



spring 2016

the union forum

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Fish, Food & Allied Workers

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New Minister must act to save rural communities

Calculating conversion factors for halibut

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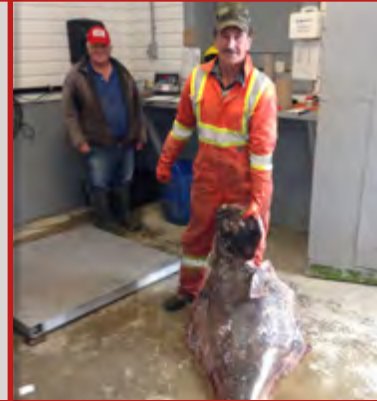
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The **FFAW-Unifor** is Newfoundland and Labrador's largest private sector union, representing 15,000 working women and men throughout the province, most of whom are employed in the fishing industry. The Union also represents a diversity of workers in the brewing, hotel, hospitality, retail, metal fabrication, window manufacturing and oil industries, and is proud to be affiliated with the Unifor Canada.

The Union Forum covers issues that matter to Union members - battles, victories and the pursuit of economic and social justice. As a social Union, it is understood that lives extend beyond the bargaining table and the workplace. The magazine will reflect on the struggle to make our communities, our province and our country better for all citizens by participating in and influencing the general direction of society.

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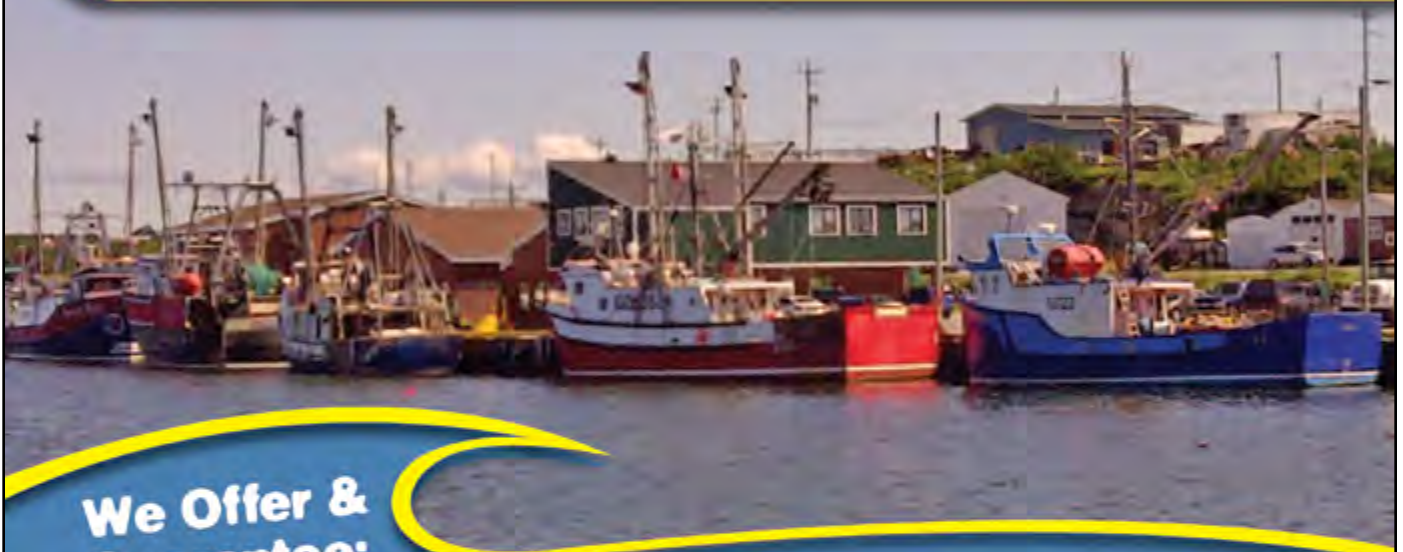




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Keith Sullivan

I have lived through three distinct tipping points in the economy of Newfoundland and Labrador. The first was in 1992 when the cod moratorium was announced. At this tipping point we moved away from cod and other groundfish. At the time, we had no idea in which direction we were tipping. This was a very uncertain and unnerving time in our province. The second economic tipping point that I experienced occurred in 2005 when the Atlantic Accord was renegotiated to allow the people of the province to be the full beneficiaries of the oil and gas resources located in the adjacent ocean. During this tipping point, we moved fully towards an oil economy. It is interesting to note that the 2004-2005 battle for offshore royalties was the most concerted and successful adjacency battle ever waged by the provincial government.

The third tipping point for our economy that I've experienced was very recent and its outcome is still uncertain. Since mid-2014, oil prices have dropped quickly and consistently from \$110 US per barrel to around \$35 per barrel. We are no longer an oil-dominant economy and the economic buzzword of the time is diversity.

During this tipping point, there has been a lot of energy expended searching for economic diversity. We think the answer to that question is quite clear – the province's economic diversity lies in the sector that sustained the province for 500 years: the fishery.

While the province moved towards an oil economy, the fishery, with relatively little noise and provincial government investment, rebuilt itself to be bigger, more diversified, and more valuable than ever. In 2015, the fishery was worth \$1.2 billion to the provincial economy, providing work and very good pay to thousands of residents of the province.

The value of our fishery cannot be measured

by the price of a barrel on an international market. The fishery is perhaps the most diversified sector of our economy with dozens of species commercially harvested and no particular species has the capacity to collapse the entire sector.

But back to tipping points. We have argued for years that there is a strong and sustainable future in our fishery. We know now that we are right. But in order to tip our economy back towards the fishery, we need to do a lot of work and fight many battles.

Like the oil under the sea bed, we know that there are abundant fish resources in the ocean just off our coast. What we don't know is if we will have access to it.

When our province was engaged in the fight for oil and gas in 2004 and 2005 there was a collective sense of pride and action among the general populace despite the fact that most of the battle was fought at the provincial-federal government level. That pride came from a sense of economic justice – we were fighting for our resources that were in our waters. The rallying cry was clear: the people of Newfoundland and Labrador should be the main beneficiary of the adjacent resource, not oil companies or Ottawa.

We have been putting forward that same rallying cry for the fishery for the past several years and it is essential that the people of the province perk up and listen. The fish harvesters and plant workers of the province are already mostly engaged, but we need that engagement to spread out to every nook and cranny of the province. In the Newfoundland and Labrador of 2016, fishery issues are province-wide issues; and in the Newfoundland and Labrador of 2016, we need more than just fish harvesters and plant workers to

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MESSAGE FROM THE PRESIDENT *continued*

be engaged to carry the day.

Because we are fighting major battles with Ottawa and large companies, many of which are multinational.

Our fight against large corporate control of our fishery spans the entire spectrum of the sector, from the obvious fights over resource allocation to the more quiet battles over control of fishing licenses. On both issues, the fight is moving along at a brisk pace.

Through the use of controlling agreements, whereby another individual or company, usually a processor, retains ultimate control over the license held in the name of a different individual, large corporate processing companies have more control over the inshore fishery than at any point in recent history. We have fought against this corporate infiltration into the owner-operator fishery at every step and progress has been made.

Yet two recent developments have heightened our concern about the sanctity of the owner-operator. The first development has received little publicity but is of incredible importance. In 2014 a consortium of processing companies exposed one of their controlling agreements to federal oversight. DFO, pursuant to the owner-operator and fleet separation policies, revoked the license of the harvester that was controlled by the processing companies.

As expected, the companies, in the name of the harvester, have appealed the revocation of the license and the case will now be heard in Federal Court. The premise of the appeal directly challenges the validity of fleet separation. This is not a half-hearted attempt. The companies have retained very good legal counsel at a large Bay Street firm.

But even if we win, and we're confident on that fact, we still need to eliminate controlling agreements from our fishery and that's what makes the recent sale of Quin-Sea to Royal Greenland such a concern. It is clear that Quin-Sea has had significant control of fish harvesters in this province. The question we asked the province is what happens to such controlling

agreements in the sale to Royal Greenland? Are these controlling agreements bundled together and transferred along to Royal Greenland in the same manner as long term agreements on water use and the leasing of equipment?

We don't know. The province said that it found no evidence of controlling agreements, but these agreements are not going to be found in a filing cabinet in the office of the plant. A controlling agreement is like trying to see the ocean floor from the top of the water - you know it's there somewhere but it is not easy to find and you have to go deep.

Our second battle with the companies also involves our battle with Ottawa. This is a much more public battle and it's easier to be engaged in. Just a week ago we had a thousand people come out and rally in St. John's and St. Anthony about Ottawa's policy of giving the benefit of our northern shrimp resource to large corporations. Our collective "NO!" was heard and the current shrimp allocation approach of corporate favouritism is being reviewed. But we do not know how this is going to turn out.

Our battle for northern shrimp is the same as our battle for cod on the south coast, halibut on the south and west coast, turbot and northern cod. These battles are about keeping the control and the wealth of our fish resources with the people of NL. Our battle is for all the same reasons we fought for oil and gas in 2005 and in our current economy our battle for adjacency in the fishery is just as crucial as the battle for oil and gas.

When there is a tipping point, the final result is not predetermined. We can tip in favour and towards a strong inshore fishery and the province's economy will come through okay with just some bumps and bruises. Or we can tip in favour of a fishery owned and operated by large corporations. That would be a nightmare for future generations in our province.

In solidarity,

Keith Sullivan



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The Rural Works coalition of labour, municipal and business leaders will work together, speaking as one to build a strong rural economy built around the fishery.

Adjacency creates significant wealth for rural Newfoundland and Labrador. We will work together for good jobs with better pay.



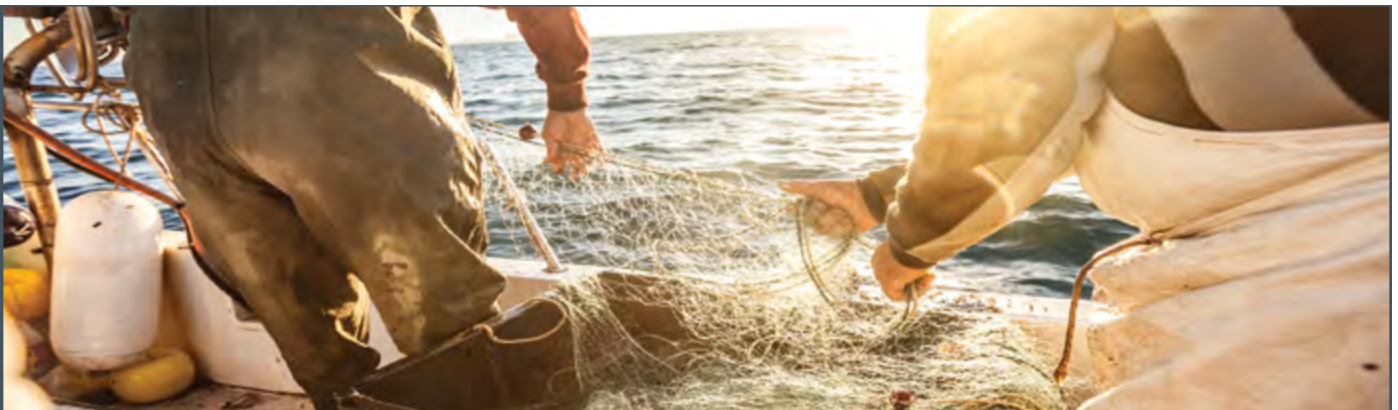
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Placentia Bay Pollution Incident

Jóhan Joensen
FFAW-Unifor Industry Liaison

On the evening of Monday, January 4th, employees of North Atlantic Refining Ltd. (NARL) discovered that a broken pipe was leaking at the dock in Come By Chance. On Tuesday morning, January 5th it was identified that the product had contaminated the shoreline near Bordeaux, South West of the refinery.

Unfortunately weather circumstances were such that although the Eastern Canada Response Corporation (ECRC) was on site they were not able to respond to

the incident in the bay. On Tuesday January 5th, work commenced to contain the product and set out a plan of attack on how to deal with the pollution incident when the weather improved.

It was estimated through technical review that approximately 10 barrels of light crude oil went into Placentia Bay. Due to the source of the spill being on land, the responsibility of oversight was handled by Provincial Environmental Protection Officers. This caused some confusion as spilled product was observed and reported by harvesters. There was at least one harvester who decided to move

his fishing gear to avoid impact from the incident and the response effort.

ECRC set out a plan which involved approximately 27 people for the first few days. By Wednesday, January 13th this number was increased to between 37 and 42. The manual shoreline treatment of the area impacted by the pollution incident was deemed satisfactorily completed on January 22nd. As a result of this incident, NARL is committed to continue with a monitoring effort to see if there is any recurrence of petroleum product that was not reached or identified through the initial effort. Through this effort, there has been over 30m³ removed, this has included oily and absorbent materials.

Responding to this pollution incident presented a number of challenges. Responders were only able to work on the polluted site in daylight hours, of which there are not many in January. Access to the area was restricted and took considerable effort. Finally, ability to proceed with the effort was restricted by other environmental circumstances. In particular wind hampered the ability to respond with boom deployment on the first day.

FFAW-Unifor will monitor developments on pollution incident responses in the province and the capacity available in Newfoundland and Labrador.



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How big was that fish? Calculating conversion factors for Atlantic Halibut

Erin Carruthers, FFAW-Unifor Fisheries Scientist

What is the live weight for a dressed halibut? When harvesters bring in gutted or head-off and gutted fish, dressed fish weight is multiplied by either 1.14 (gutted) or 1.26 (head-off and gutted) to estimate live or round weight, which is the amount taken off caps and quotas.

Newfoundland and Labrador harvesters felt too much was being taken off their caps and quotas. We checked and – based on the halibut we measured ashore – harvesters were correct.

To check the conversion factors, fish were dressed at-sea but heads, guts, and dressed fish were tagged. On shore we weighed head, guts and dressed fish separately then calculated the conversion factors. Based on close to 200 fish, the conversion factor were 1.07 (gutted) and 1.21 (head-off and gutted). Small differences in the conversion factor can make a difference for harvesters and for fleets.

For example, if halibut were \$5.00/lb then the difference in value for the 4R 2015 NL quota would be approximately \$150,000, based on the difference

in weight calculated by our conversion factor (1.07) and the existing conversion factor (1.14) for gutted fish.

Now what? We will present these data to DFO science and management for both the Gulf of St. Lawrence stock and for the 3NOPs and Scotian Shelf stock. The conversion factors currently in use were based on almost 3000 halibut weighed onboard in calm seas.

We may need to determine whether our conversion factors are consistent across vessels, buyers, regions and seasons. Because difference vessels and crew may make the head cut at different points, I expect less difference among vessels for head-on gutted halibut. And, I expect it will be easier to get a consistent conversion factor for head-on gutted fish.

This coming season let's refine cuts and conversion factors to ensure the right bump-up numbers are being used to estimate live weight.

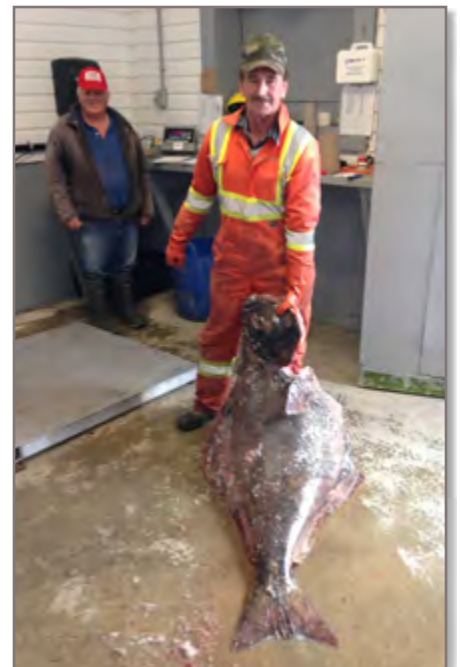
Big thanks to John Osmond and Codroy Seafoods for providing space, equipment and excellent collaboration on this project.



Halibut ready for shipment with optimal v-cut neck.



Glen Osmond of Codroy Seafoods helps with data collection.



FFAW field-tech Gerald MacDonald getting ready to weigh a big 3Ps halibut.



Hearing the worker's voice on the Hill again

Jerry Dias, President, Unifor

With a new government in Ottawa, more than 70 Unifor activists from across Canada traveled to Ottawa with me recently to meet with the Prime Minister, cabinet ministers, Opposition Leaders and MPs, and senior government advisors.

Unifor will be incredibly active during the life of the 42nd Parliament, and it's absolutely vital that we are. Defeating the Harper government was good, but we need to keep the new Liberal government focused on improving the lives of all working people in this country.

February 3 and 4 were very full days of meetings with MPs and staff from both government and opposition to discuss a wide variety of issues, from manufacturing to labour law reform to Missing and Murdered Aboriginal Women and Girls to the Canada Pension Plan.

Unifor is a social union. Our concerns extend far beyond the shop floor and the bargaining table. Issues such as violence against women, tax policy, Aboriginal issues, and health care have a tremendous impact on the lives of all working people, so Unifor needs to be active on these issues.

One of the first meetings was with Prime Minister Justin Trudeau, where myself, Atlantic Regional Director Lana Payne, Western Regional Director Joie Warnock and Scott Doherty, Executive Assistant to the National President spoke with him.

We discussed the Trans Pacific Partnership and other trade deals, manufacturing, labour laws, the Canada Pension Plan, health care and more – issues that were raised at meetings throughout the week.

In a meeting with Elder Marquis, chief of staff to Innovation, Science and Economic Development Minister Navdeep Bains, we told him that we need trade deals that help Canadian workers. In a meeting with NDP Leader Thomas Mulcair, I stressed the need to hold the government to account, especially since it had made so many promises during the election about helping ordinary working Canadians.

FFAW President Keith Sullivan was a member of the delegation and met with Minister of Agriculture and Agri-foods, Lawrence MacAulay, and with staff of the Minister of Fisheries, Oceans and the Canadian Coast Guard Hunter Tootoo. In meetings with Minister Tootoo's staff, the delegation discussed several critical fisheries issues including the need for fair fisheries management policies. These are issues that the entire union will support and continue to be vocal about.

Our team of activists gathered after all the meetings were finished to compare notes and plan for ways to continue the work that we started during the lobby days throughout the life of the government. Several participants in our delegation commented that after 10 years of being shut out of Ottawa under Harper, the new government showed a willingness to listen and consult, which was promising.

We know this is just the start of the conversation and we know that we'll need the participation and activism of our members from across the country in order to effect meaningful change in the years ahead. But we're committed to the principle that the voice of Canada's workers – your voice – should inform and guide the decisions being made in the House of Commons.

Convention Delegates Show Their Support for NL Shelters



Corner Brook Transition Centre

Tina Pretty, FFAW-Unifor Women's Coordinator

What happens when you ask a roomful of strong women for help? You end up with a lot of support in short order, a flurry of organizing and the assigning of tasks. In essence, you end up with nothing short of memorable Sisterhood moments.

During the 11th Constitutional Convention in November, FFAW-Unifor Women's Committee Coordinator Tina Pretty approached the Women's Advocates in attendance to sell 50/50 tickets in support of women's shelters in the province. Not only did they take up the challenge, other women delegates were keen to get in on the action and they did so with gusto.

During the morning and afternoon breaks of the two-day convention, women sold tickets. Initially, the plan was to sell tickets for one day only. However, support was so great from all delegates, it was decided that tickets would be sold on day two of the event. Staff Representative Will Reid was



Grace Sparkes House

the lucky winner on Day one and generously donated his portion of the draw back to the cause. Thank you Brother Reid for your huge heart!

At the end of Convention a total of \$1379 had been raised. FFAW-Unifor Secretary-Treasurer David Decker agreed to match the donations for a total of \$2758. By the New Year all four cheques for \$689.50 had been presented by FFAW-Unifor women to the following shelters:

- Iris Kirby House in St. John's
- Grace Sparkes House in

Marystown

- Cara House in Gander
- Corner Brook Transition Centre

"The generosity of our sisters and brothers who attended Convention was wonderfully overwhelming", said Tina Pretty. "I have heard from the various shelters and they have expressed so much appreciation to FFAW-Unifor for our continuing support. We certainly could not have done it without our strong women delegates and Women's Advocates stepping forward to make a difference."



Iris Kirby House



Cara House

We Take Care of Our Own

Robert Keenan, Project Manager

The benefit of a Union can be summed up in these five words – collective action and collective capacity. By acting together and pooling our capacity, the Union is able to achieve far more than an individual acting on his or her own.

One of the most fundamental responsibilities of the Union is to ensure that members are paid for the work they have performed. Although it is rare, there are times when our members do not get paid and the Union is forced to act. In the past year, several dozen members, both harvesters and processing workers, faced circumstances where payment for work or product sold was not made. The Union takes these matters very seriously as they directly threaten the financial well-being of our members.

The issues of non-payment that occurred over the past year were thankfully all resolved. That said, it is important for the membership to know how to proceed if they are placed in a similar situation.

Inform your local staff representative immediately. The staff reps work to resolve disputes that contravene the collective agreement. While it is okay to try and resolve the matter yourself or through your unit chair, the staff rep should still be informed of the lack of payment and what you have done, or plan to do, to resolve the payment.

Don't Delay. Collective agreements have strict timelines covering when a grievance can be filed. If we are not informed of a non-payment until after the timelines have expired, then the options of the Union are much more limited.

The Union does not charge you anything extra to resolve disputes. Members pay Union dues to receive the full benefit of the Union, which includes the Union defending all of your rights under a collective agreement. In matters of non-payment it is worthwhile for the Union to pay all reasonable expenses to ensure that our members are paid and to deter employers from acting in that way.

Keep a record of your payments (or lack thereof). If a matter of non-payment goes to arbitration, the Union will have to prove that the work was performed or that the harvester's product was sold. Therefore, keep all receipts, time schedules, or any other document that will show that work was performed and no payment was made. These documents have to be submitted into evidence to prove that no payment was made and the amount that is owed. Your testimony alone will not suffice.

Be patient. This is perhaps the most difficult advice to follow. The grievance process is not quick. For example it took seven months to resolve the issue of non-payment to harvesters in 2015. That is not unusual. Those seven months were very difficult for the harvesters that never planned or foresaw that they would not get paid. But it is important that our members have faith in the process, regardless of its lack of timeliness.

While the grievance process may seem intimidating or confusing to members, it is not for those who work for the Union. Combined, the Union has several hundred years of experience dealing with grievance matters and there is nothing that hasn't been dealt with before. The Union is your voice; when we shout, we are heard.

2015 FFAW-Unifor Scholarship Recipients



Felicia Hillier

Congratulations to this year's recipients of the scholarships awarded by FFAW-Unifor. Each scholarship is valued at \$750 to go towards the post-secondary education of our members' children.

Ray Greening died in 1980 at the age of 43. He had been Secretary-Treasurer with the Union for more than a decade. Felicia Hillier, daughter of Sheila Hillier, St. Anthony Seafoods, has been awarded the Ray Greening scholarship.

In June 1993, Cashin retired as leader of FFAW/CAW after more than 20 years as president. In honour of his contribution and dedication to the Union, two scholarships were created in his name. The recipient of the Richard Cashin scholarship is Kyle Morrissey, son of harvester Rodney Morrissey.

Robert White had been president of the Canadian Auto Workers (CAW) for eight years. He was instrumental in getting FFAW into the CAW family. In 1992, he was elected president of the Canadian Labour Congress. Marissa Mullins (not pictured), daughter of David Mullins, Seaman on Canship Jasmine Knutsen, was awarded the Robert White scholarship.

Apply Now for 2016 Unifor National Scholarships

Unifor is concerned about the lives of our members' families, and we recognize that post-secondary education is out of reach for many working class children due to skyrocketing tuition fees. Unifor scholarships are awarded to children of Unifor members in good standing.

If your son or daughter is entering their FIRST



Kyle Morrissey.

year of full-time post-secondary education at a public institution in Canada, you are eligible to apply. Submissions must include a letter of recommendation, an official application form, and a transcript of marks.

For more information and to receive an application, please call the FFAW at 576-7276 or visit www.unifor.org. The deadline to submit your application to the FFAW-Unifor office is April 30th, 2016.

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FFAW Staff Participate in Ronald McDonald House Home for Dinner Program



Breakfast Team



Supper Team

Ronald McDonald House Newfoundland and Labrador provides a home-away-from-home for families of seriously ill children who are being treated at the nearby Janeway Children's Health and Rehabilitation Centre. The House provides an atmosphere of caring, compassion and support for families from across the province who require affordable accommodations

while their children receive medical care. The House features 15 family suites designed to accommodate sick children, their siblings and parents, as well as common family areas including a kitchen, a large dining room, a TV room, playroom, resource centre and home office.

The Ronald McDonald House Home for Dinner program is an opportunity for volunteers to prepare either breakfast or dinner for families staying at the House. The program helps to alleviate stress for families coping with a child's illness and provides a comforting meal to brighten their day. On January 31st, FFAW staff visited the Ronald McDonald House in St. John's to prepare breakfast and dinner for the families staying there.

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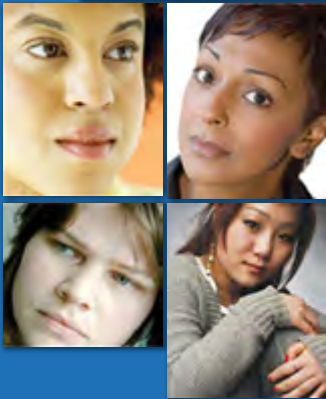


FFAW-Unifor Women's Advocates Program



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

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



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

FFAW-Unifor Women's Advocates

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



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FFAW Members Participate In Multi-Industry Workshop On Marine Seismic Surveying

Dwan Street
Projects Coordinator/Petroleum Industry Liaison

On February 8, FFAW members and staff took part in a multi-industry workshop on marine seismic surveying. The workshop was an initiative of One Ocean, a liaison organization that brings fishing industry representatives together with representatives of the petroleum industry.

One Ocean was established in 2002 as a result of numerous consultations on the importance of both industries working together, with communication and cooperation being the main goals of the organization. The workshop was developed as a way to bring more representatives to the table than are involved in the Board and Working Group meetings with the organization, and to inform both industries of the type of work, as well as the temporal and special extent of the work being done by both industries. The workshop was also an opportunity to review the progress of important research that is both underway and being proposed.

Representatives of a number of fleets were present, as well as FFAW President Keith Sullivan and FFAW Projects Coordinator Dwan Street.

A number of presentations were offered to those in attendance. Petroleum industry representatives presented on what seismic is and the importance of the work, as well as the regulatory processes and the call for bids process. Seismic company representatives presented on their experiences working in the Newfoundland and Labrador offshore, while DFO offered an overview of the organization's role in reviewing marine seismic programs.

While industry consultation does take place with seismic companies proposing to operate in our waters, the forum gave the fishing industry a unique opportunity to present its activities and importance to the petroleum industry collective, as seismic company representatives, environmental consultants that are

often contracted by these companies, as well as regulators, convened in one room. FFAW President Keith Sullivan gave an extensive presentation on the value and importance of the owner-operator fisheries in Newfoundland and Labrador waters, as well as stressing the importance for research and greater communication between the two industries.

One area that the fishing industry has repeatedly stressed the importance of is the necessity for extensive research on the effects of seismic activity on the physiology and behaviour of commercial fish species. Researchers were on hand to discuss previous work that had been conducted in other areas of the world and past projects on monkfish and capelin.

Dr. Corey Morris, who has been undertaking research on the potential impacts of seismic blasts on snow crab, was given the opportunity to report on the progress of the project. The project has thus far consisted of the tagging of snow crab in the Carson Canyon (test site) with transmitters as well as in the Lilly Canyon (control site), and will examine the movement of crabs both exposed to seismic noise as well as vessel noise. As the project progresses, we will gain a better understanding of the effect of seismic noise on this very valuable commercial species.

Researchers also presented the proposed work examining the impact of seismic on shrimp that is currently in the design phase. The proposed work will quantify the behavioural changes in shrimp, as well as catchability rates before and after seismic activity. While this very important work has been stressed by the fishing industry as being necessary and extremely important, the project is still in the design phase and we continue to consult with those designing the project in ensuring the results will be relevant and representative.

Attendees were then given the opportunity to have discussions in breakout groups that consisted of equal representation across all industries in attendance. The groups brought forth recommendations

FFAW MEMBERS PARTICIPATE continued

on where improvements can be made, important steps going forward in ensuring the co-existence of both industries operates smoothly, as well as areas of focus each representative would like to see for their respective industries.

The workshop offered an important forum for interaction between two very valuable industries that operate within our marine space. Such events offer necessary opportunities for the industries to work together and ensure all voices are heard equally.

Using Traceability as a Branding Tool

Steve Quinton, Traceability Coordinator

Traceability has revolutionized food industries; consumer preferences and demand from major retailers has made traceability of numerous food products, including premium seafood, the norm. As you may be aware, during the 2014 & 2015 seasons the FFAW introduced a traceability program for Atlantic lobster and Atlantic halibut from the west and southwest coasts of the island. These tagged fish have since been traced to kitchens and dining rooms all over the world. In 2015 alone there were over 4300 traces from various countries, and even from a cruise ship in the waters off Antarctica.

The Traceability Project has been one important step to our overall goal - to brand Newfoundland and Labrador seafood. We have just designed a new traceability tag to be used in the 2016 season that incorporates our new "Newfoundland and Labrador Wild Catch Seafood" logo. The logo was created to reflect the cool and crisp sensation of the coasts of Newfoundland and Labrador. The goal of this logo is to create a more cohesive icon that evokes the feeling of the cold North Atlantic Ocean and ultimately represents, and sells, the story of Newfoundland and Labrador to the end consumer.

There is no doubt that our industry is changing. This includes the ways customers buy fresh seafood. Some of you may have seen a recent CBC News piece that reported on seafood consumers in China. The

process of buying seafood in China is much different from what we are used to here at home, as the internet is assisting in this process. Websites such as the Chinese e-commerce site Alibaba.com continue to grow in popularity. The CBC News piece showcased the popularity of consumers using sites such as this to order fresh, live lobster and have it delivered to their homes by couriers using scooter. The story

highlighted the involvement of Newfoundland-based seafood exporting firm Whitecap International (a strong supporter of this new Newfoundland and Labrador seafood brand and lobster traceability program) and their relationship with buyers supplying these markets.

Consultations have been a big part of developing this initiative; beginning with harvesters who have been a part of the project from the beginning. Success relies on participation, and harvesters are the face of the traceability program. We have consulted with harvesters on the design of the tags and the materials used to assemble the tags. We have also listened to what information they would like to see come back from traces.

Buyers and marketers, like Darrell Roche of Whitecap International, have also been instrumental in the development of this initiative. These buyers have provided market insights and knowledge of foreign markets such the cultural expectation of the littlest things, such as tag color. This year we will introduce a red tag, as Asian markets view red as symbolic of high quality and good fortune.



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USING TRACEABILITY **continued**

Both provincial and federal governments have been, and remain to be, strong advocates of the traceability program and the new branding initiative. There is multi-departmental interest from within the provincial government with the Department of Business, Tourism, Culture and Rural Development, as well as the Department of Fisheries and Aquaculture, all interested in cross-promotions. The program has been reliant on governmental support as the project was first launched with financial assistance from the Department of Fisheries and Aquaculture, as well as Federal government assistance from the Atlantic Canada Opportunities Agency (ACOA).

Lobster and halibut equated to over \$40 million landed value last year, some of the highest value ever. Last season's lobster shore price average was \$6.01, up from \$4.73 in 2014, to the harvester. The average landed price returned to harvesters for halibut was \$7.52 last season, a 27% increase to the harvester from the previous year. Establishing a recognizable brand will project quality and superiority in the marketplace, in turn increasing the landed value to the harvester for what is recognized as a premium, niche market product.

The new logo will be the cornerstone of the new Seafood NL industry website that will house

the traceability technology and tell the story of the harvester and the coastal communities of Newfoundland and Labrador. The website will incorporate videos of inshore fisheries, beginning with a halibut video shot in Trout River last year, and a video to be shot during the upcoming lobster fishery. These videos will highlight the harvest of these premium products and connect the consumer with the people responsible for getting the product to the consumer's plate.

A key piece of moving forward with this branding initiative is a comprehensive marketing strategy. This strategy will detail the tactics of our marketing campaign to bring the Newfoundland and Labrador brand to the forefront of major seafood markets worldwide. Marketing initiatives will ensure the brand is placed in the sights of consumers who will start asking for our seafood by name - "Newfoundland and Labrador Wild Catch Seafood". This plan will encompass a multi-year advertising campaign, and strategic placement of the brand to ensure maximum exposure in key markets.

For more information on taking part in the Traceability Tag program and/or to learn more about the Seafood NL industry-wide branding initiative, contact Steve Quinton at squinton@ffaw.net or 709-576-7276.

Harbour Grace Cold Storage Ratifies New Contract

In April of 2014, the workers at Harbour Grace Cold Storage ratified a tentative agreement. Subsequently, the Company refused to sign the agreement unless the Union agreed to change the "optional and voluntary" conditions to Sunday work.

The Union sent the matter to the Labour Relations Board for a hearing, to determine through sworn evidence, what was agreed to and what wasn't. No hearing was granted, instead a Labour Relation Officer investigated the case for over a year and in the fall of 2015 placed the parties back where they were in the spring of 2013, in Conciliation. To empower the

bargaining committee and to send a strong message of dissatisfaction with the company's antics, the workers took a strong strike vote prior to the resumption of bargaining in December.

The parties started to bargain on December 15th and another tentative agreement was reached and ratified in January 2016.

It's a four year agreement expiring in December 2019. It has changes to the clothing allowance and provides annual wage increases in January of each year. There were no changes to Sunday work.

Green Crab – We Need New Approaches

Dwan Street, Projects Coordinator

Green crab, an aggressive invasive species, continues to be a worrisome addition to important fish harvesting areas along the south, southwest and west coasts of the province. Whereas green crab first showed up in Placentia Bay in fall of 2007, the species has since been found in areas of Fortune Bay as well as St. George's Bay along the west coast.

We know green crab to be aggressive, not only in their predation but also in their reproduction. Numerous mitigations have taken place in collaboration with DFO and Memorial University of Newfoundland, as well as monitoring and harvesting by the Qualipu Mi'Kmaq Green Team in affected areas on the west coast.

In 2015, two projects were undertaken in an attempt to have a greater impact on populations of green crab, namely the already-established population in Placentia Bay, and the newly observed population in Fortune Bay.

In Fortune Bay, a preliminary survey was conducted in an attempt to estimate how many areas were already affected. 15 harvesters placed pots in 20 locations throughout the Bay (including the area of Rencontre East where green crab were identified in 2014). Pots were placed in a number of varying bottom types (i.e. muddy, sand/kelp, rock/sand, kelp/mud/sand, eel grass). Here, green crabs were present in a number of areas, but most prevalent in Little Harbour East where catch rates were almost 10 times the rates in other areas where crab were found. Harbour Mille, Jacques-Fontaine and Barasway also had significant catches of green crab while single crabs were potted in Harbour Breton, Barasois and Rencontre East.

In Placentia Bay, it was decided by FFAW and DFO that the approach to this year's mitigation would attempt a more concentrated harvest than in years prior. Whereas earlier mitigations supplied harvesters with 30 pots in numerous areas and fishing took place three days per week, this mitigation would provide harvesters with 60 pots, the option to fish 7 days a week, and be focused in three areas that were identified as having the highest concentration of catches in

previous mitigations. In total, 17,619 lbs of green crab were removed from September 14 to October 2: 6,195 lbs were removed from Baine Harbour/Boat Harbour, 5,753 from Fairhaven, and 5,671 lbs from North Harbour.

The results of both projects reiterates what we have known for some time – we have a serious problem and we need new approaches to both clean out the existing population in Placentia Bay and to get a handle on the Fortune Bay population before numbers grow further. There are also a number of questions harvesters have been bringing to the table that are important to answer, namely what effect this invasive species has had, and continues to have, on the important commercial species in the areas affected.

Lobster, in particular, continues to be a species of concern in the affected areas as we have seen a decline in lobster populations in Placentia Bay in the same time period that has brought green crabs. Given that Fortune Bay is a very lucrative lobster ground, there is much work to be done on the interactions between both species. We are fortunate in that a number of researchers at Memorial University are focusing on these interactions in their work, namely on the effect of green crab on lobster catchability rates, instances of competition for food, predation, and if the presence of green crab might force lobsters to go elsewhere.

We continue to work with DFO and university researchers to seek new methods of mitigation that will remove green crabs from affected areas for the long term. It is very clear that future mitigations must be aggressive and that small spot removals will not achieve a long term goal as the reproductive rates of green crab combat any attempts at short term removals. Meetings are occurring over the winter months to develop methods to help reach these goals and rid our waters of green crabs.

If you have any questions or have noticed green crabs in new areas, feel free to contact Dwan Street, Projects Coordinator at the St. John's office at (709) 576-7276. Updates on discussions taking place over the winter will be provided in future issues of the Union Forum.

An Update on Our Political Advocacy

Much of the FFAW's activities throughout February and March have been focused on consulting with the membership and conducting rallies. A lot of the pictures and stories in this issue of the Forum reflect this fact.

Nevertheless, our public and membership engagements have not lessened the important political advocacy that we undertake on a daily basis. Below is a brief summary of this work:

During the first two weeks of February, the FFAW President and Secretary Treasurer, along with local union leaders, met individually with three of the province's MPs – Scott Simms, Gudie Hutchings, and Ken McDonald. An identical message was sent to all three: work to abolish LIFO, secure a more just halibut quota in 4R and 3Ps, confirm the 115,000mt cod allocation, and create greater legal protections for the owner-operator fleet.

The province's Liberal MPs were great supporters of our issues when in opposition; we expect that support to continue now that the Liberal Party is in government.

Towards the end of January, the FFAW President held a series of meetings with high-level bureaucrats within DFO and in the Prime Minister's Office (PMO). It is important that the FFAW build strong relationships with the DFO bureaucracy as that is where most fisheries policy is formulated.

The meetings with DFO bureaucrats focused primarily on the upcoming LIFO review, the allocation of the first 115,000mt of the northern cod quota to the inshore and halibut in 4R and 3Ps.



FFAW-Unifor Staff and representatives of harvesters and plant workers meet with Premier Dwight Ball and Minister Steve Crocker.



Unifor Lobby Week.

The FFAW President and Secretary Treasurer held meetings with Minister Tootoo of Fisheries and Oceans Canada in January, February, and March. Part of these meetings was spent with each side getting to know each other, as it is essential that the FFAW have a good working relationship with the Minister of DFO. Still, most of these meetings were devoted to the pressing fishery issues of our membership.

On some issues we are making progress, while others still require some work. The Minister has accepted that the LIFO review should be conducted independent of DFO and that community consultations should form part of the review process. On northern cod, the Minister appears to be generally supportive of our need for incremental increases to the quota. While the Minister's support for these issues is a good sign, we must continue our efforts to advocate for fair fisheries management policies. The upcoming LIFO review will play a critical role in these efforts.

With the northern cod allocation, we have asked the Minister numerous times to publicly affirm the commitment made by the Prime Minister during the federal election campaign. It is time to confirm this commitment and allow for a climate of investment. It is no secret that the offshore lobby is working hard to defeat this commitment – DFO freely admits this – and the longer the inshore commitment goes without being affirmed the more affective the offshore lobby appears.

On ensuring the integrity of the owner-operator fleet, the Minister's position remains unclear. There is currently a judicial review underway that is challenging the fleet separation and owner-operator principles that DFO has had in place for many years. Now, DFO is suggesting they may back away from enforcing these principles until the review has concluded. This decision makes no sense. Why back away from enforcing a policy that has never been adversely ruled upon by any court?

On many occasions since the New Year the FFAW President and Secretary Treasurer have met with the Premier of Newfoundland and Labrador, Dwight Ball, and the Minister of Fisheries and Aquaculture, Steve

Crocker. On the federal fishery issues, the Premier and Minister are largely supportive of the FFAW positions – the province wants to see LIFO abolished and wants to secure the inshore cod allocation.

On fisheries matters within the province's jurisdiction there is less agreement. The biggest provincial fishery issue for the past four months is the sale of Quin-Sea to Royal Greenland. The FFAW has raised concerns about this purchase because we think that the controlling agreements belonging to Quin-Sea are being transferred to Royal Greenland as part of the sale.

During the provincial election campaign, the current government committed to bringing provincial policies in line with federal fleet separation and owner-operator principles. That has not happened. Despite our concerns, the province has approved the Royal Greenland purchase of Quin-Sea. According to the province, they found no proof of controlling agreements. We are not sure how hard they looked. Clearly, any agreement that offends federal policy would not be found in the open or in a registry. Controlling agreements are kept quiet, which is why DFO has established an enforcement arm to track them down. It would be prudent if the province did the same.



FFAW-Unifor President Keith Sullivan and Secretary-Treasurer David Decker meet with Fisheries Minister Hunter Tootoo.

Long Harbour Committee Members Participate in Leadership and Grievance Handling Course

Members of the Long Harbour Committee participated in a leadership and grievance handling course in January 2016. Participants from Atlantic Safety Centre, Provincial Ready Mix Cleaners and Pennecon Energy and Maintenance attended the session. Allan

Moulton, FFAW-Unifor Staff Representative said that the course was well-received and that participants were eager to learn more about their roles and responsibilities as local Union leaders.



Lori Ann Best, Sherry Shugarue, Amanda Jordan, Dwayne Harnum, Waryne Kelly, Annemarie Roach.

Participants are presented with certificates by FFAW-Unifor Staff Representative Allan Moulton.



Participants hard at work.

FFAW-Unifor Industrial Director Greg Pretty discusses updates and current issues with participants.



ACAN Closes Its Doors and Windows Lessons for the Union Movement

Greg Pretty, FFAW-Unifor Industrial Director

In late November 2015, Kento, the last operators of the ACAN Window and Door Plant in Paradise, closed its doors leaving 90 workers jobless.

The manufacturing plant was in operation for over 25 years and the workers were our members prior to the Great Recognition Strike of 1993. That job action lasted a little over 3 months.

When I addressed a workers demonstration outside the ACAN plant in December, following the closure, I saw some of the same faces I saw on that very piece of ground 23 years earlier. Over two decades earlier, some of these same members had been chased by police officers /dogs and wrestled to the ground, handcuffed, arrested and held in jail cells. Many were charged in court. All because they wanted a Union and a Collective Agreement. None were convicted. The first collective agreement was signed in the fall of 1993 and with the exception of a two hour wildcat on the first day back to work, things went pretty smooth from there.

The last owner only had the plant in his possession for 11 months and was only four months into a freshly minted 2 year collective agreement when he filed for bankruptcy protection. Court documents show he owes 10.5 million dollars. An astounding amount of debt in a matter of months. So what did he do?

He closed the doors leaving workers without pay in lieu of notice and 70 people lost their health plan on the same day.

Well you might ask, "How could such a thing happen in NL, kind Sir?"

It's simply this. The legislation, enacted to protect workplaces with between 50 and 200 employees from lack of notice and dictates the amount of pay in lieu of notice on a workplace closure, is so weak and watery, it does nothing for workers. If anything, Section 57 of the NL Labour Standards Act is a guide for companies, circling the financial drain, to ensure they pay nothing out to displaced workers.

In this case, the bulk of the ACAN workforce was "laid off" over the course of five or six weeks. Once their numbers fell below 50, the company closed its doors, excluding them from the provisions afforded by Section 57.

ACAN workers are number three on a long list of creditors. It's doubtful they will recover anything.

The Labours Standards Act should be revised and amended in such a way as to protect workers from The Labour Standards Act and those Free Traders who conspire to ensure workers get nothing but the dirty end of the stick.



There's a hole in the bucket Dear Liza, a hole

Greg Pretty, FFAW-Unifor Industrial Director

The hole was big enough to swallow about 20 billion dollars of oil generated revenue over the last 10 years. So, oh yes Liza, that's quite a hole.

Picture it as a black hole with politicians and corporate CEOs standing around the rim throwing armfuls of bundled bank notes into a swirling torrent of legal tender of all denominations and watch the colours churn wildly until it all disappears into the abyss.

This is not a Stephen Hawking black hole. It's an economic black hole. So all the cash pops out not in another dimension but into the pockets of CEOs and corporate accounts. It's the original definition of recycling. Yes, my friends, it was a Big Club and you and I weren't in it. And although we were not members, the Club Members want us to pick up the tab. You should resist.

Ah, those were the days, my friend. Up on the pig's back. A billion here, 8 billion there, 19 million over there, even a 100 million in ferries for a few laughs. We thought it'd never end. But alas, here we are 2 billion plus in the hole, again.

How do we dig ourselves out of this hole? Captains of Industry will say "cut, cut, cut!" Cut healthcare; cut education; lay off the civil service. They'll say we can't afford it anymore. I'm pretty sure their "we" is not you and me.

Business groups will say, "Don't cut us, don't tax us, leave us alone!" Somehow in their thinking, they believe women and men working for the provincial government knocking down \$35,000 a year should have their jobs tossed into the volcano as a sacrifice to the vengeful Gods of Atrocious Governance.

Their contempt for the middle class is striking.

They want our current crop of political masters to buy into the notion, as if some of them are not there already, that fixing the hole requires more poverty, more food banks, more hardship and misery. More people living off their credit cards and more children showing up for school hungry.

Working people are not responsible for our current economic woes, nor should we be forced to pay for years of economic short-sightedness. And in the face of these difficult political and economic decisions, we must expect more from our elected representatives. We must demand more from politicians who stood shoulder to shoulder with us during an election campaign only to abandon working people once they were elected.

Good leadership doesn't wilt in the face of adversity. Premier Ball would do well to look at Roosevelt's New Deal. In the Depression days of the early thirties, Roosevelt got the National economy going by working on the country's infrastructure with his Public Works Administration (PWA). Bridges, airports, highways, housing, hospitals, schools and roads were constructed putting hundreds of thousands back to work. Performance artists and writers were also included in the New Deal.

He even made improvements to the Federal Labour Standards Act and God forbid, brought in the Wealth Tax Act. Corporate America called it a "soak the rich tax". I'm not saying our business groups need to be soaked but they also don't get a free pass. After all, we're all in this together. This society, I mean.

So the takeaway from Roosevelt's New Deal is simply this—through tremendous economic adversity came tremendous good for Americans, not just the corporate sector.

A modest suggestion to the Premier: We can work our way through this commodity crisis doing our own home grown New Plan, tackling our provincial infrastructure to the benefit of all. Or we can listen to employers groups whose vision of NL over the next five years would be one of massive service reductions and layoffs, becoming once again the sad poor cousin to Canadian Federation. If the employers groups get their way the result will be an economic failure of not only commodities but of political leadership.

I think the choice is an obvious one. It's time to patch the hole.

United for Coastal Communities

Newfoundlanders and Labradorians rally to stand up for adjacency

For the past ten years, the federal government has applied fisheries management policies that have undermined the principles of adjacency and historical attachment. By moving away from these principles, the federal government is severing the wealth of the ocean from the communities that have existed for centuries because of the fishery.

On March 3, rallies were held in St. John's and St. Anthony to stand up for the inshore fishery and call on the federal government to abolish the Last In-First Out policy. Harvesters, plant workers and their families along with municipal, provincial and federal politicians and concerned community members sent a strong message that the inshore fishery plays a critical role in vibrant, sustainable rural communities across the province.



Gathering Outside the Northern Shrimp Advisory Committee Meeting



Harvesters, plant workers and community members standing together for coastal communities.



Claude Elliot, Mayor of Gander



Dwight Russell, Harvester from Labrador



Earle McCurdy, Leader of the NL New Democratic Party



Paul Davis, Leader of the Progressive Conservative Party



Heather Starkes, Harvester from Gander



Hundreds gathered at the Bella Vista in St. John's



Lana Payne, Atlantic Director of Unifor



Marching through the hotel to get our message heard.



Provincial Minister of Fisheries and Aquaculture, Steve Crocker



More than 200 gathered in St. Anthony on March 3rd.



A rally was held earlier in the week on Fogo Island.



Andrew Shea, Mayor of Fogo Island

UNITED FOR COASTAL COMMUNITIES continued



FFAW-Unifor President Keith Sullivan delivered a passionate speech defending our inshore fishery



Mary Shortall, President of the Newfoundland and Labrador Federation of Labour

Welcome to the new crew

Steve Quinton: New Traceability Coordinator



Steve is born and raised in St. John's. Professionally he has had the privilege of working with communities throughout the province, with Municipalities Newfoundland and Labrador (MNL), to ensure they prosper and provide their citizens with the highest quality of life. Previous to the municipal sector he worked in the seafood processing industry in a variety of roles including product management, sales, and international logistics.

Locally he co-founded Five Brothers Artisan Cheese in 2011, with Chef Adam

Blanchard. The company has seen exponential growth in the past year, expanding sales to all most major supermarkets and renowned restaurants.

Within the community Steve also ran the provincial Tidy Towns, community beautification, competition from 2012-2015. He is also involved with a variety of community boards and committees including executive of Vandals Rugby Club, and a director of the board for the Mummerys Festival and the Communities in Bloom national board.

Jessica McCormick: New Communications Officer

Jessica McCormick recently joined the FFAW-Unifor staff as Communications Officer in place of Courtney Glode who is currently on maternity leave. Jessica previously worked with the Newfoundland and Labrador New Democratic Party as an organizer for the 2015 provincial election campaign. Prior to the campaign, she served as National Chairperson of the Canadian Federation of Students, representing over 600,000 college and university students who are members

of Canada's largest and oldest national student organization. She has also represented all 27,000 college and university students in this province as the Chairperson of the Canadian Federation of Students - Newfoundland and Labrador. Jessica has an undergraduate degree in Political Science and English from Memorial University and extensive experience in the field of communications both behind the scenes and as a media commentator.



Let's Do Everything We Can to Ensure All Fish Harvesters Return Home Safely

Sharon Walsh
Executive Director, NL-FHSA

There is nothing more important than returning home, safe and healthy, at the end of the fishing trip. For this reason, all harvesters (both owner/operators and crewmembers) should engage in safe fishing practises at all times, ultimately reducing the risk of a maritime emergency. Working with heavy machinery on a wet, moving platform in the harsh environment of the North Atlantic is physically demanding and dangerous. Sadly, the accident statistics support this fact. While the injury rates over the last decade are trending downwards, there is still great cause for concern and action.

According to provincial statistics provided by WorkplaceNL, over the five year period (2010-2014) 11 harvesters have lost their lives as a result of their fishing activity and 653 harvesters were injured.

When harvesters are injured, often it is quite serious and can include: paralysis, amputations, hearing loss, broken bones, punctures, electric shock and burns, muscle strains (hernias), back injuries, cuts, and exposure. Injury costs during the same period totalled approximately \$66 million. Undoubtedly, the human and financial costs are astounding. Yet, statistics alone cannot account for the full consequences of a workplace injury or illness. The physical, emotional, mental and financial impact suffered by families can be quite devastating. Often, the suffering swells beyond the immediate family to fellow crewmembers, friends and communities. Let's do everything we can to ensure all crewmembers return home

safe and healthy this fishing season.

Call the NL-FHSA to Receive a Free Safety Checklist

The Executive Director and Board members of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) know that harvesters are committed to improving safety. It's evident by their investment in safety training and onboard equipment over the last decade. If you take a hard look at the fishing vessels around the province, you'll see they are better equipped with life saving equipment and preventative technology than ever before. Yet, fatalities still occur and many harvesters are seriously injured. We need to do better.

Many accidents and injuries can be avoided when appropriate precaution is taken to ensure the vessel and crew are properly prepared to safely sail. A thorough pre-sailing check of critical equipment/machinery, tools and procedures of the vessel, prior to leaving port, will help to avoid accidents at sea that may lead to severe injury or even loss of a crewmember's life. It can also help to avoid severe vessel damage or even the loss of the vessel and will reduce the need for emergency repairs at sea. The NL-FHSA has prepared a laminated Pre-Departure Safety Checklist for distribution on vessels. Contact the safety association to get your free copy at: 722-8177.

Proper Distress Communication Can Save Lives

While fish harvesters are encouraged to achieve safety through preventative actions, there are times when additional measures are necessary. When an accident occurs, the search and rescue (SAR) system quickly becomes the primary safety net. Adam Erland, regional supervisor for maritime search and rescue JRCC Halifax, knows full well the importance of effective emergency communications "Before heading out to sea, ensure you are suitably prepared for your environment. A properly registered 406 Emergency Positioning Indicating Radio Beacon (EPIRB) and a functioning VHF radio are essential for your safety."

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LET'S DO EVERYTHING WE CAN continued

Knowing how to send a distress call, properly transmit a distress message and request for immediate assistance can mean the difference between life and death. You may only get one chance to call for help, so it is important to learn how to properly transmit a distress message before an emergency occurs. Equally important is the ability to recognize and respond to another vessel's distress. For these reasons both owner/operators and crewmembers need these skills.



Marine (VHF) Radios

Marine VHF radio is generally the most effective and reliable means of issuing a distress alert. While all means of communication are encouraged for SAR alerting, a marine radio offers a distinct advantage. Canadian Coast Guard is listening 24 hours a day, 7 days a week, 365 days a year. Industry Canada designates VHF channels for specific uses or users. Awareness of these channel designations can be used to expedite the SAR process. If you have a marine VHF radio, keep it tuned to channel 16. Know where you are at all times and be prepared to describe your location accurately. A search unit may contact vessels on those channels to make enquiries for information, and/or solicit assistance. The vessels listening on these channels often have expert knowledge of the area (tidal currents, drifts, hazards etc.).

A MAYDAY call is only used to announce a distress situation whereby fish harvesters are threatened by grave and imminent danger and requires

immediate assistance. On VHF radio telephone, only in the case of grave and imminent danger (for example, your boat is taking on water and you are in danger of sinking or capsizing) use channel 16 and repeat the word "MAYDAY" three times. Then transmit the name of your vessel, its position, the nature of your problem and the type of assistance needed. If absolutely pressed for time, be sure to transmit the word "MAYDAY" and your position.

A Pan-Pan call should be used for urgent situations that are not immediately life threatening, but require assistance. At all times response mechanisms work best when emergencies or pending emergencies are reported early. Attempting to repair equipment failures is correct, but the urgent notification should be done before the situation gets worse. On channel 16 repeat the words "PAN PAN" three times to announce an urgency situation whereby fish harvesters intend to transmit an urgent message concerning the safety of their vessel or a person onboard, or within sight of their vessel.

It is important to remember that channel 16 is used for EMERGENCY and CALLING purposes only. Once you have called another vessel on channel 16, take your conversation to a working frequency and continue. You should also remember that the range of VHF is generally 30 - 40 nautical miles for calls to a coastal station. Even though Canada has implemented Digital Selective Calling (DSC) within sea area A1 (within approximately 30 miles from shore), distress alerting by voice on VHF channel 16 is still a priority no matter where you are, because of the possibility of being heard by other vessels in your area of operation.

You should also be aware that a medium frequency (MF) Radiotelephone is a prudent supplement when operating outside of VHF range from a shore station. In this case 2182 KHz is the emergency and calling frequency. All other communications procedures and protocol apply, same as those outlined for VHF use.

Emergency Position Indicating Radio Beacon (EPIRB)

Emergency Position Indicating Radio Beacons, commonly referred to as EPIRB's, are buoyant radio distress beacons that instantaneously send a signal,

which is detected by satellites and relayed to rescue coordination centres letting them know that the owner is in grave and imminent danger. An EPIRB can be manually activated, or automatically activated with the use of a hydrostatic release (float free) mechanism. Vessels under eight metres or vessels fishing inside 25 miles (although it is recommended) are not required to carry an EPIRB. Currently, an EPIRB is required on all vessels over 8 metres fishing outside 25 miles.

Purchasing and Registering a 406 EPIRB

There are various EPIRB models available for use on your vessel. Researching models and verifying the country code can have an impact on response times in the event of an emergency. A Canadian registered 406 beacon is an approved, official alerting device. When purchasing the 406 beacon, check to ensure it has a Canadian country code.

Once you have purchased an emergency beacon, it is up to you to register it in a timely manner before using it at sea. Registering ensures that in the event of an emergency, SAR authorities can retrieve crucial information about you, your vessel, and your emergency contacts. Accurate registration information permits search and rescue personnel to provide assistance as quickly as possible. Should your registered beacon ever be activated, search and rescue teams will know who you are, and the contacts provided may be able to supply important information about you and your specific travel plans. In the absence of this information, it may take longer for a search and rescue operation to begin.

All Canadian coded EPIRBs must be registered with the Canadian Beacon Registry at www.cbr-rbc.ca/cbr/ or by calling 1-877-406-7671 (toll free). Registering a beacon with Canadian Beacon Registry is free of charge. Canadian coded beacons cannot be registered elsewhere and your registration does not expire. This is important when change of ownership occurs. The original owner must notify the authorities and de-register the beacon. The new owner should not depend on the previous owner and contact the registry regardless.

Beacon Disposal

Remember, your registration does not expire.

Should you decide to dispose of your beacon, proper disposal is essential in order to avoid unnecessary responses from JRCC. The JRCC treats all signals as distress alerts and responds accordingly. When JRCC resources are used on false alerts, response times for legitimate incidents may be impacted. All batteries should be removed prior to disposal.

Cellular Telephones

With a cellular telephone, you can contact rescue coordination centres directly or by dialing *16 for the Canadian Coast Guard Marine Communications and Traffic Services Centres. Remember that a cellular telephone is not a good substitute for a marine radio and it is not an approved means of issuing a distress call. Making a call this way does not alert other boats close to you of the fact that you are in distress — other boats in your area could be the ones to help you first if they knew that you were in distress. Please note that not all cellular providers offer the *16 service. Contact your cellular provider to find out if the *16 service is accessible from your telephone.

Search and Rescue Transponders (SART)

SARTs are search and rescue radar transponders that are used to help locate survivors in a lifeboat or life raft. They are detected by radar and therefore operate in the same frequency range as radar carried on most vessels. SARTs are actually activated automatically by the radar signals from other vessels' radars within range. The signal from a SART will show up on a vessel's radar screen as a series of dots, accurately indicating the position of the SART. As the searching vessel nears the position of the SART, the dots will eventually change to a series of concentric circles on the radar screen as it approaches within one mile. Additionally, as soon as the SART is interrogated (activated) it will alert the survivors, (either visually, audibly or both), offering them reassurance that help may be on the way. The typical range for a SART is five nautical miles. In the event that a ship must be abandoned, the SART should be taken aboard the survival craft.

Visual Distress Signals

Visual distress signals such as flares (parachute,

CONTINUED NEXT PAGE

LET'S DO EVERYTHING WE CAN **continued**

rocket, hand held and smoke), code flags N over C, signals fired from a gun at one minute intervals, dye markers, and many others, can also be an effective way to communicate distress, if used properly. A list of all internationally recognized distress signals should be displayed in the wheelhouse at all times. Everyone should be familiar with all visual distress signals as well as the location and proper usage of all safety equipment onboard, including its distress signals. Additionally, proper training will ensure that harvesters are able to recognize a visual distress signal being communicated by another vessel. If you see a distress signal, you are required by law to determine whether you can assist those in distress without endangering your own life or the safety of your vessel. Where possible, you must also contact the nearest rescue coordination centre to inform them of the type and location of the distress signal you have seen. Remember, not only is it against the law to make a false distress signal, false alarms commit search and rescue personnel, making them potentially unavailable or further away from real emergencies.

Other Considerations

Fish harvesters should also use caution when using any alerting system that is not compatible with or approved to current SAR requirements. If such systems are used, fish harvesters should understand

their limitations and know how to apply them to get the necessary safety benefits.

Whenever possible take backup radios, such as a hand-held VHF or carry a cellular telephone in a waterproof bag. Always ensure that all radios have been checked before you leave. Carry a spare battery or power pack. Know the local radio protocols and dead spots for your area.

Finally, as owner/operators and crewmembers may become incapacitated during a marine emergency, ensuring that all crewmembers aboard know how to send a distress call, properly transmit a distress message and request for immediate assistance can mean the difference between life and death.

Related Training

Proper training in marine radio communication and marine emergency duties will increase a harvester's ability to effectively respond to a marine emergency, including the transmission of a marine distress signal. For information on various Marine Emergency Duties courses or their Restricted Operators Certificate-Maritime Commercial (ROC-MC), contact the Marine Institute at 1-800-563-5799 or the Professional Fish Harvesters Certification Board at 709-722-8170.

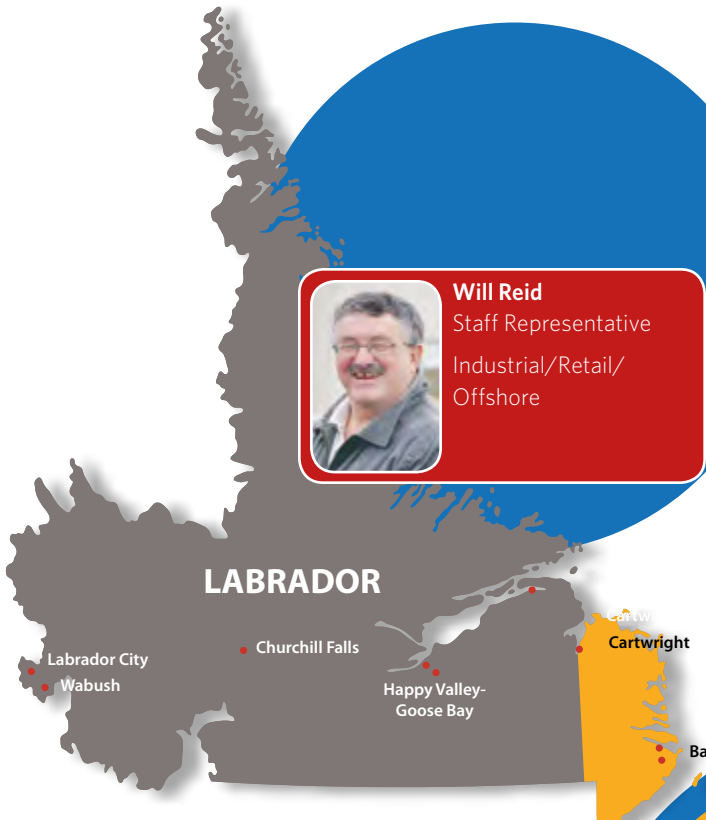
The best way to reduce the risk of accidents and marine emergencies is ensure that safety is always top of mind, and that the vessel and crew (owner/operators and crewmembers) are properly prepared to operate safely and respond to emergencies before leaving port. For more information contact the NL-FHSA at 709.722-8177, visit the website at www.nlfhsa.com, or drop by the office at 368 Hamilton Avenue, St. John's. Have a safe and successful fishing season.



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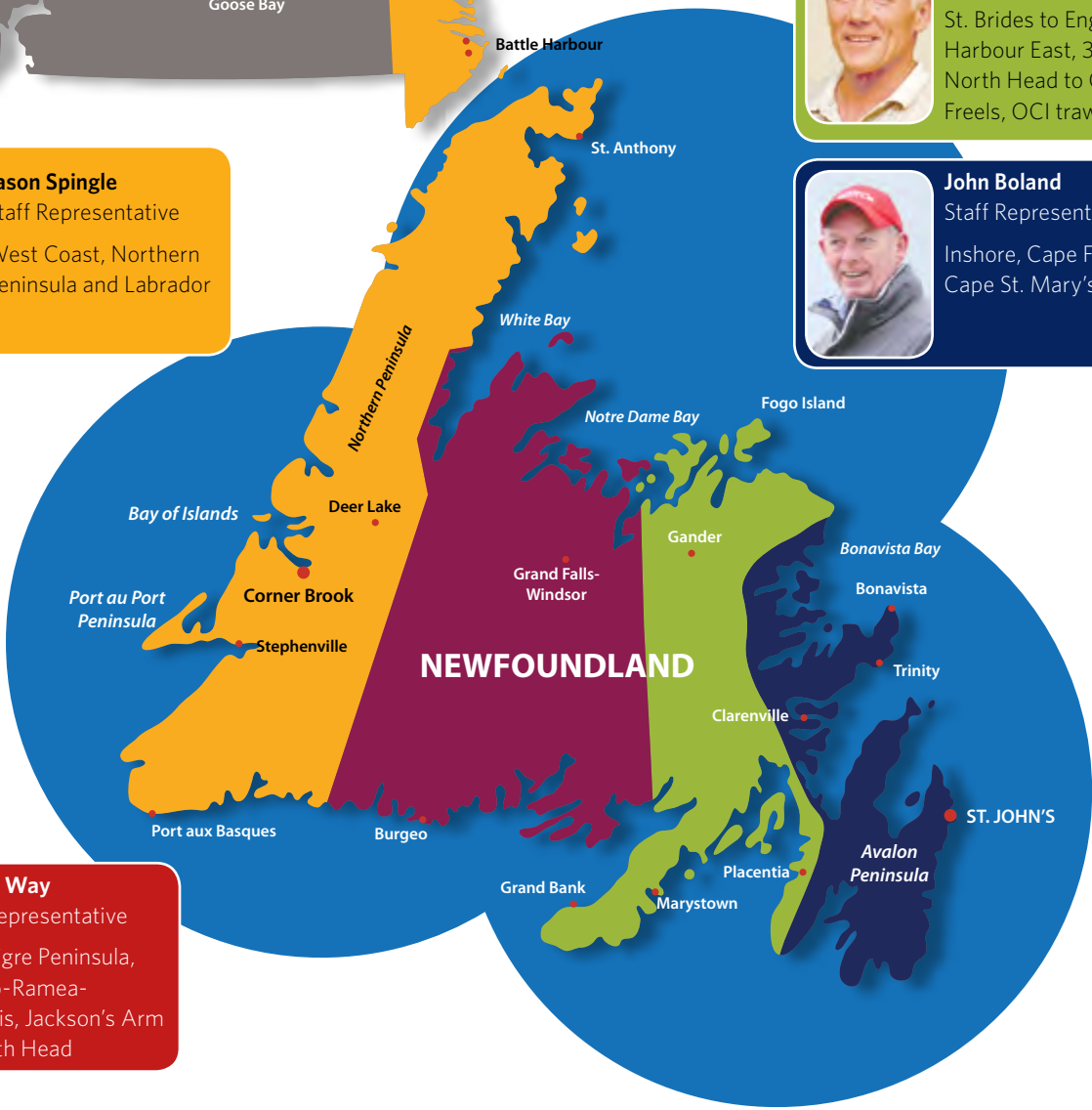
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FFAW/Unifor Life Insurance

As of May 2013, life insurance has increased from \$10,000 to **\$15,000**. If your death is accidental, your family will receive \$30,000 plus \$5,000 towards funeral costs. All FFAW-Unifor members in good-standing (holding a valid union card) are covered through Sunlife Insurance. Your family will receive a tax-free, cash benefit through this insurance policy.

frequently
asked
QUESTIONS



Q: How much does the insurance cost?

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

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

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

Q: Am I covered only while working or fishing?

A: No. Coverage is for a period of one year, from August 1 to July 31 each year.

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

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

Q: My circumstances have changed since I last sent in my beneficiary form (for example: married or divorced)

A: If this is the case, make sure you send in a new beneficiary form. The last beneficiary form on file will be the one used.

Q: Am I still covered once I retire, am no longer actively fishing, or am no longer employed with the company I currently work for?

A: No. The insurance is only for active, card-carrying members of the FFAW and does not cover members who are no longer active or no longer hold seniority status within the union.

Q: Is there an age limit?

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

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

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

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

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**.



Last issue correctly identified by both **James Chidley** and **Angela Doyle** as demo at DFO to turn crab permits into licenses

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