

summer 2015

the union forum



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Union delegation sends message to Ottawa

Seafood traceability continues to expand

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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

Since the beginning of 2014, there has been a renewed focus on the fishery in Newfoundland and Labrador with unprecedented support from all provincial political parties in support of strong fisheries management principles that are built around adjacency and historical dependence.

With adjacency and historical dependence as pillars of fisheries management, the focus is on allowing those who traditionally harvested and relied upon the fishery to be the primary beneficiaries of the resource in the adjacent ocean.

The FFAW has pursued a strong campaign in support of adjacency-guided fisheries management principles. Thankfully, though not surprisingly, this campaign has served as a magnet, drawing together support from diverse groups of people and interests from all across our province. Recent rallies in Corner Brook and Gander were attended by the Premier, the leaders of all provincial political parties, federal MPs from the NDP and Liberal parties, fish processing companies, business owners, mayors, harvesters and processing workers.

It is unsurprising that a campaign to improve fisheries management would have such pull because, after all, the fisheries is the original and most important megaproject in the province.

There are nearly 20,000 direct fisheries jobs in our province. In many areas of the province, the fisheries supplies the economic backbone for the local transportation, restaurant, retail, and hospitality sectors. Local governments, too, depend on the fisheries to generate the tax revenue needed to provide local services.

While oil prices have slumped, the fisheries has remained strong, fueling renewed economic resiliency in rural, coastal NL. The fisheries are worth \$1 billion per year, and supports tens of thousands of direct and indirect jobs. Still, the fisheries have yet to reach their full potential and are being kept from reaching its full potential because of Federal fishing management policies that clearly undermine the strength and value of this province's fisheries.

Take for example the recent decision of Gail Shea, the Minister for Fisheries and Oceans, to deviate from the Gulf of St. Lawrence stable sharing arrangement on halibut established by her own government. The Minister put politics first and increased the halibut share for her constituents in PEI by 90%. The Minister's resource cronyism came directly at the expense of NL halibut harvesters, whose quota increase was a mere 9%, as opposed to the established 32.4%.

Minister Shea did the same thing with Halibut in 3Ps, where traditional harvesters adjacent to the resource have less than 3 percent of the catch. Instead, she allocated the halibut to the corporate class, requiring 3Ps halibut-dependent harvesters to buy shares of the quota they did not receive from Shea's preferred corporate clients; it creates the perfect halibut monopoly in 3Ps.

Minister Shea has also run roughshod over the concepts of adjacency and fairness in the allocation of the northern shrimp resource. In 2013, she imperiled the livelihood of 3000 harvesters and plant workers directly engaged in shrimp fishery by approving a 26% cut to the inshore shrimp quota. This was done

CONTINUED ON PAGE 5

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

PRESIDENT'S MESSAGE... Continued

to protect her preferred corporate offshore friends, which only experienced a 5% cut. This was an intolerable deviation of sound fisheries management and the principle of adjacency. The FFAW is committed to seeing this decision reversed.

The pull of the FFAW's campaign for adjacency and improved fisheries management is also supported by basic common sense. Why deprive those closest to a resource from being the primary beneficiaries of that resource? Why undermine an inshore fishery sector, which provides more widespread benefits and a larger GDP, in favour of an offshore sector that is less valuable, supports fewer jobs, and supports a larger concentration of wealth? We've brought these arguments to both NDP leader Tom Mulcair and Liberal leader Justin. Our message is starting to pay off.

In the first week of June, the FFAW received the following commitment from federal NDP leader Tom Mulcair stating:

An NDP Government would eliminate the LIFO policy and re-establish fair sharing in the shrimp fishery so that everybody shares fairly in ups and downs in the resource.

In all species, we would respect the resource access pillars of adjacency and historic dependency. Under an NDP government, fish would not be shopped around for political purposes.

This commitment is an essential first step and confirmation that the efforts of the FFAW are paying off. Rest assured, we will not be relaxing. The FFAW will be seeking a similar commitment for the Liberal Party of Canada and continue to engage the federal Conservatives. And before the dust settles after the federal election, we will be holding the new government to its commitments and we will be doing what is best for the fisheries in Newfoundland and Labrador. After all, the FFAW has seen many commitments come and go over 40-plus years and the older the crab, the tougher the claws.

As we head into elections on both the provincial and federal levels, the FFAW will be ensuring that all parties are putting needs of workers in all of industries first. Whether we work in a processing plant, manufacturing facility, a fishing boat, a hotel, on a tanker or any workplace; health and safety must be a priority. If we can't come home safe and in good health at the end of the day, other issues are irrelevant.

There is an article in this issue of the Forum dedicated to updating members on the process of developing a safety sector council for fish processing workers, though there are a few things I would like to add.

Myself and two of the staff met with the leadership of the WHSCC in mid-May. It was a positive meeting and I could tell that the Chair and CEO were keenly interested in moving this matter forward. During the meeting, the Chair noted that fish processing is the only sector in the province where the workplace injury numbers have gotten worse in the last ten years. That is unacceptable.

While we were already pursuing the creation of the council with some urgency, comments like the one above serve to reinforce the importance of our goal.

The establishing of a sector safety council does take time as there is a process. I do think that plant workers have an important role to play in the process. We need you to keep the conversation about plant safety alive and active. We need you to impress upon your supervisors and managers that a safety organization devoted to plant safety is a good thing – it will keep people safe and, in the long run, it will save plant owners money.

Thank you for your ongoing support and the confidence you have shown in my leadership since November. I look forward to serving as the President of your union for the next three years. To all members of the FFAW, please have a safe summer.

Corner Brook fisheries m



Corner Brook Mayor Charles Pender



FFAW-Unifor Secretary Treasurer David Decker



Liberal MHA Eddie Joyce



FFAW-Unifor President Keith Sullivan

Work rally for fair management



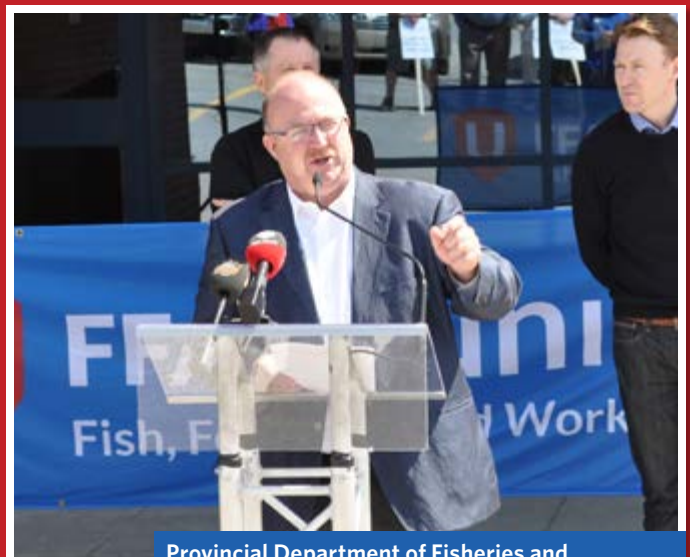
NL Federation of Labour President Mary Shortall



Liberal MP Gerry Byrne



NDP MHA and fisheries critic Lorraine Michael



Provincial Department of Fisheries and Aquaculture Minister Vaughn Granter

RALLY continued



FFAW-Unifor Staff Representative Jason Spingle

Ongoing underwater cable projects

HIBERNIA EXPRESS - Route clearing has clued up for the Hibernia Express Cable System and cable installation is about to begin. The cable will be buried about 1.5 metres below the seabed out to about a 1500 metre water depth. It may not be possible to bury the cable at other subsea cable crossing points however. Once installation is complete the cable, including areas where it may not be buried, will be clearly marked on navigation charts. The cable itself is between up to 35.9 mm in diameter due to protective armouring.

A plough will dig a trench about 15 centimetres wide and bury the fibre-optic cable beneath the glacial till. This is to avoid as much future interaction with fishing gear as possible once the cable has been installed. The trench will naturally backfill within 1-2 days in sandy and soft sediments, longer in areas of denser substrate.

Two cable ships will be involved in the cable installation in NL waters. The C/S Resolute will work from Nova Scotia, across 3Ps and into 3L (black line of the route map) while the C/S Responder will conclude the installation in NL waters (red line of the route map). The vessels will be travelling about 1 km/hour.

Fisheries Liaison Officers, employed by the FFAW-Unifor, will be onboard both cable installation vessels to communicate with harvesters on the water via VHF radio. A Fisheries Guide Vessel will also be travelling the route of the cable installation to look for and identify fishing gear along the route prior to the arrival of the cable installation vessels. Hibernia Express has requested a 300 metre safety corridor along the cable route to avoid entanglement and damage to fishing gear.

NEW PROJECT - The M/V Ryan Leet is conducting a marine survey in NAFO Division 3L in preparation for another submarine cable project; the cable will be installed in 2016 to connect the Hebron and Hibernia

offshore oil platforms to the coast of NL.

In 2015, sidescan sonar equipment will be used along with other devices to determine the feasibility of the planned route for future cable burying. Nothing will be towed along the seafloor by this vessel although a tow vehicle will be used mid-water. There will also be some coring work conducted in July. The vessel will be stationary when conducted the coring work. The project is expected to be finished the survey work by the end of July.

A FFAW Fisheries Liaison Officer is onboard the M/V Ryan Leet to scout for fishing gear and communicate with harvesters on the water who have concerns or questions regarding the project.

If you require further information about these cable projects please contact our office or consult our website www.ffaw.nf.ca for that latest information. Notices to Shipping and announcements on the Fisheries Broadcast will also be issued by the companies conducting the work.



Wooden Trawl Door found by the C/S Decisive while clearing the Hibernia Express cable route in May 2015



International Women's Day



Eastern Own Drum Group



Courtney Pelley and Dwan Street



Violet Cooper and Doreen Street



Glendora Boland, Bernice Brennan, Angela Tucker, and Sharon Walsh



Singing the Bread and Roses song



NL Fish Harvesting Safety Association Executive Director Sharon Walsh and Unifor Atlantic Director Lana Payne



NL Federation of Labour President Mary Shortall



Keynote Speaker Carol Furlong



St. John's Status of Women Council Executive Director Jenny Wright



We want to hear from you!

Coast Guard radio and traffic services in Newfoundland are undergoing many changes affecting the services provided to mariners. The professional officers dedicated to providing you with communications and traffic services are concerned with any possible loss of quality of services used to protect the safety of the marine community.

Although these changes have been described as "fabulous", in our experience and at present, this has not proven to be the case. As the union representing these officers, Unifor Local 2182 is asking for your assistance in providing any feedback on Marine Communications and Traffic Services (MCTS) centres in your area.

Please report immediately to your nearest Coast Guard radio/traffic centre, any changes in quality, speed of services, or other issues you have noticed including:

- Radio Communications
- Weather Broadcasts
- Distress/Assistance Calls
- Traffic Services
- Any Other Service On Which You Rely

Send feedback by mail to Unifor Local 2182, 63 Otter Lake Court, Halifax, NS, B3S 1M1 or contact us by email at UniforLocal2182@gmail.com and we will send you a personal thank you on behalf of our members who remain dedicated to listening and watching out for the marine community and the general public. Please include your name, address, vessel name if applicable, dates/times, and any specific details. Thank you and safe travels!

WE KEEP MARINERS SAFE

Family Violence Intervention Court to be reinstated and expanded

Tina Pretty
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The Family Violence Intervention Court (FVIC) is being given a new life after a dedicated fightback by NDP Gerry Rogers, lawyer Lynn Moore and many activists from the labour movement and women's organizations. Not only is the program being reinstated, it is being implemented province-wide.

Introduced as a pilot project in 2009, this court placed an emphasis on safety for victims and accountability for the offender while addressing the root causes of family violence in our province. This was definitely a step in the right direction where a collaborative effort, involving various agencies including the Provincial Court, The Transition House Association of NL, the police, prosecutors, Legal Aid along with Iris Kirby House and the John Howard Society, supported the needs of both victims and offenders.

However, as part of the austerity measure in bringing down the budget in 2013, the Provincial government axed the program to save \$500,000 annually. At the time, the then Justice Minister Darin

King defended the decision saying the program was successful but the cut was about finding the best way to use available money.

St. John's lawyer Lynn Moore was a prosecutor assigned to the court. She said in an interview with CBC that there was a substantial rate of success in the family violence court, when compared to regular provincial court proceedings. She said scrapping the program would also reduce the number of victims of family violence who come forward. In comparing the cost savings of the program, she pointed out it cost significantly less than what a murder trial costs.

The fightback to reinstate the FVIC took many forms. In addition to public figures such as Gerry Rogers, Lynn Moore, and the NL Federation of Labour's Mary Shortall speaking out, women signed petitions, wrote letters, talked to their MHAs, and called open line shows. In March of 2014 the One Billion Rising movement even danced to demand the reinstatement of the program and performed the now-famous dance, Break the Chain, both outside and inside the Confederation Building.

When the program is brought back it will be known as the Domestic Violence Court in St. John's and expanded into the West Coast. There is an additional \$100,000 set aside to assess the best way to implement the program in Labrador, taking into account the needs of aboriginal communities.

When asked about the fightback effort Gerry Rogers said, "the success of the reinstatement and expansion of the FVIC is because we all worked together. It is proof that citizen advocacy is alive and well. These are exciting times. The people of NL want change and when we work together we can make sure that change happens!"

Right on, sister. Working together to demand quality programs or make change does make a difference and in this case it could save lives.

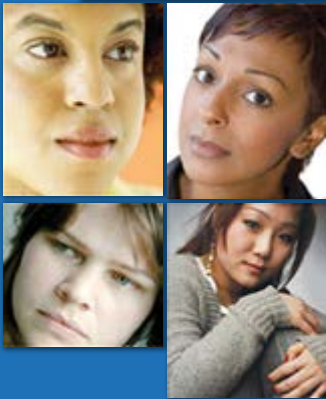


FFAW-Unifor Women's Advocates Program



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



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FFAW-Unifor trains new Women's Advocates



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Back in March of this year 10 FFAW-Unifor women completed the week-long Women's

Advocate training at the Celtic Rendezvous Cottages in scenic Tors Cove, Newfoundland and Labrador. These women swelled the ranks of over 300 Unifor Women's Advocates across the country and they also join with our current network of seven FFAW-Unifor advocates.

The following women took part in the training:

- Fish processing - Flora Mills, Notre Dame Fisheries, Sheila Howell, Beothic Fish Processors, Doreen Street, OCI Bonavista, and Maudie Maloney, Shawmut Fisheries;
- Window manufacturing - Violet Cooper, ACAN (Kento) Windows;
- VALE - Sara Ploughman, Atlantic Safety Centre;
- Dockside Monitoring - Ruby Sheppard, FRC
- NL Fish Harvester Safety Association - Sharon Walsh
- FFAW-Unifor - Jackie Baker & Brenda Pieroway

During the week, women made the transformation from hesitant and nervous attendees to a tightknit group with new skills, experiences and confident in their new role as Women's Advocates. Participants learned about violence against women, the various forms it can take, how to access community services and making referrals for women needing support. In addition to learning about violence issues, women also covered other topics such as suicide prevention, workplace harassment, working with allies, safety planning and risk assessment, legal issues for advocates, and public speaking.

Part of the training included a field trip to a local women's shelter. The tour of Iris Kirby House galvanized the importance of this work to the group. It is crucial that advocates have the opportunity to view facilities firsthand and to speak with residents and staff. This visit certainly gave our women a better understanding of violence against women and how it affects families. Equipped with this experience, they can now explain to referred women what they can typically expect when they go to a shelter. It also gave them an appreciation of how government policies support (or in some cases does not support) women fleeing violent relationships.

Why do we as a union support this type of training? It was apparent from talking to women in both a formal and informal setting that violence

against women is still an ongoing and everyday event in our communities. It is apparent that sexual harassment hasn't gone from our workplaces whether they be on the shop floor, on the wharf, or in our office buildings. Violence against women is a safety issue and everyone has the right to feel safe whether it's in the home, in the workplace or on the street. This is also a respect issue and a lot of work needs to be done and re-done in this area until everyone can be treated with respect and dignity. And we as union brothers and sisters - as part of the Unifor family - are to be held to a higher standard in our interactions with one another.

Already our advocates are busy in their roles. Some have contacted shelters in their area to see how they can be best supported. A couple of Women's Advocates have started collecting needed items for women's shelters at their place of work. And does this work make a difference? Absolutely. Just two months since her training, one of our advocates referred a woman for counselling who had undergone a horrific event.

The individual was told by her family doctor that she would have to wait months for professional help. The advocate made some phone calls to her regional health authority, explained the situation, and was able to arrange counselling sessions for the woman. She also found an appropriate support group that meets twice a month.

We'll never know the extent to how this work alters the course of people's lives. However, providing referrals and offering support when someone needs it most can be life changing. For the advocate, she said it best, "There aren't any words to express how grateful I am for the Women's Advocate program. Without it I wouldn't have known what other resources are available, and would have been at a loss wondering how else I could help."

Well said sister.

Inshore cod allocation and historical adjacency

Robert Keenan
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It is likely that within the next five to ten years that cod will once again emerge as a pillar of the fishing sector and of rural economies in NL. This brings with it many opportunities and challenges, some of which can be connected back to our pre-moratorium age.

The 15 years before the moratorium were a high point for adjacency. Federal Fisheries Minister Romeo LeBlanc stated in the late 1970s that:

I have a clear bias for the inshore fisherman, not because of some romantic regard....but because he cannot travel far after fish, because he depends on fishing for his income, because his community in turn depends on his fishery being protected.

This statement was acted upon in the 1984 Groundfish Management Plan that enshrined adjacency as a foundation for groundfish allocation.

Adjacency in the cod fishery guaranteed an annual allocation of 115,000mt to the inshore fleet. This allocation started in the early 1980s and continued until the moratorium. The allocation recognized the historical economic and social importance of the cod fishery to the inshore fleet.

Unfortunately for the inshore fleet, the 115,000mt allocation was used against it due to incorrect assumptions at the federal level. When the inshore fleet received its allocation, it was assumed by DFO that the inshore was incapable of catching more than 115,000mt. As a result, any quota in excess of the allocation was granted to the offshore fleet, which experienced steady increases in quota in the 1980s.

The commitment to the inshore allocation has been lacking at the federal level since the moratorium. The 115,000mt was mentioned in a federal government's 1993 report entitled Charting a New Course.

The report acknowledged the allocation, but it was not included in any of the report's recommendations. There have been statements of support for the allocation from federal officials, though the most recent was given by then-Minister Brian Tobin in the mid-1990s. The province has been more explicit with its support and a recent socio-economic report on shrimp commissioned by the province noted that the allocation would likely come back into place as the cod stocks improved.

A lot has changed since the announcement of the moratorium. Adjacency has been eroded in many fisheries, most notably shrimp. For cod, adjacency no longer exists in the integrated fisheries management plan. It would be folly to assume the old allocation is in place; we need to be guaranteed in writing that it is in place.

Without the allocation, the inshore should be concerned that a variation of what happened in the 1980s could happen again. In the 1980s, it was assumed we could not catch more than 115,000mt and thus the offshore had to be let in.

In 2015, it may be assumed that the inshore fleet is not capable of harvesting a rapidly growing cod stock. In this case, the inshore capacity may be assumed at 50,000mt or some other level. And just like before, the offshore may be asked to enter the fishery to fish whatever it is assumed the inshore cannot catch. After all, the federal government cannot be accused of abandoning adjacency if they claim they are just giving the offshore the leftovers.

It is a nice narrative for the federal government and few will understand how the inshore was forced into an allocation diet to begin with.

The 115,000mt needs to be confirmed. That will give adequate time to figure how to properly share the cod fishery when it grows beyond the allocated amount.



Fisheries and Oceans
Canada

Pêches et Océans
Canada



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Canada

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Canada

AQUATIC INVASIVE SPECIES (AIS)

RECOGNIZE - REMOVE - REPORT

Report all sightings of invasive species to DFO at:

1-855-862-1815

www.nfl.dfo-mpo.gc.ca/AIS-EAE



RECOGNIZE

The species marked with a ✓ are known to exist in the Newfoundland marine environment.



REMOVE

- ✓ Clean aquatic plants and animals from your boat's hull and motor and dispose of them in proper garbage and compost containers.
- ✓ Wash your boat and gear and drain all waste water on land.
- ✓ Rinse and dry your boat and gear between locations.
- ✓ Use anti-fouling paint on your boat to prevent invaders.

Canada

The economic impact of Northern Shrimp in Newfoundland and Labrador

Erin Carruthers
FFAW-Unifor Fisheries Scientist
ecarruthers@ffaw.net

Small scale fisheries are crucial for the social and economic well-being of coastal communities. But when push comes to shove, we need data to back up the sentiment. In the case of Newfoundland and Labrador's (NL) Northern Shrimp inshore fleet, the shove came in the form of DFO allocations of a declining resource.

In 2014, the inshore fleet allocation was cut 26% from 2013 levels while offshore allocation was cut by just 5%. Much of the public debate on Northern Shrimp allocation decisions has focused on the "Last-In-First-Out Policy", which is largely beside the point. What LIFO means and how it is applied has shifted over the years and in successive management plans. And, in 1989, when crab harvesters challenged the DFO for failing to apply LIFO, the NL Supreme Court ruled that allocation decisions are at the discretion of the federal fisheries minister.

Northern shrimp cuts to the inshore will hurt coastal communities throughout the province, which was acknowledged in the public debates but no one was getting to specifics. How will these cuts affect fishermen and women, onshore processors, plant workers, communities and regions?

As a fisheries scientist, I did the obvious and set up a stratified random survey of inshore shrimp harvesters and matched those data to landings data. Robert Keenan, who worked with Municipalities Newfoundland and Labrador before joining the FFAW, approached the question using municipal tax information. I should specify here that we focussed on the

allocation of quota cuts between the fleets not quota cuts tied to declining biomass.

Key differences between the inshore and offshore shrimp fleets mean cuts to the inshore will have major impacts on onshore communities. The inshore shrimp quota is fished by 250 locally owned and operated vessels. The inshore shrimp fleet lands all of its catch in NL, which is sold to local plants for processing. Shrimp landed by the inshore fleet supports ten shrimp plants in coastal NL. These plants employ close to 1500 people and are regional economic hubs. The offshore does not sell any of its catch to local processors.



The inshore landed northern shrimp at 25 ports, corresponding to 1383 landing events in 2014. 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.

And it's not just about Northern Shrimp. The inshore fleet participates in other fisheries. Northern shrimp landings contribute to the overall financial viability of the fishing enterprise. The proportion of fishing revenues from northern shrimp ranged from 26% in the south to over 60% in the north. This means Northern Shrimp cuts will undermine the financial viability of related fisheries, particularly along the Northeast Coast and Northern Peninsula of Newfoundland and in southern Labrador.

Over the past five years, the inshore fleet has landed over 450 million pounds of raw shrimp to be processed in local plants. Shrimp plants will close if DFO continues to use LIFO in their allocation decisions.

Plant closures will undermine municipal revenues and therefore, residents' quality of life.

The importance of shrimp plants to municipal revenues can be understood by relating the dollar value to the cost of municipal services. In Port au Choix, the shrimp plant constitutes just 1.5% of the total number of businesses in the town but the plant's 2013 tax payment constituted 23% of all commercial tax revenue. The 2013 tax paid by the shrimp plant could cover the cost of snow clearing and street lighting in the town; or it could cover the salary costs of municipal staff; or it could cover two-thirds of the cost of operating the town's water supply, which, aside from debt servicing, was the biggest single expense for Port au Choix in 2013.

What will happen when plants close? Municipal revenues will decline. With less revenue, municipalities may not maintain infrastructure such as the local water system, which was likely built to meet the needs of the plant. This happened in Jackson's Arm, a community at the base on the Northern Peninsula. The local water system was not maintained after two fish plants closed. Residents now bring containers to a central building to collect their drinking water.

Northern shrimp allocation decisions will not only affect fish harvesters and plant workers but all residents in these fishing regions because of impacts on services such as snow clearing and potable water. These are the likely impacts of ongoing - and disproportionate - cuts to the inshore.

What's on your checklist this fishing season?

Fish Harvesters know the hazards of working at sea. Yet each year, fatalities occur and many harvesters are seriously injured. Injuries include - paralysis, amputations, hearing loss, broken bones, muscle strains, back injuries, cuts, punctures and bruises, electric shock and burns, and exposure.

Although work onboard fishing vessels can be dangerous, many incidents can be avoided if proper preparation is taken to eliminate and reduce hazards, ensure safety procedures are followed and personal protective equipment is worn. More safety information can be found at www.nlfhsa.com / www.ffaw.nf.ca.

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

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

- ☑ Ensure qualified inspectors check new or modified installations

Gangways for safe access to and from the vessel:

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

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

Wear personal floatation devices (PFD)

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

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

Vessel Stability/Overloading

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

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

Installation of guardrails

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

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

BGI Plant in Witless Bay





Meet our workers

1. L to R: Charlie Gosse, William Reid, Carol Ann Kavanagh
2. Marion Power
3. L to R: Holly O'Brien, Sheila Carey
4. L to R: Tara Roberts, Theresa Carey
5. John Organ
6. Tara Roberts
7. L to R: Boyd Stuckless, Wallace Pittman
8. Jason Waterman
9. L to R: Cyril Warren, Bernice Williams
10. front: Lisa Putt, back: Carol Dooley
11. Bill Slaney



OCI Bonavista



1. Rowena Goodland & Rowena Burt

2. Rowena Goodland, Rowena Burt, Randy Fisher, & Christine Stead

3. Mary Sanger & Michelle Cox

4. Randy Mason

5. Linda Templeman

6. Wil Reid, Gale Sexton, Wanda Fry, Gary Skiffington, Shirley Fisher

7. Christine Randell

8. Wilmore Oldford

9. Rowena Goodland & Randy Fisher



10. Bob Russell, Stacy Keough and unknown.
11. Wil Fisher
12. Les Phillips & Gene Clark
13. Jim Hicks

14. Don Harris, Marvin Durdle & Roy Avis
15. Brenda Mouland & Barbara Keats
16. Boyd Tremblett
17. Daphne Fisher

18. Juanita Hayward & Daphne Fisher
19. Ken Keel, Dave Button & Pearl Randell
20. Wade Marsh, Melvin Stagg, unknown & Dave Button



Traceability project continues to grow and gain recognition

Dwan Street
Traceability Coordinator
dstreet@ffaw.net

The Traceability Project has been making waves over the past few months with lots of exciting developments. It was a pleasure meeting with West Coast and Northern Peninsula harvesters in March. Getting to know you all and listening to your feedback on the project has been a wonderful experience!

We took the Project to Seafood Expo North America in Boston mid-March and response was fantastic! People from all over the world were popping by, scanning codes and asking questions about what makes Newfoundland Labrador lobster and halibut stand out. Of course, we know the answer - because it is the best in the world!

Our project was also used as an example during a panel discussion on successful traceability initiatives and sustainable harvesting. We took marketing materials and sample profiles with us, providing them to all who stopped by and also dropping them at a number of booths. The week was very successful and we spent some time at the Government of Newfoundland Labrador booth answering questions

One thing stood out from everyone who stopped by to ask questions about the project - the market is demanding to know where their seafood is coming from and we are making that an easy task for everyone involved. Buyers, harvesters and distributors see the value a project like this will add to our product going to market.

The first traceable lobsters of 2015 were landed in Fortune Bay in April. Catch rates were good and

CONTINUED PAGE 22

Former FFAW Secretary Treasurer Reg Anstey inducted into Bowling Hall of Fame

Congratulations to former FFAW Secretary Treasurer Reg Anstey, who was inducted into Bowling Hall of Fame on March 14, 2015. Some highlights of Reg's bowling career:

- Lifetime bowling average over 250
- Bowled a perfect game 450
- High triple 1029
- 2 NL championships
- Represented province twice in national championships
- High league average 265

Reg is pictured with his wife, son, daughter and two grandchildren.



ATTENTION SNOW CRAB HARVESTERS

Reminder to all snow crab license holders that the applications for the 2015 Industry-DFO Collaborative Post-Season Trap Survey for Snow Crab for Divisions 2J3KLOPs4R were sent to all license holders on June 1, 2015.

Deadline for applications to be received is no later than June 26, 2015.

To receive additional information on the 2015 survey please contact the FFAW Science Coordinator.

To view survey results from previous surveys please visit the FFAW website at www.ffaw.ca under Science/Research.



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FFAW SCIENCE AND RESEARCH

Ensuring strong, renewable fisheries resources for generations to come.

Source: DFO Science - Industry Snow Crab Survey Trap Survey



Lester the Lobster was on hand to entertain everyone. Pamphlets were handed out, sample profiles were available and customers were able to scan the tags on the lobsters they purchased in store.



FFAW Inshore VP Tony Doyle and President Keith Sullivan at the Terroir panel

TRACEABILITY continued ...

harvester Denise Hillier touched base to say she tagged 750 traceable lobsters in the first two days of the season! Traces have started to come in and some we have gotten so far have come from a lobster festival in Port Saskatchewan, supermarkets in Quebec and right here at home. Traceable lobster is available at The Seafood Shop, Churchill Square St. John's, as well as in a number of grocery chains.

Our biggest event took place over the Mother's Day weekend in Corner Brook as we rolled out the support of traceable seafood by Coleman's Supermarkets at their O'Connell Drive location. While traceable seafood can be found at other retail chains like Sobey's and Loblaws, Coleman's has come onboard as our local retail partner to actively promote and advertise the product. Given Coleman's own growth as a local company who supports local growers, Judy Bennett of Coleman's has said it was the perfect project for them to promote.

On Saturday May 9th we held a rollout event to celebrate this partnership. Minister of Fisheries and Aquaculture Vaughn Granter stopped by to help open the event and say a few words about the provincial government's continued support of the project.

Lester the Lobster was on hand to entertain everyone. Pamphlets were handed out, sample profiles were available and customers were able to scan the tags on the lobsters they purchased in store.

Customers could also scan one of the lobsters in the tank as the fantastic staff of the seafood department were on hand to bring out live lobsters and



demonstrate how the project works. Even Corner Brook Mayor Charles Pender stopped by to find out more about the harvester who caught the lobster he was bringing home.

Media coverage of the project has been extensive, with articles in The Western Star all the way to The National Post. CBC news spots were also filmed and the response has been wonderful!

FFAW-Unifor President Keith Sullivan also discussed the project on May 15th as part of a discussion panel for the Terroir 2015 Chef's Retreat where he was joined by Inshore Vice-President Tony Doyle. An organization named Chefs for Oceans brought chefs from all around the world to St. John's to experience our local seafood. Chef Ned Bell from Vancouver posted on Twitter earlier that morning that he had the pleasure of reading about one of our Traceability Project harvesters thanks to the harvester profile table tents provided to our local restaurants.

The purpose of the Terroir panel was to discuss local seafood initiatives and how important having access to local seafood is to the restaurant business. All those in attendance expressed how the quality of Newfoundland's seafood is second to none. Chefs from all around the globe expressed their interest in getting Newfoundland Labrador seafood to their tables. Initiatives like the FFAW's Traceability Project and the Fogo Island Co-op's cod traps were discussed as examples of how Newfoundland is a leader in providing sustainably harvested, high quality seafood to consumers.

As you can see, traceable lobster and halibut are becoming readily accessible in our local markets, from supermarkets to distributors and restaurants. Customers are happy to know where their food is coming from and happy to say thank you to harvesters who bring this high quality to their plates. These are just some of the steps we are taking to ensure the Traceability Project continues successfully into the future and it can only become bigger and better as we go!

Look for updates soon on the development of our own Newfoundland Labrador Seafood website!



Customers could also scan one of the lobsters in the tank as the fantastic staff of the seafood department were on hand to bring out live lobsters and demonstrate how the project works. Even Corner Brook Mayor Charles Pender stopped by to find out more about the harvester who caught the lobster he was bringing home.



The owner-operator fishery

A big business for small communities

Marc Allain
Executive Secretary
Canadian Independent Fish Harvesters Federation

Canada's owner-operator fishery is a big business for small communities.

That's the message the Canadian Independent Fish Harvesters Federation took to Ottawa recently for meetings with the Fisheries Minister Gail Shea and opposition MPs.

Harvesting Canada's fishery resources generates more than \$2 billion dollars a year in landed value. It makes a huge difference to fishing communities whether this money goes into the pockets of fishermen or to vertically integrated corporations.

"Our message is that giving owner-operators priority access to fishing licences and quotas is in Canada's best interests. It is the best way to create jobs and generate economic benefits in coastal communities," said Federation President Christian Brun.

Independent fishermen are coastal Canada's largest private sector employer. They are the backbone of the fishing economy. They are the ones that create the fishing jobs and spend the money they earn from fishing directly in their communities. So getting fish allocation right is critical for hundreds of fishing communities. Despite strong words of support from Fisheries Minister Gail Shea, the Federal Department of Fisheries seems to have forgotten this basic economic fact, Brun says.

"For years Department of Fisheries and Oceans has been letting the fishing licences and quotas concentrate in corporate hands which is undermining the economy of fishing communities."

In Atlantic Canada we've seen creeping corporate concentration. Several specialized fleets (scallops, groundfish, herring) in Nova Scotia were taken out from under the owner-operator and fleet separation policies and processors are secretly gaining control

over inshore crab, shrimp and lobster licences.

In British Columbia the situation is much worse. Over the last few decades, DFO has ignored its own policies limiting corporate concentration and brought in ITQs that have shifted the value from fishing to people who don't fish. As a result, whole communities have lost their access to the fishery.

"We know what happens when you let investors gain control over licences and quotas; they end up squeezing money out of fishermen. Ultimately you end up with a jobless fishery and that's where we're headed in BC," Brun says.

New Zealand went down the fishery privatization road in the 1980s and they've ended up with a jobless fishery. The New Zealand quota is now fished by industrial freezer trawler vessels from countries like South Korea using indentured labour from countries like Indonesia working under slave-like conditions.

The fishery is too important for Canada's coastal areas to let that happen here.

The Federation's message to political parties was simple. Canada's fisheries resources are a national asset that must be managed for the sustainable economic development of fishing communities by focussing on the owner-operator fishery.

In Atlantic Canada the Federation wants to see the principles of the owner-operator and fleet separation policies incorporated either into the Atlantic fisheries regulations or the Fisheries Act.

In BC, the Federation wants the government to consult active fishermen and First Nations on how to eliminate quota speculation and restore economic viability to working fishermen and BC's coastal communities.

The Canadian Independent Fish Harvesters Federation is a fisherman funded national organization representing 33 different independent owner-operator organizations in 6 provinces.

Eastport Marine Protected Areas Turn 10!



The Eastport Marine Protected Areas of Duck Island and Round Island were officially designated under the Oceans Act on October 11, 2005. Together the closed sites encompass an area of 2.1 km² in Lobster Fishing Area Five within a 400 km² conservation area known as the Eastport Peninsula Management Area.

A committee was struck in 2001 with the goal of increasing stakeholder involvement in the development, management, monitoring, evaluation and surveillance of local lobster fishery resources and supporting habitats so as to develop sustainable economic activities associated with the MPAs to benefit the local communities of the Eastport Peninsula.

The committee, co-chaired by a member of the Eastport Peninsula Lobster Protection Committee and a DFO representative, continues to explore ways in which the MPAs can support this goal.

The MPAs of Duck Island and Round Island provide protection to the Eastport lobster population and its habitat. Reports published in 2009 and 2010 indicate that changes to the lobster population ten years after closure of the two sites include: a higher abundance of large lobster, including ovigerous females; a broadening of population size structure and increases in average sizes of male and female lobster; and an increased presence of large lobster in the adjacent fished areas. Scientific monitoring, enforcement and compliance monitoring and a variety of public awareness initiatives have supported the conservation objectives of the MPAs.

Scientific monitoring and additional data collection by fish harvesters and scientists will continue this summer and into the fall. The Explore AUV project through Memorial University will collect multi-beam data to map bottom habitat, including depths

and substrate types. This information will be added to the knowledge we have of the MPAs and may help address questions regarding lobster habitat needs

In 2015 we celebrate the ten year anniversary of the MPAs. A Lobster Festival will be held July 3-5th at the Beaches Arts and Heritage Centre in Eastport. The event will include interactive booths for the general public to learn about the lobster fishery and the MPAs, film viewings including Land and Sea's "Bringing Back the Lobsters" episode and Anne Troake's "the 100 Nautical Mile Seafood Diet" and a panel discussion focused on the MPAs, the future of the lobster fishery and the inshore fishery in general. Planning is also underway for a lobster boil to conclude the festival! FFAW-Unifor will join in the celebrations with a booth at the event as well as involvement in the panel discussion.



Fish harvester survives cold Atlantic - safety must be priority

Sharon Walsh
Executive Director
NL Fish Harvesting Safety Association

“They are going to think I had a heart attack.”

This is how Andy Brown, a seasoned fish-harvester from Eastport thought his obituary might read as he tried to survive the freezing Atlantic waters.

“You fish your whole life, take all the safety courses and you know the risks - still I found myself coming up for air in the cold ocean water. My only thought was how do I survive?”

In his mid-50s, Andy’s thoughts were of his family, his wife, his daughter and grandchildren who were visiting from away.

“They almost attended a funeral,” said Andy. “I had to get back into that boat.”

Andy can recall heading out in his boat alone to check his lobster pots. He can remember making sure all the gear was working. Then it happened. Andy still can’t explain exactly what occurred, but all of sudden the boat lurched one way and he was flung into the water. To make matters worse Andy didn’t have his PFD on.

As Andy explains, “here I am, gasping for air, weighted down with a load of clothes including my boots. The adrenaline is pumping and I have to quickly decide what I do now.”

The shoreline was visible and his desire to swim for it was strong. But Andy’s safety training told him to stay with the boat. Maybe he wouldn’t make it if he tried to swim. Andy decided to swim for his life, literally, and grab the moving boat which was circling.

The first attempt failed but with the adrenaline going mad, Andy swam out to try again as the boat circled one more time in an even wider arc. This time it worked. Andy held on for dear life to the vessel and made his way to the stern where he was able to shut off the motor. Now he had to get into the boat.

Andy knew his strength was weakening. He tried to haul himself directly into the boat but his soaked clothes would not allow it. He then moved to where the winch was located and somehow with loads of exertion and using the winch he rolled himself in the boat.

After getting himself to shore, Andy recalls needing to stop and rest twice as he made for his vehicle. His next recollection is getting out of his car in his driveway and calling for his wife. By the time the EMS arrived Andy was in bed with warm towels around him. Despite his initial reluctance Andy was taken to hospital where he was properly examined and tested. He remained in hospital for a couple of weeks and is now continuing his recovery at home.

Andy knows he was very lucky. Things could have easily gone so drastically wrong.

“Accidents do happen. If at all possible don’t go on the water alone, wear your PFD and never take your safety for granted.”

Safety: we can do better

We know fish harvesters are committed to improving safety in the fishing industry. It is evident in their investment in safety training and onboard equipment. Today's fishing vessels are better equipped with life-saving equipment and preventative technology than ever before. However, fatalities still occur.

According to provincial statistics, over last five years, 11 harvesters have lost their lives and 653 harvesters suffered injuries. The impact on family members, friends and communities is long lasting.

The message from the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) is simple: It is important we do everything we can to ensure all crewmembers return home safely to their families this fishing season.

Many incidents can be avoided if proper preparation is taken to eliminate and reduce hazards. We all have a role to play in ensuring all safety procedures are followed and personal protective equipment is worn.

Before leaving port, it is important we take the necessary time to ensure the vessel is seaworthy. Make certain the engine is running smoothly and all equipment is properly inspected and maintained. It is also crucial we prepare and use a pre-sailing safety checklist.

Always use appropriate gangways for access to and from the vessel. Vessel movement creates a hazard during boarding and exiting the vessel. Fatalities have occurred where the use of proper gangways would have prevented.

The use of personal flotation devices (PFDs) is essential. Harvesters working on the decks of fishing vessels without wearing personal flotation devices are at high risk of drowning.

Wearing the PFD increases your chances of survival.

The stability of your fishing vessel is something you depend on, for both your livelihood and your life. Never overload the vessel. Ensure your catch is properly penned and gear and equipment is properly secured. Ensure hatch covers are secure and watertight.

Keeping your vessel safe requires good decision making and good actions. Even if your vessel is a safe one that complies with all the rules, poor operational decisions can have serious consequences. Leave plenty of safety margins for bad weather, changing sea states and decreasing fuel levels so that you can make it home safely.

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

Other Safety Tips include wearing proper hearing protection, ensuring the First Aid Kit is fully stocked and readily available; fire extinguishers are working and fire buckets and axes onboard; proper provisions - plenty of food, water & personal supplies and life jackets, immersion suits, and life buoys are readily accessible and maintained.

Order your Safety Checklist:

The Fish Harvesters Safety Association has prepared a detailed Pre-departure Safety Checklist that is laminated. Contact the NL-FHSA to get yours.

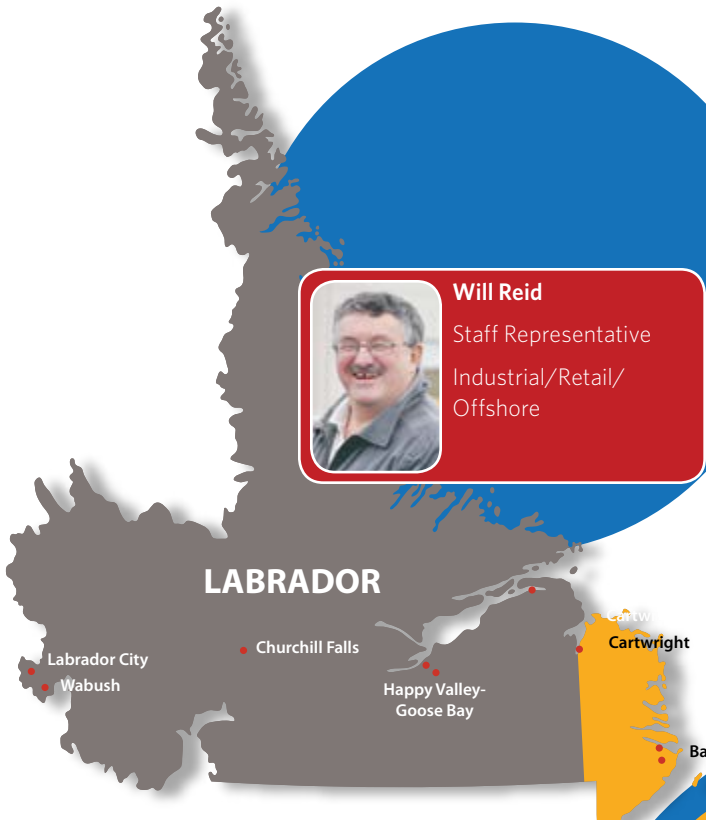
Beginning in September, the Safety Association will be conducting safety workshops around the province.

For more information please contact the NL-FHSA at 709-722-8177 or visit www.nlfhsa.com.

FFAW | UNIFOR STAFF REPRESENTATIVES

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David Decker

ddecker@ffaw.net

Future of the Newfoundland and Labrador fishing industry

The fishing industry has long been the lifeblood of Newfoundland and Labrador, and is the backbone on which the province was settled and remains. Though economic attention in recent years has been focused largely on the tumultuous, non-renewable oil and gas industry that operates off the province's shores, the fishing industry has remained a strong, key piece of the province's economy.

The waters adjacent to the Newfoundland and Labrador coast contain some of the world's most lucrative species. Residents of Newfoundland and Labrador's coastal communities have historically relied on the fish in the province's waters, and allocation of this adjacent resource to those who reside closest to it has allowed the economic benefits to be shared within these coastal communities.

Up until 1992, Newfoundland's fishing industry relied heavily on the harvesting of groundfish, specifically northern cod, of which a guaranteed allocation of 115,000 mt was distributed to the inshore fleet adjacent to the resource. This cod stock, however, collapsed drastically, resulting in the largest layoff in Canadian history, and requiring the Newfoundland and Labrador fishing industry to reinvent itself.

The vast number of high value, high quality species available to Newfoundland and Labrador harvesters has allowed a transition into a more diversified industry, as evidenced by the fact that nearly 82

percent, or \$528 million, of total landed value in 2014 came from shellfish (an increase of 46 percent over the last ten years). Newfoundland and Labrador fish harvesters have a historical dependence on this vast, diverse resource that runs strong and deep.

Nobody can deny that the Newfoundland and Labrador fishing industry is a strong economic driver for the province. The value of seafood production in Newfoundland and Labrador totaled \$954 million in 2014 and contributed \$317.9 million to the province's gross domestic product (GDP) in 2013. In addition, the fishing industry employed 17,781 workers in 2014. This number includes 9,465 registered fish harvesters, 7,880 processing workers, and 435 workers employed in the aquaculture industry.

Processing workers operate in 86 plants across the province, 68 of which are primary processing plants, 2 are secondary, 6 are stand-alone aquaculture operations, and 10 are in-province retail facilities. These facilities produced a total of 120,322 tonnes of product in 2014.

Global market conditions now indicate that the fishing industry in Newfoundland and Labrador has the potential to grow even further. As the world's population grows, so does the global demand for food/seafood. A study by the FAO undertaken to estimate the future of seafood production and consumption has predicted that world production, total consumption,

food demand and per capita food consumption will increase substantially in the next 15 years. Per capita consumption is projected to increase from 16 kg to 21 kg by 2030.

Carolyn Booth, Senior Vice President, Atlantic Provinces Division, BMO Bank of Montreal, has recently stated that, "Improved economic conditions globally, particularly in the U.S., have increased demand in the fishery market. Further, the decline in the relative value of the Canadian dollar has made fisheries exports more attractive globally."

This can only be good news for the province's fishing industry.

This comes as a rebound in the northern cod resource is on the horizon. The most recent northern cod survey by Dr. George Rose's team on the Celtic Explorer has brought extraordinary results - not only are cod aggregating in the traditional Bonavista Corridor, but new spawning areas have been identified and recent year classes have been identified in northern parts of the stock area that have been barren for years. This data supports a resurgence in the stock and full northern cod recovery.

Yet, to take advantage of the species' resurgence, care must be taken to not only manage the stock responsibly and ensure value is returned to those adjacent to the resource, but also to let the world know that northern cod can compete with products already in market.

Demand is there - the value of Icelandic cod, for example, increased 11.9 per cent in 2014 over the previous year. Fresh/chilled, land frozen, salted, and frozen at sea cod continues to be a high value species for Icelandic fishers who cater to markets in Europe, the United Kingdom and United States. Increased focus on marketing and penetrating high value markets is necessary if the Newfoundland and Labrador fishing industry is to grow with demand and if fair value for the product is to be returned to harvesters and coastal communities.

Fish harvesting in Newfoundland and Labrador is a proud profession and a proud way of life; communities

thrive around the industry as landed product is processed by proud workers working on the lines in any of the province's 86 processing facilities. Growth potential and endless marketing opportunities are within arm's reach, and grasping these opportunities is necessary to ensure Newfoundland and Labrador seafood carves out its niche in the global marketplace. Doing so, however, is a complex task and, to do this, the industry needs experience, leadership, and a strong hand to ensure the interests of those adjacent to the resource are the ones who see the benefits.

As uncertainty surrounds the oil and gas industry and oil prices continue to plummet, the fishing industry does not falter. Proud harvesters and proud plant workers continue to provide a renewable, high value product for which demand is only increasing. Strong attention to marketing can only help enhance the value of these products and ensure Newfoundland and Labrador seafood is not only competitive in the global marketplace but is a leader.

Most importantly, ensuring that harvesters and plant workers who are adjacent to the resource receive fair access and fair returns is crucial in maintaining the vibrancy of Newfoundland and Labrador's coastal communities and in ensuring the stocks are harvested responsibly and sustainably.



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Lobster - from the big house to the penthouse



Robert Keenan
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In the 1800s, lobster was the dish of choice for prison food in coastal areas of the United States. There was an abundance of lobster at that time, which was cheap, a good source of protein and was thus considered the ideal meal for those locked away. No one thought that feeding lobster to prisoners was extravagant, and, in fact, lobster was held in such low regard that the prisoners complained that their meals of lobster amounted to cruel and unusual punishment.

Clearly, the combination of melted butter and lobster had not yet been established, nor the youthful fun of attaching a napkin with a cartoon lobster around your neck.

Well, things have changed over the past 200 years. The demand for lobster now seems insatiable, and it appears that some are willing to pay any price for this delicacy. Newfoundland and Labrador is benefitting from this demand, as its lobster fishery is now worth more than \$30 million in landed value.

The positive momentum of the lobster industry is being realized in record prices to lobster harvesters. For the first three full weeks of the 2015 lobster season, the average price to harvesters exceeded \$7.00 per pound. This was the first time in memory that happened. By comparison, in 2014 prices stayed for one week at \$6.00 per pound and quickly retreated to between \$3 and \$4. In 2013, the price never rose above \$5.40.

Lobster prices always decline throughout the season - an inevitable change that occurs as more lobster enters the market - with the general range of the season's low point coming into focus around the end of May. But in 2015, the lower end of the lobster market is significantly higher than in year's past. In 2015, the current low range will likely settle between \$4 and \$4.60. In 20014, the low range was established between \$3.25 and \$3.60, while in 2013 the low range was between \$3.25 and \$3.30. Overall, lobster prices are 25% higher in 2015 than in 2013 and 2014.

What is the cause of this increase? Certainly the market is higher than in year's past. Nevertheless, a high market is meaningless if the harvester cannot benefit from it. Fortunately, the collective agreement proposed by the FFAW and approved by the Price Setting Panel allows harvesters to fully benefit from the market. The catch of lobster harvesters in NL is tied directly to the highs and lows of the market place, ensuring that harvesters receive a fair share.



Day of Mourning

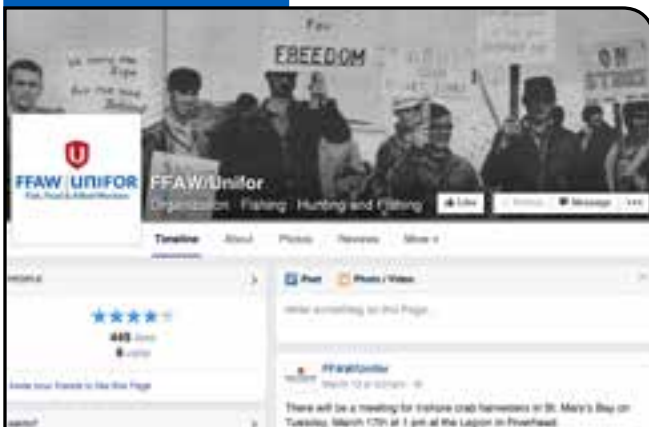
NL-FHSA Executive Director Sharon Walsh, FFAW President Keith Sullivan, and FFAW Secretary-Treasurer and NL-FHSA Board Director David Director at the 2015 Day of Mourning Ceremony

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The Processing Sector Safety Council – many steps forward

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The establishment of a fish processing worker sector safety council has long been a goal for the FFAW. In his acceptance speech upon becoming President of the Union, Keith Sullivan proclaimed the establishment of the sector council for processing workers as a priority for the FFAW.

Since that morning in November 2014, there has been significant progress towards establishing a sector safety council. As was mentioned in the last Union Forum, the Union has been in contact with the Workplace Health, Safety and Compensation Committee (WHSCC), the Premier, and the Minister of Fisheries and Aquaculture. All three confirmed that the 2010 funding commitment for a processing worker sector safety council is still in place. This funding will assist the FFAW and its partners with getting the council up and running.

In May, Mr. Sullivan and two staff members met with the Chair of the WHSCC, Ralph Tucker and CEO, Leslie Galway, to discuss taking the next steps towards creating the sector safety council. The meeting was very productive and provided some insight and guidance on a strategy for moving forward and on the

hurdles that may develop.

Unlike the harvesting sector council, where there is overlap between who is the employee and employer, processing workers have a defined employer – the processing companies. Going forward, it will be important to enlist the support and cooperation of as many processing companies as possible. While this will take work, there is a business case for a safety council that should appeal to processing companies and we will be putting that case together and promoting it to processors in the coming months.

The processing worker sector safety council is also dependent on you, the worker. The FFAW is not taking your cooperation for granted. Over the coming months, we will be meeting with as many workers as possible to seek feedback on how workers envision the goals and function of the sector council. The sector council will be for all processing workers, regardless of whether they are FFAW members or not. Therefore, the FFAW will have to take the time to communicate with workers in non-union plants and with workers that are members of the UFCW.

There is a definite vision in place for the processing workers sector safety council. It is too soon to predict when the council will be up and running – a complex process remains ahead – though the FFAW is definitely closer than it was last month to establishing a sector safety council.

FFAW-Unifor and WWF-Canada

Northern cod fisheries improvement project

On April 28, 2015 FFAW-Unifor and WWF-Canada signed a Memorandum of Understanding (MOU) to publically formalize and officially launch a northern cod fisheries improvement project (FIP). This project will take place over the next five years with the aim of enabling the northern cod inshore fishery to enter into MSC (or equivalent) certification by 2020. The launch was attended by harvesters, processor representatives and WWF-Canada officials.

What is a Fisheries Improvement Project (FIP)?

A FIP is a multi-step, multi-stakeholder initiative with the goal of enabling a fishery to reach the necessary sustainability standards to enter full assessment by credible third party assessment schemes, namely the MSC (or equivalent). FIPs are unique because they utilize the power of the private sector and markets to incentivize positive changes toward sustainability in fisheries.

Why did we sign a MOU?

The MOU was signed to formalize and provide a framework for the relationship between WWF-Canada and FFAW-Unifor who are partnering in the northern cod (2J3KL) FIP. The MOU outlines the roles and responsibilities of both organizations with respect to the successful implementation and conclusion of the FIP; and to support communication and effective working relationships.

Why did we partner with WWF-Canada?

WWF-Canada coordinated and facilitated the first FIP in Canada for the 3Ps cod fishery. After three years that FIP successfully concluded in March 2014 and the fishery has entered into the MSC certification program. WWF-Canada's past experience with coordination of a FIP, as well as their global network and membership with North America's Conservation Alliance for Seafood Solutions and their partnerships with globally based retailers will greatly benefit this project.



CONTINUED NEXT PAGE

NORTHERN COD IMPROVEMENT continued ...

How will this FIP be conducted?

The FIP will involve a five step process that will include stakeholder mapping and engagement, MSC pre-assessment of the fishery, developing an action plan to help the fishery meet any deficiencies or challenges identified in the pre-assessment, implementing the action plan and tracking and reporting on progress. The documentation of improvement in fishing practices, fishery management and verifiable change on the water will also be integrated into the FIP.



Inshore VP Tony Doyle and WWF Fisheries Specialist Janice Ryan

Why do harvesters need to be involved?

This FIP is focused on the existing inshore stewardship northern cod fishery. It also directly involves fish harvesters who are the ones to be most affected by fishery management and/or policy decisions. Fish harvesters will also be instrumental in making any modifications in fishing practices to impact change on the water that may be identified during this project. Harvesters are key stakeholders in this project.

Our customers, especially those in higher end markets which we will be targeting with our product, demand to know where their seafood is harvested and who is harvesting their seafood. They value the connection to the harvester. As such, harvesters are ideally situated to be at the forefront of this fisheries improvement project.

Furthermore, inshore harvesters are committed to building a sustainable northern cod fishery, which benefits our coastal communities and ultimately, the economy of our province. We are interested with working with all processors in the province on this FIP. Presently we have partnered with the Seafood Producers of Newfoundland and Labrador (SPONL) and the Fogo Island Co-op.

A sustainable fishery for the future

As the northern cod stock rebuilds there will be intense scrutiny and pressure from around the world

CONTINUED NEXT PAGE



Tony Doyle, Alton Rumboldt, Glen Newberry, Janice Ryan, Gilbert Penney, Keith Sullivan, David Miller, David Decker, Bill Broderick, Bettina Saier

Fire destroys Cottlesville plant, but still hope for future

Will Reid
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In late March, the Cottlesville crab processing plant, which was operated by Breakwater Fisheries, was destroyed by fire. It was a terrible loss to the town and the New World Island region. The crab plant was the largest employer in the town, supporting about 100 full time and 50 part-time jobs during the fishing season.

The concern that was commonly expressed was that the Cottlesville plant, like plants destroyed in St. Josephs and Trinity Bay North, would never be rebuilt and reopened. 150 jobs would be lost and never replaced.

Fortunately, Cottlesville appears to be following a different path.

Breakwater Fisheries has stated its intention to rebuild and the destroyed plant has been cleared so that rebuilding can commence. While the crab plant will not operate in 2015, the affected workers have adapted for this year and are confident that they will be back at the Cottlesville plant next year.

Approximately twelve workers have found work on Fogo Island and another twelve are working at the Notre Dame Seafood plant in Comfort Cove. The provincial government has also stepped up with support and a special project has been launched to provide ten weeks of work to affected fish plant workers who were unable to find employment elsewhere.

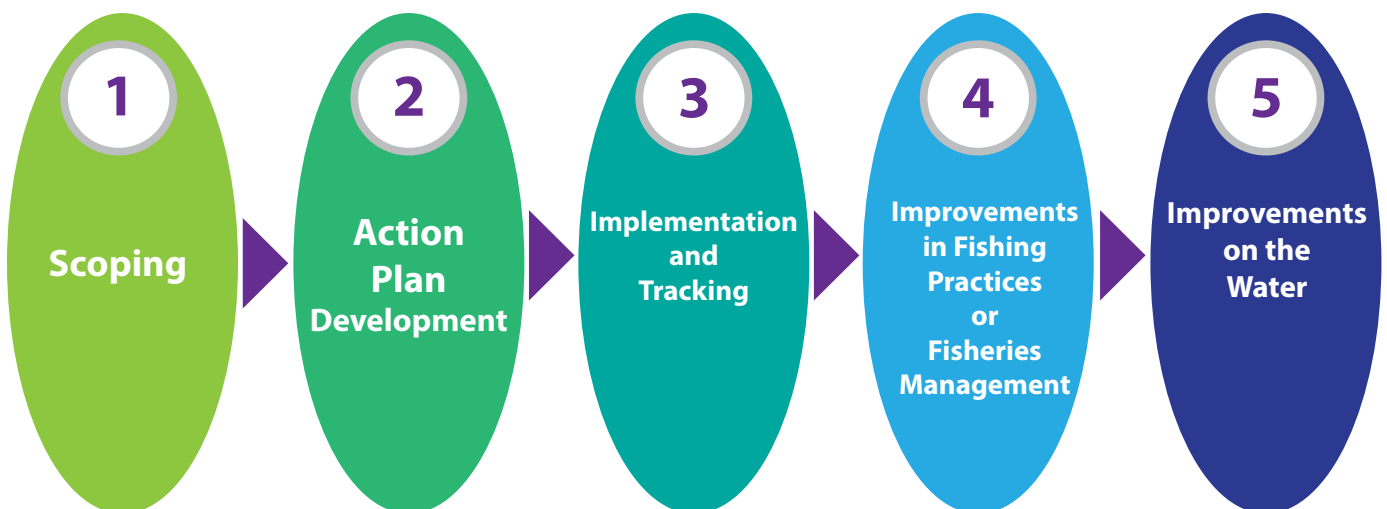
And there may yet be fish processing in Cottlesville in 2015. A second Breakwater plant capable of processing pelagics only suffered smoke damage in the March fire. It is being quickly repaired so that workers can start processing capelin this summer.

NORTHERN COD IMPROVEMENT continued

to ensure that it is managed sustainably. Through this project we will work to continue rebuilding the stock while fishing at sustainable levels in an open process that will enable the general public to track progress

being made. The northern cod fishery will be a sustainable one that will also benefit coastal communities in Newfoundland and Labrador.

How does a FIP work?





Celebrating World Oceans Day 2015

'Healthy Oceans, Healthy Planet'



The ocean is the heart of our planet. Like your heart pumping blood to every part of your body, the ocean connects people across the Earth, no matter where we live! It is also vital to our livelihoods!

FFAW-Unifor was once again involved in celebrating World Oceans Day at the seventh annual World Oceans Day Family Event held at the Marine Institute in St. John's on Saturday, June

6th. The touch tanks, fish pond, balloon animals and interactive booths were favourites of the more than 2000 people that attended the event.

Our booth featured a hands-on demonstration of our Seafood Traceability Project. Kids and adults alike came by to see the live lobster, scan the tags the lobster were sporting and see profiles of some of the harvesters participating in the project. They

were very excited to not only see and handle local, live lobster, but to also learn more about the harvesters who bring seafood to our tables. Throughout the day we heard from people who were both familiar with the project and others who were learning about the project for the first time. One of the lobsters on display had traveled from Lloyd LeCointre in Bay St. George on the west coast, while the second came from Rachel Durnford in Fortune on the south coast.

Visitors were very interested in reading and learning about the diverse range of harvesters profiled - some who had been in the industry for over 40 years and others who were relatively new to the industry, male and female, from many different coastal communities of the province. We heard lots of commentary from the public who had heard about the project in the media but were also excited to see and try it out! The project received a lot of praise throughout the day, from people who were happy to know their food was local and sustainably



harvested, to others who were pleased to see harvesters being recognized for their hard work.

Some visitors to the booth were international students and recent new Canadians who had not yet seen or eaten lobster before. One gentleman from Bangladesh could not wait to show his family at home a picture of him holding a lobster and said he could not wait to purchase and try a Canadian delicacy that evening! He also said he would make sure the lobster he purchased was traceable so he could thank the harvester. We directed him to the website that offers cooking information, suggested recipes and we showed him and others how to tell between a male and female lobster.

Kids thought that seeing how far the lobsters had traveled was great, and a group of young girls were very excited to scan one tag and see that a woman had harvested the lobster. They all exclaimed that they would love to be fisherwoman!

FFAW-Unifor have been engaged on the committee involved in the planning and organization of the World Oceans Day for several years along with Fisheries and Oceans Canada, Department of Fisheries and Aquaculture, Marine Institute, WWF-Canada and Canadian Parks and Wilderness Society. In conjunction with the event, an art contest for children from Kindergarten to Grade 6 and an essay contest for kids in Grades 7-9 were also organized by the



committee along the theme of "Healthy Oceans, Healthy Planet". Numerous other events celebrating our oceans were held throughout the weekend throughout the Province bringing an awareness of the importance of our oceans to the forefront.

Cod Quality Pilot Project Update

Robyn Lee
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Participating harvesters are gearing up to collect data on the water for the cod quality pilot project. Following strict onboard handling protocols, project participants will work to maximize the quality of fish landed throughout the year in their respective regions with special allocations of 6000 lbs. of fish per month.

Through this project we will also be increasing the quantity of fish landed throughout the Province. In order to re-establish our presence globally, as cod stocks increase, we need to be able to supply high quality cod to the marketplace year-round.

The Cod Quality Pilot Project is an initiative of FFAW-Unifor's Fisheries Science Stewardship and Sustainability Board (FSSSB). FSSSB Field Technicians will be deployed to coordinate fishing effort with the sale of fish as well as accompany participants to observe and/or assist with data collection. Temperature loggers will also be used during the project, although not on every set, to record the temperature from the time the fish is caught in the water until the time it arrives at the plant to be graded.

The information gained from this project will be used to inform future decision making, including management and strategic marketing decisions as well as significant investment opportunities in both the harvesting and processing sectors. We need to understand what is possible, as any decision made will have great economic impact on our fishing industry.



Offshore Industrial Activities in 2015

Newfoundland and Labrador waters have been seeing exceptional levels of industrial activity in recent years – 2015 is no exception. It looked like there were going to be over a dozen different oil and gas exploration programs, but this has since shrunk to less than 10.

There is a significant difference in what these different exploration activities entail. There are 2D Seismic Programs covering large swaths of the ocean, 3D Seismic Programs focusing more intently on particular geological locations, and Seabed Core Sampling looking into the chemical composition of the seafloor and water column. In addition to these kind of activities, Industry Canada has given approval for the installation of a Trans-Atlantic Telecommunications Cable as discussed elsewhere in this magazine.

3D Seismic activities in 2015 focus on three areas, Hibernia, the recently issued EL 1135 and Labrador South Sector announced on February 3, 2015. The expected 2D Seismic Programs will have a much wider approach and it is likely that companies will be

looking at acquiring data from Labrador all the way to the southern Grand Banks.

FFAW-Unifor is engaged by the many companies proposing industrial activities in Newfoundland and Labrador waters. Through this liaison we provide information on areas that are particularly sensitive to the fishing industry. This information is also communicated to the Canada-Newfoundland and Labrador Offshore Petroleum Board, the regulatory body that authorizes oil and gas activities. It is a given that not all of the advice provided is well received, but it serves the purpose to facilitate a coexistence between these two industries both important to the provincial economy. It cannot be accepted that either industry runs completely roughshod over the other, as this would be detrimental for both sides.

If you have any questions on the many programs that will be ongoing at one point or another through 2015, please do not hesitate to contact Robyn or Jóhan at the FFAW-Unifor office – 709-576-7276.

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Unifor Scholarship Recipients

Each year, our national union, Unifor, awards 28 scholarships each valued at \$2000. This year, the daughter of an FFAW member was awarded one of those scholarships. Congratulations to Brianne Scott, daughter of Barry Scott, who is currently attending Memorial University for Nursing.

FFAW delegation sends message to Ottawa

A delegation led by your union visited Ottawa on March 30 and 31 to continue to demonstrate the importance of adjacency in fisheries management, primarily for northern shrimp.

Led by FFAW-Unifor President Keith Sullivan and Secretary-Treasurer David Decker, the delegation

included representatives from inshore fleets, Fogo Island Co-op Manager Phil Barnes and Gander Mayor Claude Elliot.

The delegation met with Fisheries and Oceans Minister Gail Shea, NDP leader Thomas Mulcair, and Liberal leader Justin Trudeau.

We spoke about how the inshore fishery economically sustains much of our province, and the severe consequences that would come if we abandon the longstanding principle of adjacency.

Harvesters Heather Starks, Nelson Bussey, Rendell Genge, Roderick Pye, and Austin Cassell spoke of the financial hardships that they and their communities would experience if the inequitable cuts to the inshore shrimp quota continues.

Mayor Elliot discussed the significant role the inshore fishery plays in a service town like Gander, where over 80 per cent of the town's retail business comes from outside of Gander.

Phil Barnes, manager of the Fogo Island Co-op, spoke of the historical and economic significance of the inshore fishery to the communities of Fogo Island.

Your Union also discussed how the offshore fleet benefited from the collapse of Northern Cod. The inshore fleet are the true traditional harvesters of the waters of SFA 6 and we made this case at each meeting.

The FFAW has proposed that inshore shrimp harvesters and adjacent community groups be given the entire quota in SFA 6 since the offshore has access to fishing areas all the way up to Baffin Island. Both fleets have the potential to flourish, but if LIFO continues, only the offshore will benefit and over direct 3000 jobs are at stake.



Delegation outside of Parliament



Meeting with DFO Minister Gail Shea

Our meeting with Justin Trudeau also included MPs Scott Simms, Judy Foote and Gerry Byrne. Mr. Trudeau said “We need better science for the sustainability of stocks. Decisions need to be based on economics and on communities, not on who is lobbying the strongest.”

Our meeting with Thomas Mulcair included MPs Ryan Cleary, Jack Harris and Yvon Gaudet, as well as NDP Fisheries Critic and Nova Scotia MP Robert Chisholm. Mr. Mulcair said that nothing is more convincing than listening to the actual people who were at the table to tell their stories. Obviously our meeting with Mulcair made an impact, as on June 4 the leader of the federal NDP party made an official commitment to scrap LIFO and manage the fisheries based on adjacency and historical dependency.

Our final and longest meeting of the day was with DFO Minister Gail Shea. Minister Shea sat with us for over an hour and a half and we had



Meeting with Liberal Leader Justin Trudeau



Meeting with NDP Leader Thomas Mulcair

the opportunity to discuss several issues with her and her advisors. However, as we have seen in the Minister’s recent decisions on halibut following that meeting, it is difficult to see how the current federal government is capable making fair decisions based up sound fisheries management principles. The people of Newfoundland and Labrador must hold all politicians accountable to ensure a vibrant fishery; accountability that has been lacking in recent federal Conservative decisions.

Overall, these meetings were very positive but are not the end of our campaign to ensure adjacency is the primary principle used in fisheries management. We will continue to bring awareness to our province and to the thousands of people who rely on the harvesting and processing of the fish resources in the waters off our shores.

2015 FFAW Executive Board Election

Nomination information was mailed to members last month, and all members had the opportunity to submit their candidacy to positions by June 1st. Below you will find candidates that have been re-elected

by acclamation, as well as those who must now be elected by ballot. Ballots are scheduled to be mailed shortly and at least 30 days will be allowed for their return. For questions please phone 576-7276.

Position	Candidate	Status
President	Keith Sullivan	Elected by Acclamation
Secretary-Treasurer	David Decker Peter Leonard	
VP - Inshore	Tony Doyle	Elected by Acclamation
VP - IRO	Eric Day Lloyd Squibb	
Inshore - Avalon Peninsula (Swift Current to Sunnyside)	Nelson Bussey Jeffrey Collett Jason Sullivan	
Inshore - Northeast Coast (Southport to Jackson's Arm)	Jack Greenham Glen Newbury	
Inshore - Northern Peninsula and Labrador (Harbour Deep to Norris Point, plus Labrador)	Gino Caines Loomis Way	
Inshore - West & Southwest Coasts (Woody Point to Monkstown)	Alfred Fitzpatrick Wayne Masters	
Inshore - Affirmative Action	Joan Doucette	Elected by Acclamation
Inshore - Representing crew members	Mike Noonan	Elected by Acclamation
IRO - Representing fish plant workers from Cape Freels south to Cape Pine, inclusive	Paul Kean Harry Stagg	
IRO - Representing fish plant workers from Cape Pine west to Cox's Cove, inclusive	Charles Baker Melvin Lockyer	
IRO - Representing fish plant workers from Labrador, the Northern Peninsula, and portion of the Northeast coast from Jackson's Arm to Cape Freels, inclusive	Nancy Fillier	Elected by Acclamation
IRO - Non Fishing Industry	Mike Devereaux	Elected by Acclamation
IRO - Affirmative Action	Karen Caines	Elected by Acclamation
IRO - Representing Offshore units	Warren Broderick	Elected by Acclamation

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 cpeley@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 correctly identified by both James Chidley and Angela Doyle as demo at DFO to turn crab permits into licenses

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