with an improved design, and inspecting all of the weighted seals. Here a Coast Guard crew is preparing to install the new cofferdam on the Manolis L.)

Our fall operations were substantial and included 15 Coast Guard Environmental Response personnel, a Coast Guard 1100 class vessel equipped with a special purpose barge, five pollution response vessels, pollution countermeasures equipment, a mobile incident command post in the community of Herring Neck, remotely operated underwater vehicle (ROV)

CONTINUED NEXT PAGE

MANOLIS L continued

technology, five divers, a marine surveyor, and invaluable support from Environment Canada, Transport Canada – surveillance, DFO Science, DFO Fisheries, Canadian Wildlife Services, the Harbour Authority at Herring Neck and local fish harvesters in the area.

We conducted a detailed underwater inspection of the hull of the Manolis L, and confirmed that the hull is stable and in good condition. Despite periods of heavy weather throughout much of November, operations were successfully completed in December 2014. Since then, there have been regular aerial surveillance flights: 16 flights as of January 27. No oil has been detected and we continue to monitor the site.

During all of our operations, we have met and spoken with many concerned citizens who reside in the area; all are very interested in the work the Coast Guard is carrying out at the Manolis L site. We will continue to inform the public as we continue our work.

Many have asked about a longer-term solution.

As the lead federal agency, Coast Guard continues to look at all viable options; however, the most recent operations confirm that our ongoing monitoring and maintenance of the site, including the cofferdam and weighted seals, is effective.

As scheduled in our operational plan, Canadian Coast Guard Environmental Response officers will return to the Manolis L site in spring 2015 after the winter sea ice retreats. We plan to survey the hull, check the integrity of the containment devices, remove any oil collected from the cofferdam and replace it with another unit.

The Canadian Coast Guard welcomes any information on oil sightings in the area as soon as they are observed. The public is asked to contact the Environmental Emergencies Line (709) 772-2083 or 1-800-563-9089.

The Canadian Coast Guard's top priority is the protection of the marine environment and the safety of those at sea.



Nine year old Martina Chaffey of Lewisporte was among dozens of people calling on government on January 18th to Save Our Sea.

Still no federal commitment for permanent fix for Manolis L.

Robyn Lee
FFAW-Unifor Industry Liaison
rsaunders@ffaw.net

Reports of oil sheens and oil-covered wildlife prompt news stories, surveillance flights and federal response operations but there is still no commitment for a permanent fix to stop the fuel oil and diesel that continues to leak slowly from the Manolis L.

A demonstration march was held in Twillingate in January to call for federal government action to remove the oil from the derelict vessel lying 82 metres

deep in Notre Dame Bay.

In 2013, the same year that oil was first reported to be leaking from the Manolis L., the federal government hired a contractor in British Columbia to remove oil from the U.S. Army's Brigadier-General M.S. Zalinski. That ship sank 70 years ago although oil slicks were reported for 50 years before the wreck was identified and many patches and seals were made on the vessel over the years.

Many have pointed to the \$162M Ship Source Oil Pollution Fund (SOPF) to pay for the cost of such a removal effort on the east coast. The SOPF is a special federal fund structured to pay claims for oil pollution damage or anticipated damage in Canada. However, the SOPF's predecessor, the Maritime Pollution Claims Fund, apparently paid a claim to the Canadian Coast Guard for initial response efforts around the time of the sinking of the paper carrier. As a result, no further claims to the fund can apparently be considered.

That leaves us where? There are many abandoned and derelict vessels in Canada lying on the ocean

floor, either seeping oil continuously or just waiting to spring a leak. Funds need to be made available to provide permanent fixes to deal with "polluters" like the Manolis L that fall amongst loopholes in legislation, liability and compensation regimes. Is there no political will to Save Our Sea for future generations?



At Newfoundland and Labrador Credit Union we understand and embrace the fact that the fishing industry is and always will be the backbone of Newfoundland and Labrador's culture and identity.

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The traceability project is growing!

Dwan Street
Traceability Coordinator
dstreet@ffaw.net

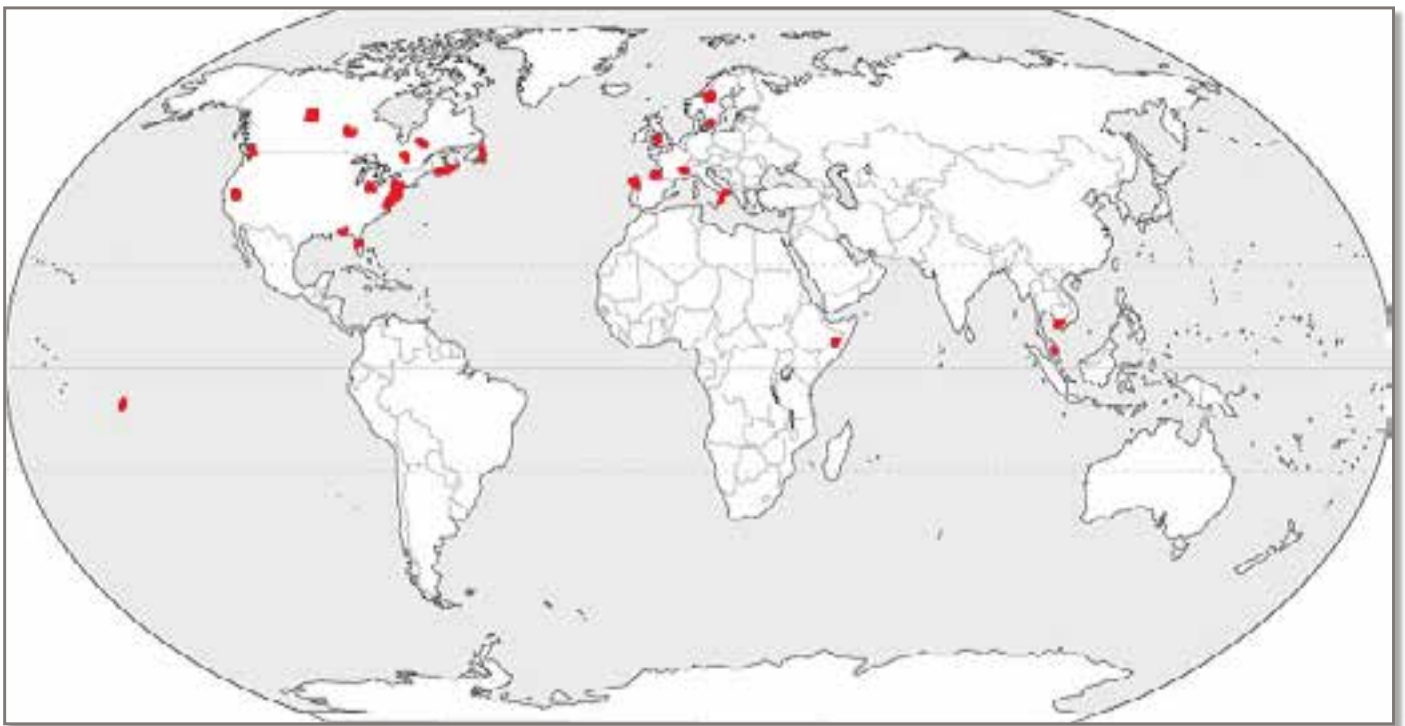
Harvesters in 3Ps will have the chance to participate in the Atlantic Lobster and Halibut Traceability Project for the 2015 season.

The 2014 season was a success for traceability participants. Traces came in from all over the world and the feedback harvesters received has reaffirmed what we already know - Newfoundland and Labrador seafood is some of the best in the world and

consumers appreciate your hard work!

“Participation in the project has been overwhelming. Harvesters have come on board with anxious anticipation, knowing all aspects of the fishery start with the harvester. Personally I enjoyed the challenge and was ecstatic when I had a reply. I actually got teary eyed to see how such a tiny action could bring joy to someone miles away,” said harvester Joan Doucette.

Take a look at where your lobsters and halibut were traced:



This year we are recruiting harvesters in 3Ps to join the 266 harvesters who took part last season. 2015 brings exciting new things to the program that you will not want to miss out on.

Firstly, look for traceable Atlantic lobster and halibut on the tables of some of the province's finest restaurants during the 2015 lobster and halibut seasons!

Last season the Hotel Port aux Basques became the first restaurant in our province to add traceable

seafood to their menu, serving traceable halibut throughout the season.

Over the winter we have been working with the Restaurant Association of Newfoundland (RANL), as well as the head chefs and owners of seven fine dining establishments on the northeast coast to get your Grade A quality traceable catch on even more plates province-wide.

Nancy Brace, Executive Director of RANL, says, “RANL has been working very hard over the past



five years to develop partnerships that help us grow and promote the use of local foods in our restaurants and culinary scene, thereby growing and promoting a sense of place we can all be proud of as we celebrate our heritage and culture through our food. We saw a need to promote local seafood in our restaurants and

- Grates Cove Café, Grates Cove
- Gypsy Tea Room, St. John's
- Oppidan at the Sheraton, St. John's

We have also unveiled a new "Product of Newfoundland Labrador" tag that will distinguish your fine lobster and halibut when it hits the market place!

The number of participants from even more of our beautiful coastal communities is increasing, helping more traceable lobster and halibut reach every corner of the world. Avalon Ocean Products, Arnold's Cove and Eastern Fish Markets, Carmenville are joining Codroy Seafoods, Codroy as supporters of the project, supplying traceable seafood to domestic and international markets. The Seafood Shop, located in Churchill Square, St. John's is on board to ensure traceable catch reaches restaurants and consumers.

this project was a perfect fit.... helping us recognize the fishers and helping fishers develop a new market-place, right here at home."

You will find traceable lobster and halibut from our pristine waters on the tables of:

- Hotel Port aux Basques, Port aux Basques
- Chinchéd Bistro, St. John's
- Bacalao, St. John's
- One11 Chophouse, St. John's
- Celtic Hearth, St. John's

Look for the bright orange tag the next time you visit one of these fantastic locations!

If you are a lobster or halibut harvester in LFAs 11-14B / 3Ps or 4R and would like to get involved for the upcoming season please contact Traceability Coordinator Dwan Street at 576-7276 / 770-1343 or email at dstreet@ffaw.net



Cloe Poitevin from MUN, FFAW Traceability Coordinator Dwan Street and Inshore VP Tony Doyle

People & Sea Film Festival

On Tuesday February 24, Mallard Cottage restaurant in the historic Quidi Vidi fishing village of St. John's hosted the People and the Sea Film Festival. The evening began with head Chef Todd Perrin and his team serving an array of local seafood dishes, including cod, seal and tongues.

The festival included a screening of four fishery-related films: The 100 Mile Seafood Diet, Aukward, Off the Hook and 57 Degrees North. A discussion panel including FFAW-Unifor Inshore Council Vice President Tony Doyle and Traceability Coordinator Dwan Street then discussed the question, "Why should we eat more local seafood and how do we make it happen?"

The consensus in the room was that the delicious, quality seafood from the pristine waters of our province is second to none. All agreed that promotion of local seafood is important to maintain physical and economic health. Ensuring small boat fish harvesters and coastal communities are supported and promoted are keys to reaching this goal.

FFAW Members at the Labrador Fisherman's Union Shrimp Company



Agatha Rylatnd



Beverly Ryland, Lydia Lavallee, Phyllis Layden, Christine Fowler, and Chelsey Letto



Julia Butt



Lydia Lavallee



Phyllis Layden



Norma Earle and Christine P. Fowler



Norma Jones



Atlantic Safety Centre Security Guards now represented by FFAW

Allan Moulton
FFAW-Unifor Staff Representative
allan.wings@persona.ca

FFAW-Unifor has been certified to represent a second group of workers at the Long Harbour site. This time it's the Atlantic Safety Center Security Guards. The group recently elected their local committee, pictured here along with FFAW-Unifor's Industrial Director Greg Pretty and Staff Rep. Allan Moulton are Vice-President Lori Ann Best and Secretary Treasurer Hector Hillier on the left, and Unit Chairperson Larry Hickey on the right. The group meeting was held on January 22 to prepare for negotiations on their first collective agreement.

Fisheries Law

Fishery Legal Issues

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Lobster Council unveils new generic marketing plan



The Lobster Council of Canada has partnered with Argyle Communications to develop a generic marketing plan which aims to build on the Canadian lobster brand with the message “The best lobster in the world comes from Canada.” Marketing lobster under the Canadian brand is important because lobster sales for live and processed products are growing dramatically in China, Hong Kong, and South Korea, where the Canadian name and maple leaf symbol are synonymous with high quality and trustworthiness.

Export data shows that sales to China have grown over 400 per cent in the past five years. Eastern markets value Canada’s rigorous food safety standards, our leading work on traceability and sustainability, and Canadian’s image as trustworthy people. The fact that Canadian lobster is one of the purest forms of wild sourced protein that tastes great and is associated with celebration is additional equity in the Canada brand.

Development of the generic marketing strategy for Canadian lobster was a recommendation of the highly regarded Maritime Lobster Panel Report.

Both the Maritime Lobster Panel and Independent Review of the PEI lobster Fishery - stressed the importance of generic marketing to help stabilize prices within the industry and to grow demand for lobster. The Maritime Lobster Panel states that the Lobster Council of Canada is ideally positioned to conduct generic marketing on behalf of the industry.

The spin off from investment in generic marketing is compelling. For example the beef industry has shown that for every dollar invested in generic marketing the return on investment is nine fold. For the lobster industry, establishing a levy that promotes marketing of the Canadian lobster brand also means that Federal government money can be used to promote lobster. Practically speaking this means that a small investment from a harvester of \$300 can become \$1200 dollars. Implementation of the generic marketing plan is dependent on funding - initially from industry in the form of a levy. Currently all provinces are consulting with the lobster sector and working on mechanisms to collect from the sector within their respective provinces.

Stay tuned for more information as the LCC shares the strategy with the sector in the weeks ahead.



New undersea cable system to be installed in 2015



The Hibernia Express undersea fibre-optic cable system will start from Nova Scotia and transit east-northeast across the Grand Banks and Flemish Pass crossing the Atlantic Ocean to land in the UK.

Route clearance operations by the CS Decisive are currently underway in preparation to install the Hibernia Express subsea fibre-optic cable system from Halifax to the UK. Notices to Mariners have been issued and an information flyer with route overview, including latitude and longitude positions, is available on our website at ffaw.nf.ca. This cable is to be buried to about 1.5 metres below the sea bed, out to a 1500 metre water depth.

Fisheries Liaison Officers, employed by the FFAW, will be onboard the clearance vessel and cable laying vessels to communicate with harvesters on the water via VHF radio. A Fisheries Guide Vessel may also be in the

vicinity of the cable laying vessel. The clearance operations are expected to be ongoing until mid-May and cable laying is planned in Newfoundland waters in May, June and July.

Hibernia Express is requesting a safety corridor, at least 300 metres wide, along the cable route of any set gear 2-3 days prior to cable installation in order to avoid damage to fishing gear as well as disruptions to the cable laying process. Our website will provide timely information on the schedule of the cable laying vessels as it proceeds. The cable should be fully installed and inspected by the end of July 2015.

If you have questions or concerns about this project please contact
Robyn Lee, Industry Liaison at (709) 576-7276.

Lobster Node General Assembly

Jackie Baker
FFAW-Unifor Science Coordinator
jbaker@ffaw.net

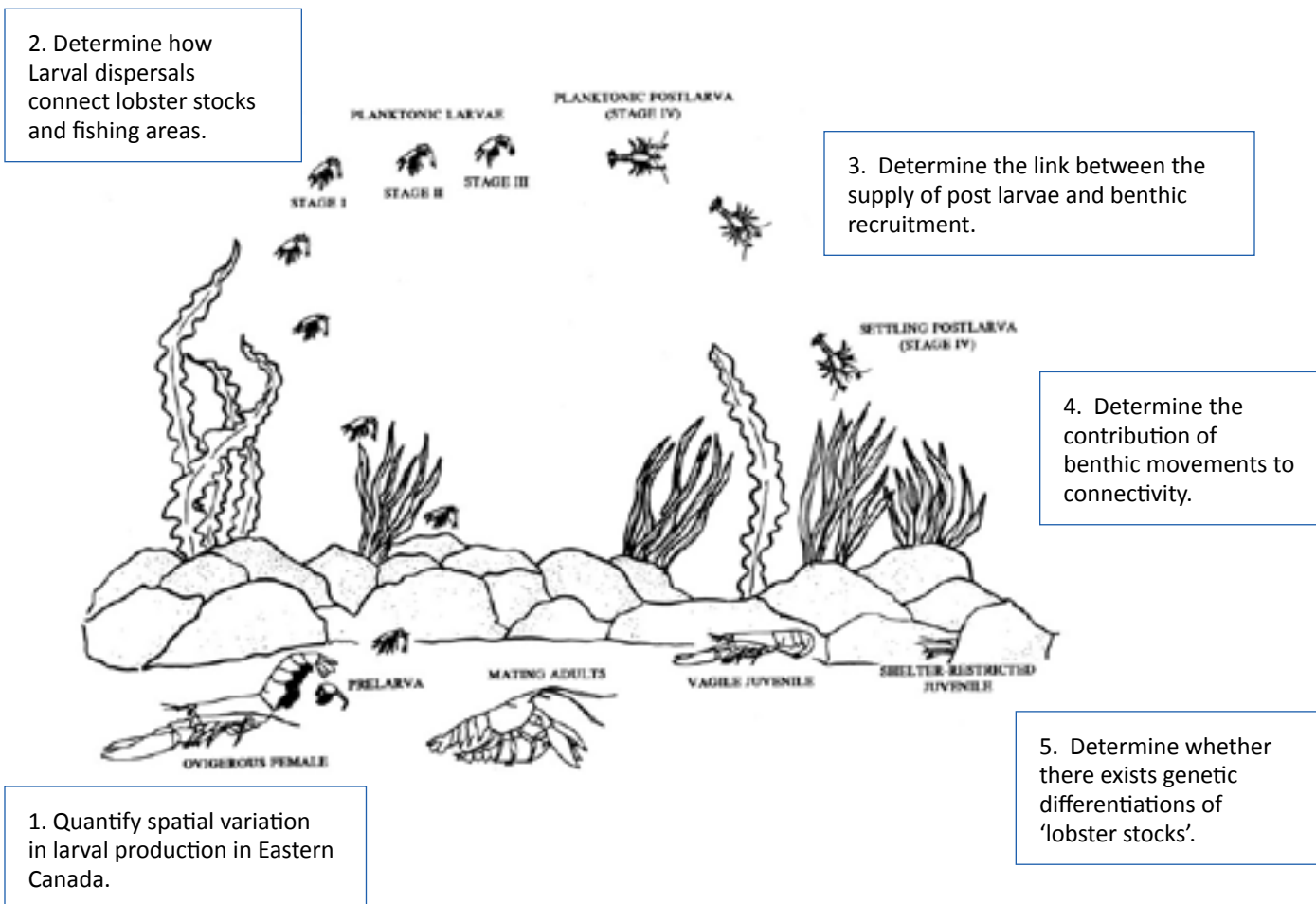
The Canadian Fisheries Research Network held their Lobster Node General Assembly held a in Halifax January 26 and 27, 2015. The objective of the Lobster Node has been to increase understanding of Atlantic Lobster (*Homarus americanus*), the stock structure and connectivity of Atlantic Lobster in Atlantic Canada.

Over the two days, attendees discussed and reviewed the four years of lobster data collected to date. Individual research project summaries were presented to the fishing industry, academic researchers, government researchers and DFO

managers. Research focused on genetic research, berried females and egg production, larval release predictions, MSC, ecosystem, lobster adaption to ocean acidification, climate change, etc.

During the last four years, fish harvesters have voluntarily participated in sampling of berried females throughout Atlantic Canada. In Newfoundland and Labrador, approximately 48 lobster harvesters who participate in the FFAW Lobster Science Program also participated in this research by contributing data to the lobster node. From 2011 to 2014 data was collected by lobster harvesters on the abundance, size, clutch quality and hatch time of berried females with the objective of one fisherman every 50-75 km collecting data throughout the lobster season.

The project involved five research components; four components were based on the life cycle: larval production, larval drift, larval settlement, and movement of juveniles and adults. The fifth component was to study the genetic stock structure of lobster.



Source: Remy Rochette, UNB Saint John

Crew members of stranded vessel in Port of Argentinia now home, paid owed wages

The stranded vessel in the Port of Argentinia was sold to new owners in early December.

The crew of 11 Ukrainians and Russians were stranded in the Port of Argentinia since early August.

The German owner of the Jana declared bankruptcy, leaving the foreign crew stranded with several months of unpaid wages and no funds for food and necessary supplies.

Some crew members were out of medications, like blood pressure medicine. The crew relied on donations for drinking water and basic food items, as well as warm winter clothing.

John Boland of FFAW-Unifor spearheaded the response to provide the Jana's crew with necessities. Donations poured in from the public to assist the stranded crew.

The new owners of the Jana paid the 11 crew members the wages owed to them. The crew headed home shortly after the transfer in ownership, however a few crew members have remained on the vessel to work for the new owners. They are receiving their wages and are well fed! John still visits the crew from time to time.



George Chafe and John Boland with the Captain and a crew member of the Jana at a press conference in St. John's in November 2014.

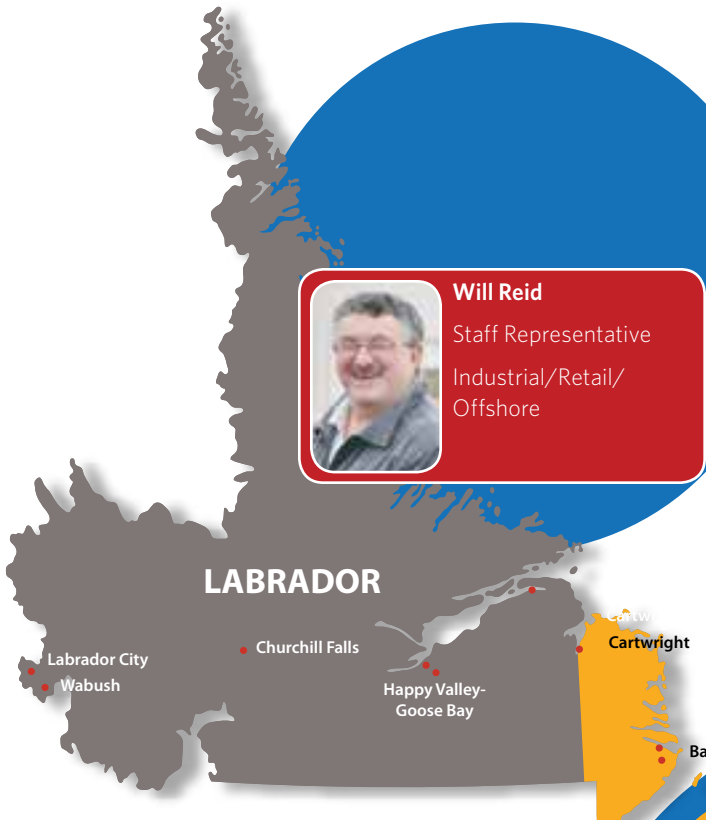
FFAW-Unifor would like to sincerely thank those who expressed concern for the stranded crew members by providing donations over the past few months.

For more information, please contact FFAW-Unifor Staff Representative John Boland at 709-743-6063.

FFAW | UNIFOR STAFF REPRESENTATIVES

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Will Reid
Staff Representative
Industrial/Retail/
Offshore



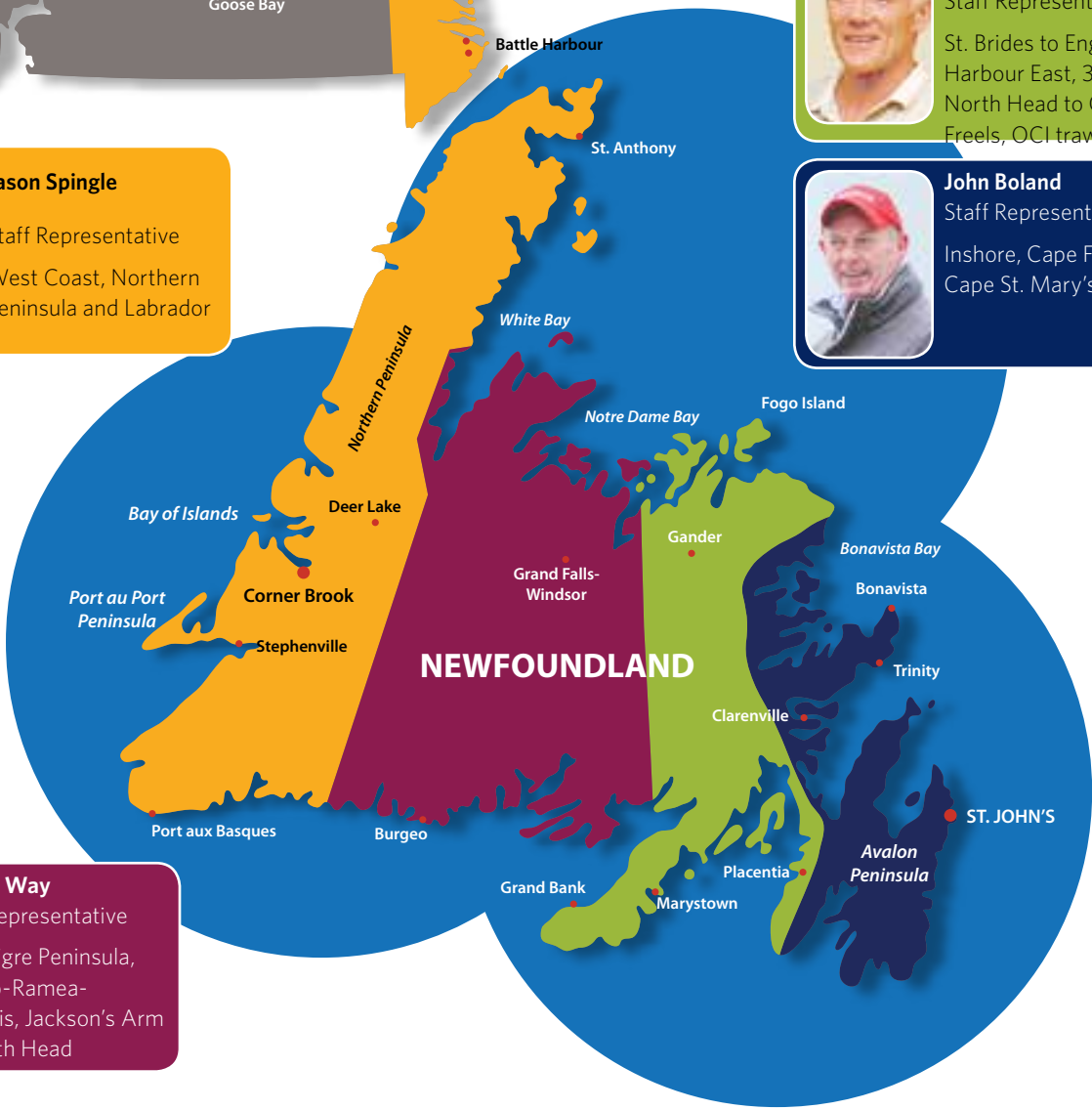

Roland Hedderson
Staff Representative
St. Brides to English
Harbour East, 3K Inshore
North Head to Cape
Freels, OCI trawler fleet.



Jason Spingle
Staff Representative
West Coast, Northern
Peninsula and Labrador



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

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Francois, Jackson's Arm
to North Head

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Apply for the 2015 Unifor Family Education Program



Applications are now being accepted for the 2015 Unifor Family Education Program. The two sessions this summer are August 1 to August 8 and August 8 to August 15. Act quickly, because applications are due by April 17, 2015. To get your application, visit www.unifor.org/education-en or email education@unifor.org for more information.



From Denise Hillier, 2014 attendee of the Family Education Program:

A summer to remember

First I would like to say a big thank you to FFAW-Unifor for allowing my family the opportunity to attend the Family Education Program at the Unifor Education Centre in Port Elgin, Ontario last July.

From the moment you arrive at the Unifor Family Education Centre, you are treated like family - with respect and everyone has a smile. Prior to attending this program I had only a small amount of knowledge of the broad aspect of the union, how it worked, what it was all about and the political and social issues surrounding unions.

The Unifor Family Education Program is designed to enable Unifor members and their families to understand the structure and goals of Unifor and trade unions in general.

It has given me the opportunity to get to know other union members and their families from across the country, many of whom I still remain in contact with on a daily basis. I learned more about our union, our workplaces and our communities. It was a relaxing and enjoyable time with my family.

My children, aged 8 and 12, participated in recreational programs that were run by fully trained workers and counsellors. A very privileged summer camp! Teens also had their own program designed to recognize their interest and also incorporate various issues such as social unionism.

The classroom/plenary work involved things like group discussions, case studies, video presentations and various guest speakers. It was very informative and covered various social and workplace issues. While the classroom work was a structured part of the program the adults also had the opportunity to combine both learning and recreational activities.

Family time is also a priority for Unifor. Every day we spent time doing family activities. From enjoying the amazing beach and warm water on Lake Huron, nightly campfires, childcare provided for socials and a fully functional gymnasium, we were never bored. It was very safe and secure on these premises and



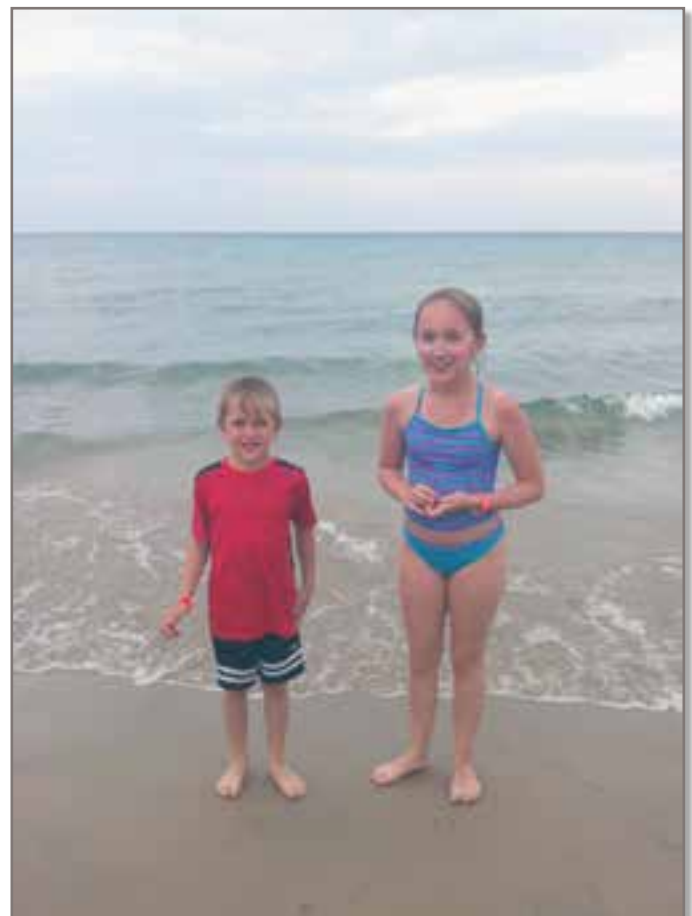
the kids enjoyed it just as much as the adults. Let's not forget to mention the amazing food. Be prepared to eat plenty and grow a little.

Since attending one of the finest union education centres in the world I now have a better understanding of how the union operates and the great work it does to help thousands across Canada. It has made me participate more within my community to try and help union members with various issues that has been addressed by our union.

If this sounds like a family vacation that you would like to take please contact your local FFAW-Unifor rep in your area for application and/or more information. Or feel free to contact me at denise.hillier@yahoo.ca. EVERYONE should experience this and learn more about what YOUR union can do for you.

THANK YOU! THANK YOU! Thank you FFAW-Unifor for an experience of a lifetime. We can't wait to go back!

The Hillier Family, Denise, Chelsea and James



A fishing inspired Christmas!



The annual Boat Lighting celebration in Port de Grave was a huge success. The event drew a huge crowd from all around the area, and over 50 boats participated this year. Although it was a foggy night, the boats lit up the harbour with their colours and decorations.

Inshore Director Bill Broderick and his family got creative with their Christmas decorations at their home in St. Brendan's with a stunning crab pot Christmas tree!



2014 FFAW-Unifor Scholarship Recipients



Caitlin Lundrigan.

Congratulations to this year's recipients of the six scholarships awarded by FFAW-Unifor. Each scholarship is valued at \$500 to go towards the post-secondary education of our members' children.

Ray Greening died in 1980 at the age of 43. He had been Secretary-Treasurer with the Union for more than a decade. Candace Hopkins and Clarissa Curtis have been awarded the Ray Greening scholarship.

In June 1993, Cashin retired as leader of FFAW/CAW after more than 20 years as president. In honour of his contribution and dedication to the Union, two scholarships were created in his name. The recipients of the Richard Cashin scholarships are Maggie Careen and Caitlin Lundrigan.

Robert White had been president of the Canadian Auto Workers (CAW) for eight years. He was instrumental in getting FFAW into the CAW family. In 1992, he was elected president of the Canadian Labour Congress. Kaitlin Jackson (photo missing) was awarded the Robert White scholarship.



Maggie Careen.v



Candace Hopkins.

Apply now for the 2015 Unifor National Scholarship

Unifor is committed to building the strongest and most effective union to bargain on behalf of our members, work with our members to improve their rights, and extend the benefits of unionization to non-unionization workers in Canada. We are also concerned about the lives of our members' families. We recognize that post-secondary education is out of reach for many working-class children due to skyrocketing tuition fees. To assist in making education more accessible, we've established 28 scholarships worth \$2000 each. These are entrance scholarships only and are not renewable for students entering subsequent years of study. Applications are due no later than April 30, 2015. Visit www.unifor.org to get a copy of the application.



Clarissa Curtis.

What the inshore shrimp fishery means to our province

Robert Keenan
FFAW-Unifor Projects Officer
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The inshore shrimp fishery is incredibly important for rural Newfoundland and Labrador.

On an annual basis, between \$180 and \$200 million flow through dozens of rural communities as a result of the shrimp fishery, fueling local economies. This revenue is new revenue to the province, as it comes primarily from Britain and the European Union. This revenue sustains businesses in both rural and

urban parts of NL and it is used to purchase the necessities of everyday life and also life's luxuries, like new vehicles and vacations.

Coastal NL is able to capitalize upon the shrimp fishery, and the fisheries in general, because of the principle of adjacency. When the fisheries are guided by adjacency, those who live nearest the ocean resource are allowed to be the primary beneficiaries of harvesting the resource.

In the shrimp fishery, more than 1200 fishers harvest shrimp from the waters adjacent to the province, landing their catch at 28

different ports along the east, west, and north coasts of the province. The shrimp of the inshore fishery supports ten shrimp processing plants that employ over 1500 workers. If the fishery is the pillar on which rural NL is built, and adjacency is the economic plan that guided how the pillar was constructed.

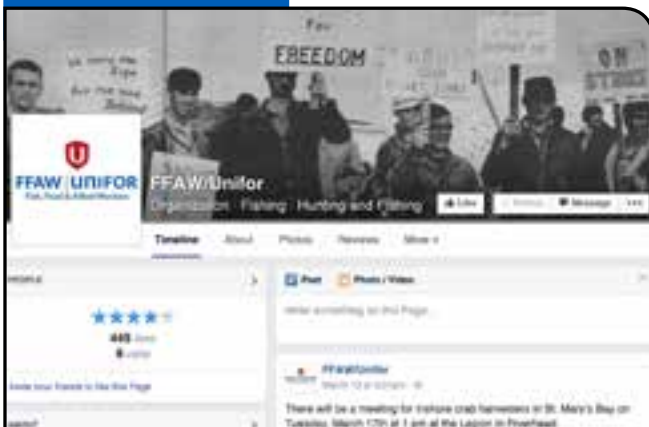
The inshore fleet's counterpart in the northern shrimp fishery is the offshore fleet. This fleet, comprised of factory freezer vessels with 8 of 14 companies not based in NL, does not adhere to the principle of adjacency. The

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offshore therefore does not provide the same local economic benefit in NL – it employs fewer people and does not support the local processing sector.

The amount of local revenue created for rural NL by the offshore sector is but a fraction of that which is created by the inshore sector. The majority of the offshore fleet is owned by non-residents of NL and foreign corporations have significant interests in offshore enterprises. While the shrimp landed by the offshore in NL provides a small economic benefit, a large amount of offshore shrimp is landed in Nova Scotia or Greenland.

Despite the important economic benefit derived from an inshore fleet that is guided by adjacency, Fisheries and Oceans Canada (DFO) has chosen to abandon this important principle.

Since 2007, DFO has applied an allocation policy that favours the offshore fleet by disproportionately placing the burden of any quota cuts to the inshore allocation. As a result of this policy, the inshore allocation has declined 56% since 2009; from 2013 to 2014, the decline was 26%. The decline to the offshore has been much less severe, with a 2013 to 2014 cut of just 5%.

This allocation cut has already had an economic impact on rural NL. Three shrimp plants have closed since 2009, costing hundreds of jobs, and many processing plant workers that are still employed have experienced dramatically reduced hours.

The FFAW has never supported DFO's allocation policy, known as Last In-First Out (LIFO), that favours the offshore fleet. Objections to the policy have been raised on a regular basis and protests against the cuts to the inshore allocation have been ongoing for years. In 2015,

CONTINUED NEXT PAGE

GANDER RALLY



INSHORE SHRIMP continued

however, the DFO policy is threatening a crisis in rural NL not seen since the cod moratorium.

Unfair cuts have already had a significant impact on the inshore shrimp fishery, and a rollover of quotas is not a solution to the problem.

An FFAW delegation presented our case at the Northern Shrimp Advisory Committee (NSAC) in Montreal on March 4. Aubrey Russell (2J), Cassell (3K North), Ren Genge (4R), Guy Bridger (3K South), Nelson Bussey (3L) and Secretary-Treasurer David Decker gave a presentation emphasizing that adjacency must be respected; coastal communities demand the benefits of the resources along their shores. According to David

Decker, "there was a lot of positive discussion around the table for adjacency with all interest groups, and not just for Newfoundland but also for the Labrador Coast and aboriginal groups such as those in Makkovik."

Since the New Year, the FFAW leadership has met with hundreds of plant workers, harvesters, municipal leaders and business

owners in rural NL, from the Bay de Verde Peninsula to St. Anthony. The message has been clear - rural NL was built on an adjacency-guided fisheries and it can be sustained if adjacency is again made paramount. Without adjacency, towns will be cut off from their reasons for being and their survival will be in doubt.

FFAW President Keith Sullivan



notes that “this message is not fear mongering. If the current allocation policies continue, plant closures and bankruptcies will happen.”

This sentiment is shared by the mayors of municipalities with shrimp plants. Mayor Andrew Shea of the Town of Fogo Island pointed out that “16.2 per cent of all taxes on Fogo Island come from the fish plant. If we lose the plant it will snowball into something much larger because we’ll start to lose other businesses and residents.”

The Mayor of Old Perlican, Bruce Button, disclosed that “last year we calculated how much the shrimp plant contributes to our tax base and discovered that it was 30%. I don’t know how we’d replace that if it goes.”

While the current circumstances are difficult, the FFAW

is proposing a solution that it thinks will result in a sustainable inshore shrimp fishery for many more years. The proposal revolves around access to the various shrimp fishing areas by the inshore and offshore fleets. “The inshore fleet is limited to shrimp fishing area 6 [SFA6],” Sullivan explains, “while the offshore fleet has access to several different fishing areas, from SFA6 to SFA0 that is located off the coast of Baffin Island.”

To reassert adjacency in the shrimp fishery, the FFAW is proposing that only the inshore fleet and adjacent special allocation holders be granted access to SFA6 for the foreseeable future. The offshore would then be able to fish in SFA0 to 5. This arrangement would achieve the dual purpose of keeping both the inshore and offshore fleets viable, while also conforming to the principle of adjacency.



TWILLINGATE RALLY



FOGO ISL. RALLY



BAY ROBERTS RALLY



NORTHERN SHRIMP ADVISORY COMMITTEE IN MONTREAL



OLD PERLICAN RALLY



ST. ANTHONY DEMONSTRATION



New council to improve occupational health and safety of fish processing workers

Robert Keenan
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In his acceptance speech in November 2014, the new President of FFAW-Unifor, Keith Sullivan, pledged the establishment of a fish processing worker safety council as one of his top priorities. The need for such a safety council is clear and progress is being made towards its establishment.

The FFAW has long been a supporter of a safer workplace. In 2001, the Task Force Report on Workers' Compensation, *Changing the Mindset*, quoted the FFAW submission, which stated, "Industry-based occupational health and safety committees should be established so strategies for safe, healthier workplaces can be more targeted."

"We often hear people say young people aren't interested in working in fish plants. I believe more needs to be done to make working in the plants more attractive, especially in the area of health and safety. Our workplaces, particularly fish plants, have not been paying enough attention to ergonomics, ventilation or other elements of a healthy workplace. In my view, the fish processing sector in the province shouldn't get a penny of prime rebates from the WHSCC unless they co-operate fully in the establishment of a safety sector council to address the serious health and safety issues that often make life miserable for our plant workers," said FFAW-Unifor President Keith Sullivan.

In 2013, the sector safety association for fish harvesters was launched. This was a collaborative effort between the various fleets, the Workplace Health, Safety and Compensation Commission, the provincial government, processors, the Professional Fish Harvesters Certification Board, and the FFAW.

The work safety facts for the fish processing sector are alarming. The lost-time incidence rate for 2013 (the most recent year where facts are available) for the processing sector is more than double the provincial average. In 2013, the soft-tissue incidence rate for processing plant workers was 63% higher than the provincial average. Since 2009, more than \$28 million has been paid out in WHSCC claims.

Perhaps most concerning is that some workers, for whatever reason, are not reporting injuries in the processing plants. This issue was discussed with respect to shellfish asthma in the Fall 2014 Union Forum. This article addresses the fear and uncertainty surrounding workplace injuries when neither a culture of safety nor a structure to enhance safety exists in the workplace.

Throughout January and February, the FFAW has worked to move forward with the establishment of a processing worker safety council. We discussed this issue at a January meeting with Premier Paul Davis and Minister of Fisheries and Aquaculture Vaughn Granter, where they expressed their support for getting this council going.

Correspondence has been delivered to the WHSCC stating our intention to move forward and to Premier Davis requesting support. The FFAW has also contacted processors seeking support, and thus far three processing companies have provided letters endorsing the creation of a new safety council.

The FFAW expects the council to be functioning by 2016, ushering in a new environment of workplace safety in the processing sector.

FLASHBACKS



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



Last issue's Flashbacks was not correctly identified by anyone. CLUE: this issue's photo is from the same event.

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