

Fall 2016

the union forum



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FFAW-Unifor Meets with Fisheries Minister

Processing Sector Safety
Council Moving Forward

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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 current insurance coverage is valid from **August 1, 2016 to July 31, 2017**. After this date, if you have not paid your dues for the upcoming year **you are not covered. 39 claims were paid out in 2015.**

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



Keith Sullivan

There is Power in the Union

A Union isn't easy, and it isn't supposed to be. If a Union was easy, then most workers would be Unionized and the modern Union movement would be much older than its current 200 years. But that isn't the case.

No, a Union is hard work. It involves gathering together hundreds and thousands of individuals who are willing to work together for the same goals. These individuals come from different backgrounds, have different expectations, personalities, and life plans. And to top it off, most will have a different interpretation of what the final goals are and how they should look.

Because of all these variables, a Union can be challenging. As Union leaders, we often talk about solidarity, which is essential when we face down fish processors or hotel owners or big corporations or the federal and provincial government.

But solidarity within the Union is a different issue altogether. Solidarity within the Union can be much harder to achieve. And this is because a Union gives a stronger voice to thousands of individuals who would not have a strong voice were it not for the Union.

Some people might think that a Union is about the joint sacrifice of its members; that everyone must move to the same lowest common denominator. Those who oppose Unions would like to see us divided. But we must remember that the best outcome for our members is achieved through collective action, not by those solely motivated by individual interests. A Union is about joint opportunity, about achieving together what would be impossible to achieve alone.

There is power in the Union when we work together to create and defend good jobs.

Newfoundland and Labrador has been a fishing province and a poor province for much of its history and those two facts are not unrelated. For centuries, fish harvesters lived under the thumb of merchants/processors, forced into an endless cycle of poverty and dependence while the merchant/processor got rich. And then the Union was formed in the late 1960s and that cycle started to end. Now we view harvesting work as good middle/upper-middle class work. Harvesting jobs are to be preserved and cherished, not sacrificed to new technology or industry.

There is power in the Union when we fight to save a fishery that drives the economies of coastal communities.

The two most valuable fisheries that this province has ever known – crab and shrimp – are the result of the work of the Union. Without the effort, organization, and voice of the Union, the crab fishery in NL would look much different today and the inshore northern shrimp fishery may not exist. Billions of dollars of wealth have been added to this province because of the work the Union did on these two fisheries.

There is power in the Union when harvesters and plant workers unite.

If FFAW leadership and members, both harvesters and plant workers, had not organized a fight back against the Raw Material Shares in crab, hundreds of millions of dollars would have been removed from harvesters and the fabric of our province permanently changed. The error in judgement by government at the time would have transferred power and wealth from harvesters to processors.

I understand that some might look at these

CONTINUED ON PAGE 4

MESSAGE FROM THE PRESIDENT **continued**

accomplishments, scoff at them, and announce that he or she could have done better. Well, the bottom line is that the individual harvester could not accomplish these things, not for him or herself and not for a group. Some processing companies would never care about an individual harvester without the Union's presence to provide a harvester with leverage. It is only when we act together that we achieve equality.

In Article II of the FFAW Constitution, it states that one of the objects and purposes of the Union is to improve wages and fish prices. As the President of this Union, there are few greater responsibilities.

For fish harvesters, how do we improve wages and fish prices? On a basic level, we negotiate prices every year through dedicated committees made up of fish harvesters. However, this is just one part of a much larger process.

The FFAW has continually pushed to ensure harvesters get a fair share of the market, important conditions for sale and workers compensation for our members. The minimum price facilitates the upward trend in wharf prices; without a minimum price, harvesters would be negotiating (likely downwards) against each other.

Fish prices mean nothing without access to quota, for which we fight very hard. Our recent successful

campaigns on LIFO, Gulf halibut, and the 115,000mt of northern cod speak to our commitment to ensure our harvesters have quota.

Our work for better wages, working conditions, benefits, and safety in a fish plant does not undermine our work to secure quota and high prices for harvesters. The two are completely unrelated.

The benefits of having a larger unified voice is invaluable. Many processing companies would revel in a more fragmented industry.

In today's society, big corporations attempt to use their power to weaken worker rights. Unions are crucial to countering this agenda and ensuring that both Union members and our communities benefit from the wealth produced by the resources on our doorstep. We cannot lose sight of this.

Harvesters and plant workers fighting side by side has a proven track record.

We may not always agree on tactics, but we will always make space for discussion and debate.

Working together gets results for our members. Let's focus our efforts on achieving our collective goals. As members of our proud Union, you deserve nothing less.





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



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

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

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IF YOU FEEL THAT YOU ARE IN IMMEDIATE DANGER, PLEASE CONTACT YOUR LOCAL POLICE OR CALL THE CRISIS LINE LISTED IN YOUR PHONEBOOK.



Leatherback Sea Turtles in Newfoundland Waters

Julie Huntington, Tangly Whales Inc.



Leatherback Sea Turtle

Late summer and early fall, we begin to see the internationally endangered leatherback sea turtles in Newfoundland waters. They have been sighted more often in recent years perhaps due to increased awareness and recreational boating. They travel here to feed on jelly fish: especially the lion's mane. These jelly fish feed on small fish including small commercial species fish.

On the surface you would see the dark head with a lighter, perhaps pinkish unique irregular spot on the top of its head. Most likely when you approach it, it will go under again, but you may be lucky enough to see its back and very large side fins. Have a look...this animal does not stop swimming so its side fins are always moving. Although 360 kg leatherback turtles have been weighed here, these animals can grow to be over 500 kg and larger.

Leatherbacks sometimes become entangled in the haul up lines of fishing gear. Fish harvesters generally release the few leatherbacks that are reported caught here themselves. Despite their size and strength they can be removed by fish harvesters if caught in gear. Usually they fight hard, using their large flippers to get away from your boat. Leatherbacks are almost always caught by ropes around its flippers or neck, and by

getting the turtle alongside your boat, you should be able to untwist or cut the ropes and release it quickly with little, if any gear damage. Do not attempt to lift the turtle out of the water as you can damage its fin and neck while attempting to clear it of gear, and do not try and tow a live turtle to the wharf or shore. You will injure it.

The Whale Release and Strandings Program assists fish harvesters with incidental entanglements in fishing gear of leatherback sea turtles. Our toll free number is 1-888-895-3003. Since 1979, the overarching whale release program objectives have been to work with fish harvesters in the release of whales and other large marine animals from fishing gear, thereby decreasing fishing downtime and damage to their gear and to release entrapped animals as quickly and safely as possible.

Minister Scraps LIFO Policy

Robert Keenan, Project Manager

LIFO is abolished.

These are three words that thousands of people in Newfoundland and Labrador have wanted to hear for a long time. Now LIFO is no more. It was in place for far too long and did significant damage to the economy of rural NL while it existed, but it is now no more and we can move on to a different, hopefully better, management plan.

LIFO absorbed a lot of time and effort from the FFAW over the past several years. There is no need to rehash what was wrong with the policy. Suffice to say, the Ministerial Advisory Panel on LIFO accepted most of our arguments for why LIFO had to go, validating our long held position.

The importance of the abolishment of LIFO must be viewed in relation to what it was replaced with. In general, the new management plan is much fairer than LIFO. Though the offshore fleet remains in shrimp fishing area (SFA) 6, it is allotted relatively small fixed percentage and there is no longer a specific offshore guaranteed threshold.

The important points of the new northern shrimp management plan in SFA 6 are as follows:

- LIFO is abolished. According to the Panel, LIFO is not a sustainable for public policy. "It is unrealistic to expect that Government can indefinitely

reserve the option to remove dependent and adjacent interests from a fishery to support those that had the privilege to enter the fishery first."

- Permanent Proportional Sharing: the inshore fleet will receive 69.6% of all northern shrimp quota in SFA 6; by far the largest share. The offshore sector receives 23.1%, while various groups receive special allocations that make up the remaining 7.3%.
- The inshore fleet now has the ability to compete with the offshore fleet to catch special allocations in SFA 6. Current special allocation holders are SABRI, Fogo Island Co-op, and the Innu. Essentially, the inshore fleet has, or has access to, up to 76.9% of the northern shrimp quota in SFA 6.

The abolishment of LIFO and the new sharing formula is undoubtedly a victory for the Union membership and coastal communities across the province. Unfortunately, the steep reduction in northern shrimp quota that was announced in July removed some of the impact of the victory. With that said, there is now a fair management plan in place to be applied against the quota increases of the future.

Lastly, the Panel's recommendations for inshore affected harvesters in area 5 caused a lot of concern. The Union is pleased to see that most of the quota allotted to these harvesters was subsequently reconfirmed by the federal government.



Clearwater Seafoods Celebrates 25 Years in Grand Bank



Clearwater Plant Workers gather for announcement on new investments in their plant.



Minister Judy Foote speaks to plant workers gathered at the event.

Allan Moulton, Staff Representative

On September 14th, Clearwater Seafoods celebrated its 25th anniversary of operation in Grand Bank. At the celebrations, CEO Ian Smith announced further investments in the plant including a new line that will employ an additional 25 people. Smith thanked plant workers for their contributions over the past 25 years, pointing to the fact that the company's success has been largely due to the workers. Several workers received plaques and pins to commemorate 25 or 15 years of working in the plant. FFAW-Unifor staff representative Allan Moulton, Local Unit Chairperson Charlie Baker and Executive Board member Cecil Peach represented the Union at the event. Minister of Public Services and Procurement, the Honourable Judy Foote, was also in attendance.



Local Unit Chairperson Charlie Baker, Executive Member Cecil Peach and FFAW-Unifor Staff Rep Allan Moulton.



Day shift workers pose for a group photo.



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FFAW-Unifor Meets with Federal Fisheries Minister

Dwan Street, Projects Coordinator



Members of the FFAW-Unifor Executive Board and staff met with the Honourable Dominic Leblanc, Minister of Fisheries and Oceans and Canadian Coast Guard and the Honourable Judy Foote, Minister of Public Services and Procurement on July 26. Also in attendance were Members of Parliament Nick Whalen and Ken McDonald.

In the meeting, Minister Leblanc reiterated his government's commitments to the Newfoundland and Labrador fishing industry and to coastal communities. Minister Leblanc outlined the federal government's focus on evidence-based policy and to rebuilding fisheries science that had been cut by previous governments.

The future of northern cod was discussed, stressing the importance of navigating through the current transition from shellfish to groundfish. The Minister has a strong understanding of the harvesting plan put forward by the Newfoundland and Labrador Groundfish Industry Development Council. On a related note, the Minister reaffirmed the government's

commitment to ensuring the first 115,000mt of northern cod is allocated to inshore harvesters. The Minister agreed with FFAW when we stressed how inshore fisheries and their independence are the lifeblood of the economy for coastal communities. In reinforcing the commitment of northern cod allocations, the Minister acknowledged the hard work of inshore harvesters in the stewardship and recovery of the resource. He stated that his government is committed to ensuring these harvesters and their communities are first to benefit from the resource that is resurging on their doorstep.

Minister Leblanc also reaffirmed the government's pre-election commitment to enforcing the Owner-Operator and Fleet Separation policies. The Minister agreed that current focus on owner-operator and fleet separation to date has not achieved the results required, and committed to ensuring that these policies will be enforced during his tenure in office. Leblanc affirmed that his government is committed to making sure those who violate the owner-operator policy are dealt with. The current investigative process is being

reviewed and re-evaluated, and the possibility of entrenching owner-operator and fleet separation in legislation is being considered. This is positive news for current inshore harvesters.

Much of the discussion surrounded the urgency of addressing issues facing harvesters in 3Ps, including halibut bycatch, scallop access, and access to whelk and sea cucumbers. Minister Foote echoed FFAW-Unifor's statements that there is extreme urgency in her riding for assistance, and the Minister explained that he has been in talks with Minister Foote over the past while to discuss what avenues of assistance might be available. FFAW-Unifor has submitted recommendations on how to address issues in 3Ps, including a proposal for an enterprise buy-out program. The Minister said these recommendations would be reviewed and that he looked forward to working together to achieve solutions.

FFAW-Unifor representatives stressed that a strong turbot fishery would have a significant economic impact on the province and that Canada's delegation to NAFO must put forward a strong argument for a larger Canadian turbot quota. Both Ministers reiterated that they are working on the situation, looking for solutions currently and are open to further discussion. FFAW-Unifor continues to work to ensure this remains a key priority for the government.

While Minister Leblanc's statements during meetings and in the media indicate that he understands the value of the fishery and the needs of coastal communities, this is not a time to be complacent. FFAW-Unifor will continue to call on the federal government to take swift action to address the crisis facing 3Ps harvesters and will continue to work to ensure previous commitments are fulfilled.

FFAW Hosts Canadian Independent Fish Harvesters' Federation

Dwan Street, Projects Coordinator

During the week of July 19th FFAW had the hosted the national meeting of the Canadian Independent Fish Harvesters' Federation. The Federation is the national body representing independent fish harvesters in Canada. The main objectives of the Federation are to be a united front to support and reinforce the policies maintaining the strength and independence of Canada's owner-operator fisheries.

Over the course of the week Federation members were able to tour the FFAW, the Fish Harvesters' Resource Centre and the Professional Fish Harvesters Certification Board offices and learn about the many activities and services these organizations deliver to our membership.

Many important topics were discussed around the table with representatives of fishing organizations on each of Canada's coasts. Issues covered included youth recruitment and retention in the fishing industry, Transport Canada regulations and updates, vessel

and harvester safety, as well as species- and region-specific issues.

One of the most extensively discussed topics, and the issue that was the cornerstone of building the Federation, was the need for enforcement of the owner-operator and fleet separation policies. DFO representatives were on hand for a full afternoon to give updates on the status of its investigative process and enforcement of abolishing controlling agreements. Members of the Federation from all provinces represented voiced their frustrations with the lack of actions to date and the lack of speed in the process.

The national meeting was followed by a meeting between representatives of the Federation and federal Liberal Member of Parliament Scott Simms to discuss issues facing harvesters, and to drive home the lack of action on owner-operator and fleet separation enforcement. Simms chairs the federal government's Standing Committee on Fisheries and Oceans.



FFAW-Unifor Moving Forward with Processing Sector Safety Council

Dwan Street, Projects Coordinator

In one of his first messages as President, Keith Sullivan stated the importance of establishing a sector safety council in the processing industry that would help bring down the lost time and incident rates that continue to affect Members working in the fish processing industry.

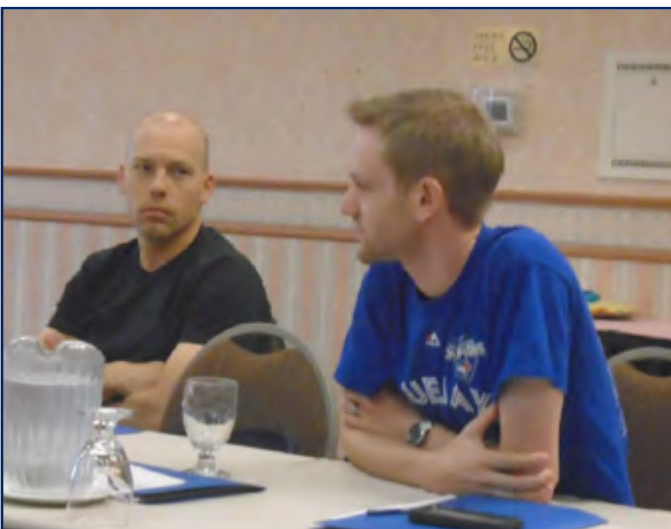
FFAW-Unifor's commitment to establishing a Processing Sector Safety Council that will work on sound prevention measures and return-to-work practices for the processing sector remains a priority. Your Union continues to move forward in this initiative. Lost time incident rates in the processing sector continue to be worrisome and our Membership continue to feel the effects of illnesses and injuries that are too common in their line of work.

At the August 2016 Industrial-Retail-Offshore

Council meeting, an update was provided to Council members on meetings held to date with processing companies to obtain letters of support. Provincial Minister of Fisheries and Aquaculture, Steve Crocker, was also in attendance at these meetings.

Since the meeting, FFAW-Unifor has received a formal letter of support from Minister Crocker indicating that his government is fully supportive of establishing the safety council and will be backing this initiative with funding that has been made available.

FFAW-Unifor will be continuing to seek support from other processors to ensure this initiative is supported industry-wide. As a next step, a business plan is being developed currently that will be submitted for approval.



Changing Perceptions One Member at a Time

Tina Pretty, FFAW-Unifor Women's Coordinator



It may seem like a small thing but just learning a bit more about your union can change a person's perception and turn a negative into a positive. In the case of inshore harvester Nancy Bowers from Beachside, Notre Dame Bay, it went

from being a critic of her union to being an elected member of the FFAW-Unifor Inshore Council.

A second generation fish harvester, Nancy has been involved in the fishing industry since 1999 and is a crewmember on her husband Terry's enterprise. Fishing in NAFO area 3K in their 34'11 and 21' vessels, they direct for crab, cod, lobster and capelin. She is usually the one who deals with buyers when selling their catch. In speaking of her role, Nancy says, "I've always been vocal and the type of person to stand up for my rights." However, she admits that she wasn't always a union supporter and had been somewhat critical of FFAW in the past.

That perception changed after she attended the 11th Constitutional Convention as a delegate last November in St. John's. At this event Nancy learned a lot about her union and the huge effort that is involved in fighting to make the fishing industry benefit those who work in it - namely fish harvesters and fish processing workers. Nancy said she had no idea the union was involved in so many areas. She heard various presentations and panels on such topics as fighting for adjacency, improving incomes and attracting young workers, lobbying government to increase groundfish quotas and preserving the owner/operator and fleet separation policies. She learned more about science work performed by the union and programs such as Traceability, Cod Quality Enhancement and the monitoring the oil and gas industries, tanker traffic, and aquaculture.

Nancy also heard about the challenges that affect members working in other sectors of our union as well. While the majority of members work in fishery-related

industries, they also work in the hotel, brewing, steel fabrication, safety, and cleaning industries. She discovered that we all have one common goal: to have a decent standard of living in order to support our families and maintain our communities.

While at Convention she attended her first women's conference and heard about the Women's Advocate Program and how it reduces domestic violence and keeps women working. She found out about shellfish asthma and ergonomics and how they affect processing workers, and how important it is to be healthy in general.

Nancy says that finding out about all the different areas her union is involved in, she now has a better understanding of the benefits of unionization. In talking about the fishing industry, Nancy acknowledges, "harvesters would be paid much less for their catch without their union."

Inspired at Convention to get involved, Nancy was nominated for the Inshore Council election held this past spring and was successful in securing one of the Women's Positions on Council. In talking about the challenges, she looks forward to making a difference. She would like to see more resource, especially cod, for harvesters. And she thinks more women and young people should get involved in the fishery adding, "it's hard work but [it's] the best job around".

Nancy is currently designated an apprentice with the PFHCB and plans on more training in the future. On staying in the fishery Nancy, replies with determination that she's "in the fishery for the long haul." When asked about being involved in the union, Nancy replies that it is very important and we need more young people in the fishing industry and would "encourage all members to find out more about the union and to realize that the union is THEIR union".

If you would like to get more involved here are some ways:

- Contact the Staff Representative in your area;
- Attend local meetings;
- Visit our website - www.ffaw.nf.ca;
- Follow us on Facebook and Twitter.

Cod Quality 2016 Season

Jóhan Joensen, Industry Liaison

The Fisheries, Science Stewardship and Sustainability Board (FSSSB) in conjunction with FFAW-Unifor and processing companies have been collaborating to conduct the Cod Quality Project. The goal of this project is to explore the availability of high quality cod over time across Newfoundland

and Labrador. There is further support for this project by Department of Fisheries and Aquaculture; Atlantic Canada Opportunities Agency; and Fisheries and Oceans Canada. The willingness to work together, build bridges and collaborate is key to the success of the project.

The project commenced during the 2015 fishing season, with harvesters signed up to follow strict handling protocols. In the past, a frequent perception in the industry has been that the quality of the fish is poor, purely due to the ways fish is handled onboard fishing boats. Through this project, we look to document how it is possible to control and improve the quality of landed product.

For the 2016 season, there are currently 32 sites where the project is underway; from Petty Harbour to Cartwright. The harvesters participating in the project assist in establishing what an appropriate season would be for the cod fishing in their area. Conventional wisdom was that you could not land quality cod during the summer season because of poor quality and yield.

“Throughout this project we have seen that if you



handle the fish properly and have short soak times on your nets, you can still bring a prime product to the processing plants," said Bill Broderick, FFAW-Unifor Inshore Director.

Although there is still a prevalence of using gill-nets, other gear types are used including hook and line, line trawl and cod pots.

Looking at the landings component of this project in 2016, the grading results are of particular interest. The fish landed through the project are separated into fish that are live and dead when it comes aboard the boat. Live fish landed since the middle of June to the middle of August has been graded with the following results: Grade A - 86%, Grade B - 12% and Grade C - 1%. The grades provided on the dead fish have also been good: Grade A - 80, Grade B - 18% and Grade C - 1%.

There are a number of steps Cod Quality Project participants must take in order to be involved in the project. Harvesters are required to work with a Field Technician, the technician has to know when they are going out and they must agree to the amount of gear depending on the availability of fish in the area. They will restrict harvesters to 1-3 nets depending on fish availability, soak times are being kept to a maximum of 10-12 hours. Technicians will also ask to deploy temperature loggers on the fishing gear that will follow the fish from when it is caught to the processing plant.



This will allow identifying if there are problems with temperature somewhere along the chain of custody.

"Harvesters participating in the Cod Quality Project are seeing the value in following the onboard handling protocols and realize that this is the way we have to go with our fishery," said Gilbert Bennett, a cod quality field technician. "Participants have indicated to me that they are getting around \$0.74 per pound for their fish, which is significantly better than what they had experienced before."

Given the predicted transition from a shellfish dominated fishery back to a groundfish fishery, the results of this project are critical to developing plans for the new cod fishery. "Hopefully this will be beneficial, not just for this project but for everyone," said Bill Broderick.

FSSSB is continuing this work throughout the 2016 fishing season - and likely in subsequent years. If you are interested in further information on the Cod Quality Project, contact the FSSSB office at 709-576-0230 or Bill Broderick, FFAW-Unifor Inshore Director at 709-576-7276.



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FFAW at the International Marine Conservation Congress

Erin Carruthers, Fisheries Scientist

Dwan Street and Erin Carruthers presented some of the work NL harvesters and the FFAW have been involved in at the International Marine Conservation Congress (IMCC), a major marine science conference, held in St. John's in August.

The IMCC was an excellent opportunity to get a sense of current research, management and conservation themes both in Canada and internationally. Marine Protected Area (MPA) research was a major focus at the conference. This is not surprising given the Government of Canada's commitment to MPAs and their 2020 timeline. MPA-related presentations also included research on harvester and community led approaches to conservation and management.

The IMCC was also an opportunity to get an overview of research being done here in the province, with presentations on green crab, cod pots, fishery footprints, corals, seismic impacts and shifts in fish distributions, among others.

The conference theme was, "Making Marine Science Matter". Dwan Street presented an overview of NL harvesters' and the FFAW's work on halibut and lobster fisheries. The objective of the

presentation was to provide a grounded example of what it means to do harvester-led fisheries conservation and management. Our work on the halibut and lobster fisheries demonstrates not only our commitment to improving research and management but crucially demonstrates our commitment to improving the fishery for harvesters and communities. Long-time fisheries researchers in the province were shocked at the plot of halibut prices since our Atlantic Halibut Sustainability Plan began in 2013. Price paid to harvesters has increased from less than \$4 in 2013 to over \$7 per pound.

Erin Carruthers' presentation was on the shellfish-groundfish transition along the Northeast Coast of Newfoundland and southern Labrador. The first goal of the presentation was to demonstrate that this is a fishery region in transition, which is clearly shown in the DFO data collected since 1997 for both Northern Cod and Northern Shrimp. Second, the presentation highlighted the importance of fisheries to the region using examples drawn from our research on the importance of the inshore Northern Shrimp fishery. Finally, Erin detailed FFAW's commitment to conservation and management through this transition period and beyond.



Bettina Saier - WWF, Keith Sullivan, Dwan Street - FFAW-Unifor.



Erin Carruthers, FFAW-Unifor Fisheries Scientist.

Grieg Aquaculture Project Approved

Jóhan Joensen, Industry Liaison

The aquaculture project proposed by the Norwegian company Grieg Aquaculture for Placentia Bay, has been released from further environmental assessment by the provincial government. The conditions of the approval link back to the company being required to adhere to all other regulatory agencies in the handling and executing of the project.

The proposed project would, within a few years, double the farmed Atlantic Salmon production in Newfoundland and Labrador. There are many organizations that continue to raise questions concerning the manner in which approval processes are handled when it comes to aquaculture projects in our province. In effect, this project is likely to have a significant impact on the environmental context in the bay. There will also be an impact on how harvesters are able to pursue their fisheries.

FFAW-Unifor submitted concerns to the Department of Environment and Conservation through the public commentary process that was opened first in late 2015, then in modified version in early 2016. For FFAW-Unifor, there is particular concern on the process of how consultations are conducted and the process through which projects like this one have to go through for approval.

Placentia Bay is the largest body of water in Newfoundland and Labrador, it is also the marine space in the province seeing the highest level of industrial activity. It is critically important that any consideration for development cannot be done in isolation. These other industrial developments have all had an impact on fish harvesting in Placentia Bay.

Aquaculture development can make significant contributions to the economy of Newfoundland and Labrador, but this should not be at the expense of other marine users. Placentia Bay is already one of the most heavily industrialized bays in Canada, with harvesters having had to adapt their harvesting activities. Long-term industrial activities in the bay such

as the Come By Chance Refinery; Newfoundland and Labrador Transshipment Terminal at Whiffen Head; Vale facility in Long Harbour; Marystown Shipyard etc., are all entities that have an impact on fish harvesters in Placentia Bay.

Forging ahead with this project with a limited and insufficient consultation process is frustrating for the fish harvesters who rely on Placentia Bay for their livelihood. These concerns are not simply raised to oppose the development of the project. They are raised because it is evident that there are significant challenges for the harvesters in the area as it is and this project is yet another activity that will put pressure on an already stressed and struggling ecosystem.

FFAW-Unifor continues to monitor this development and how this project moves forward. If members have any questions or comments, please contact your staff representative or the FFAW-Unifor offices.

Are you a young worker?

At the FFAW-Unifor Constitutional Convention in November 2015, it was resolved that our organization would make an effort to further engage younger members.

Let's ensure the voices of young workers are heard!

If you are a young worker interested in getting involved with your Union, please contact your staff representative or the FFAW-Unifor offices in St. John's and Corner Brook.

IT Telecom Cable Installation Update

Jóhan Joensen, Industry Liaison & Dwan Street, Petroleum Industry Liaison

IT International Telecom continues to undertake a project to install a fiber-optic cable between the Avalon Peninsula and the petroleum production facilities on the Grand Banks. This project involves landing sites in Logy Bay and Cape Broyle.

As cable laying projects often occur in areas that are valuable fishing grounds, representatives of your Union, including fleet representatives, staff representatives and industry liaison staff, sat in consultation with IT Telecom and it was ensured each fleet fishing in the area had a representative present to voice concerns. An open house in Cape Broyle was also held with members of the community which FFAW representatives attended. We also recommended the company present at the < 40 ton fleet meeting in Whitbourne and were very pleased that harvesters were very vocal in bringing their concerns to IT Telecom representatives at that time.

While the company stated they would implement strategies to avoid fishing gear and high areas of harvesting activity, this does not lessen the importance of ensuring you, our Members on the water, and your livelihoods are protected. The utilization of the expertise of Fisheries Guide Vessels (FGV) and Fisheries Liaison Officers (FLO), members of FFAW, who are from and familiar with the area has been an invaluable service in the past. We ensured IT Telecom knew these services were necessary and are non-negotiable if a cable was to be installed.

This was met with resistance from the company, a move that triggered immediate action from your Industry and Petroleum Industry Liaisons. It was made clear to the company that the fishing industry would not tolerate being strong-armed, and that we would not stand by and watch the livelihoods of our Members put at risk with no foreseeable benefit. After holding strong and escalating the issue to ExxonMobil, the company who will hold ultimate ownership of the

cable, we were successful and FFAW members were deployed as FLOs and as FGVs.

To date a number of steps have been completed. In preparation for the installation of this cable, the company conducted surveys of the seabed, together with analysis of where fisheries are traditionally conducted between the existing petroleum facilities and the Avalon Peninsula. This work, paired with input from Membership, established a route that was determined to have minimal impact on current fishing activities.

Prior to commencing the actual cable installation, the company conducted a Pre-Lay Grapnel Run (PLGR) along the route that has since finished. This was conducted to ensure that there were no unused cables on the route that could cause issues when the installation occurs and to remove any that did exist along the route. As the PLGR was conducted while the crab fishery was still open, the Fisheries Guide Vessel and FLO services were crucial to the process as it was necessary to scout for fishing gear in advance of the PLGR project vessel. This ensured that active fishing gear would not be accidentally damaged by the project vessel, and would ensure harvesters had confidence that IT Telecom was holding true to their word in ensuring fishing activity would not be negatively impacted by the project.

The actual cable installation activities have since occurred primarily outside of fishing activity. There have been no incidents of concern reported from harvesters to date and we thank our Members who stepped up to have their voices and concerns heard, as well as those deployed as FLOs and FGVs. We continue to be here to bring your concerns forward and sit with you at the consultation table.

Parts of the project activities will continue into September 2016 and we will keep you updated.

Oil and Gas Exploration Programs

Jóhan Joensen, Industry Liaison

There continues to be a significant amount of oil and gas exploration activity taking place in the waters off Newfoundland and Labrador. In 2016 there have been two 2D and two 3D Seismic vessels with some operations in our waters. In addition to these operations, there is also one project that is investigating natural seepage from the seabed north of the island of Newfoundland.

2D Seismic acquisition is conducted by the use of a vessel towing a single line containing hydrophones behind the vessel – this is called a streamer. These streamers often stretch 8-10,000 meters behind the vessel. Ahead of the streamer, a survey sound source is deployed, consisting of one or more airgun arrays. These airguns operate with compressed air at pressures of approximately 2,000 psi, and produce approximate peak-to-peak pressures of over 100bar-m. 2D Seismic is often acquired through long straight lines.

In comparison to 2D Seismic, 3D Seismic is similar but different. Instead of towing a single streamer, the vessel may be towing as many as 12 streamers. These streamers are stretched out behind the vessel and the span across can be close to a full nautical mile. 3D Seismic acquisition usually happens in a localized area, with the vessel steaming in a racetrack pattern.



When towing all this equipment near the surface of the water, it is clear that the vessels conducting 3D Seismic activity have a limited maneuverability.

In 2016, the 2D Seismic vessels have been working primarily in deeper waters around the Southern Grand Banks, the Orphan Basin and also in the Labrador Sea. FFAW-Unifor staff continue to be in communication with the project managers for these vessels, to ensure that the operations do not take place on active fishing grounds.

There was one instance where one of these vessels commenced deployment of their seismic equipment in an area which could have damaged fishing gear. Thankfully, there were harvesters who were able to communicate this to staff members. The situation was quickly brought to the attention of the companies and corrective action was taken on the water. The partially deployed equipment was retrieved and the vessel moved away from the fishing gear before recommencing deployment.

3D Seismic acquisition in 2016 has happened in areas of the Flemish Pass. As indicated above, these programs conduct their work in a much smaller area than 2D Seismic. Because of the location, most of the fishing vessels encountered have been either Spanish or Portuguese.

The final program of oil and gas exploration in 2016 involves advanced radar technology to determine if there is a presence of oil on the surface of the water. Additionally, this program is looking to take core samples of the seabed to help further determine if there is potential oil and gas presence below. The activities of this program do not pose any immediate hazard to fishing vessels, as the vessel conducting this program would have full maneuverability apart from a few minutes when they are taking core samples.

If you have any questions, comments or concerns about seismic programs please contact the Dwan Street at the FFAW-Unifor office in St. John's.

Does the Presence of Green Crab Affect the Feeding Behaviours and Catchability of Lobsters?

Dwan Street, Projects Coordinator

FFAW is proud to support research being undertaken by students who research issues that affect our Membership. Harvesters and staff provide expertise to these projects in collaboration with Memorial University.

Green crab infestation has been an important issue to us. A number of very important projects are ongoing that look at different aspects of the effects green crab might have on the ecosystems where they take hold. FFAW harvesters have been participating in green crab mitigations since the species was first spotted in 2007, but there are a number of questions about the behaviour of this invasive species that can help us address the infestation and also help prevent future infestations in other areas.

One of these questions is key to commercial lobster harvesting: how does the presence of green crab affect the lobster population?

Gemma Rayner is a Masters student at Memorial University of Newfoundland. Under the supervision of Dr. Iain McGaw, Gemma has begun trials to determine the effect of green crabs on the lobster population on Newfoundland's south coast. Her research focuses on two specific aspects of behaviour: feeding and catchability.

The initial trials of Gemma's experiment are complete and, though the results are preliminary, the research team has reached some conclusions in both the laboratory setting and in the field.

In feeding trials, it has been determined that the presence of green crabs does have some effect on how much food lobsters consume. As the number of green crabs increased, lobsters tended to consume less food. Interestingly, however, when placed in very high green crab densities (25+ crabs), lobsters joined the crab feeding frenzy and consumed very high amounts of food. The researchers have suggested this could be because high numbers of crabs are messy eaters and tend to disperse food a lot more than if crabs are

present in lower numbers. This is an area where they are keen to do more research!

When it comes to catchability, the preliminary results have confirmed what harvesters have been suggesting for years - if green crabs were active either around the trap or tank, lobsters were not likely to enter the trap and seemed very wary of doing so. If crabs were in the trap, however, lobsters were okay to approach.

Gemma also had the pleasure of doing some field trials with one of our members in Garden Cove, an area of high green crab concentration. When asked about these trials, Gemma stated by email that, "After hauling over 600 traps, lobsters and green crabs were only found in a trap together on 1 occasion. Lobsters were frequently found with rock crabs in the same trap, and rock crabs and green crabs were found together frequently too."

These field trials also led her to investigate another question: Do Newfoundland lobsters eat green crab?

Gemma concluded, "The answer is - yes they do. I tested 3 sizes of live green crab (juvenile, sub-adult and adult) and lobsters ate all sizes - but favoured sub-adult sizes (45-65mm carapace width). We are now looking to test predation rates on green crabs with lobsters from different areas - Maine and Nova Scotia to see if invasion time/exposure has any bearing on this. And we are looking at using different densities of lobsters/green crabs - as the predation experiment just used individuals."

Each of these questions offers great insight into better understanding the invasive species that has called Newfoundland waters home since the mid-2000s. We continue to support initiative and projects such as Gemma's and thank our membership for offering their expertise, knowledge and experiences to students who provide key results to industry.

We look forward to hearing further results from studies like Gemma's!

Groundfish Council Integral in New Cod Harvesting Plan

Dwan Street, Projects Coordinator

The Newfoundland and Labrador Groundfish Industry Development Council (NL-GIDC), a united effort between FFAW-Unifor and processors in the province, has already solidified its position as an organization like no other in the history of our province's fisheries. In the short time since its inception in April of 2016, the Council has worked together to ensure the goals of conservation, long-term sustainability and maximum value are kept first and foremost as we transition into a new, future groundfish industry.

The Council has recently achieved another milestone, and a very important one, as DFO announced changes to the 2016 2J3KL fishery for northern cod based on a proposal submitted by the NL-GIDC. This new plan, developed on suggestions from FFAW-Unifor members, not only offers more cod to harvest, but also moves away from the limitations harvesters have faced over the past years - the season is now spread out rather than being limited to three weeks, and harvesters are no longer limited to their home bays.

Harvesters can now harvest in line with weekly harvesting limits. The limits are 2,000 lbs per week from August 15 to September 4, and 3,000 lbs per week from September 4 to the end of the season. This allows a more continual supply of product to market as well as gradual increases of catch effort. Harvesters who have participated in combining will have a catch limit that is incremental to their level of combining.

Important management measures still remain, such as gear restrictions, small fish protocol, monitoring of landings and logbook completion.

This plan is a very important step in rebuilding our

cod fishery gradually, aiming toward the 115,000 mt historical allocation to inshore harvesters. We must ensure the gradual rebuilding of the industry is done responsibly and in a way that maximizes value for coastal communities.

To do this, keeping conservation and sustainable fishing first and foremost, while focusing on quality throughout the value chain, and strong marketing will be required. This plan, and the new collective agreement that puts protections in place for harvesters and penalizes processors who undermine quality, are important first steps building a strong, long-term, sustainable industry for northern cod.

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Transport Canada Master Certification Requirements - Are you Compliant?

In July 2007 Transport Canada brought in new Marine Personnel Regulations, which include Master and Mate certification requirements for ALL fishing vessels in Canada, regardless of length or tonnage. While the new regulations require some existing fish harvesters to complete training (Fishing Masters, Small Vessel Operator Proficiency, etc.), many experienced fish harvesters are eligible for exemptions to these training/certification requirements.

These new requirements have been phased-in over many years, beginning with vessels greater than 12 meters(m)/15 gross tonnes(GT). Since November 7, 2012, all fishing vessels greater than 12m or 15GT are required to have a certified Master, and in most cases a certified Mate. For these larger vessels, the certification requirement for Master and Mate would normally be a Fishing Master certificate, but there are other options such as Certificates of Service or a Certificate of Competency as Watchkeeping Mate of a Fishing Vessel <24m.

If you are an owner/operator or crew member on a fishing vessel that is greater than 12m or 15GT, and you require more information on the Master or Mate requirements for your vessel, please contact the Transport Canada Marine Safety Office nearest you.

Deadlines for Vessels 12 meters or less (or less than 15GT).

Transport Canada regulations state that by November 7, 2015, all fishing vessels greater than 6m in length require a certified Master, and in some cases a certified Mate. For these size vessels operating inside 25 nautical miles (NM), the Transport Canada certification requirement is a Small Vessel Operator Proficiency (SVOP) certificate.

As of November 7, 2016, the Small Vessel Operator Proficiency (SVOP) requirement will be

extended to ALL fishing vessels, including the vessels 6m or less in length.

It is also worth noting that if a vessel 12 meters or less (or less than 15GT) is fishing outside 25NM, the certification requirement for Master and Mate (if a Mate is needed) is a Fishing Master certificate or a Certificate of Competency as Watchkeeping Mate of a Fishing Vessel <24m.

Exemptions are still available - Act fast!

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

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

If Unsure - Ask!

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

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

Unifor National Convention

More than 1,800 delegates attended Unifor's second Convention in Ottawa from August 22nd to 26th. In addition to discussing the Union's action plan for the next three years, Unifor members heard

from Prime Minister Justin Trudeau, Alberta Premier Rachel Notley and Indigenous rights activists Cindy Blackstock and Senator Murray Sinclair amongst other speakers.



FFAW President Keith Sullivan nominated Lana Payne for re-election as Atlantic Region Director.



FFAW delegates and staff on the steps of Parliament after a rally for truth and reconciliation.



Lana Payne accepts nomination for re-election as Unifor's Atlantic Director.



President Keith Sullivan and former President Richard Cashin.



Prime Minister Justin Trudeau addresses convention delegates.



Susan Aglukark performs at the rally.



FFAW-Unifor delegates Loomis Way, Vicki Morris and Pat Dawe.



Loomis Way, Pat Dawe and Barry Randell at the rally on Parliament Hill.

COD-ifying the Rules for the New Cod Fishery

Robert Keenan, Project Manager

In 2014, the pricing system to harvesters for cod underwent important changes to encourage the development of a quality-focused fishery. The quality grading system financially rewarded harvesters that delivered high quality cod to buyers/processors, which in turn rewarded the processors with a better product to market.

A grading system requires checks and balances and rules and guidelines. Over the first two years of the pricing system certain issues emerged that required rule and guideline changes to protect the harvester and to ensure that processors adhered to the new system. Essentially, too much of the burden of ensuring quality was being placed on the harvester and there was not enough accountability on the buyer/processors to maintain quality once the cod was in their care. This needed to change.

Earlier this year during collective bargaining, the Union negotiated for three full days with Icewater and ASP to rectify some of the difficulties that emerged in 2014-15. These were productive negotiations that produced important changes. This article will outline many of these changes.

Sampling

There are two primary changes:

- There are fewer sampling categories in 2016. Last year there were 11 different sampling categories, this year there are 6. Therefore, landings of less than 2000 pounds will now have 10 samples (last year it could be 15), while landings between 2000 and 3000 pounds or less will have 15 samples, same as last year.
- For cod, some processors buy from buyers who purchase directly from the harvester. Under the previous agreement all sampling was done at the processing plant, which removed the buyer from

any role in the sampling process. Theoretically, a buyer could remove quality cod from a load and leave lesser quality cod to be graded at the plant. Such a scenario would impact the harvester more than anyone else, as there was no system of accountability for buyers who removed the best fish from a load to sell independently. Thus the harvester would be paid based on the grade obtained at the plant that may not have been representative of the actual quality.

- Starting in 2016, if a buyer retains any fish purchased from the harvester, the buyer is required to grade the entire load of fish and the harvester will be paid according to that sample. If a buyer retains fish and fails to follow this grading requirement, and the harvester has less than 80% grade A when graded at the plant, then the buyer shall pay the harvester on the basis that 100% of the load was grade A. This is an excellent protection for the harvester.

Grading

There are two primary changes:

- All grading must now be conducted pursuant to the Form Quality Grading sheet that is attached to the Schedule and available on the FFAW website. Any deviation from this form is a violation of the Schedule. Up to this year there was no standardized form for grading to be used by all processors.
- An issue in the past was that harvesters were not receiving grading sheets from processors explaining the grade received for their load. In a quality-based system, timely feedback is important, as it gives the harvester an idea of what is good and what went wrong/needs to be improved. Under the 2016 schedule, if a harvester requests a copy of his/her grading sheet, the processor must comply within 48 hours. If the processor fails to

produce the sheet within this time, the processor incurs a 5 cent per pound penalty for the entire load covered by the grading sheet.

Handling

Again, there are two major changes:

- Attached to the schedule are the Proper Handling Procedures, the Procedure for Slush Ice of Codfish in Grey Boxes, and the Dry Icing Procedures. These are the three main procedures for handling and harvesters should follow them.
- For processors/buyers there are implications if the slush ice procedure or dry ice procedure are not used when transferring and transporting cod that is landed. If the processor/buyer is found to not have followed either procedure and the final grade for the load when delivered to the processor is less than 80% grade 'A' then the harvester is to be paid by the buyer on the basis that 100% of the load was grade 'A'.

Transportation

An ongoing concern during the first two years of the quality grading system was concern about how cod is transported and the impact of transportation on quality. The new cod schedule addresses these concerns.

- A traceability form must accompany all cod landings that are sold to a buyer/processor. The traceability form allows the harvester to review the amount of cod in a load and confirm that the icing procedures for transportation are acceptable. Harvesters must sign these forms. If the harvester notices issues relating to transportation, they can be recorded on the sheet, which will allow the Union to address any issues that may arise from these concerns.
- A processor cannot accept a load of cod from a buyer unless there is a traceability form attached.

If a processor does purchase cod without a traceability form, all of that cod shall be paid as grade 'A', regardless of the actual grade.

Timeliness

Since the inception of the quality grading program, there's been concern about the time it takes to get cod graded at the plant. In the previous agreement, cod had to be graded within 24 hours of landing but the penalty for failing to do so was just 5 cents per pound calculated at the appropriate grade. This penalty was also only used if the final grade was less than 75% grade 'A'. In 2016, the following changes were made:

- Cod still must be delivered for grading within 24 hours, however, now any breach of that timeline will incur a 20 cent per pound penalty based on the appropriate grade if less than 80% of the load is grade 'A'; the penalty shall not exceed the grade 'A' price level. For a load of less than a 1000 pounds, the penalty from breaching the 24 hour delivery window is grading the entire load as grade 'A'.
- For the processor, all cod delivered to the plant before noon must be graded that same day.

Managing a system of checks and balances in the cod fishery requires a lot of effort, which also leads to opportunity. As the cod fishery grows over the next few years, there will be an increased demand for field technicians to conduct and monitor all of the activities set forth above. There is an ad in this issue seeking field techs. If you or a family member are interested, please apply.

The cod schedule will be reviewed again next spring and new issues and issues relating to this year's changes will be addressed. If you have any comments or suggestions on the quality grading system, please forward them to the FFAW office. We are always interested in any suggestion to improve upon the current system.

IMPORTANT NOTICE FOR COMMERCIAL SEALERS

Mandatory Workshops Continue in September-October

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

In 2014, Fisheries and Oceans Canada (DFO) announced that Humane Harvesting training on the three-step process will be mandatory for all commercial Seal Licence holders. Commercial sealers who do not complete this mandatory Humane Harvesting training, and renew their commercial Seal Licence by November 30, 2016, will not be eligible to renew their commercial Seal licence.

If you have already attended the Humane Harvesting workshop, please renew your commercial seal licence before the November 30th deadline.

The Professional Fish Harvesters Certification Board, in partnership with DFO, will be delivering Humane Harvesting workshops throughout the province from September 26th to October 6th - see schedule below.

Quality/Health/Handling (beginning 11:00am at all locations)

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

Commercial sealers who have not yet attended a Quality/Health/Handling workshop delivered by DFA are encouraged to attend one of the upcoming workshops.

WEEK 1 - September 26-30, 2016

- Monday September 26th, Hawkes Bay, Torrent River Inn
- Tuesday September 27th, Baie Verte, Baie Vista

Inn

- Wednesday September 28th, Gander, Albatross Hotel
- Thursday September 29th, Virgin Arm, Lion's Club
- Thursday September 29th, Mary's Harbour, River Lodge Hotel
- Friday September 30th, St. John's, Ramada Inn

WEEK 2 - October 3-6, 2016

- Monday October 3rd, St. Anthony, Lions Club
- Tuesday October 4th, Deer Lake, Deer Lake Motel
- Wednesday October 5th, Grand Falls, Mount Peyton Hotel
- Thursday October 6th, Clarenville, Clarenville Inn
- Thursday October 6th, Goose Bay, Hotel North Two
- *Pre-registration is not required. Sessions are "walk-in" and open to all commercial sealers.
- *Humane Harvesting workshops begin at 9:00am & Quality/Health/Handling workshops follow at 11:00am.





FFAW-Unifor is continuously seeking candidates with a strong personal or professional connection to the fishery to fill **temporary seasonal field staff** positions. Field staff are key contacts with harvesters who participate in our programs and are relied on to share information between the Union, harvesters, processing facilities, etc. Field staff play a crucial role in ensuring data quality by accompanying harvesters on trips and consulting with harvesters to get feedback.

Qualifications

- Experience in the fishery and/or a very strong understanding of how the fishery is conducted and managed.
- Strong interpersonal skills (e.g. ability to work with harvesters, buying stations, processing facilities, etc.)
- A self-starter who takes initiative and can work under minimal supervision.
- Strong problem solving and critical thinking skills.
- An ability to multi-task on a wide array of issues.
- An understanding of and support for the Union movement.

Please forward all applications to:

ATTN: David Decker
Secretary-Treasurer, FFAW-Unifor
P.O. Box 10, Station "C"
368 Hamilton Avenue, 2nd Floor
St. John's, NL
A1C 5H5

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2016 Unifor Women's Conference: Strong Women, Strong Unions



What do you get when you put 311 Unifor sisters under one roof? You get one heck of a feminist gathering and the sharing of wonderful sisterhood moments. Each year the Unifor Women's Conference is the largest event held at the Unifor Family Education Centre in Port Elgin, Ontario. This year was no exception. Bursting at the seams, this three-day conference hosted Unifor women from coast to coast to coast, some with children in tow.

The theme of this year's conference was Strong Women, Strong Unions. Unifor's Women's Director Lisa Kelly did an outstanding job of organizing this event which focussed primarily on women's equality from the political and collective bargaining perspective. During the conference delegates listened to four top-notch panel discussions on political action, bargaining breakthroughs, strengthening our union, and supporting our sisters.

Workshops were offered on a variety of topics such as lobbying, retirement planning, taking action against gender-based violence, use of social media to effect change, bargaining equality, getting women elected, closing the gender wage gap, finding your voice and learning more about the experiences of our Quebec sisters.

In addition to panels and workshops, there were also various meetings for young workers, aboriginal

and workers of colour, workers with disabilities and a pride caucus.

What makes this conference so popular among our union sisters is the opportunity to share our experiences, our challenges, and our commitment to making our workplaces respectful, safer and our work more secure.

Attending from FFAW-Unifor were Tina Pretty, FFAW Women's Co-ordinator, Jackie Baker, Women's Advocate and FFAW Science Co-ordinator, and Flora Mills, Women's Advocate and Unit Chairperson at Notre Dame Fisheries, Comfort Cove.



Scholarship Application Form

Ray Greening Memorial Scholarship - two \$750.00 scholarships

Richard Cashin Scholarship - two \$750.00 scholarships

Bob White Scholarship - two \$750.00 scholarships

Name: _____

Address: _____

Telephone: _____

E-Mail _____

Parent's Name: _____

Member # _____ Section: _____

(INSHORE SECTION OR INDUSTRIAL/RETAIL/OFFSHORE SECTION)

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

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

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

The deadline for applications has been set as November 30th.

Please return by mail, fax or e-mail by the deadline.

FFAW/Unifor

Scholarship Selection Committee

368 Hamilton Avenue

PO Box 10, Stn. C

St. John's NL A1C 5H5

FAX: (709) 576-1962

E-Mail: president@ffaw.net

Former Refugees Return to Newfoundland to Mark Anniversary of Rescue

Jessica McCormick, Communications Officer

Four Tamils who were found, along with almost 150 others, in lifeboats in St. Mary's Bay in August 1986 returned to Newfoundland last month to commemorate the 30th anniversary of their rescue.

110 Tamil Canadians traveled to the province to mark the event. Many of those in attendance had no direct ties to the families rescued in 1986 but they felt it was important to be a part of the commemorations. They were joined by many Newfoundlanders, including some of the fishermen who found them.

Captain Gus Dalton was the first to discover the lifeboats on the morning of August 11, 1986. The Tamil refugees had been dropped off in lifeboats by a cargo ship off the coast. They were fleeing to Canada to escape the persecution they faced in Sri Lanka. Their small lifeboats had been adrift for three days when Dalton spotted them.

"I don't think of it as bravery," said Rom Dalton, Gus' nephew who arrived in a second vessel to help with the rescue. "We were just in the right place at

the right time."

Rom recalls bringing the families aboard. He said they were starving, exhausted and had almost given up hope that they'd be found. The crew gave them what food they had and shared jugs of water. They would have to ration their supplies while they waited throughout the day for the Canadian Coast Guard vessel Leonard J. Cowley to arrive.

On August 13, 2016, the Tamil families along with the fishermen who rescued them attended a gala reception at the Rooms in St. John's. They also toured the Coast Guard ship that rescued them and visited Holyrood, where one of the lifeboats they were found in is still being used.

Seeing Syrian refugees arrive in Canada brings back memories for Dalton. "They're risking their lives to come to Canada...to have a safe place to sleep at night," he said. "It's a reminder for us here in Newfoundland and in Canada not to take things for granted."

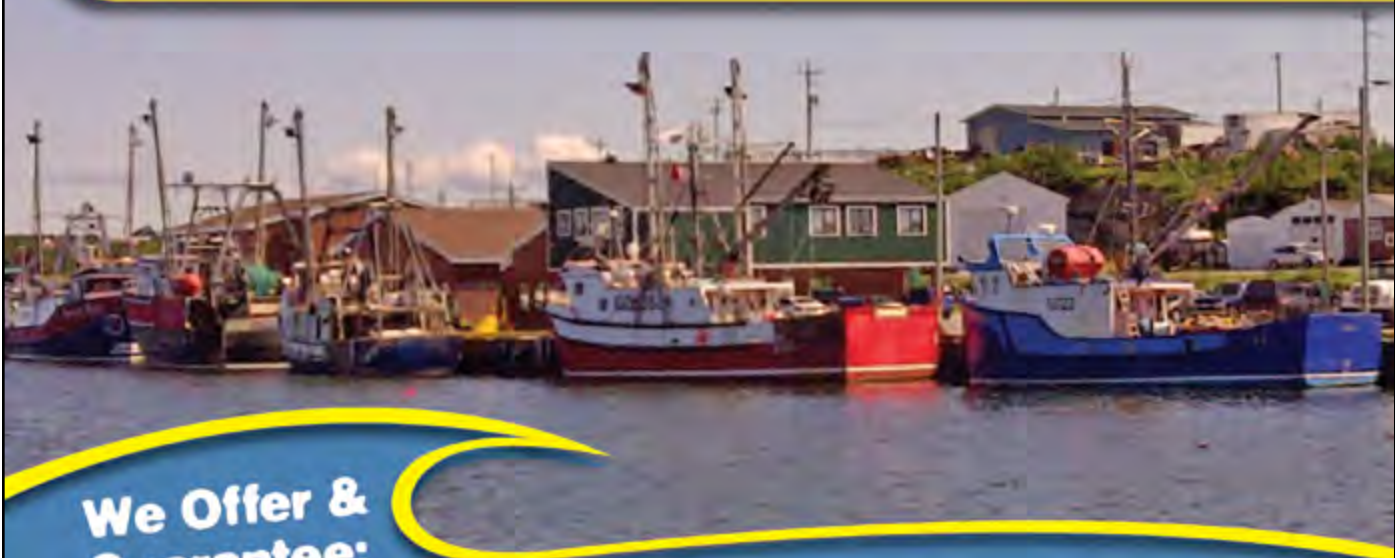




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www.anchorsawaymarinebrokerage.ca



It's Time for Reconciliation

Greg Pretty, Industrial Director

*"I said Gordie baby I know exactly what you mean."
New Orleans is Sinking, The Tragically Hip*

I had a 5:00 am flight from "town" to Ottawa via Toronto on Sunday August 21st. It was a dastardly 2:50 am rise, so I could only watch the first 50 minutes of the Tragically Hip's Kingston concert before I half-heartedly hit the power button to begin my 4 hour nap.

Fast-forward to 3:45 am, I'm sitting in the back of a cab, zooming up Torbay Road on the way to YYT, my face lit by The Hip concert Twitter feed, reading the rave reviews and soaking in the absolutely unbridled benevolence of Gord Downie's comments to the Prime Minister.



He said this:

"We're in good hands folks, real good hands, he cares about the people way up North, that we were trained our entire lives to ignore, trained our entire lives to hear not a word of what's goin' on up there."

"And what's going on up there ain't good. It's maybe worse than it's ever been....but we're going to get it fixed and we got the guy to do it... to start... to help."

At that moment, I got something in my eye and a tear or two splashed on the screen of the iPhone. As the cab pulled up to the middle entrance of YYT, I had a new vision of my Canada, which by the way, had always been Gord's vision of Canada.

Gord's words were an incredible segue to the Unifor Convention. On Wednesday, we had two of the most dynamic individuals ever to grace a convention microphone. Cindy Blackstock, Executive Director for the First Nations Child and Family Caring Society of Canada. In her job description, she went from single mom to 165,000 kids. She is a true Canadian hero, worthy of our utmost respect and support for her vision and passion for Canadian children.

Her message to the delegates: don't continue to turn away from the cascade of hopelessness, get involved and make a difference and for all Canadians to push for action to address structural racism.

"Being Canadian is about more than just painting a maple leaf on your face on Canada Day. I, for one, would be willing to cancel the birthday party so a few more kids could go to school," said Blackstock.

In recognition of her incredible work, Unifor awarded her the Neil Reimer Social Activist of the Year Award.

Senator Murray Sinclair, Chair of the Truth and Reconciliation Commission spoke to the convention via teleconference. He said Canadians have a



responsibility to educate themselves and use their influence to make a difference. Murray is on record as saying that cultural genocide has been ongoing for seven generations and will take time to repair. The key is education; educating yourself to the plight of Aboriginal people and ensuring our Canada is a Canada of inclusiveness.

For Senator Murray's life-long commitment to Aboriginal issues, he received Unifor's Nelson Mandela Award for Human Rights.

The 2,000 delegates of the Convention walked under the hot Algonquin sun to the Parliament Buildings and rallied in support of the 94 recommendations in the Truth and Reconciliation Commission.

Three time Juno winner Susan Aglukark dazzled the crowd with indigenous music and song. It was the finest day I've ever spent in Odawa.

I know all Canadians want to be a part of the reconciliation. Please take the time to read the report. Find it online at www.trc.ca.

Like you, Cindy Blackstock and Murray Sinclair are on Facebook. Gord Downie and Susan Aglukark are too. Do Canada a favor and send them a "friend request". Tell them you are onboard for a better Canada through the implementation of the TRC's 94 recommendations.

Remember, no more turning away from structural racism. Let's get on with the work required to fix it.

Yeah, Gordie baby, I know EXACTLY what you mean.



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Squid Pricing The minimum price for round squid in 2016 is 70 cents per pound for round squid; for premium tubed squid the price is to be above 70 cents per pound and negotiated between the buyer and harvester.

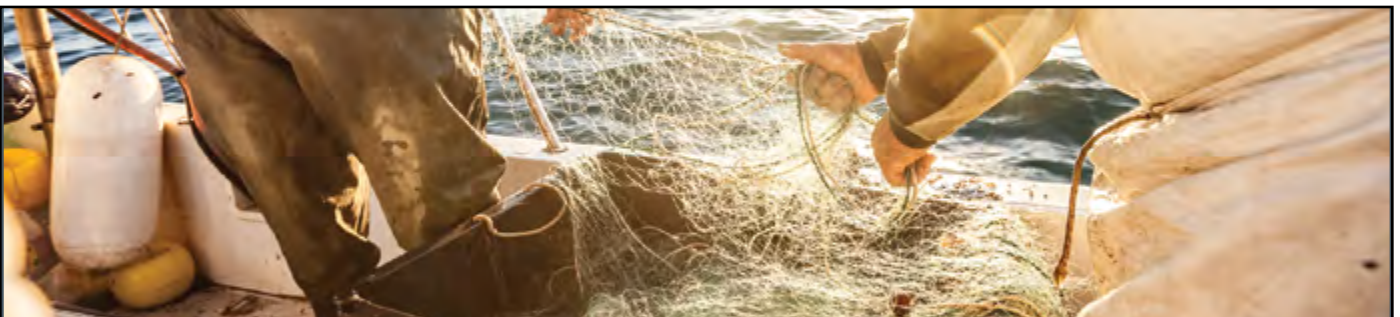
The 2016 price is a record high for squid in this province. This is the second year in a row that squid prices jumped significantly. In 2015 the minimum price increased by 15 cents from 40 cents to 55 cents. This year is has increased by a further 15 cents per pound.

Mackerel Price The FFAW engaged in price negotiations on mackerel the week of August 29th to September 1st. Last year, the price was set by the Panel, resulting in the lowest prices paid to harvesters in many years.

This year the market appears to be strong and FFAW felt that we were in a strong negotiating position. After two days of bargaining, the FFAW and ASP came to an agreement on price. This year's prices are:

- 21 cents/lb - 200-400 grams (31% increase over 2015)
- 26 cents/lb - 400-600 grams (24% increase over 2015)
- 33 cents/lb - greater than 600 grams (10% increase over 2015)

Overall, the minimum prices in 2016 are the highest since 2012.



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NL-FHSA

2nd Safety Symposium and AGM
for Fish Harvesters

Thursday, October 13th, 2016

Gander Hotel

100 Trans Canada Highway, Gander

9:00 a.m. – 5:00 p.m.

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Activating SAR Response





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Safety Symposium Registration Form

Name: _____

Mailing Address: _____

Street Address: _____

Phone: _____ Cell: _____ Fax: _____

Email (required): _____

Owner / Operator Crewmember

We use contact information from the registration form to send the registrant information about the NL-FHSA and the industry. Contact information from the registration forms is used to get in touch with the users when necessary. There is no fee to attend the NL-FHSA Safety Symposium.

I will be attending the Safety Symposium on October 13th, 2016

Please return completed forms by email to info@nlfhsa.com

or by fax to 709-722-8201

**** Must be returned no later than October 3rd, 2016 ****

NL Fish Harvesting Safety Association

Committed to harvesters coming home safely to their families.

WE'RE HIRING!

FFAW-Unifor is seeking applications from individuals with a strong professional or personal connection to the fishery for the position of **Policy and Staff Officer**.

The position will be responsible for various aspects of FFAW-Unifor policy development, including resource management and allocation and fisheries and labour advocacy. The successful applicant will be directly involved in the development of proposals to various agencies and governments on fishery-related matters for scientific, economic, and social purposes.

The Policy and Staff Officer will also serve as a point of contact for FFAW-Unifor members and will respond to member inquiries and address member concerns. The ideal candidate should be a strong critical thinker and writer, be comfortable with public speaking and be able to respond to members in an efficient and professional manner. A Policy and Staff Officer should demonstrate the ability to deal with a wide array of issues in a timely manner.

Qualifications

- Experience in the fishery and/or a very strong understanding of how the fishery is conducted and managed.
- Experience with proposal writing and successfully managing the proposal process.
- Strong public speaking, critical thinking and writing skills.
- A self-starter who takes initiative and can work under minimal supervision.
- Good problem solving skills.
- An ability to multi-task on a wide array of issues.
- An understanding of and support for the Union movement.

The FFAW offers a competitive salary and benefits package. The FFAW-Unifor is the largest private sector union in the province and supports the economic well-being of 12,000 members. As such, the workplace is fast-paced and can require long hours and some travel.

Please forward all applications to:

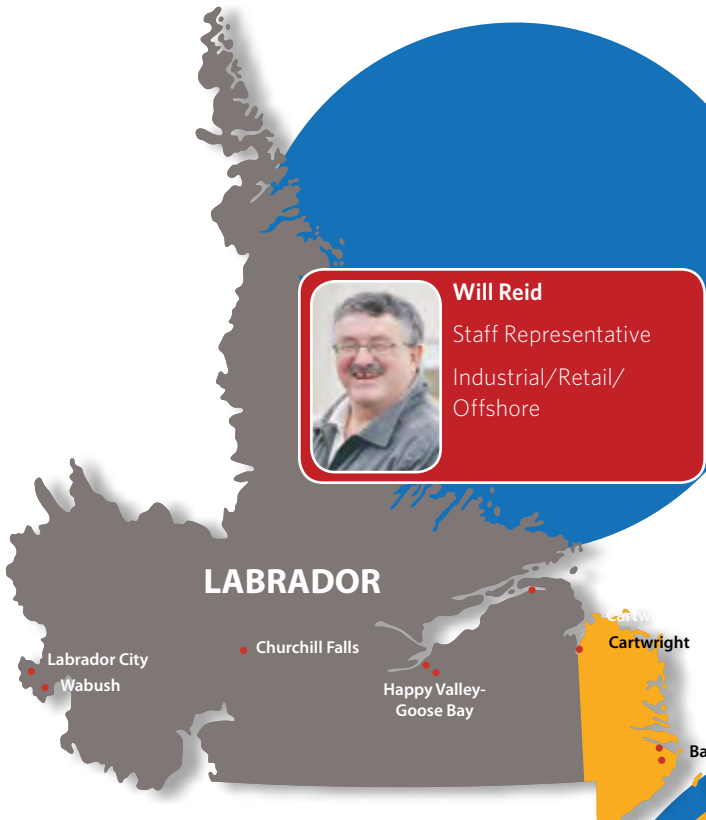
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Secretary-Treasurer, FFAW-Unifor
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St. John's, NL A1C 5H5
Email: jobs@ffaw.net • Fax: (709) 576-1962



FFAW | UNIFOR STAFF REPRESENTATIVES

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Will Reid
Staff Representative
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Roland Hedderson
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Harbour East, 3K Inshore
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Jason Spingle
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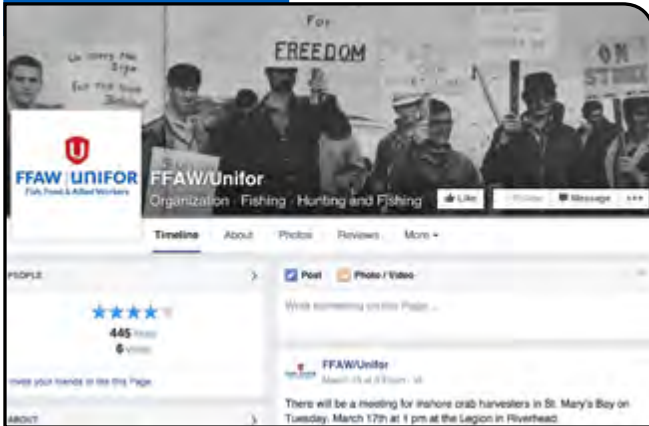
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FLASHBACKS



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 jmccormick@ffaw.net and your name will be entered for a prize. The winner will be announced in the next issue of **The Union Forum**.



The Summer Issue flashback photo was correctly identified by Tina Eddy. The photo is of union members marching in the NL World Women's March in 1999.

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