

winter 2015

The Union Forum



Keith Sullivan to
build a Union for
the next generation



FFAW | UNIFOR
Fish, Food & Allied Workers

McCurdy steps down after 21
years as union leader - a legacy of
activism, solidarity and quick wit.



*W*ishing all
Professional Fish Harvesters
and their families, a safe and
joyous holiday season.

*From the Staff and
Board of Directors of...*



inside...

3 President's Message

7 Investing in the coastal communities of Labrador

9 Message from our new president

14 Safety Association appoints new Board of Directors

22 ITQs not working for US fish harvesters either

27 Halibut by David Decker

30 Who speaks for the environment?

40 Flashbacks

cover photo

The three presidents of FFAW-Unifor: Earle McCurdy, Keith Sullivan and Richard Cashin

6

A legacy nearly four decades in the making: Happy Retirement Earle!



8

Keith Sullivan to bring a fresh perspective to FFAW-Unifor



19

George Feltham steps down as Vice President of the Inshore Council



Editorial board

Keith Sullivan, David Decker, Courtney Pelley

[FFAW|Unifor](mailto:cpelley@ffaw.net)

P.O. Box 10, Stn. C

368 Hamilton Ave., St. John's, NL, Canada A1C 5H5

Tel: 576-7276 · Fax: 576-1962

Email: cpelley@ffaw.net

www.ffaw.nf.ca

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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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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



Earle McCurdy
emccurdy@ffaw.net

Swansong

Dear Member,

I would like to thank all members of our Union – past and present – for the privilege of leading our Union for more than 21 years.

I have mixed emotions in moving on, because the opportunity to meet and work with so many great people has been an experience to treasure. But there comes a time when younger blood is called for, so I felt with my 65th birthday just around the corner it was time for a generational change at the top of the house.

I started working for the Union in 1977 as Editor of Union Forum, and became Secretary-Treasurer in 1980 after Ray Greening died prematurely of cancer at the young age of 43 – a great loss to our Union, as Ray was a skilled and experienced trade unionist of the utmost integrity. When Richard Cashin stepped down as President in June of 1993, you did me the honour of electing me to fill his very large shoes.

The next few years were very lean and demoralizing times, as we suffered through the moratorium not only on Northern Cod, but more than a dozen other groundfish stocks as well, including Gulf and 3Ps cod, American Plaice, yellowtail flounder, redfish and several others.

Despite the economic wallop from the moratorium, our members continued to answer the call from the Union when we fought back against foreign overfishing, cuts to the Unemployment Insurance program, and attempts by the federal government to weasel on its commitments to TAGS funding.

We were down, but we weren't out.

Then Mother Nature helped out, with significant increases in crab and shrimp abundance. We

fought successfully – against bitter opposition from vested interests and the federal bureaucracy – to get access to northern shrimp for the under 65 foot fleet, and the increased crab stocks made room for the under 35 foot fleet in that fishery.

This rising tide lifted a lot of boats, but not all boats by any stretch of the imagination. Crab and shrimp did not replace all the lost groundfish jobs, and they were not abundant in all regions of the province.

But the late 1990 and early 2000s brought about increased optimism and prosperity in the fishery at the same time that oil revenues were bringing about increased optimism and prosperity in the province as a whole.

But for some reason the provincial government couldn't stand prosperity. In 2005 they made one of the dumbest moves of all time by introducing RMS – raw material sharing.

Make no mistake about it, RMS was all about a huge transfer of power and money from harvesters and the union to the crab processors. It was all about the permanent elimination of any competition on the wharf.

If government had succeeded in implementing RMS, the millions of dollars annually that is paid in bonus payments would have been spent instead on buying out the production quotas of other processing companies. Companies who sold out would have effectively been getting millions of dollars for selling out the jobs of their workforce.

The fightback on RMS, coordinated by our Union with the tremendous support of the rank and file, was phenomenal. The House of Assembly was disrupted for 17 consecutive days. There were

CONTINUED ON PAGE 4

SWANSONG Continued

protests on the water in Placentia Bay and just outside St. John's harbour.

The last straw came when FFAW members – harvesters and plant workers alike – came to St. John's in the thousands for a massive demonstration at Confederation Building. I'll never forget the sight of the crab pot up the flagpole, or of the thousands of our members who answered the call.

Within a couple of days, government replaced the crab pot by running a white flag up the pole.

Premier Danny Williams asked Richard Cashin to decide the fate of RMS, and said in advance government would accept whatever he recommended. Richard called RMS a "flawed concept" and recommended government scrap it, which they did.

Of course, there were problems that didn't turn out so well. Probably the most unfortunate development in recent years was the collapse of FPI and the loss of its marketing division. The government's stumbling and bumbling on the MOU and

the recent federal attack on our shrimp industry with the so-called LIFO policy were a couple of other major problem areas.

I would like to close by once again thanking our staff, our local leadership and our rank and file membership for the privilege of leading the Union through thick and thin.

In particular I would like to make special mention of our rank and file volunteer leadership, who serve on plant, community and fleet committees, Councils, Executive Board and the other structures that make up our Union.

We could not possibly function without these activists, who participate in everything from negotiations to health and safety. I would also like to acknowledge the sacrifice this entails for their families, in terms of time away from home, phone calls at all hours and so on.

FFAW-Unifor is a force to be reckoned with in our province and in our country. It's widely respected by fish harvesters across Canada. But it is only as strong as the support of our rank and file members.

Keith Sullivan takes over the top job in our Union with lots of challenges facing him and membership. Keith comes from a working class family that made a living from the fishery. His mother worked in a fish plant and his father fished a lifetime and still fishes today. Keith grew up in a household that was familiar with the challenges the Union deals with, as his father Lloyd was a longtime member of our Inshore Council and later the Executive Board.



I urge all our members to give Keith your full support. The skipper can't haul a cod trap by himself. As we showed in the RMS fightback, together we're stronger.

When the media asked me what was the most memorable aspect of my years with the Union, the answer was easy – it was the wonderful people I met, and the friendships I made with the people who make rural Newfoundland and Labrador tick. It has been an honour.

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



Lorraine Michael, MHA
District of Signal Hill-Quidi Vidi

Phone: 709-729-3709
Toll Free: 1-855-729-0270
Email: lorrainemichael@gov.nl.ca
 Lorraine Michael
 @lorrainemichael

Five things you don't know about Earle the Pearl

(apologies to the Cohen Brothers)

Greg Pretty
FFAW-Unifor Industrial Director



Every now and then there comes a man. Might not be the man one may expect. Might not be the most obvious man for the job but nonetheless and most importantly, he's the man for his time.

What were the odds a mild mannered cub reporter would fit in with an office full of rural radicals and a leader whose ideas were so unconventional he was changing the social fabric of NL with every contract and fish price schedule?

Turns out he fit in very well.

Turns out a revolution starts out as an idea from a visionary with a headful of ideas so unorthodox, a single idea that's so outrageous it has the potential to knock prevailing thought on its ear. The idea was fishers, plants workers and trawlermen should have a Union. Then it takes another individual who understands that the idea is so crazy, it just might work.

That individual's job is to explain the idea to the rest of the world. That's what Earle was doing when I first met him in the spring of 1979, cranking out the Union Forum and ensuring the local media reported on worker rights and struggles.

You know the rest. He went from deckhand to First Mate to Skipper, spending the last 21 years in the wheelhouse. He's dealt with eight premiers and countless fisheries Ministers. He's had more TV face time than Jake Doyle. A hero of the working class, our own "Hammer of the Infidel", Earle The Pearl.

5 THINGS YOU DON'T ABOUT EARLE

Much to the chagrin of other male staffers, **Earle is an accomplished ball room dancer.** It matters not the dance-Foxtrot, Charleston, Rumba, Cajun or Square dance, he's on it and he's got it. Our first President thought he was a

great dancer but could never cut a rug like Earl. He's also known as a high stepper when it comes to a Jive, Mashed Potato or the Boogaloo.

He's an adventurer/explorer. Whether it's scaling the top of the highest Austrian Alp, to traversing the barren sands of the Sahara by dromedary, Earle squeezes great adventures out of every furlough. Subsequently, highlights of his sojourns are often the subject of prose, where tales of chivalry become legendary.

Back in the late 80's, a renegade member of an American union penned a song about him called "**Earle the Pearl**". While it was bombastic in lyric, it had a charming, rhythmic chorus which caused it to receive, as Gus would say, "a hell of a lot" airplay on the prevailing open line programs of the day. However, it failed to crack Billboard's Top 100, but it did reach number 3 at the FANL Christmas Social in 1989. By the way, Earle, from time to time, depending on the audience, will still introduce himself as "Earle the Pearl."

Earle is a culinary artist, a chef in every sense of the word. Earle has studied his craft and his creations are equal to many of St. John's fine dining establishments. Whether its fish or fowl, his predilection for Italian, Spanish, Portuguese gastronomy ensures an invitation to dinner at Chez Pearl is nothing less than an epicurean delight. Rating: **** Best Points: Food, wine, service, atmosphere. Sound Level: Moderate. P.S Don't forget to tip the Bouzouki Player.

Earle had a cameo in the cult classic comedy film, "The Adventure of Faustus Bidgood" starring Andy Jones. Filming started in St. John's in 1977 and it was released to theatres in 1986. Lucky for us, the ten year delay caused Earle to abandon his budding film career. One mainland critic described the film in a terse comment "Makes Ben Hur look like an Epic!" And so it was Earle took the road not taken and Hollywood's loss was our gain.

Just one other thing most people know. He's a voracious reader and an excellent writer. He has flair for detail and a penchant for humor. I hope he uses both to tell the tale of our Union, the great battles won and the wonderful characters that constituted the leadership of our Union since the early seventies. It'll be a great book for our times. Perhaps even a successful screenplay! Cheers!

Honouring Earle McCurdy, a principled labour leader

By Jerry Dias and Lana Payne

With a steady hand and a quick mind, Earle McCurdy has provided the fisheries workers of Newfoundland and Labrador with respected and thoughtful leadership over many years of tough times and difficult challenges.

He had big shoes to fill, taking over from Richard Cashin, the founding president of the “fishermen’s union”, in June 1993 when Cashin retired. It was a time of great turbulence in the province’s fishing industry. The fisheries moratorium, called in June 1992, represented the biggest single layoff in Canadian history when more than 20,000 people lost their jobs overnight.

Fisheries closed and fisheries opened. He fought with small-boat harvesters for a piece of the expanding crab fishery, a move that can be attributed to saving the small-boat sector in many parts of the province. He led a union determined to ensure that inshore harvesters shared in the expanding shrimp fishery. These moves helped mitigate the impact of the groundfish closures on both harvesters and plant workers and communities. Years later, the union was successful in pushing back against the Williams government plan that would have seen the control and ownership of the fishing industry being held by the corporations in the industry.

Earle can count many, many achievements during his time as President, including building and maintaining a strong labour relations regime for the fishing

Some would have just thrown their hands up in the air; the problems were so great. Earle did not

Coastal communities were threatened as tens of thousands of Newfoundlanders and Labradorians were forced to leave the province over the intervening years. The moratorium lasted many years, much longer than the two-year compensation program would indicate. Earle and the FFAW led the fight for a renewed compensation program – successfully convincing the government to not abandon the people and communities of coastal Newfoundland and Labrador.

Some would have just thrown their hands up in the air; the problems were so great. Earle did not. Instead, he opened his arms to his members and the determination of the fishing communities to find solutions.

With patience and hard work, Earle led the workers of the fishing industry through some of the province’s darkest days. He built hope. He led a union that would not quit, but rather, with determination and guts, fought for its survival and with it, the survival of an industry and the coastal communities that depended on it.

industry that cemented the union’s role in collective bargaining.

Nationally, Earle has been a strong and vocal leader at the CAW and then Unifor’s National Executive Board. He has always represented fishery workers – whether on the national or international stage – with pride and respect.

Harvesters and plant workers know that he has also represented them with skill, with pride and with profound respect for their professions.

He built on the adage that working people need strong unions, and he worked hard over two decades to ensure they had that strong union.

We are both, along with Unifor Secretary-Treasurer Peter Kennedy, so very proud to call Earle our friend, our trade union brother and a leader who through hard work, smarts and humour made the world a better place for all working people.

Happy retirement brother! You certainly deserve it and have earned it.

Investing in the coastal communities of Labrador

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

As shellfish continues to decline in the province and groundfish makes a steady comeback, it's very encouraging to see investment being made in the processing sector. Not only is capital being spent, it's being spent in Coastal Labrador.

The Labrador Fishermen's Union Shrimp Company has recently installed two new production lines at its L'Anse au Loup facility - one for processing groundfish and turbot (Gulf and Northern) and a second line for pelagics, mostly capelin and herring.

These two new upgrades are ergonomically designed which will be more worker friendly with less lifting required. It will also produce a better quality product in much less time.

Assistant plant manager, Ken Fowler, said they sourced the equipment from Iceland, PEI, and from within our own province. He said groundfish catch rates have increased in 2J and 3K in recent years so they decided to upgrade their facility with new

equipment and technology. While he didn't say the exact amount spent, he said it was a "couple of million" dollars worth of investment.

In addition to the two new production lines, the L'Anse au Loup plant has also installed two new blast freezers for a total of four, each with a holding capacity of 40,000 lbs. Increased freezing capacity will lead to a better product overall.

There are approximately 100 workers at the L'Anse au Loup plant, of which nearly 60 per cent are women. Plant chairperson Nancy Fillier said, "The new equipment at the plant is geared towards more productivity and less strenuous work for the employees. There is very little heavy lifting and our workplace is more ergonomically friendly. We are so thankful that we have a company that strives to bring employment to our area, and also has the comfort and well-being of our people as part of their bottom line."

With an infusion of capital into the L'Anse au Loup plant, the Labrador Fishermen's Union Shrimp Company Ltd. continues to live up to its mandate to develop and create employment along the Labrador Coast.

Pennecon Energy Maintenance Services Ltd. take Shop Steward training

FFAW-Unifor members at Pennecon Energy Maintenance Services Ltd. in Long Harbour were eager to learn at Shop Steward training, taken in November. "As a new Union local, all participants were very eager to learn", said FFAW-Unifor course facilitator and staff representative Allan Moulton.

In photo left to right: Secretary Scott Strong, Vice President Scott Drover, and Unit President Rheel Foughere.



McCurdy steps down after 21 years as president, Sullivan elected to take his place

On Monday, November 17 in St. John's, history was made. Earle McCurdy officially stepped down as president of FFAW-Unifor after a remarkable 21 years at the helm, and over 37 years in total working for the Union.



Earle McCurdy, Keith Sullivan and Richard Cashin.



George Chafe, Earle McCurdy, Keith Sullivan, Richard Cashin, David Decker, Reg Anstey, and Lloyd Sullivan.



Joan Doucette, Melinda Langdon, Mildred Skinner, Dan Baker.

Keith Sullivan, of Calvert, was elected our new president. At only 34 years old, Sullivan will invigorate FFAW-Unifor with new ideas and a fresh perspective.

Keith was nominated on the floor by Vice President of Inshore Council, George Feltham, and Vice President of Industrial/Retail/Office Council, Eric Day. No other valid nominations were received.

FFAW's first president, Richard Cashin, was there to mark the momentous event. Former Secretary-Treasurer Reg Anstey and long-time union member George Chafe were there to preside as the Election Committee. Unifor's Atlantic Director and former FFAW staffer, Lana Payne, gave an inspiring speech to the packed house.

All the best in your well-deserved retirement, Earle! Congratulations Keith!



Charlie Baker congratulating Keith.



Greg Pretty, Keith Sullivan and Bill Broderick.



Keith Sullivan

First of all, I would like to thank the elected leadership of our Union for your vote of confidence. I am honoured by your decision.

This great Union has been forged through incredible struggle, through the most challenging of times, through some of the darkest days in our province's recent history. But it has also been forged through great vision, through purpose, through outstanding leadership, and through the spirit and determination of our members.

The social fabric of our province has been shaped and will continue to be shaped by the vision and tenacity of the members of this Union. We should be very proud of the difference we have made even during times of great adversity.

Secondly, I would like to thank Earle McCurdy for

I look forward to building our Union with you, to working with each and every one of you to ensure our members get the best representation possible. You deserve no less.

I grew up in Calvert on the southern shore, also the hometown of the first Vice President of this Union, Kevin Condon. Both my parents were fisheries workers. My father was a harvester when the moratorium was announced in 1992 and remains a proud fisherman today.

From those moments of despair, the strength and leadership of this union have allowed members and their families, including my family, to thrive and contribute to their communities.

Personally, because of the work of this Union, I had a job that I enjoyed, I made a decent wage on

I have the utmost confidence that FFAW-Unifor will continue to make a difference in the lives of our members and in the communities of Newfoundland and Labrador.

his contribution in building this union and by extension, building a more prosperous Newfoundland and Labrador. Most are aware of his negotiating skills, his ability to build consensus during times of conflict, his ability to articulate complex matters and of course his ability to deliver the wittiest one liners in the business.

What may not be evident to those who didn't deal with him day-to-day is his incredible work ethic and his genuine concern for all FFAW members. This combination of skills allowed Earle to lead FFAW members through some very challenging times in our province.

But Earle didn't do it without the backing and solidarity of all of you. I have the utmost confidence that FFAW-Unifor will continue to make a difference in the lives of our members and in the communities of Newfoundland and Labrador.

the deck of a boat and I could afford to go to university. I've been a proud member of this union for many years and I owe this organization much gratitude, and I plan to work with you to pay it back.

I truly believe that collaborative approaches are the best in solving problems and maximizing opportunities. Make no mistake, we will have to continue to fight to maintain our share of the pie because every day someone with more power and more wealth, is trying to take it away.

The federal Conservative government continues to favour corporations and offshore interests, many of which have considerable ownership outside of Canada. They are taking adjacent shrimp resources from inshore harvesters who have fished the grounds

CONTINUED ON PAGE 10

KEITH SULLIVAN Continued

for decades and taking jobs from thousands of people in plants and decimating onshore spin off jobs.

It is just another example of an unfair and unjust government policy that is damaging our rural economy. Newfoundlanders and Labradorians won't stand for it and FFAW members certainly won't!

Other resources such as halibut, cod and emerging fish species require attention as our marine ecosystem changes. Fisheries management must work with our Union to ensure our industry's potential is realized for those dedicated people in coastal Newfoundland and Labrador.

Fish processing workers are under threat by employers seeking to lower their wages.

I believe more needs to be done to make working in the plants more attractive to young workers, 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 Workplace Health Safety and Compensation Commission unless they cooperate fully in the establishment of a Safety Sector Council to address the serious health and safety issues that often make life difficult for our plant workers.

We have skilled fish processing workers that are underemployed and have to move away for decent jobs. We have opportunities to increase our good paying jobs here if we increase our value added focus and develop more sophisticated marketing strategies.

We began with fish in places like Port aux Choix and Burgeo. However, we continue to grow stronger through our diversification.

We have workers in brewing, manufacturing, aquaculture, metal fabrication, hospitality, retail, offshore fishing fleets and the marine and oil transportation sectors. We are very proud of our new skilled trades local with Pennecon at the Vale site in Long Harbour.

I hear about the shortage of skilled workers in our province, but many of our young, skilled workers are forced to take jobs outside of Newfoundland and Labrador. We continue to hear about the benefits of megaprojects and yet the flights to Fort Mac are

still full. We hear about prosperity and yet we must continue to ask; prosperity for who?

If this is the best we can do, our benefit agreements from such projects need a rethink! We are a province rich in resources, fishing, mining, oil and gas. We are a province rich because of the incredible work ethic and skills of our people. We say we are in a time of unmatched prosperity in Newfoundland and Labrador. We are challenged to make this a truth for all.

For women, equality is still unrealized. The FFAW, working with our national Union and the NL Federation of Labour, will be a part of the fight for equality and justice. The FFAW's Women's Committee are leaders in this campaign, displaying bold vision for our province and our country's future.

Young workers face a precarious job market and for the first time face the very real possibility of not doing better than their parents. This is simply unacceptable.

We will be part of the fight to make life better for the next generation of workers.

We will be a Union that brings together different points of view, a union with democracy, respect for each other, and our past at its core. It will be a Union that promotes and fights for enhanced rights, for prosperity for all, and for improved incomes for all our members.

We know of the challenges that lay ahead.

We will need a strong union, and we will need stronger solidarity to meet these challenges head on. We will need the support of all of you.

My pledge to you as your president is simple. You will always have my respect. You have my commitment and my determination to work with all of you to build a union for the next generation – a Union I hope you can be proud of.

I am confident that, with all of you, we can meet adversity, but more importantly we can build a place for us in the future of our province.

We have been a strong and vibrant part of the economic and social fabric of this great place. And I am confident that we will continue to be just that!

Sisters and brothers, thank you.

Solidarity,

Keith Sullivan

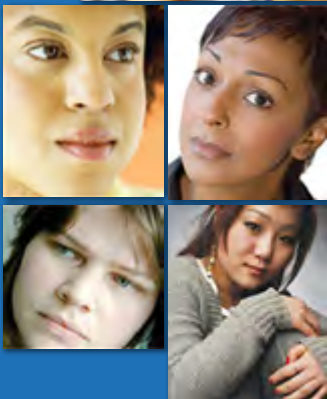
Did you know that FFAW-Unifor has Women's Advocates?



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

She will respect your confidentiality and your right to make your own decisions. She will give support and won't judge.

She can help if you are facing violence or abuse in your relationship, are experiencing sexual harassment in the workplace, or need the help of community services.



FFAW-Unifor Women's Advocates

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

Mildred Skinner, Community/Workplace Advocate

Harbour Breton Area

709-885-2567

709-571-2277

Email: skinnermildred@hotmail.com

Cathy Dimmer, Workplace Advocate

Burin and Area

709-277-2558

Email: cathy.dimmer@persona.ca

Jackie Hann, Community Advocate

ACAN Windows

709-689-2485

Email: jackiehann@nl.rogers.com

Della Melendy, Workplace Advocate

Lumsden Area, Beothic Fish

709-530-2657

Email: della.melendy@hotmail.com

Joan Doucette, Community/Workplace Advocate

St. Georges

709-647-3081

Email: jed.ems@hotmail.com

Tina Pretty, Community/Workplace Advocate

St. John's and Area

709-576-7276

709-728-2168

Email: tpretty@ffaw.net



R.E.S.P.E.C.T.



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

What do you say about a man who has headed the Union for 22 years? I guess the first thing that comes to mind is leadership and Earle certainly was a leader. There has been many kind and thoughtful cards and letters sent to the office in recent days, and lots of complimentary commentary in the media of how he was a visionary, a good steward of the union, excellent negotiator and so on - and rightly so.

However, I would like to share the Earle I worked with. In his tenure as FFAW-Unifor President I worked with him for 21 of the 22 years and saw many aspects of Earle that others didn't see on a day-to-day basis.

First and foremost, Earle is one of the most respectful individuals I have ever met. I observed

him in his dealings with members, staff, government officials, media and the general public through the years. If I were to count on my fingers how many times he lost his cool, I'd still be on the first hand (okay, maybe the second hand). He had the ability to listen and calmly put forth his position. He dealt with many challenging issues and faced his share of irate people. If you ended up getting a blast from Earle, you no doubt deserved it. You know who you are.

Earle was always respectful of women. I have never witnessed him tell an off-colour joke. With his intellect, he never needed to stoop to lowbrow humour to get a laugh. Earle would never make a comment on a woman's clothing or appearance. However, once on the last work day for the year, he commented on my "natty" red gloves.

He was instrumental in creating space for women leadership in our Union through the creation of affirmative action positions on our Executive Board and on our Inshore Council. He also was very supportive of our Women's Committee and our Women's Advocate Program and instructed staff to encourage more women to become more engaged in their union.

Earle respected our members and I patched many a call through. He didn't shy away from dealing with the day-to-day concerns of our members. A lot of people may be surprised to learn how many files he personally worked on considering pre-moratorium we had over 20,000 members.

During the early years of the NCARP and TAGS programs in the early 1990s, Earle created a "Red File". In this file were the details of members who, through no fault of their own, fell through the cracks and did not meet the eligibility requirements for either of these support programs. It was tough times for these members and their families.

We listened to many heartbreaking stories such as the call from a woman who was grappling with the decision to buy food for the family or back-to-school sneakers for her children. Some members were disqualified because they had been on maternity leave, for others it was through illness, or other extenuating situations. Whatever their personal circumstance, he spent considerable time fighting tooth and nail to get members approved and met with whoever he felt could help get these cases resolved - local and federal DFO and HRDC officials and staff at the Minister's Regional Office. He even brought the file up at meetings with the Federal DFO and HRDC Ministers whenever he had the opportunity.

I was especially proud of his perseverance and dedication to get a number of women fish harvesters approved as it was obvious their disqualification was a clear-cut case of discrimination. Earle was eventually successful in getting many of these situations rectified. Again, you know who you are.

Earle had respect for his office as Union president and spent long hours in the office, year after year.

His work ethic was admirable. He stayed late nearly every night catching up on work while he listened to the *Fisheries Broadcast* before heading home. Even after a long weekend, it wasn't unusual to walk into his office and the pile of work and papers that had been there on a Friday afternoon were filed away and a spotless desktop remained.

Of course, this kind of dedication and work commitment also takes away from family time and I know Earle missed more than his fair share of family occasions through work travel inter-provincially, nationally and globally representing our diverse membership.

I had mixed emotions when I learned of Earle's retirement. I was sad that our work relationship would end as I have so much respect for Earle. However, I was also very happy knowing he would finally have time to spend with family and start another chapter in his life.

If there's one thing I have learned about him, he won't be idle for long and as I've often heard him say, "I have a plan..."

Happy retirement Earle.

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NL-FHSA pushes forward under the guidance of newly appointed board



Top row L-R: Bill Hynd (NLFL Safety Sector Advisor), Bill Broderick (FFAW-Unifor Inshore Director), Mark Dolomount, Sharon Walsh, Brenda Greenslade, Krista Quinlan, Andrew Pike, Charles Coady. Bottom row L-R: Wade Short, Eli Baker, Jack Greenham, Mike Noonan, Andre Jesso, Mildred Skinner Missing from photo: Phil Barnes and David Decker

Sharon Walsh
Executive Director, NL-FHSA
swalsh@nlfhsa.ca

On September 25th and 26th, with the 2014 fishing season beginning to wind down, the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) held the inaugural meeting of its newly appointed Board of Directors. The provincial Minister of Service NL appointed the NL-FHSA board members on May 30, 2014, including six fish harvesters that represent crew members and owner/operators in the three fleet sectors.

“Our intention has always been for this Safety Association to be industry led and industry driven”, says Board Chair David Decker. “It is clear from the Minister’s appointments, and from the reports of our first Board meeting, that the safety association will provide an

opportunity for both owner/operators and crew members to take a leadership role in improving safety in their own industry. Harvesters bring the necessary experience, expertise and insight to ensure that safety concerns in all fleet sectors are properly identified and addressed”.

The eleven Board members of the NL-FHSA are as follows:

- Mildred Skinner (Crewmember, <40’ Fleet)
- Mike Noonan (Crewmember, >40’ Fleet)
- Eli Baker (Crewmember, Offshore Fleet)
- Andre Jesso (Owner/Operator, <40’ Fleet)
- Jack Greenham (Owner/Operator, >40’ Fleet)
- Wade Short (Owner/Operators, Offshore)
- Phil Barnes (Processor Representative)
- Mark Dolomount (Professional Fish Harvesters Certification

Board)

- David Decker (Fish Food and Allied Workers /Unifor)
- Brenda Greenslade – Ex Officio (Workplace, Health, Safety and compensation Commission)
- Krista Quinlan – Ex Officio (Provincial Department of Fisheries and Aquaculture)

In addition to its Board of Directors, the NL-FHSA also has the ability to draw on the expertise of an Advisory Committee, comprised of key industry stakeholder groups. While this group does not hold voting privileges on the Board, they will play an important role in the success of the NL-FHSA, particularly in the areas of research, development, and implementation of safety-related resources and initiatives.

The current NL-FHSA Advisory Committee includes the following members:

- Canadian Coast Guard - Harvey Vardy

- Fisheries and Oceans Canada – Brooks Pilgrim
- SafetyNet, MUN – Barbara Neis
- Marine Institute, MUN – Craig Parsons
- Transport Canada – Captain Clement Murphy
- OHS Division, Service NL – Darlene McCurdy

With its Board of Directors and Advisory Committee in place, the NL-FHSA will now set out to address the significant safety challenges facing our industry. Many of those challenges and other concerns were brought forward, and discussed in detail, by the hundreds of fish harvesters that attended the 60+ community and focus group meetings that the NL-FHSA held throughout the province earlier this year.

Harvesters agreed that despite positive trends and significant investment in safety by harvesters, there continues to be far too many fatalities and injuries, and much work

remains to be done to ensure fish harvesters return home safely to their families.

These consultations (along with other stakeholder input and statistical review), will form the basis of a detailed Industry Needs Assessment and our Strategic Plan for 2015. The Safety Association is currently in the process of finalizing the key initiatives and programs to be rolled out in 2015. The next Board of Directors meeting is scheduled for later this month.

We are well prepared to push forward, and confident that the

NL-FHSA will have a positive impact on improving safety in the short and long term. However, it is important to note that fish harvesters will ultimately play the key role in improving safety in their industry.

Fish harvesters must continue to be a catalyst for change, as harvesters know their industry best! For that reason, we call on all fish harvesters to take an active role, support the work of the NL-FHSA whenever possible, and continue making safety a top priority. Remember – Safety brings you home!



George Feltham – FFAW-Unifor Vice President Inshore Council



Mark Dolomount



Krista Quinlan and Brenda Greenslade



George Chafe and Greg Pretty



Andre Jesso and Allan Moulton



Leslie Galway – CEO WHSCC

The McCurdy Legacy: Solidarity, work et

It was 1997 when I arrived at the FFAW inshore council table, green as grass, the only woman. I knew only one person and was feeling like "Oh God, what am I doing here?"

Earle welcomed me and right from that first day Earle treated me with respect. My opinions, ideas and concerns were equal to everyone else. The area I represented was given the same attention as all other areas around NL. I could call him anytime and my calls were returned- sometimes from an airport while he was in between meetings.

I consider Earle my friend. Back in January he travelled to Harbour Breton to attend my husband's funeral, and that meant the world to me but it just shows how what a great leader he is. My husband was a fisherman and that made him a great person in Earle's world. I wish Earle all the best and knowing him the way I do, I don't think he will forget the fishing industry anytime soon and he will always have the NL fishery at heart. Thank you Earle & all the best! -Mildred Skinner



The first year I became a Fish Harvester, Earle became the new President of our Union. I remember listening to his acceptance speech and wondering how he would survive.

It didn't take long to realize that Earle meant business. Over the years I have watched Earle lead through tangly meetings, dead-end negotiations, unfair government treatment, and so many chaotic situations in the industry.

On a personal note, and no stranger to long hours myself, Earle's job took it to a new level. His work very often came home with him spending long hours reading documents, phone calls, and generally thinking how to make the industry better for everyone. I'll admit that some days it took its toll but that's the man he is and I certainly admire his patience, strength, organization skills, and especially his ability to think outside the box.

It is my pleasure to wish all the joy and happiness to a strong leader, determined Union Trade Activist, loyal friend, caring father, my one of a kind Mr. Earle McCurdy. - Tracy McCurdy

I was on the Executive Board when we hired Earle on. There is was, this feller printing for the Telegram coming on with the Fisherman's Union. But he turned out good. I said, if he learns the way Cashin did, he'll be alright. Earle is very smart, sensible in everything he did. He wasn't someone to go out and tell a lot of bull. He was a good president. He worked his way up the ladder and the fishers of Newfoundland and Labrador should be proud. Had a fine bunch of people behind him on the committees and councils advising him. He done a good job at what he was at. Most of the critics out there don't know the whole story. He always tried his best for any fisherman. He helped a lot of people and I can vouch for it. - George Chafe

Ethic, respect, and witty retorts

I first met Earle when I was a new CAW activist in the late 1980's. I was so amazed by his energy, passion and commitment to making the world better for people in the fishing industry who were facing enormous hardships. That was when I understood the real meaning of social unionism and solidarity. Earle's quick wit, brilliant strategies, leadership and simple love of workers and the movement not only empowered his own members, but all of us newbies who learned so much from his guidance and mentorship. I will miss having him sit next to me as 1st VP of the Federation, and as President of our largest private sector affiliate. However, he has guided and mentored so many others along the way that he is leaving our movement in great hands, and as we continue to build a more equal and fairer society for all of us, I wish him much happiness in his well-deserved retirement. Thank you dear brother! – Mary Shortall



I have worked with Earle ever since he was elected as president of the union. He was always easy to contact and always returned any calls you made to him. I did not always agree with him but always respected his opinion. Earle took us through some rough times in our history and he will be missed. – Gilbert Penney



I have the utmost respect for Earle McCurdy. He has led this union gallantly through many challenging times. He always took time to listen to any concerns that I or others might have and though not always found a solution or got the answer I was looking for, he gave it his best shot. Going forward, I wish him nothing but the best. – Loomis Way

Earle's work ethic is truly phenomenal. Early mornings, late evenings and weekends, Earle worked hard extremely hard and it showed. He never, ever took close to the vacation time he was entitled to. Even while on vacation he would often be answering emails or making phone calls. Earle took his commitment to workers very seriously. He listened to different points of view, and was really the great conciliator of opinions. You develop valuable friendships working here over many years, and I consider Earle a close friend. -David Decker

CONTINUED PAGE 18

MCCURDY LEGACY Continued



Earle always had time to talk to you and was always willing to hear your ideas. When he had a big meeting or interview coming up, he would make a point of going around to talk to people for their take on things. When I was VP of Inshore, he would call me up regularly and take the time to listen to all the issues that were going on. He respected everyone's opinions and tried to incorporate them as best as he could to build a better union. To me, that's the mark of a good leader. – Bill Broderick

It has been a pleasure working with Earle over the last 20 years. He has been a great rep for our fish harvesters. He worked very hard to improve the lives of our members. We had some heated debates and a lot of laughs. I had the pleasure of traveling to meetings out of province with him a number of times, and he knew all the great restaurants. He loved to tell those one liners and got a great laugh from some of the stories I would tell him. I considered him a friend and wouldn't hesitate to call on him for advice. Good Luck in the future.
- Tony Doyle



It's been a pleasure working with Earle over the last 21 years. He worked his way through some of the toughest challenges in the Union's history, starting at the height of the cod moratorium. He always maintained his passion to try to find a solution for ordinary working people, their families and communities. He was always at your level and understood the issues raised. He was unique in many ways, extremely sharp, witty and even through the toughest issues he always found a way to inject a light moment just at the right time to give you a lift when you needed it most. Earle was well respected not only by the rank and file membership of our Union, but also by our national union, and by other union leaders all across the province. I, along with so many others, want to wish him the very best in his future endeavors.
- Allan Moulton

George Feltham steps down as Vice President of Inshore Council



George announcing he was stepping down as VP of Inshore.

The week of November 17 brought many changes to FFAW-Unifor leadership. Earle McCurdy officially ended his tenure as President, and Keith Sullivan, Assistant to the President, took up the post. This was immediately followed by long-time union activist George Feltham announcing he was also stepping down from his role as Vice President of the Inshore Council.

George is currently in the process of transferring his enterprise. He will still have a presence in the fishery but it will not be to the same extent as it has been for the last 35 or so years.

George has been involved in the Union since he began fishing. He was involved in his Committee in Eastport, he then became Committee Chair, then an Executive Council Member, and for the last 12 years he has been the Vice President of the Inshore

Council.

George was devoted to the work of the Union and to supporting his fellow harvesters. He was known to drop everything at a moment's notice whenever you needed him.

All who know George know he put his heart and soul into his work. Bill Broderick joked, "We might not have always known where George's head was at, but his heart was always in the right place." George always had the best intentions no matter what the issue of the day was.

Over the years, George greatly influenced the fishery in our province. Known for his love of gillnets, George was very vocal about their benefits as long as you handled your fish right.

Nicknamed Mr. Tuck-Seine, George influenced the future of the fishery when, in 1993, he

won a case in court against DFO. George, a fixed-gear license holder, was charged with modifying bar seines with snap rings to create the tuck-seine. The court ruled the tuck-seine qualified as fixed-gear. Without that ruling, many of the under 40 foot boats fishing herring, capelin and mackerel would not be there today.

Whether you called him up in the middle of the night to be on the other side of the province first thing in the morning, taking a trip all the way to Sri Lanka, or dressing up as Santa Claus, George never said no. His steadfast dependability, his dedication to sticking up for the underdog, and his good insight into the fishery will be greatly missed.

We know George will always carry the Union with him, and the Union will not be the same without him.



George receiving a standing ovation at his final Inshore Council meeting.

Gulf halibut tagging in 2014



Tagging team L-R: Finton Dobbin, Dr. Jon Fisher, Carson Gaulton and below Dr. Tim Loher of Pacific Halibut Commission in Seattle on vessel J Elizabeth of Port au Choix.

Erin Carruthers
FFAW-Unifor Scientist
ecarruthers@ffaw.net

The 2014 Atlantic halibut tagging season was a success. A truly collaborative effort was required to coordinate conventional and satellite tagging in late September. The field team included fish harvesters from 4R, FFAW-Unifor staff, and researchers from the Centre for Fisheries Ecosystems Research (CFER) at Memorial University, the International Pacific Halibut Commission as well as Fisheries and Oceans Canada (DFO). CFER led the satellite tagging program and FFAW-Unifor led the conventional tagging program.

All involved thank the provincial Department of Fisheries and Aquaculture (DFA) for funding and supporting this joint program. And – of course – none of this would have been possible without the skills, knowledge, and participation of 4R harvesters!

In total, 223 halibut were doubled tagged with green t-bar tags and the reward is \$100 per fish. If you catch a halibut tagged with two conventional t-bar

tags, please send them both in for the \$100 reward. If there is only one tag left on the fish, please send it in for the \$100 reward. With all fish double-tagged we should be able to estimate tag loss rates or how often the tags fall out of the animals. Information on the fish and where you caught it is also needed.

24 juvenile halibut were tagged with satellite tags. These tags will give detailed information on migration and behaviour. There is a \$500 reward for returned satellite tags. Please call Dr. Dominique Robert if you recover a satellite tag (709-778-0562). Both tag types are shown in the return poster on the next page.

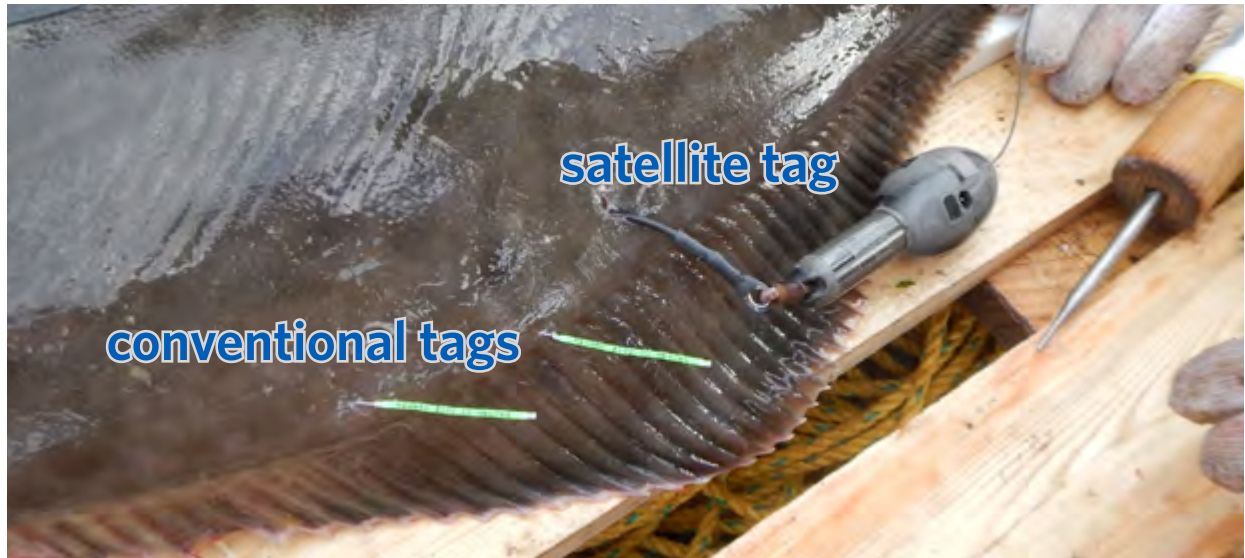
Our 2014 tagging program was the crucial next step for devel-

oping an index of abundance or an exploitation rate for the stock. As many of you know, there have been a fair few halibut tagged in 4R. To estimate exploitation rate, tagging effort has to be systematically distributed throughout the entire stock area stock area (4RST). Although our 2014 tagging program was limited to 4R, information from our program will be used to develop the Gulf-wide tagging program.

Therefore, our work doesn't end with the 2014 tagging program. In early November, we attended the framework assessment of the alphabet soup (NAFO 3NOPs4VWX5Z) halibut stock. Research proposals to DFO at the next Gulf halibut assessment meeting will build on the strengths – and address shortcomings – of the southern stock tagging program.

Because fish harvesters from five provinces fish 4RST halibut, and because tagging data must feed into the assessment process, the Gulf-wide tagging program must be led by DFO. But together we are laying the foundation for the Gulf-wide tagging program.

ATLANTIC HALIBUT TAGGING PROGRAM



\$100 REWARD per halibut with 2 bright green tags and an additional **\$500 REWARD** for a satellite tag.

Please return both bright green tags with the following information:

- Tag numbers
- Location (lat/long)
- Gear
- Fish length
- Fishing depth
- Sex of fish
- Your name, address, and phone number

**Return conventional tags to: FSSSB Halibut Tagging
PO Box 190 Stn C
St. John's NL, A1C 5J2**

For **satellite tags**, please contact Dr. Dominique Robert (Memorial University of Newfoundland) by phone at **709-778-0562**.

Project partners: Fish, Food and Allied Workers (FFAW-Unifor), Centre for Fisheries Ecosystems Research (CFER) of Memorial University of Newfoundland, and the Newfoundland and Labrador Department of Fisheries and Aquaculture (DFA). Administrative support provided by the Fisheries Science, Stewardship and Sustainability Board (FSSSB).

ITQs not working for US fish harvesters either

By Brett Tolley

Brett Tolley is the son of a fisherman from Cape Cod, Massachusetts and a community organizer for the Northwest Atlantic Marine Alliance (NAMA). In the article below he outlines how an ITQ (Individual Transferable Quota)-type program for groundfish in New England—called “catch shares”—is concentrating ownership of quota in corporate hands and turning fishermen into quota-leasers. We are reprinting this article, with Brett’s permission, as another example of how ITQs work to undermine the interests of owner-operator fishermen.

Three years ago, I sat among a group of fishermen testifying before the New England Fishery Management Council that the new catch share program was not working and needed to be fixed. The fleet was consolidating, access was becoming unaffordable to owner-operators, and inshore fishing areas were coming under increased pressure. Several Council members and lobbyists, who supported catch share ideology, denied these problems.

Not surprisingly, they have yet to be fixed.

Advocates of the catch share approach promised higher prices to fishermen, better stewardship over the ocean, and a general improvement in fishermen’s livelihoods. Instead we’re seeing an unaffordable quota leasing market where



Georges Bank cod (east) leased last year for an average cost of \$2.48 per pound and the average ex-vessel price to the boat was \$1.08 per pound.

We’re seeing non-owner-operator companies control upwards of 23% of a single fish species. Younger fishermen can’t afford entry into the fishery. And, the program has created an incentive to shift effort to nearshore waters, leaving inshore-dependent fishermen without fish to catch.

These problems aren’t unique to New England. In fact, many

fishermen and researchers predicted these outcomes. Back in 1990, the first US catch share program began with individual transferable quotas in the surf clam and ocean quahog fishery.

In a few short years, the fishery, which previously had supported many owner-operators, was transformed into one dominated by just three multinational corporations. Last year, Lion Capital, a British private equity firm, paid \$980 million to acquire Bumble Bee Foods and Bumble Bee’s subsidiary Snow’s Inc., which included

exclusive property rights to 23% of US surf clams and ocean quahogs.

Similar patterns can be seen in Iceland, New Zealand, Namibia, and many other countries around the world. In the case of Iceland, the ITQ program did nothing to rebuild fish stocks but undermined fishing community infrastructure and jobs. Fishermen there were so outraged that they took their grievances all the way to the United Nations (UN) Human Rights Committee, and they won.

In 2007, the UN ruled that privatization violated the International Covenant on Civil and Political Rights. Soon afterwards, the Icelandic government began a process to dismantle the program.

Who's behind it?

The broad strategy of implementing catch shares is ideologically driven and backed by a unique alliance of conservative, free-market advocates, as well as foundation-funded environmental groups.

The Walton Family Foundation of Walmart, for example, spent \$20 million in 2012 for the sole purpose of promoting catch share programs with an explicit goal of commoditizing seafood into a global market that values high-volume, low-value "efficient" fisheries – the same ones that charge a fisherman \$2.48 a pound for the rights to fish and pays them \$1.08 a pound for that fish when they bring it to shore.

It's no wonder the fishermen keep saying, "We need more fish. If you were told the only way to

make ends meet is with volume, not value, what would you do?"

As I've written elsewhere with University of Rhode Island Professor Seth Macinko, the core assumption of catch share ideology is that if we turn fisheries access into private property, then we'll take better care of the fish. The problem, of course, is that US fisheries already have an owner – the American public. The idea that private owners will automatically act as stewards to preserve their assets was proven dramatically naïve by the world financial crisis of 2008. Why should we assume now that what is bad for banks will be good for fish?

Others who defend catch share ideology include the billionaire Koch brothers and the Charles Koch Foundation, which have teamed up with organizations such as the Environmental Defense Fund to heavily fund campaigns to promote catch shares.

With pressure and financial backing like that, it's no wonder fishermen and their allies in New England face such extreme resistance when seeking policy fixes to very clear problems that affect both the health of the ocean and fishing livelihoods.

Reforming catch shares

An increasing number of brave fishermen, Council members, and others continue to shed light on the problems associated with catch shares and offer solutions, including limits on quota accumulation, safeguards for inshore fishing

areas, and more transparency on ownership trends.

However, we're hearing more and more about backlash from catch share supporters, where vocal fishermen are cut out of the leasing market, bullied on the water, or socially ostracized.

Today, New England fishermen are receiving more bad news about cod stocks and quotas cut to disastrously low numbers. Those that benefit from the catch share program are using the new crisis to block calls for change to the catch share program. They are focussing attention on the quota cuts and likening it to a tsunami that surely would take out the entire fleet.

But, the real tsunami is a global strategy to transform fisheries policy from publicly managed access into privatized property, effectively displacing independent family fishermen, putting enormous pressure on the marine environment, and ultimately turning fish into commodities for the international market.

We in New England can tip the scales away from policies that privatize the public commons and consolidate the fishing industry. For the sake of current and future generations of fish and fishermen, we must identify the best alternatives to a flawed system and protect the fisheries as a public trust.

You can follow NAMA's 'Who Fishes Matters' online blog at: <http://whofishesmatters.blogspot.com>

¹The New England Fishery Management Council, one of eight regional councils established by US federal legislation in 1976, is charged with conserving and managing fishery resources from three to 200 miles off the coasts of Maine, New Hampshire, Massachusetts, Rhode Island, and Connecticut.

FFAW-Unifor makes major breakthrough on stability regulation battle

For nearly a decade, FFAW-Unifor, PFHCB and other fishing organizations have been butting heads with Transport Canada (TC) over new proposed Stability Regulations.

Until now, TC has insisted that ALL Canadian fishing vessels nine metres and larger (existing vessels and new constructions) would have to undergo a stability assessments and have minimum freeboard markings (otherwise known as “load-lines”) permanently painted on their hull.

FFAW-Unifor reps have repeatedly stated that this was an unreasonable approach to reducing stability related incidents, and the regulatory impact of this regulation would be devastating to the industry – both in terms of the cost to comply with the regulation, and as a result of potential restrictions on traditional fishing activity. Any new or amended regulations proposed by TC should be meaningful, have clear positive benefits, and ensure the financial impact will not put undue hardship on fish harvesters or their enterprises.

It is well documented that the vast majority of stability-related incidents resulting in fatality have either occurred on vessels that have already been tested and passed a stability assessment, or are the result of issues related to either vessel operations or vessel maintenance – not the result of a lack of initial reserve stability.

Clearly, safe vessel operations are equally, if not more important, than the initial reserve stability of the vessel. Furthermore, a stability booklet is ineffective if the user cannot interpret or understand its content.

In other words, passing a stability test and having a stability booklet does not guarantee a vessel won't capsize, nor does it ensure that fish harvesters have an adequate understanding of the principals of stability and how to apply them to safe vessel operations. For these reasons, the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) was not convinced that TC's proposed regulatory approach could actually achieve its intended purpose of reducing stability-related incidents and added its voice to the growing concerns.

Fish harvesters rallied and TC (finally) listened!

Earlier this summer, with TC pushing forward to make this regulation law by early 2015, FFAW-Unifor initiated

a fight-back campaign. This included joining with other fish harvester organizations to push back and rallying fish harvesters to voice their opposition and to insist that TC find a more reasonable solution.

The Canadian Independent Fish Harvesters Federation (CIFHF), a non-profit organization representing approximately 90% of fish harvesters in Canada, called on harvesters across the country to voice strong and immediate opposition to the proposed stability requirements.

NL harvesters responded in large numbers with a strong, united and clear message! A letter writing campaign organized by FFAW-Unifor earlier this fall, along with the support of the CIFHF, clearly got the attention of federal Transportation Minister Lisa Raitt, and was instrumental in getting TC to acknowledge that there was a problem with this proposed regulation, and that a better approach had to be found.

Congratulations and many thanks to all the fish harvesters who took the time to forward their letters to the Minister's office – it truly made a difference!

TC agrees to exempt existing vessels and remove the load lines requirement

Following a series of meetings between industry reps and senior TC officials, and discussions at the National CMAC meetings in November, an industry proposed solution has been agreed to by TC. The proposed Stability Regulation will now be redrafted.

TC has agreed that the load-line requirement will be removed entirely, and the focus for stability assessments/testing will shift to newly constructed vessels. All existing vessels (not currently requiring stability assessments) will be exempt from stability testing, except in the case of existing vessels that undergo a major modification, series of modifications, or significant change in activity. TC has also agreed to work directly with industry representatives on the developments of the definitions and guidelines that will support these regulations.

Harvester representatives pleased with this “victory”

Representatives that have been involved in the latest discussions with TC are pleased with the outcome.

“We should be proud of the way our organization supported NL Harvesters on this issue and fought-back on

the proposed onerous regulations. The financial impact would have been devastating”, says George Feltham, Inshore Vice President. “Instead, we’ve worked closely and responsibly to find a solution that will result in long term improvements in vessel stability, without placing undue hardship and unreasonable restrictions on the existing fleet.”

Jack Greenham, NL-FHSA Board of Director stated, “It’s been said that ‘Safety isn’t expensive, it’s priceless’. No other profession holds this axiom truer than does commercial fishing. In recent years tremendous progress has been made on that front, none more gratifying to me personally than the recent agreement at CMAC on Division 3 of the new Fishing Vessel Safety Regulations. After some ten years dealing with this issue, it is very rewarding to have finally reached a successful agreement, through consensus by all stakeholders nationally, that will achieve the intended goal of improving safety in our industry for future generations of Fish Harvesters. The Safety Association played an important role in bringing about this successful outcome on behalf of its membership. In my role as Secretary and Director, representing

owner/operators in the over 40’ fleets, I look forward to participating in many other initiatives with the NL-FHSA as we continue to strive toward improving safety for all fish harvesters.”

FFAW Inshore Council member Nelson Bussey, who attends National CMAC meetings on behalf of the Union, was also very optimistic. “We have been telling TC for years that load-lines serve no practical purpose on a fishing vessel, and we’re glad to see the idea scrapped”, says Bussey. “Good federal regulations are important, but regulations are not always the only answer.”

Bussey and Feltham both agree that we have to give fish harvesters the information and resources they need to make good calculated decisions on how to operate their vessels in a responsible and safe manner, and avoid unnecessary stability related risks – even the most stable vessel can be capsized if not operated or loaded properly and responsibly.

Again, many thanks to all the fish harvesters who spoke out and took action regarding their concerns about these draft regulations. Fighting back does make a difference!

What is a good job?

Courtney Pelley
FFAW-Unifor Communications
cpelley@ffaw.net

What does a good job mean to you? Permanent, full-time, a fair wage, benefits and room for growth are some things that come to mind.

In October, over a thousand labour activists met in Toronto to debate and discuss what is needed to create good jobs in Canada.

Canada is facing the toughest job market seen in years. Part-time, precarious work is rising. For the first time in generations, the outlook for young workers is worse than it was for their parents.

These few days sparked intense conversations with many suggestions as to how we can improve the job situation for Canadians.

An increased minimum wage, lower tuition costs, a national child care strategy, and better on-the-job training were just some of the solutions presented.

Speakers like GE Canada CEO Elyse Allan, Ontario Premier Kathleen Wynne, and former Obama advisor

Van Jones gave energizing and inspiring ideas on how we can tackle the Good Jobs problems.

There’s no doubt that a political shift is happening. Canadians deserve better. We deserve a fair sharing of the economic pie. We deserve good jobs – for ourselves, our families, our children and for our future.



FFAW-Unifor delegates Johan Joensen, Courtney Pelley and Keith Sullivan.

Green Crab: Cockroaches of the sea

Harvey Jarvis

FFAW-Unifor Projects Manager

hjarvis@ffaw.net

In August of 2007, a fish harvester from North Harbour Placentia Bay, Earl Johnson, found something in the harbor not seen before. It turned out to be a Green Crab; an aquatic invasive species that is affectionately known as the “cockroach” of the sea.

According to what was then known about the species, it was clear that if it was allowed to increase in abundance and expand its range then this invader could cause significant damage to the environment and to local indigenous species.

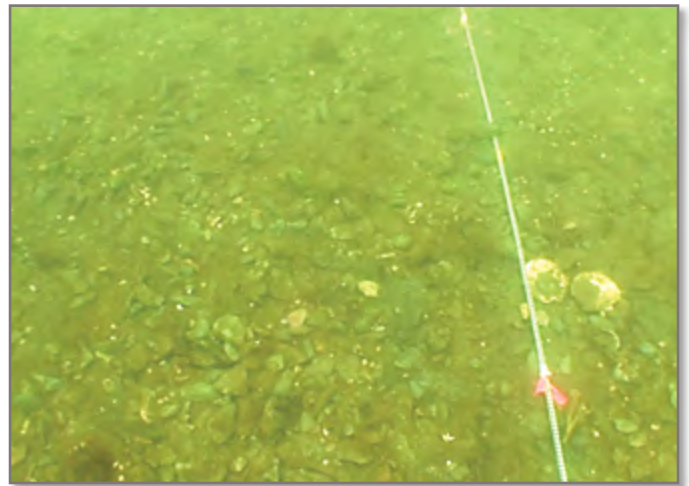
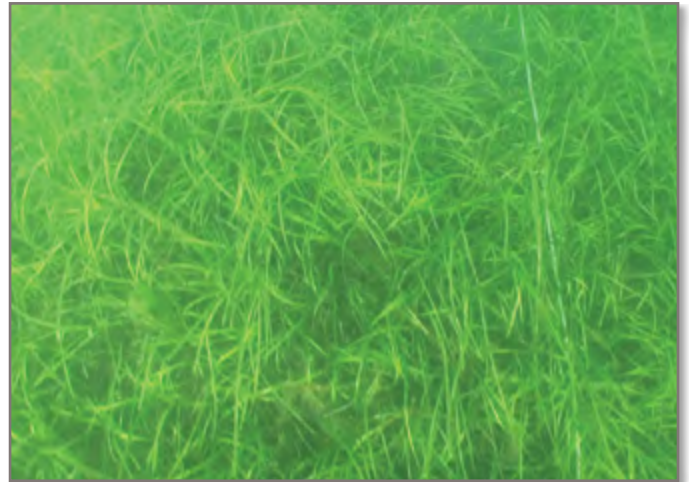
Within days after the discovery in 2007 there was a focused effort to document the invasion; to collect biological, geographical and abundance data with a view to somehow controlling or limiting the damage that it could cause.

The species that was found in Placentia Bay was identified as a cold water tolerant species that has a far more aggressive nature than those found in other areas. They will eat pretty much anything, they are salinity tolerant and they reproduce very well.

In the years since the initial discovery there have been studies and a couple of attempts to limit the expansion of, and to reduce the damage being caused by, this invader. Unfortunately, from a damage and expansion perspective, the attempts have failed miserably!

Underwater photos taken in 2007-08 shows the lush, tall, green eel grass that completely covered the bottom. Photos taken a year or so ago, at the exact same location, shows nothing but mud and sand. In addition to devastating eel grass beds, the invader is known to prey on rock crab and juvenile lobster. While it is not known what impact they have had on lobster abundance in Placentia Bay, we do know that the once thriving and important lobster fishery has been reduced to a sideline because of the declining abundance of lobster.

I remember the “stir” cause by Earl Johnson’s discovery in 2007. I find it truly amazing that one tiny Green Crab could cause such a commotion. Fast



forward the clock to 2014, just seven years later, and Placentia Bay now has the highest concentration of Green Crab in the whole of North America. Having said that, we have not yet surrendered to the Cockroach!

Thanks to funding provided by VALE Inco and the provincial Department of Fisheries and Aquaculture (DFA) we were given some hope. Since September, ten Fish Harvesters, FFAW-Unifor, and the Department of Fisheries and Oceans, at various locations in Placentia Bay, have been catching Green Crab. That work will soon conclude and we will then be reviewing the results and using that to plan activities in Placentia Bay for 2015. I expect that we will have a full report of that work available early in the New Year.

Green Crab are also a problem elsewhere in the province. While they do not appear to be of the highly aggressive nature of those found in Placentia Bay, Green Crab is also found in areas along the provinces

west coast. Recently we have also learned that Green Crab have established a foothold in Pools Cove, Fortune Bay. Hopefully the work we have done in Placentia Bay during 2014 will allow us to take effective province wide action.

Early detection and a more focused mitigation effort might have prevented the foothold of Green Crab around the province. Unfortunately it appears they are now here to stay and our task is to prevent their expansion and limit their environmental impact.

When asked, can our efforts turn the tide on this invader most might say something like, "time will tell" or "we have to wait and see." I just cannot bring myself

to apply those words here because that is exactly the attitude that allowed the Placentia Bay Green Crab infestation to become the worst in North America, and a very real threat in other areas of the province.

A few years ago there was a provincial workshop that looked at options for controlling the Green Crab infestation and maybe that workshop needs to be reconvened. Given our lack of success to date it might be prudent to review our current activities and look at things that are showing promise in other jurisdictions. It might also be time to explore any and all potential commercial value that might be derived from this invader.

Results of the 2014 halibut season in 4R and 3Ps

David Decker
FFAW-Unifor Secretary Treasurer
ddecker@ffaw.net

The newly introduced Halibut Management Plan received very strong support from the membership for the overall plan after a successful 2014 fishing season.

This year, the derby fishery was eliminated and additional fishing weeks were added due to concerns for harvester safety as well as to spread out the supply of halibut in the market.

This was also the first year we negotiated base halibut prices and included a price adjustment based on a price-to-market formula. The combination of a staggered season and negotiated prices saw prices for harvesters up to \$3.00 per pound higher than last year.

Buyers not paying what is owed to harvesters

The first month using the price-to-market formula went well and record prices were reached in the first few weeks of spring. However,

after the first month buyers refused to send market information to the third party for price adjustments.

The purpose was clearly to hide their true returns and pay a price to harvesters that was much lower than markets indicated.

It is estimated that harvesters are owed \$250,000. Only a couple of buyers have paid what they should have - the vast majority have not.

Your Union has filed grievances and we will be going to arbitration to try to get what is owed to harvesters. 100 per cent of arbitration costs are paid for by the Union, and 100 per cent of money received through arbitration will be going directly back to harvesters.

Quotas not representative of stock abundance

Harvesters are well aware that there is a healthy abundance of halibut. We will be participating upcoming stock assessments to bring harvesters' information to the table with the goal of increasing the halibut quota.

In 2015, DFO will undertake a



Bernard Barter of Three Rock Cove on Port au Port Peninsula with halibut weighing over 400lbs.

full stock assessment of 4R. Our scientist, Erin Carruthers, recently participated in an assessment model meeting in Halifax (see page 20 for more information) and your Union will be involved in future assessments of this kind.

Robert Keenan is New Project Manager

Robert Keenan is the new project manager with FFAW-Unifor. Robert joins the union after five years with Municipalities Newfoundland and Labrador where he focused on issues of rural sustainability and regional cooperation, as well as municipal reform and advocacy. He played a leading role in the 2011 amalgamation of Fogo Island – the largest municipal amalgamation in NL in 20 years – and his work on municipal reorganization for rural communities has been the focus of widespread consultations and is currently being

considered by the provincial government.

Prior to 2008, Robert worked as a lawyer in Saint John, New Brunswick and Fort McMurray, Alberta, focusing on civil litigation, employment issues, and family and criminal law. Tired of dealing with divorcees and drug dealers, Robert has pursued the easier path of fighting for the inshore fisheries and rural NL.

Robert has an honours and master's degree from Memorial University and a law degree from the University of New Brunswick.

James Shewmake studies socio-economics of inshore northern shrimp fishery



Fishing has always been a part of James' life. Most of his earliest memories revolve around weekends on the reservoirs and rivers of Mississippi and Alabama. As he grew older, James' curiosity for anything with gills and fins devel-

oped into a scientific one. That passion for fishing led him to study fisheries; first at Mississippi State University, then in Alaska, and now in Newfoundland.

His time in Alaska wasn't just academic, James also worked with the resource. From salmon "ranching" to sablefish to subsistence, James has logged many hours working side-by-side with harvesters of many different species and gear types.

This summer James moved to St. John's to study fishing safety and severe weather at MUN. For the fall he has been contracted by FFAW-Unifor to study the socio-economics of the inshore northern shrimp fishery. James said, "I may be a greenhorn to Newfoundland fisheries, but I'm excited to be helping FFAW-Unifor and its members, and I'm looking forward to what the fleet can teach me about how it's done in the North Atlantic."

Dwan Street: traceability coordinator



Dwan Street will be the new traceability coordinator while Mandy Ryan Francis is on maternity leave with her new baby girl, Georgia.

Dwan grew up in Spillar's Cove, just outside of Bonavista, and moved to St. John's after graduating from high school. Her family has

long been involved in the inshore northern shrimp and snow crab industries, with her father, grandfather and uncles all being long time participants and her mother, grandmother and aunts all having worked in plants.

Dwan completed a Bachelor of Arts degree in Social Anthropology/Sociology in 2005, then began a Master of Arts, Social Anthropology in the same year. Dwan's research centered on the emergence of the western Newfoundland dragger fleet from the small boat fishery, and how rural harvesters and communities had been, and continue to be, affected by the transition. Dwan then completed a Master of Marine Studies, Fisheries Resource Management degree which focused on current management regimes in the inshore northern shrimp industry.

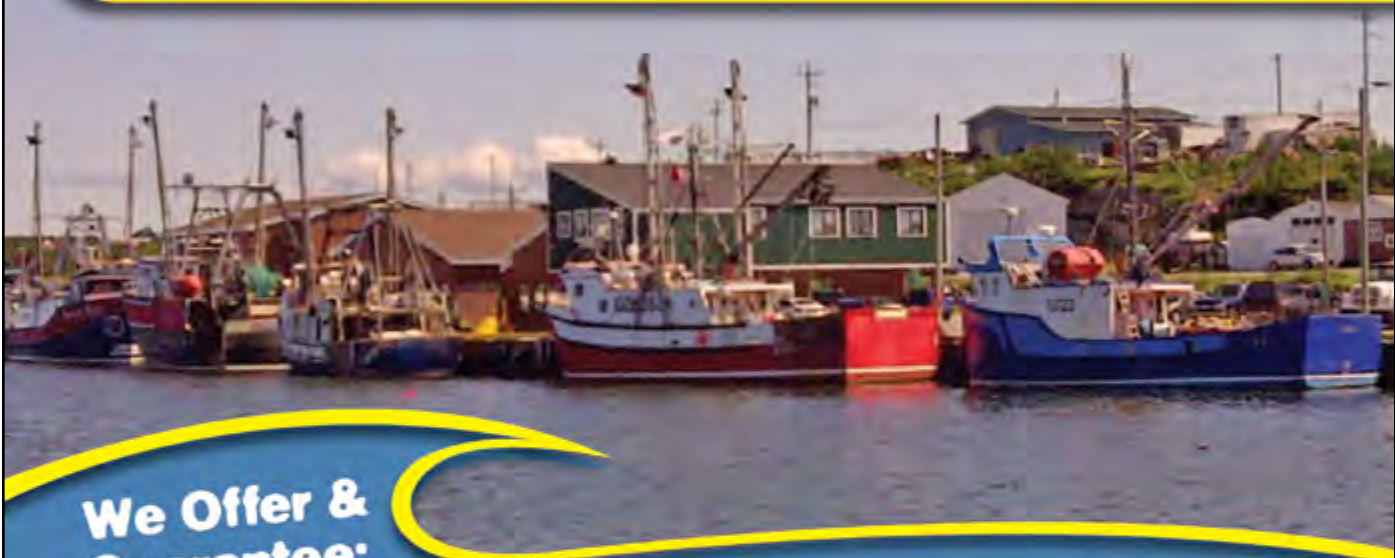
Dwan is very excited about the opportunity to promote the traceability program and help make sure NL lobster and halibut fisheries are recognized for the hard work that is put into them.



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OPINION: Who speaks for the environment in Canada, anyway?

Stewart Lamont
Managing Director,
Tangier Lobster Company
Tangier, Nova Scotia

The Federal Government is about to change the rules of the game. Literally. The new Aquaculture Activities Regulations being introduced will soon become Federal law. Potentially.

Does anybody really care? I mean really? Certainly not Prime Minister Harper and that's the sad reality.

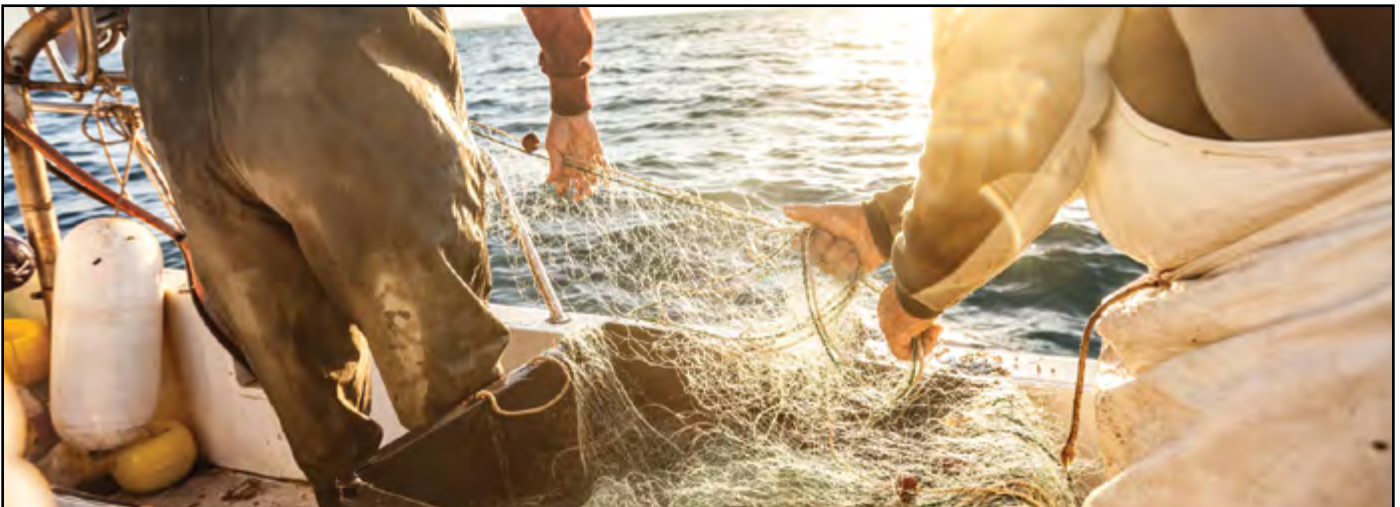
The Harper Government takes a certain pride on environmental

matters. They are contrarians whenever they have a chance to be. You say tomatoy, they say tomahto. You say you worry about carbon emissions and water quality, they say phooey on that picky stuff and point out the jobs they are pretending to create. They go against the grain more often than not.

Apparently they are now trying to re-brand the Prime Minister as the Environmental Guy if you can believe it. The Prime Minister's Office put out a release recently which tallied up their greenest achievements. It neglected so many items,

particularly what other countries now think of us. Just precisely which Minister holds the credibility file anyway? Certainly not Mr. Harper! If the Prime Minister is now our Environmental Saviour, I might as well join the circus. It is nothing if not laughable if it were not so tragic.

My favourite case study is the proposed change to the Federal Aquaculture Activities Regulations. The feedlot fish farmers have whined continuously that they are overregulated and underappreciated. Don't we know? They are just trying to feed a protein hungry world.



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They are claiming to do the work of Mother Teresa, and only Prime Minister Harper will give them the time of day. It is, how shall I say it, oh-so-appropriate. They should be embarrassed to carry on this way but, in reality, they claim entitlement. They are the bad boys of the seafood sector and clearly the most favoured.

The new Federal protocols will change everything. They are a feedlot operator's dream and an environmentalist's nightmare. Fish Farms will be permitted to use pesticides and various treatments far more liberally. We are going to ease up on them from a Federal perspective, when we should really be bringing down the hammer. The devil is in the details so they say, but these details won't be pretty. That much, regrettably, we know already.

At a recent DFO information session in Halifax, I became so agitated as to assume the role of protester. I carried a placard outside the meeting for the first time in my life which said, "Who speaks for Lobster?"

Having had a month or more to reflect upon all of this I now expand the question dramatically. I ask anyone who will listen, "Who speaks for the environment?" Certainly not this government.

The new Federal protocols prove positively that they have a tin air on the question. Time will most certainly show the massive damage that can be suffered as a consequence.

Aquaculture regulation changes

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

Mr. Lamont is referring to the proposed Aquaculture Activities Regulations proposed by Fisheries and Oceans Canada aimed at improving coherence, simplicity and accountability as part of a broader aquaculture regulatory reform agenda.

From our understanding of the proposed changes, the aquaculture industry will be empowered to self-regulate their activities. Furthermore, the industry will be allowed to legally deposit deleterious substances into the water after considering the use of alternative approaches to drugs and pesticides. The proposed changes rely heavily upon industry self-reporting observances such as unusual morbidity or mortality following pesticide use.

It also appears that across the board, maximum thresholds would be set to seemingly avoid monitoring without taking into account site specific considerations. Involvement by Environment Canada in the process has been removed. Health Canada, the department proposed to take over the role, does not have the mandate to protect the environment. It also does not conduct monitoring of the marine environment

once deleterious substances have been approved for use in Canada, as does Environment Canada.

In the regime of federal government cut-backs there is not enough capacity currently to audit, inspect and enforce these regulations adequately. DFO's anticipation of public disclosure is also misguided and would see at minimum two years of lag time. Under these proposed changes many questions have been raised.

Consultations on the proposed regulation changes were held across the country by DFO this year. It was not made clear to the fishing industry how enabling the aquaculture industry to self-regulate its activities will mitigate environmental risk. Written comments on the proposed changes were solicited and submitted to DFO by FFAW-Unifor by the October deadline.

Relaxing any regulations that will enable the penalty-free deposition of pesticides and drugs into our ocean is not acceptable to FFAW-Unifor. Our members rely on a healthy ocean environment to sustain their livelihoods and coastal communities. In fact, watering down any of the current mandatory requirements to enable the aquaculture industry to self-regulate is not acceptable.

One Ocean visits Hebron Project in Bull Arm



Members of One Ocean visited the Hebron Project construction site in Bull Arm in September. This included a viewing of the dry dock area (where the Gravity-Based Structure was built to a height of 27m), an outside view of the topsides module hall (where the living quarters module is being assembled) and the deep water site (where the topsides and Gravity-Based Structure will be assembled). The Gravity-Based Structure is currently at the Deep Water Site.

New turbot management plan resulted in better season for harvesters

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

The 2014 turbot season saw some improvements in fishery management, with some challenges to still be worked out.

In the 2013 turbot season, there was a limited

quota and a large number of boats. Many boats indicated they were going to fish but did not go out. This resulted in low trip limits and an unnecessary number of trips for those who did fish.

As a result of this, and due to success in halibut fishery management, the Union was asked by the turbot committee and DFO to help manage the turbot fishery in 2J and 3K.

This year we implemented a new process. Expressions of interest were submitted along with a deposit. If you fished, you got back your deposit minus an administration fee. Observer fees also had to be paid along with the expression of interest. The objective of this was to ensure only those who were serious about fishing turbot would take part.

“The 2014 season was significantly better managed than previous years. There was no waiting around to find out when we were going to be able to go back out to fish, and we got our quota in half as many trips,” said harvester Randy Randall of 3K.

The quota was split 75 per cent in June and 25 per cent in August. Most boats that indicated they were going to fish ended up fishing. This system resulted in cutting the trips taken from four last year to only

two trips this year while landing the same amount of turbot, saving harvesters time and money.

There may be slight adjustments to the plan based on committee feedback, but overall there were clearly significant improvements this fishing season.

However, despite the resurgence of groundfish, the NAFO controlled turbot quota has not been increased. Harvesters are having turbot catch rates not seen in years, and we will continue to try to increase the NAFO quota.

Now that shellfish stocks are declining, your Union understands harvesters’ frustrations at seeing groundfish, especially turbot, repopulating the area in large numbers with quotas remaining the same. Your Union will work with harvesters to improve the management of the turbot fishery.

Calling all young workers!

One of the biggest issues facing our current job market is the situation facing young workers.

For the first time in generations, the future of young people is looking worse than it was for our parents.

“The deck is really stacked against young Canadians,” said Preet Banjeree, personal finance columnist with the Globe and Mail.

High tuition costs and huge student debts, combined with sky rocketing housing costs and a tough job market are major contributors to the bleak situation.

Employers are demanding experienced applicants, in contrast to years ago when employers provided on-the-job training as an investment in their workforce.

Unpaid internships create further divides between the have and have-nots. Young people must take unpaid work in order to get the experience demanded by employers. Yet for most young workers, working for free is simply not a luxury they can afford.

Young workers from wealthy families have the advantage of being able to take unpaid work, getting them access to the difficult job market. While those who cannot afford to work without pay must take

minimum wage jobs out of their field of study in order to make a basic living.

Our new president, Keith Sullivan, has identified young workers as one of his main priorities going forward.

“These inequalities must be tackled. Everyone deserves to be paid for their work. Everyone deserves equal opportunity to advance their education without going into extreme debt, and to enter the job market on equal playing field,” said Sullivan.

Unifor held the first Young Workers Conference in Toronto this October. Over 120 young workers from across Canada joined together to discuss these challenges. These issues were discussed further at the Good Jobs Summit.

As part of this, FFAW-Unifor will be starting a Young Workers Council, and we are currently planning a Young Workers Conference to be held in conjunction with our Convention next fall.

If you are an FFAW member between the ages of 18 and 35 and are interested in contributing in taking action against these challenges, please express your interest to jjoensen@ffaw.net or give Johan Joensen a call at 709-576-7276. Together we can make a difference, because we deserve better!

Risks associated with pilotage changes in Placentia Bay are unacceptable

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



Green dot indicates current pilotage site, red dot indicates the proposed new pilotage location

Atlantic Pilotage Authority (APA) has begun a process to evaluate if there is acceptable risk in establishing a new pilot boarding station east of Buffett Island in Placentia Bay. The proposed site is approximately 11 nautical miles inside the existing pilot station by Red Island.

Over a thousand fish harvesters and processing plant workers make their living from the Placentia Bay fisheries.

“The Bay and the people who live and work there are under assault by APA. It is preposterous that a federal crown corporation could put environmental concerns and the safety of fish harvesters on the back burner,” said FFAW-Unifor’s Keith Sullivan.

Nearly 50 people attended an invitation-only consultation held in Arnold’s Cove on Monday, November 10, 2014. The majority of attendees who spoke at the meeting voiced concerns against the proposed change.

It is estimated that as much as 70 per cent of

vessel traffic entering the bay are foreign vessels with little to no knowledge of the local marine environment. These vessels could also be carrying up to 3500 tons of Bunker C fuel. Double hulled vessels are only double hulled for cargo – not fuel tanks.

Placentia Bay experiences extreme weather conditions and frequent low visibility. Red Island Shoal also presents a serious risk to those unfamiliar with the area – many groundings have occurred due to this reef. More significantly, the area has by far the highest concentration of small fishing vessels, and therefore fishing gear, in the bay during peak fishing times.

These conditions require experienced pilots who are familiar with Placentia Bay to navigate its waters and bring tankers and large commercial shipping vessels to the head of the bay without incident.

Placentia Bay has been identified as high risk when it comes to the possibility of oil spills in Canadian waters. Large vessel traffic is increasing in Placentia Bay and the risks are increasing in accordance.

The APA’s consultation process has serious flaws. Many stakeholders, such as the most experienced pilots in the area, were not consulted and important questions were overlooked.

Allowing low risk vessels to come further in the bay without a pilot will not improve safety in Placentia Bay. It is expected that the proposed new boarding station will, in time, become the pilotage station of choice and will significantly impact oil spill prevention and tanker safety measures.

It appears that the proposal to add an additional pilotage station in Placentia Bay is driven by industrial operators to save time and money, leaving the fishing industry and the marine environment in Placentia Bay to incur unnecessary risk.

Any environmental and monetary costs of an incident would outweigh any cost savings applied to industry from these proposed changes in pilotage. The risks involved in the proposed pilotage changes in Placentia Bay are unacceptable.

Cod quality pilot project update

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

The FFAW-Unifor's Fisheries Science Stewardship and Sustainability Board (FSSSB) has developed a pilot project to gain vital information on cod quality and abundance/availability throughout the Province during a twelve month period. 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.

All groundfish licence holders in the Province were invited to apply to participate in this pilot project. A draw was conducted for each of the 48 sites landing sites that have been chosen as representative sites to pilot a year-round harvesting plan. David Kane, from

Quinlan and Taylor, audited the draw.

Participants will fish according to regional harvesting plans during regular fishing trips following strict onboard handling protocols. Special allocations of fish will be provided to pilot project participants.

In order to re-establish our presence globally, as cod stocks increase we need to compete with strict quality specifications at the high end of the market, for fresh, frozen and salt cod. To achieve the best return we have to ensure the highest possible quality standards in fish delivered to the processing plant if we are to access these high quality markets. We also need to be able to supply quality cod to the marketplace year-round. There is a perception out there that this is not possible. We need to change this perception.

This cod quality pilot project represents an important step in addressing on-going challenges associated with the cod fishery. Over time, the information derived from this project will contribute to an improvement in the income levels of fish harvesters and the economic viability of fishing enterprises.

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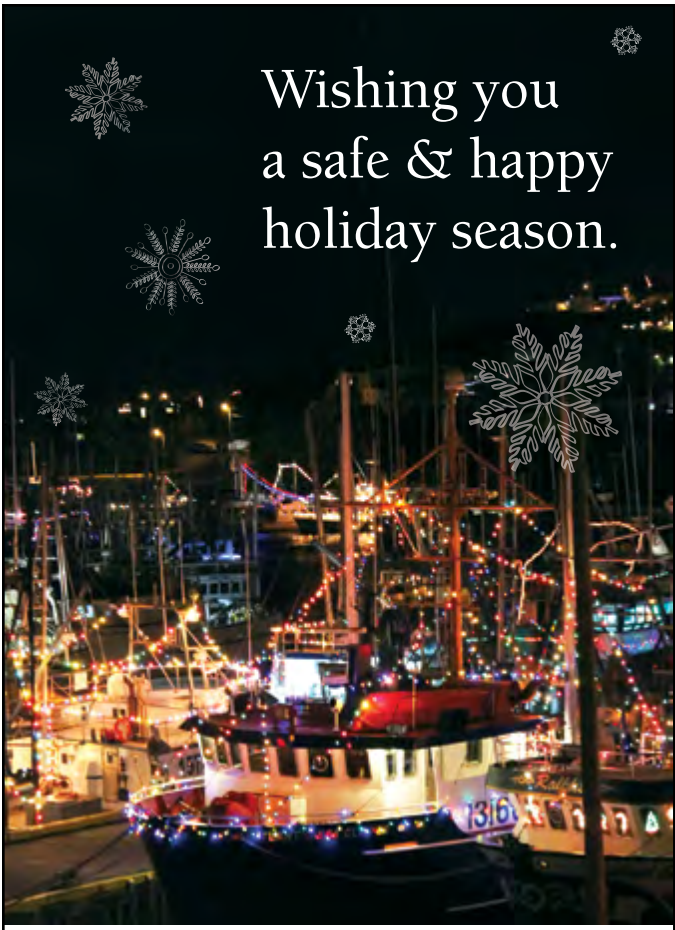
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The holiday season is a time to celebrate the achievements of the past year and reflect upon future opportunities.

It's also a time for harvesters to renew their commitment to further improving safety practices aboard fishing vessels.

Remember, safety brings you home.

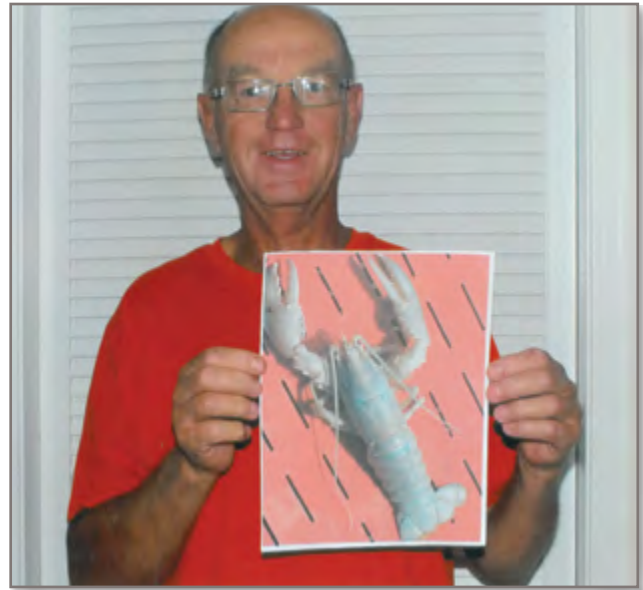
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**Rare albino lobster
caught by Reg Drake**

Reg Drake caught this rare albino lobster in June this summer. The lobster was released back into the ocean. Reg is from Lourdes and he fishes out of Black Duck Brook, on the Port au Port Peninsula.

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Stranded crew in Argentinia relying on donations for food and supplies

Courtney Pelley
FFAW-Unifor Communications
cpelley@ffaw.net



A crew of 11 Ukrainians and Russians has been stranded in the port of Argentinia since early August.

The German owner of the Jana has 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 is relying on donations for drinking water and basic food items. As winter approaches, they will soon be left in the cold as they run out of fuel for heat and have no warm clothing.

John Boland of FFAW-Unifor has spearheaded the Union's response to provide the Jana's crew with necessities. Boland has also been collecting donations from concerned Newfoundlanders and Labradorians after a public appeal made in November.

After the story appeared on the news, donations from the public came flooding in to help the stranded crew. During the joint council meetings held November 17 to 19, Executive Board members and council members donated nearly \$700. This amount was matched by the Union for a total donation of \$1400 to assist the crew. Prior to this, the Union already donated over \$2000 to provide food and water for the crew.

Concerned community members have been answering the call to aid in this crisis. The Council of Independent Community Pharmacy Owners (CICPO) stepped in to refill the crew's prescriptions free of charge. The Atlantic Merlin generously donated a car full of supplies for the crew. Geanine Mulrooney,

a student at Memorial University, started a Facebook page to further draw attention to the Jana's story and to collect donations.

Boland says, "The problem with the Jana is they're out of sight out of mind, unlike the Lyubov Orlova in the St. John's Harbour that was seen on a daily basis. In Argentinia this crew was forgotten about. They're out there without drinking water or means of communication. After getting the word out, people are stepping up with donations to ensure the crew has what they need to get by."

The majority of the crew are Ukrainians, a country that is currently in the midst of war. Concerned crew members are having difficulty getting into contact with their loved ones and due to unpaid wages they are unable to send money back home for support.

Long-time union activist George Chafe has been working with John to get the crew of the Jana the help they need. George says, "They're owed over \$160,000 between them in unpaid wages and they can't go anywhere until they get what they're owed."

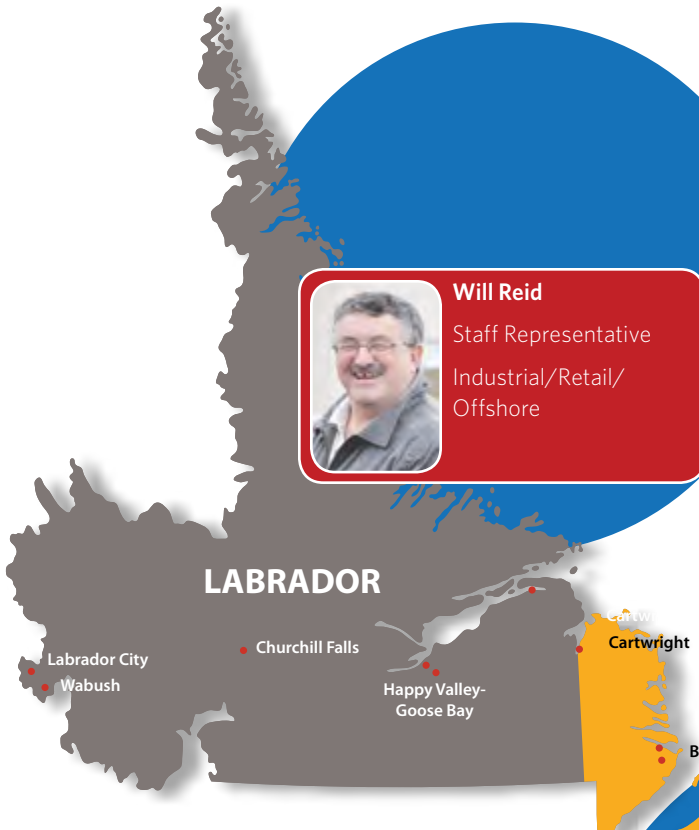
At press time, no resolution was imminently expected.



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

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

Jason Spingle
 Staff Representative
 West Coast, Northern
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INSHORE COUNCIL

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FLASHBACKS



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



Last issue's Flashback was correctly identified by both Leona Plowman and Shirley Gaslard. They correctly identified the photo as Edith Skinner, George Kelly and Leona Genge.

Happy Holidays

May your season be full
of joy and justice.



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Cell: 709 330-2182
Suite 801 TD Place, 140 Water St.
St. John's, NL A1C 6H6
ash@northatlanticmarine.ca

