



the union forum

summer 2016



Landmark Agreement Reached on Groundfish Industry Development

Northern Cod FIP
Reaches Pre-Assessment Milestone

LIFO Consultations Take
Place Across Province

The Union Forum



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cover photo

Heading out for another season of Lobster traceability tagging. Photo taken by Gerard Gale.

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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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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



MESSAGE FROM THE PRESIDENT

Keith Sullivan

This is a difficult time in our province. We are facing economic challenges on a variety of levels and for many people, times are tough and there's no respite in sight. FFAW members are affected like everyone else. People are being laid off, jobs are threatened, and in some regions landings in this year's fisheries has been a catastrophe.

I feel the struggles of our members and the responsibility our Union has to help make things better. Our Union is most important when times are challenging. When our members struggle, we struggle too. The Union has the collective capacity to work to improve the lives of working people. That is our goal and reason for existing.

It goes without saying that the 2016 provincial budget is an economic and social travesty. It applies regressive revenue raising techniques that hits the working class people the hardest. The levy has been the focus of the outrage, but other changes, such as a drastic increase in the gas tax and the adding of a tax to insurance are going to hit our members very hard. We have lobbied against these regressive taxation changes and have participated in protests that have been organized over the protests organized in response.

Economic fairness cannot be thrown out the window during hard times. We will continue to fight to ensure that fairness is reasserted into the province's economic policies.

Though it has not received a high degree of media attention, there is an unfolding economic disaster going on in Placentia Bay. Hundreds of harvesters have seen the stocks of multiple fish species crash at the same time. The once-healthy crab, cod, and whelk fisheries are all a fraction of what they once were. Last week we heard from harvesters that pulled up 16 nets only to find one cod amongst them all. This is an unprecedented environmental collapse that no science has

yet properly explained.

The difficulties in Placentia Bay are going to require some much-needed short term solutions, as well as a longer term approach. In the short term, the challenges in Placentia Bay highlight the overall lack of access to halibut in 3Ps. Historically, the inshore share in 3Ps was 6%; under the Harper government it was reduced to 3%. This is a significant decline for a very valuable species in an economically challenged area.

The province could also provide support on halibut but has thus far failed to do so. The provincial government has a halibut quota in 3Ps that it leases to another company which in turn leases it to Nova Scotia harvesters. This is a provincially-owned quota fished by Nova Scotia. That quota should be fished by NL harvesters; given the circumstances in Placentia Bay, that quota must be fished by NL harvesters in the 3Ps region.

We are also engaged with the federal government about various longer term solutions. We have worked with other economically challenged regions in the past and we understand what solutions could work best given the different circumstances. Our ultimate goal is to improve fishing-related incomes in Placentia Bay and we are preparing a proposal for the federal government to further that objective.

For a year and a half, FFAW-Unifor has been engaged in a sustained campaign in favour of adjacency in the fishery. To put it in a broader context, adjacency is not only critical for fish harvesters, it is important for all aspects of resource development. We have new locals in Long Harbour at the smelter plant. Those locals are only possible because of adjacency - the nickel in the province is processed in the province.

This year we have seen adjacency threatened or

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MESSAGE FROM THE PRESIDENT continued

ignored in the oil and gas and construction industry to the detriment of our members. The Atlantic Accord is a document based on adjacency – the people of NL are to benefit from the extraction of the resources off our coast. But time and again contracts for oil and gas work have gone outside of the province – a direct dismissal of adjacency. And it is FFAW-Unifor members who are affected by these decisions; who are deprived of work on a project that is supposed to adhere to adjacency.

Adjacency is not a law of nature or a law of Canada. The entire inshore fishery – all 18,000 direct jobs and tens of thousands of indirect jobs – is entirely dependent on adjacency. The gradual erosion of adjacency in the fishery, like the gradual erosion of adjacency in mining and oil and gas, undermines the entire fishery and the economic well-being of the province.

Over the past month, we have been a key participant in the Ministerial Advisory Panel (MAP) on the review of the last in, first out (LIFO) policy that DFO applies to the management of northern shrimp allocations. LIFO is an abandonment of adjacency because it protects a hierarchy of access that does not consider if one group lives alongside a resource. Adjacency is not limited in time; it does not exist for a fixed number of years and then ends. This is true for the fishery and for oil and gas and mining. Adjacency exists in perpetuity.

During the LIFO review, we heard dozens of statements from inshore shrimp harvesters, plant workers, businesses and community leaders about the importance of adjacency. To many, adjacency is not an opportunity, it is everyday life. Harvesters and plant workers live alongside the ocean, which serves as their workshop and economic lifeline.

The arguments put forward against this position were much less convincing. Access by non-adjacent offshore license holders was argued on the basis that it was needed to fulfill a business model and that they had access in the past and should continue to have access in the future. To accept this argument, we also have to agree that the access in the past was properly given.

In the end, this is not a dispute about provincial shares. It is a dispute about fair economic opportunity. Let us build our economy around the resource we have, fishery or otherwise. This does not mean

that others are not welcome, but it does mean that the economic interest of NL comes first when developing the resource in or adjacent to our province. With northern shrimp, we have the local inshore capacity to exclusively harvest SFA 6. We need to be allowed to do so, as that is in the best economic interest of NL.

It is because adjacency is so important to our province that this current LIFO review is crucial. If adjacency is reaffirmed in shrimp, it would help reaffirm adjacency in other fisheries and other industries. We have made a comprehensive case for adjacency, if it is accepted we hope that it will trigger the start of a paradigm shift back towards greater consideration of local economic needs across all industries.

While we are facing some significant challenges, we are not without some good news. The minimum crab price this year reached a record high of \$3.00 per pound (subject to changes in currency). There are real concerns about the future viability of the crab fishery and this year has seen some challenges, but for many in the fishery, it will be a good season. Harvesters have received record prices at the wharf and plant workers are busy at work.

Lobster is emerging as one of the strongest fisheries in the province. Last year's prices were very good, though they were subject to some large fluctuations. This year's prices never reached the highs of last year, but they have been consistently much higher throughout the season as last year. The price for last week was \$6.40 per pound; this time last year it was \$4.45. That is a 44% increase.

Lastly, we negotiated a new cod agreement last month. Prices are up slightly and are almost back to the 2014 level. More importantly, we've forged an agreement with processors that will help improve quality and enhance processor accountability. There are now specific protocols for processor shipping and handling of cod and meaningful penalties that can be applied if these protocols are not followed. This is an important step to enshrining quality as the key pillar of the new cod fishery.

To all of our members, both on the water, in plants and in the industrial and retail sectors—have a safe and enjoyable summer.

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

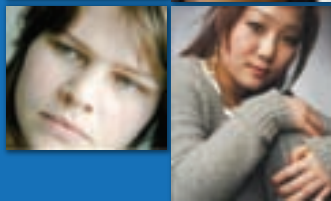


Your **Advocate** is someone who can **listen** and **help**

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



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



FFAW-Unifor Women's Advocates

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

Mildred Skinner, Community/Workplace Advocate

Harbour Breton Area

709-885-2567

709-571-2277

Email: skinnermildred@hotmail.com

Cathy Dimmer, Workplace Advocate

Burin and Area

709-277-2558

Email: cathy.dimmer@persona.ca

Jackie Hann, Community Advocate

ACAN Windows

709-689-2485

Email: jackiehann@nl.rogers.com

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Lumsden Area, Beothic Fish

709-530-2657

Email: della.melendy@hotmail.com

Joan Doucette, Community/Workplace Advocate

St. Georges

709-647-3081

Email: jed.ems@hotmail.com

Tina Pretty, Community/Workplace Advocate

St. John's and Area

709-576-7276

709-728-2168

Email: tpretty@ffaw.net

International Women's Day 2016



Tina Pretty, Women's Coordinator

The annual International Bread and Roses Brunch was a sold out affair once again this year. Over 300 women from various walks of life gathered at the Holiday Inn in St. John's on Sunday, March 6th to celebrate IWD and to take stock of the challenges ahead in 2016.

Keynote speaker, Executive Director of the St. John's Status of Women's Council, Jenny Wright, delivered a riveting address entitled: *Reclaiming Newfoundland and Labrador Feminism*. She told the group, "I believe in this province it has long been about doing feminism instead of wearing feminism", with the emphasis on the act, not the label, telling women it's, "Rolling up your sleeves, not because you wanted to, but because you had to because something wasn't right", and "It often meant the exhausting work of organizing for change while being a mother, working in the fishery, in the shops, in the home and on the streets."

For many activists in the room, she hit the nail on the head. She went on to tell the story of fisher woman Rosanne Doyle of Witless Bay who successfully challenged the Unemployment Insurance program because it discriminated against the spouses of fishermen who fished beside their men but were denied benefits.

Other highlights of her speech included:

- Suffragettes and winning the right to vote 100 years ago;
- Women's work during the war effort;
- The march by 500 people during the depression on the Colonial Building led by Julia Salter Earle;
- The work of the St. John's Status of Women

Council and their fights and victories in the '70s, '80s and '90s.

- The lack of supports for immigrant women;
- Victories to celebrate in recent times;
- The status of women in the province.

She also spoke of the mistakes made in the rights and history of our Indigenous women and their fight for basic rights white women take for granted. She quoted Aboriginal speaker, Amelia Reimer, "While you are still fighting for wage parity we are still fighting not to be killed."

In her address, Wright commended women in the labour movement and the work of union women in elevating the status of women in the province, adding that, "this is a fact that can often get lost in our current time of anti-union rhetoric. Working conditions that are the norm for so many of us, was not always so - from simply being allowed in the workforce, to parental leave, to fair wages. It is to our unionized sisters that we owe a great debt."

Of particular interest were her comments on violence against women in our rural communities and how outport women, "experience twice the amount of family violence than their urban sisters, and do so with minimal or no services at all." She asked that we always remember that safety is a human right and to not abandon these women in our activism.

Wright also gave her thoughts on how, with a newly elected provincial government, we were heading into four years of austerity budgets. She told the group that, "governments seem to conveniently forget that women are always adversely and negatively affected by austerity budgets." And how right she was on that.

A recent report by the Canadian Centre for Policy Alternatives, released in May, outlined all the areas in which this budget negatively affected and let women down in this province.

In closing, Wright also reminded women to, "Remember that the history of feminism in this province was not achieved just by formal organizations, but that much of the change came about because one

woman stood up and said, 'This is not right.'"

The 2016 IWD Bread and Roses Brunch concluded with the singing of the women's anthem, Bread and Roses, which in addition to being about living wages and a decent standard of living, is very much about individual women coming together, collectively speaking out against injustice, and marching for a better day.



 <p>Mackay Marine Canada</p>	<table border="0"> <tr> <td>St. Johns, NL</td> <td>709.726.2422</td> <td>stjohns@mackaymarine.com</td> </tr> <tr> <td>Yarmouth, NS</td> <td>902.742.3423</td> <td>yarmouth@mackaymarine.com</td> </tr> <tr> <td>Halifax, NS</td> <td>902.468.8480</td> <td>halifax@mackaymarine.com</td> </tr> <tr> <td>Quebec City, QC</td> <td>418.562.6637</td> <td>quebec@mackaymarine.com</td> </tr> <tr> <td>Vancouver, BC</td> <td>604.435.1455</td> <td>vancouver@mackaymarine.com</td> </tr> </table>	St. Johns, NL	709.726.2422	stjohns@mackaymarine.com	Yarmouth, NS	902.742.3423	yarmouth@mackaymarine.com	Halifax, NS	902.468.8480	halifax@mackaymarine.com	Quebec City, QC	418.562.6637	quebec@mackaymarine.com	Vancouver, BC	604.435.1455	vancouver@mackaymarine.com	
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www.mackaymarine.com



NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION

Safety Message from the NL-FHSA

Sharon Walsh
Executive Director, NL-FHSA

There is nothing more important than returning home, safe and healthy, at the end of the fishing trip. Safety brings you home.

On April 28, we marked the 32nd anniversary of the National Day of Mourning for workers injured or killed on the job. The provincial and federal flags were at half-mast. Candles were lit, ribbons and black armbands were donned, and many stood with their heads bowed as moments of silence were observed. It's an important date, as it's the time to come together to remember those who have lost their lives to work-related incidents or occupational diseases.

On this day, we are challenged to think about why, and how these workplace fatalities and injuries occur; how they hurt real people, their families, their coworkers and their communities. Most importantly, we must consider ways to ensure they do not happen again. The Newfoundland and Labrador Fish Harvesting Safety Association's (NL-FHSA) responsibility is to think about this and take action - every day.

The prevention of injuries, fatalities and occupational diseases need to be top priorities in every workplace - *particularly when that workplace is a moving platform in the harsh environment of the North Atlantic, where the work is physically demanding and dangerous.*

The NL-FHSA knows that fish harvesters are committed to improving safety on their fishing vessels. It's evident by their investment in safety training and onboard equipment over the last decade. NL fishing vessels are better equipped with life saving equipment and preventative technology than ever before. Yet there is still much opportunity for further

improvement.

Fatalities still occur and many harvesters are seriously injured. Sadly, the accident statistics support this fact. While the fish harvesting injury rates over the last decade are trending downwards, there is still great cause for concern and action.

Alarming Injury Statistics Cause for Concern and Action

According to provincial statistics recently released by WorkplaceNL, overall the numbers of injuries in the harvesting sector are down from the previous reporting period. However, the numbers remain alarming and remind all of us to ensure safety is top of mind this fishing season. Over the five year period (2011-2015), ten harvesters lost their lives as a result of their fishing activity and 562 harvesters were injured. When harvesters are injured, often it is a serious or fatal event including: drownings, amputations, hearing loss, head injuries, broken bones, punctures, falls, electric shock and burns, muscle strains (hernias), back injuries, cuts, and exposure. Injury costs during the same reporting period totalled approximately \$63.5 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 harvesters and their families can be quite devastating. We need to do better. The best way to reduce the risk of accidents and marine emergencies is to ensure that safety is always top of mind, and that the vessel and crew (both owner/operators and crewmembers) are properly prepared to operate safely and respond to emergencies.

- Pay heed to marine weather forecasts
- Check & safeguard your equipment/machinery





- ensure proper working order
- Ensure crewmembers have the required competency/certification to operate the vessel for your fishing area & activity
- Ensure all required life saving equipment (lse) is on board and properly maintained – ensure all personal protective equipment (ppe) is suitable and worn
- Know and practise your safety procedures & emergency drills
- Don't overload the vessel
- Wear your pfd

Contact the NL-FHSA to Receive a Free Safety Check List

In fact, many accidents and injuries can be avoided when appropriate precautions are taken to ensure the vessel and crew are properly prepared to safely sail. A thorough pre-departure check of critical equipment, machinery, tools and workplace procedures, prior to leaving port, will help to avoid accidents at sea that may lead to severe injury or even loss of life. It can also help to avoid costly vessel damage, or even the loss of the vessel, and will reduce the need for emergency repairs at sea.

To assist harvesters, the NL-FHSA has prepared a laminated *Pre-Departure Safety Check List* for distribution and use on fishing vessels. Harvesters are encouraged to contact the Safety Association to obtain their free checklist. The Safety Association will also be making wharf visits to provide safety checklists and to remind harvesters to wear their PFD's.

Save a Life –Wear a PFD

PFDs increase the chances of rescue and survival. Falling overboard can happen very quickly. Crewmembers can slip on a deck, become tangled in equipment and pulled overboard, or fall from leaning too far with an inadequate or absent guardrail. All crewmembers should wear their PFDs regardless of swimming ability. When the water is cold, none of us can swim for very long. Keeping your head above

water, staying calm, being visible and remaining in the HELP position can significantly increase your chances of survival and rescue. Wearing your PFD can assist with all of these things.

While it is recognized that NL fish harvesters are wearing PFDs in much greater numbers, industry statistics and reports dictate that a greater effort is required. The NL-FHSA encourages owner/operators and crewmembers to wear their PFDs when working. **“PFDs don't get in the way. They keep you from drowning. Save a life – Wear a PFD.”**

If Emergencies Occur, Harvesters Need to be Prepared

The priority of all fish harvesters should be to engage in safe fishing practices at all times. However, if an emergency does occur, harvesters need to be prepared, as it can be a matter of “life or death”. While harvesters are encouraged to achieve safety through preventative actions, there are times when additional measures are necessary.

Knowing how to properly transmit a distress message and request for immediate assistance can mean the difference between life and death. A properly registered 406 Emergency Position Indicating Radio Beacon (EPIRB) and a functioning VHF radio are essential communication equipment to have aboard the fishing vessel. 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. These and other emergency duty skills can be successfully obtained through the completion of Marine Emergency Duties training.

The NL-FHSA wishes all fish harvesters a safe and successful fishing season.

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, NL.



Direct Sales No Longer a Black Market Activity



Until last year, buying fish directly from harvesters was prohibited. In 2015 the provincial government made changes to legislation that governs seafood purchasing, bringing the rules in line with similar legislation in other provinces.

In response to calls from throughout the sector, Eric Dunne Consulting produced a report on regulations and policies for direct fish sales in 2010. The report recommended new rules that provide more flexibility to allow harvesters to sell direct from the wharf.

The new regulations allow harvesters to sell finfish, live crustaceans, squid, seal meat and scallop meat to individuals for personal consumption with no limitations. For restaurants, owners are able to purchase a license that allows them to buy up to 300 lbs per species per week.

The new regulations also allow harvesters and the consumer to negotiate on price, allowing the harvester to ensure they receive a good price for their fresh product.

From the Wharf: A New Online Marketplace

While harvesters are free to advertise and market their product to consumers on their own, another option is to connect through a new online marketplace. From the Wharf is a website that allows people to access fresh fish directly from harvesters.

The site launched in April 2016. At the time, only a few products were available. From the Wharf's founder, Blaine Edwards, was shocked when the site

received 16,000 visits in 10 days. In that time, \$6,000 of crab and lobster was sold. There were also thousands of enquires about cod, halibut and scallops from all over the island. The public reaction demonstrated that consumers are excited about how easy the website makes it to buy fish online.

How it Works

The website allows consumers to pre-purchase fish online with a credit card, debit card or PayPal account. The money is transferred to the harvester's bank or PayPal account. The buyer can choose to meet the harvester at the wharf for pick up or products can be delivered. If delivery is selected, the From the Wharf collects an additional fee to offset the cost of travel for the harvester. The site only allows people to purchase fish from harvesters nearby (max. 30km away). The site is also working with a food courier service that could step in to assist harvesters with deliveries in the St. John's area.

The Technology

From the Wharf's goal is to make direct sales easy for harvesters. The technology they use is designed for ease of use, and with the harvester in mind. Once harvesters register, they get a username and password. They can log in to see orders, delivery address, and how much money they've made. They can post sailing times, estimated arrival dates, or remove their products from the site at any time with the click of a button.

How to Get Involved

The site is seeking cod, halibut, lobster and scallop harvesters from all over the province. Harvesters require a commercial license to post on the site. It's free to register. The company will also be holding province wide meetings and training sessions for interested harvesters. Anyone interested in attending the meetings can register at www.fromthewharf.com by clicking the Harvester Info link.

Minister Conducts Review of Gulf Halibut Sharing

Following through on a commitment made by the Liberal Party during the 2015 federal election, the Department of Fisheries and Oceans (DFO) carried out a review of allocation decisions on Gulf Atlantic Halibut since 2007. FFAW-Unifor, along with other industry stakeholders, participated in the review process and made a submission to DFO.

Historically, Atlantic Halibut has been critically important to enterprises in 4R3Pn but as a result of past, politically-motivated sharing decisions harvesters in this area have suffered a significant and disproportionate erosion in quota. The sharing formula implemented in 2007 gave Newfoundland and Labrador harvesters the lowest possible share and subsequent sharing decisions have further eroded the NL share.

In its submission, FFAW-Unifor recommended that future sharing decisions be made based on recent history in order for Newfoundland and Labrador to receive a share more reflective of our historical attachment and economic dependence on the resource. The Union submitted that Western Newfoundland and Labrador, including the Great Northern Peninsula, are some of the most economically challenged regions in Atlantic Canada. Given the current abundance levels of 4RST Atlantic Halibut, increases in Total Allowable Catch (TAC) are warranted.

In early May, former Minister of Fisheries and

Oceans Canada, Hunter Tootoo, released his decision on Gulf Halibut shares. The Minister announced that, going forward, the 2007 fleet shares will be used to allocate the TAC. 85% of the mobile gear fleet quotas, temporarily transferred, will be allocated equally among the 8 inshore fixed gear fleets.

The decision means that over time, NL harvesters will receive 32 percent of the quota allocated for fixed gear. While the Union maintains its position that an increase in the TAC was warranted given the abundance and health of the stock, the Minister's decision to revert back to the 2007 sharing formula is an improvement for NL harvesters.

This is another example of union members working together ensuring their voices were heard. Hundreds protested unfair sharing decisions in the past, engaged MPs, wrote directly to the Minister of Fisheries and Oceans and we had union leaders highlight the importance of halibut at the highest level including several meetings with the Minister.

What to Do if You See Green Crab?

- Destroy the animal immediately!
- Record as much information as you can about the sighting (location, time of day, depth of water, in lobster traps, on beaches, etc.)
- Do not transport green crabs from the location of the sighting
- Do not use green crab as bait in other fisheries
- Contact Cynthia McKenzie at DFO (709) 772-6984 or your local C&P Office to report the sighting!

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Cod Quality Project

Jóhan Joensen, Industry Liaison

Starting in the 2015 fishing season, the Fisheries Stewardship Science and Sustainability Board (FSSSB) undertook an initiative called the Cod Quality Project. The aim of this project is to establish handling protocols and guidelines that will enable the best product possible to be offered into the international markets from Newfoundland and Labrador.

This project set out to counter the misconception on what quality fish can and is being landed at wharfs in Newfoundland and Labrador. In its first months, this project has succeeded in identifying how we can improve at all stages along the custody chain – from the harvesting to the offloading to the transporting and at the processing facilities.

The results have been very positive with generally good reception from the buyers and the plants. Together with the quality grading being implemented, harvesters utilizing the handling protocols have overall

received good grades for their fish. Product landed through the Cod Quality Project has shown that on average 88% of the fish has been Grade A.

Participation in the Cod Quality Project was by application and random draw; all groundfish license holders in Newfoundland and Labrador were invited to submit their application to be entered into the draw. In 2015 there were 30 harvesters who participated in the project – it is expected that in 2016 this number will be around 34.

FSSSB will be continuing with this work throughout 2016 – and likely subsequent years. In an effort to establish where there are potential pit falls in the maintenance of the quality of the fish, and to seek out solutions to address these issues. FSSSB is also looking to establish at what times of the year different regions of the province can access the best quality product. If you are interested in further information on the Cod Quality Project, you can contact Bill Broderick – bbroderick@ffaw.net and 709-576-7276.



FFAW-Unifor Donates to Canadian Red Cross Fort McMurray Disaster Relief

The fires that devastated Fort McMurray touched the lives of many Newfoundlanders and Labradorians including many members of our Union. On May 18, FFAW-Unifor presented representatives of the Canadian Red Cross with a cheque for \$5000 to support ongoing relief efforts in Fort McMurray. FFAW-Unifor staff donated an additional \$800 that was matched by the Government of Canada.



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Editorial: Budget 2016

The Liberal Proposition to Turn NL into an Economic Hellhole and What You Can Do About It

Greg Pretty, Industrial Director

Fast forward to Fall 2019. Cathy Bennett is standing on a doorstep of a basement apartment in Virginia Waters asking a former public servant for his support in Campaign 2019. The voter is stark naked with the exception of a "Vote Ryan Cleary" pamphlet he has placed strategically in front of him. Unperturbed, Cathy continues with her campaign pitch and at the end asks, "Why are you holding that piece of paper over you?" The voter replies, "Cause Cathy, you and Dwight done took everything else."

Yes my friends, many times I've warned you about the inherent dangers of the Board of Trade Pre-Consultation Meeting Happy Hour. This budget has a reeling, six martini, 2 tequila shooter and tray of Green Apple Sour Puss vibe to it. What in the name of God went on there? Towards closing time one Liberal zealot must have shouted, "Tax everything that can be taxed and then for good measure, tax the tax. Sock it to those left-wing working class bastards and then, then... bring on... The Levy."

However, I must admit the Liberals could not have done it without our help. In our zest to elect our own homespun Justin Trudeau and "Better Tomorrow", we wound up with a much bleaker tomorrow.

What happened to our provincial government? I understand the Liberals because in their world, that's the nature of the beast. I've seen it much too often during plant closures. "Sorry folks, nothing personal. So sorry about you, your job, your family, your town. It's just numbers, it's just business."

Their inability to articulate decisions and the rationale for the hopelessness of their budget is both stark and alarming. Void of empathy, it's as if the province is being run by a malevolent, Staples clearance bin version of Simply Accounting.

It will be interesting to see how many Liberal backbenchers will continue to nod their approval as the wheels come off the wagon. After all, despite their solemn demeanour on the House of Assembly TV, none of them signed up to nail the sick or pinch the seniors, close libraries, shut down food subsidies, tax books, gas gouge and bring back one room schools.

The Levy is particularly insulting given the last Levy imposed on a North American population helped facilitate the Boston Tea Party. But no more than the gas tax which is incredibly cruel and repressive. Budget 2016's Seniors Self-Dental Plan (pulling out your own teeth), larger classrooms and massive cutbacks in the public services are all pitched as good medicine for us in the long run.

Message to our Liberal Masters; we voted for MHAs to help build this province up, not tear it down; to advance the cause of the sick, seniors, kids, our towns and our futures, not to make life more miserable for them. Your actions are destructive to your constituents. Ultimately, your political future will be determined by whether you're seen as a builder or a destroyer.

I can't imagine it will be a barrel of laughs driving back to your communities knowing your vote for the Budget helped us once again become the poor, third Cousin of Canadian Federation. No NLER deserves that fate.

Poll Gooser Paul Lane jumped and has survived his second political shipwreck. Not an easy feat in these political waters. He's voting against the budget. More Liberal MHAs should do the same.

What you can do?

Fighting back makes a difference. Tens of thousands of people have taken to the streets to protest this oppressive act. People who have never protested

anything are now veteran protesters. These protests will continue. Join them.

Support the protests in your area. Hold your MHA accountable. Call him/her, make sure your Member knows how much damage the Budget is doing to your family. Talk about it on Facebook, share it on Facebook. Tweet and re-tweet. Call Paddy, Pete and Johnathan.

Call the Premier's office and then the Minister of Finance. Keep protesting in your town, schools and libraries, senior's homes and hospitals.

Keeping fighting to ensure you don't wind up answering the door of your house in 2019 draped solely in a Ryan Cleary campaign pamphlet.

Northern Cod FIP Reaches Pre-Assessment Milestone

Dwan Street, Projects Coordinator

In April 2015 FFAW-Unifor partnered with WWF-Canada to launch a Fisheries Improvement Project (FIP) for the 2J3KL cod stock, most commonly known as northern cod. Fogo Island Co-op and the Seafood Producers of Newfoundland and Labrador have come onboard as partners, with membership in the FIP still growing.

This stock is under tremendous scrutiny worldwide as it continues to build itself up from the devastation of the 1992 moratorium that resulted in the largest layoff in Canadian history. Many of our members remember those days vividly, and the commitment to this FIP shows that we are determined to ensure management of this stock will move into the future in a way that is sustainable and bring maximum economic and social value to the coastal communities who have, and will, rely on it.

The most recent science released by DFO on northern cod indicates a significant increase in spawning biomass. The population is looking better than it has since the 1980s and we are now at a critical juncture where we need to implement a plan to move forward. This is where the FIP is very important.

Our most recent milestone reached is the completion of an MSC Pre-Assessment in which an independent consultant, SAI Global, weighed the current status of the stock and the inshore stewardship fishery prosecuted by handline, longline and gillnets against 28 indicators of the current

MSC process to see where work is required for the stock to reach MSC certification once it is healthy enough for a full-fledged commercial fishery. The report indicates that for northern cod the following must be achieved:

- A rebuilding timeframe must be established;
- Target reference points must be determined;
- Explicit harvest control rules must be established; and
- Estimates from the recreational fishery must be obtained.

The full report is accessible online at <http://www.wwf.ca/newsroom/?20881/New-sustainability-assessment-makes-recommendations-to-grow-northern-cod-stock>

The next steps will include the completion of a scoping document that addresses what must be done to achieve each of these goals. This document is being prepared by Mr. Jim Baird, former Regional Director General with DFO who has a long history in both management and science of northern cod. The scoping document is anticipated by mid-summer, and will be followed by a stakeholders meeting to implement an action plan.

Northern cod has long been the poster child of mismanagement and devastation; we are committed to ensuring it becomes the future poster child of recovery and sustainability.

For more information on the FIP please feel free to contact Dwan Street at the St. John's FFAW office at 576-7276 or by email at dstreet@ffaw.net.



Meeting with Membership

Staff Representative Allan Moulton recently visited FFAW-Unifor members at Hotel Gander and at Long Harbour in order to meet with the local executive and hear about the issues and concerns of members at each site.





FFAW-Unifor Member Raises Funds to Support Prostate Cancer Research

Tony Harnum, FFAW-Unifor member at Pennecon accepts a donation from the Union to the Telus Ride for Dad. Harnum has participated in the annual fundraiser for several years. The one-day motorcycle event takes place in multiple cities across the country. The ride took place in St. John's on June 18. Each year, the event in St. John's raises thousands of dollars to support prostate cancer research and raises awareness of the disease. Since 2000, the Ride for Dad has donated more than \$18 million to the Prostate Cancer Fight Foundation.

New Inshore Council Elected

In April, results of the inshore council elections were announced. Council members will serve a three-year term. Thanks to the members who served on the previous Council and congratulations to the new members that were elected. Representation through the Executive Board, the Inshore Council and Industrial-Retail-Offshore Council plays a critical role in the democratic structure of the Union.

The members of the 2016-2019 Inshore Council are listed on page 29 of this issue.

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LIFO Consultations Take Place Across Province

Robert Keenan, Project Manager

In April 2016, the Ministerial Advisory Panel (MAP) was formed to review the Last In, First Out (LIFO) policy. The panelists on the MAP were a mixture of old and new faces to the NL shrimp fishery. The Chair of the MAP is Mr. Paul Sprout, who is from British Columbia and is a former regional director general with DFO. Another former high ranking member of DFO, Mr. Wayne Follett, is also a member. Ms. Barbara Crann of Placentia Bay is the lone female representative. Her past experience was primarily in community development and she worked with many fish harvesters in the past. The final panel member is Mr. Trevor Taylor, the former provincial Minister of Fisheries and Aquaculture and a former employee of the Union.

All major stakeholders, including FFAW-Unifor, met with the MAP in a series of pre-consultation sessions a few weeks before the public consultations were to begin. The purpose of these sessions was to discuss how the LIFO review was to be conducted and to review the proposed timeline for the review. While FFAW-Unifor had issues with the number and locations of some of the consultations. The Panel was receptive to some of our

recommendations on proposed site visits.

The pre-consultation sessions also allowed for the MAP to explain how the review was to be guided. In particular, the MAP set forth three questions that the Panel wanted stakeholders to answer as part of the review. These questions were:

1. Should LIFO be maintained, modify, or abolished, and if so, why?
2. What key considerations should inform any decision to continue, modify, or abolish LIFO?
3. If LIFO were modified or abandoned, what are the elements of an access and allocation regime for the northern shrimp fishery?

It was clear from these questions that groups advocating for the abolishment of LIFO, like the Union, were going to have a more difficult task. Not only were we going to have to prove how destructive LIFO is and prove how it should be abolished, we were also going to have to set forth the principles of a new access and allocation regime. A group like the Canadian Association of Prawn Producers, which supports LIFO, would not have to proceed past the first question.

We agree that the MAP needed an approach



Many harvesters and plant workers turned out for consultations in St. John's.



President Keith Sullivan and Project Manager Robert Keenan deliver a presentation in St. John's.



to organize the review; whether these three questions were the right approach remains uncertain. We do not know if our answer to question three affects the impact of our answer to questions 1 and 2. We will find out in a few weeks.

We responded to the three questions in the following manner:

1. LIFO should be abolished
2. Adjacency should be the guiding principle in the allocation of northern shrimp
3. There shall be no offshore shrimp fishing in SFA 6; the quota in the area is to be fished by the inshore. This would apply to the SABRI quota and the Labrador Shrimp Company quotas in SFA 6.

Nonetheless, with the focus of the MAP and the location of the consultations established, FFAW-Unifor was able to plan its approach to the review. The review was a large undertaking by the Union, involving several staff members, outside consultants, and hundreds of hours of work. The Union was able to support this effort financially because of the shrimp fund, which helps pay for the extensive advocacy work required in the shrimp fishery.

In leading up to the review, the Union engaged

the services of a media relations firm, which put together television, online, and radio commercials, as well as a dedicated website for our “Choose Home” tagline. With the dates and locations of the consultations now disclosed, the Union was able to launch our media effort in a concerted manner. We received a lot of positive feedback from our members on our campaign, and, to our satisfaction, a lot of frustration from the offshore sector.

There were five LIFO review consultations held in the province – St. John’s, Gander, St. Anthony, Mary’s Harbour, Happy Valley-Goose Bay – and two in other provinces/territories – one in Iqaluit and another in Halifax. The Union wanted these events to show how important the inshore shrimp fishery was to rural NL and how committed harvesters and plant workers were to fighting against LIFO and for adjacency.

For four of the five consultations in the province, we undoubtedly achieved this goal. In St. John’s turnout was a little low, with 50 to 75 harvesters/plant workers in attendance. In Gander, however, there was a capacity crowd of more than 200 in

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LIFO CONSULTATIONS TAKE ACROSS THE PROVINCE continued

attendance and there was an overflow crowd of more than 250 in St. Anthony. In southern Labrador, where there are far fewer people and greater transportation issues, approximately 130 people showed up.

The Union's members were present to show their support for adjacency and to support their fellow harvesters and plant workers. At the four sessions held between St. John's and Mary's Harbour, more than 20 plant workers and harvesters spoke to the Panel. Their comments were inspirational, angry, precise, sorrowful, hopeful, and concerned. Each spoke of their historical connection to rural NL and the fishery and how they were encouraged to become shrimp harvesters by the federal government from 1997 onwards. Some spoke bravely about their personal income and debt levels connected to the shrimp fishery, which helped put into perspective what was at stake. Everyone spoke about their desire to abolish LIFO.

The Union was supported by key figures in the municipal sector, who spoke about the importance of the shrimp fishery to their communities, and by business leaders, who tied the economy of the shrimp fishery to the success and sustainability of their businesses.

The Union presented at all consultations. The responsibility of the Union is to tie the thoughts and experiences of the membership together in a coherent position to show the need for LIFO to be abolished while also providing a common sense approach for a better way forward. This is not an easy argument to make as it requires elaborating on a wide variety of issues.

In St. John's the Union presented an overview of its position in a presentation that was over an hour in length. In Gander, we discussed in more detail the economic argument, while going into more detail on our proposal for a new allocation regime. This presentation was 80 minutes in length, as the Panel had 40 minutes of questions. In St. Anthony we spoke on adjacency on the impact of our proposal



President Keith Sullivan speaks at St. Anthony Consultation.

on SABRI, and again we faced questions from the Panel. In Mary's Harbour we focused entirely on our proposal for a new allocation regime and how that would impact the Labrador shrimp company.

FFAW-Unifor also presented in Happy Valley-Goose Bay and we will be presenting in Halifax, which will have occurred before we go to print. In Goose Bay we focused on the confusion with LIFO and how it is not a policy.

While the consultations, thus far, went well, there is still uncertainty over the outcome. The offshore sector made its points. To us, these points are not enough to keep LIFO in place but that is for the Panel and the Minister to decide. As we all know, the offshore sector has a lot of political power and that can mean a good deal in this sort of review.

The work and effort put into this review reflects the urgency of the matter. Adjacency is key for all fisheries; shrimp is simply the most recent case where adjacency is being challenged. We need to win on adjacency so that we can firmly say that we are building a fishery for the people of Newfoundland and Labrador. This current review may provide the blueprint for how we secure adjacency in other fisheries in the future.





Who controls Canada's fisheries?

**Evelyn Pinkerton, Kim Olsen, Joy Thorkelson,
Henry Clifton and Art Davidson**

Wild fisheries are humankind's greatest single source of protein. They are fully renewable, we don't have to till soil, plant seeds, apply fertilizer or pesticide, water them or feed them; we just have to manage the harvest. As global populations continue to grow, much is at stake as we determine who benefits from this important food resource.

In British Columbia you would think those who call the west coast home and who fish for a living are in the best position to prosper. You'd be wrong.

B.C.'s halibut fishery is run in such a perverse way that most fishermen have seen their rewards so whittled down that it barely makes financial sense to leave the wharf. New fishermen are scarcer than blue whales, and the bulk of the benefits flow to "investors," big processing companies, even foreign corporations. Now, Fisheries and Oceans Canada (DFO) wants to do the same harm to B.C.'s emblematic salmon fishery.

To understand how we got here, and what needs to change, requires a brief explanation of something called the individual transferable quota system. Stay with us. This won't take long.

A crash course in ITQs

An ITQ is a share or quota of fish. This quota is transferable: owners can either fish it themselves or make money by leasing or selling their quota to others. Over time, people find they can make more money by leasing out their quota. And in the long-term, it can make sense to sell quota to companies that can out-compete fishermen for the price of an ITQ. The system was built on good intentions, but it ended up backfiring.

An ITQ is not a fishing licence that can be controlled by government, although the two are linked. And fishing licences can only be held by Canadian citizens or permanent residents. However, companies that own fishing licences may be

partially owned or controlled by foreign entities. And ITQ owners can sell or lease their quota to anyone—without the government intervening or even knowing about it. The fishing licence issued by government gets temporarily transferred, sometimes through a holding company, to the ITQ lessee.

The economists who invented the ITQ system predicted that free transferability was the very thing that would make these fishing permits gravitate to the most efficient fishermen (who would then make the biggest profits). That's not what happened. Instead, many ITQs got into the hands of "investors," who then leased them to fishermen or the processing companies, who in turn leased to the people actually doing the fishing.

The economists anticipated that, with catch amounts almost guaranteed, fishermen would be able to lower fishing costs. They would not need the biggest boat to race to catch the fish first; they would increase profits by getting fish to market over a longer time period. However, the actual experience in ITQed fisheries was that the overall costs of fishing rose dramatically. Though some fisheries have seen market benefits, most working fishermen are not the beneficiaries. Escalating ITQ leasing costs siphon off most of any increase in market prices.

The ITQ system was introduced into B.C.'s halibut fishery in the early 1990s. By 2006, more than half of B.C.'s halibut catch was being taken by fishermen who had to lease ITQs from the "armchair fishermen" and "investors" who now owned the transferable quota. That cut deeply into the profits of those doing the work. In fact, the cost of leasing ITQs rose from 0% in 1992 (when leasing was not allowed) to 78% of the landed price in 2008.

This put the leasing fishermen in a severe cost-price squeeze. By 2008, at least 30% of active fishing operations were leasing 70% or more of the quota they fished, which meant they were barely

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WHO CONTROLS CANADA'S FISHERIES? continued

financially viable. In addition to paying high lease fees, they also had to deliver all their fish to lessor companies with which they had little bargaining power. They were therefore taking greater risks in fishing, such as postponing equipment maintenance, and fishing under more dangerous weather conditions, to fill markets when prices were higher.

In contrast, the owners of ITQs were doing so well—earning a 10% return on investment by 2010—that new investors kept entering the speculative market.

Point of no returns

Unfortunately for active fishermen, these trends have continued. A 2011 report out of the DFO found that leasing costs averaged 72% of catch value. A 2013 report commissioned by worried fish processors found that “quota lease costs are killing payments to crew,” and ITQ owners “are having extreme difficulty in filling deckhand [crew] positions.... Some owners are searching outside Canada for skilled fishermen.”

In 2015, it got worse: halibut ITQs leased for \$7 to \$9 a pound when the 39 landed price was between \$8.25 and \$9.50 a pound. That meant quota owners took over 85% of the landed value, leaving fishermen razor-thin margins to pay crew, vessel operation and monitoring costs.

Foreign control of ITQs is also increasing. It became serious when U.S.-based Pacific Seafood, one of the largest seafood companies in North America, purchased much of JS McMillan's former groundfish trawl fleet and its ITQs. (Groundfish trawl includes species such as cod, flounder, red snapper, sole and other rockfish that swim along the bottom of the ocean and are taken by “dragging” or trawling; these species were ITQed as a group in 1997).

More recently, Chinese companies have begun acquiring groundfish vessels and their ITQs, and have a longterm lease on a plant in Bella Bella, for which they are seeking ITQs. Food security

concerns in China suggest this trend will continue.

The Jim Pattison Group's Canadian Fishing Company just announced the pending closure of the last B.C. cannery, in Prince Rupert, meaning it will likely send the fish and these 500 jobs offshore where labour is cheaper. The company controls some 80% of the supply of salmon and herring taken from B.C. waters. That makes it very difficult for another fish processor to set up a viable operation on the North Coast.

Sharecropping on the seas

Why are we allowing ITQs to be leased, bought and sold freely in an unregulated, over-the-counter market? Why are we allowing our fishermen and rural coastal communities to lose their fishing access and way of life? And why is DFO now pushing for ITQs in major parts of the salmon fishery, over the opposition of 92% of active salmon fishermen in every area of the B.C. coast?

Part of the answer is that the economists who designed the ITQ system believed it was the ideal way to ensure halibut fleet stability, viability, safety, efficiency and greatest net benefits to society—all DFO policy goals. The system has proved extremely beneficial for those who were gifted quota nearly a quarter-century ago. To gain acceptance of the changeover, DFO gave away ITQs to the first generation that happened to own halibut commercial fishing licences in the three qualifying years when the system began.

The system has worked beautifully, as well, for investors with the capital to buy up ITQs and lease them out. As leasing became more widespread, even most of those who still fished their own quota began paying themselves a lease fee, then deducting it from the profits that were shared with the crew. Both lessee skippers and crew characterize their situation with this public resource as “sharecropper” or “feudal.”

The same miseries have been visited upon fisheries in Iceland and New Zealand, which have had



the longest-established ITQ systems. Researchers report how quota lease fees account for about 70% of the value of the catch, that small boats are being forced out of the fishery by monitoring costs (e.g., expensive on-board cameras that record every fish caught, and dockside monitors recording every fish unloaded). B.C. fishermen now have to bear those costs as well.

Why is DFO pushing ITQs on the province's salmon fishery now, instead of trying to fix the mess they are causing with halibut? Many analysts point to how Canada's federal government has slashed the DFO budget over the past two decades. Civil servants inevitably have been forced to look for ways to download costs onto fishermen. ITQs are the simplest way to lower the department's management costs, since the system treats ITQ fishing vessels as self-managing businesses requiring minimal oversight.

Sinking a generation

Downloading at the DFO is depriving a new generation of aspiring B.C. fishermen from achieving their dreams. That first generation of ITQ owners, who received their quotas for free, each inherited a public good that could usually be sold for \$1 million. With a windfall like that, they were more willing to agree that monitoring and other management costs could be taken on by active fishermen.

But no one is handing out ITQs for free anymore. And the cost of fishing for halibut is so high it's almost impossible for younger fishermen to get into the industry—except, in essence, as minimally paid day-labourers.

Why then, would we ever escalate a system that has worsened the stripping of B.C. coastal communities of the majority of their fishing licences, put many formerly self-supporting communities on welfare and transferred the costs to Canadian taxpayers?

It's time for the DFO to evaluate alternatives using a "triple bottom line" analysis that asks: What are the economic benefits of any policy? What are

its social and ecological benefits? And does it really work for more than a few people? There are many documented alternatives to ITQs in salmon from other jurisdictions. Canadian researchers and fishermen's organizations can share this information with the DFO and collaborate to explore how they might work in B.C.

Fifteen years ago, DFO believed economists who mistakenly argued that B.C.'s halibut fishery would reap wonderful results by shifting to the ITQ system. There is now ample evidence to show that ITQs do not achieve the DFO goals of fleet stability, viability, safety, efficiency and greatest net benefits to society. Instead, this system maximizes profits for a small group of quota owners and facilitates the migration of benefits and control to foreign owners.

Evelyn Pinkerton is a professor of Resource and Environmental Management at Simon Fraser University, Kim Olsen is a fisherman and President of the United Fishermen and Allied Workers Union, Joy Thorkelson is Northern Representative for UFAWU, Henry Clifton is a fisherman and President of the Native Brotherhood of British Columbia, and Art Davidson is a fisherman and president of the B.C. Longline Fishermen's Association. This article ran in the Tyee in January and in the CCPA Monitor in March.



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Lobster Fishing in Garnish with the Cluetts

Derek Cluett is from Garnish, on the south coast of the island. He began harvesting lobster in 1995. In 2007, his wife Lee joined him aboard the Linda Lee I. The Cluetts harvest lobster in Fortune Bay, which has seen improvement in lobster growth over the years

with the help of the v-notching process. The Cluetts are also participants in the Traceability program and have been using the newly branded "Newfoundland and Labrador Wild Catch" tags this season.



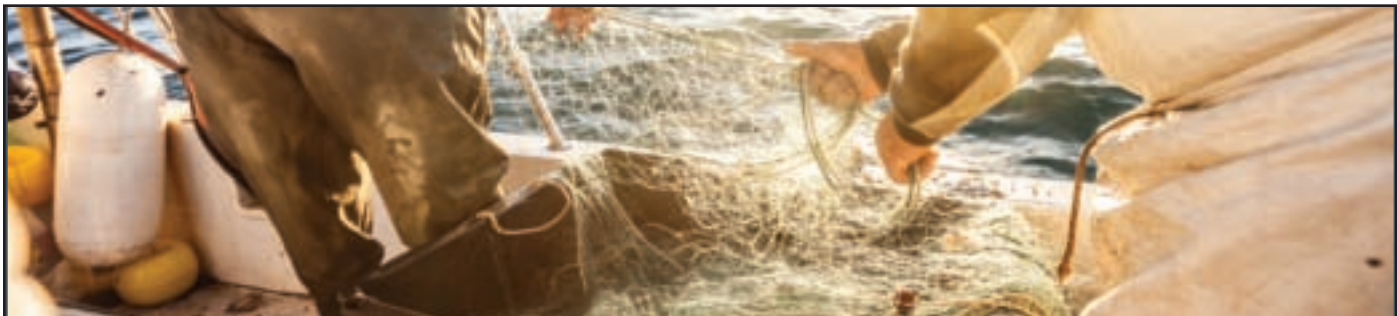
ATTENTION SNOW CRAB HARVESTERS



The applications for the 2016 Industry-DFO Collaborative Post-Season Trap Survey for Snow Crab for Divisions 2J3KLOPs4R were sent to all snow crab license holders in Newfoundland and Labrador June 6, 2016. For those snow crab harvesters interested in applying for the 2016 snow crab survey applications must be received no later than the deadline of **June 30th, 2016**.

To receive additional information on the 2016 survey please contact the FFAW office in St. John's at 709-576-7276 or FFAW office in Corner Brook at 709-634-0277.

To download the 2016 survey application, visit ffaw.nf.ca. **All harvesters are reminded they must fax their application.**



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Celebrating World Oceans Day 2016

'Healthy Oceans, Healthy Planet'

FFAW-Unifor participated in World Oceans Day celebrations once again this year. The annual event was celebrated on Saturday, June 4 at the Marine Institute in St. John's. Hundreds of visitors attended the free, family event which included touch tanks, interactive booths, face painting, music and stories.

The FFAW-Unifor booth was a popular attraction at the event. Children and adults were very interested in learning about the seafood traceability program. The booth included a tank with two live lobsters wearing traceability tags. Visitors were able to see a demonstration of how the traceable tags work and learn more about the harvesters that bring the seafood to their table.

Many visitors who were not familiar with the project were keen to seek out traceable lobster and halibut in the future and commended the project for providing consumer with the ability to learn more about where their food comes from. Many were also impressed to hear about the markets Newfoundland and Labrador seafood reaches which, in the case of traceable lobster, can be as far as Antarctica.





FFAW-Unifor have been engaged on the committee involved in the planning and organization of World Oceans Day for several years along with Fisheries and Oceans Canada, the

Department of Fisheries and Aquaculture, Marine Institute, WWF-Canada and Canadian Parks and Wilderness Society.

Oil and Gas Update

Jóhan Joensen, Industry Liaison

2016 is shaping up to be an above average petroleum exploration year. Seismic activity commenced with the first vessel leaving St. John's harbour on May 19th, and activity is expected to continue until October.

There are currently three vessels conducting seismic work in areas under regulatory authority of the Canada-Newfoundland and Labrador Offshore Petroleum Board.

- One 2-D seismic vessel is operating on the edges of the southern Grand Banks.
- One 2-D seismic vessel is operating off the north-east slope of the Grand Banks in an area known as the Orphan Basin.
 - This vessel will also be pursuing some work in the Labrador region, the general area being northeast of Lake Melville.
- One 3-D seismic vessel is acquiring seismic data out on the Sackville Spur, on the northern edge of the Flemish Pass.

There are other activities planned and proposed for later in the year. In the month of August one vessel will acquire seabed samples in the area northeast of Lake Melville, this will be a 28 day operation. There is also a possibility that there will be another six week 3-D seismic program commencing towards the end of July. This program will take place in the Flemish Pass.

When this magazine gets published there will have been two transits of the West Hercules drilling rig through

Newfoundland and Labrador waters. The drilling rig was brought in to Bay Bulls from the Flemish Pass at the end of May. As this rig has completed its scope of work in Newfoundland and Labrador it was brought out of our waters starting around the 10th of June.

All this is showing us that there continues to be a significant interest in exploring for petroleum resources in our region. So it is important for us as an organization and industry to keep informed and persistent in protecting fishing grounds from further encroachment. If you want further information on petroleum activities you can contact Dwan Street, Petroleum Industry Liaison - dstreet@ffaw.net or 709-576-7276.

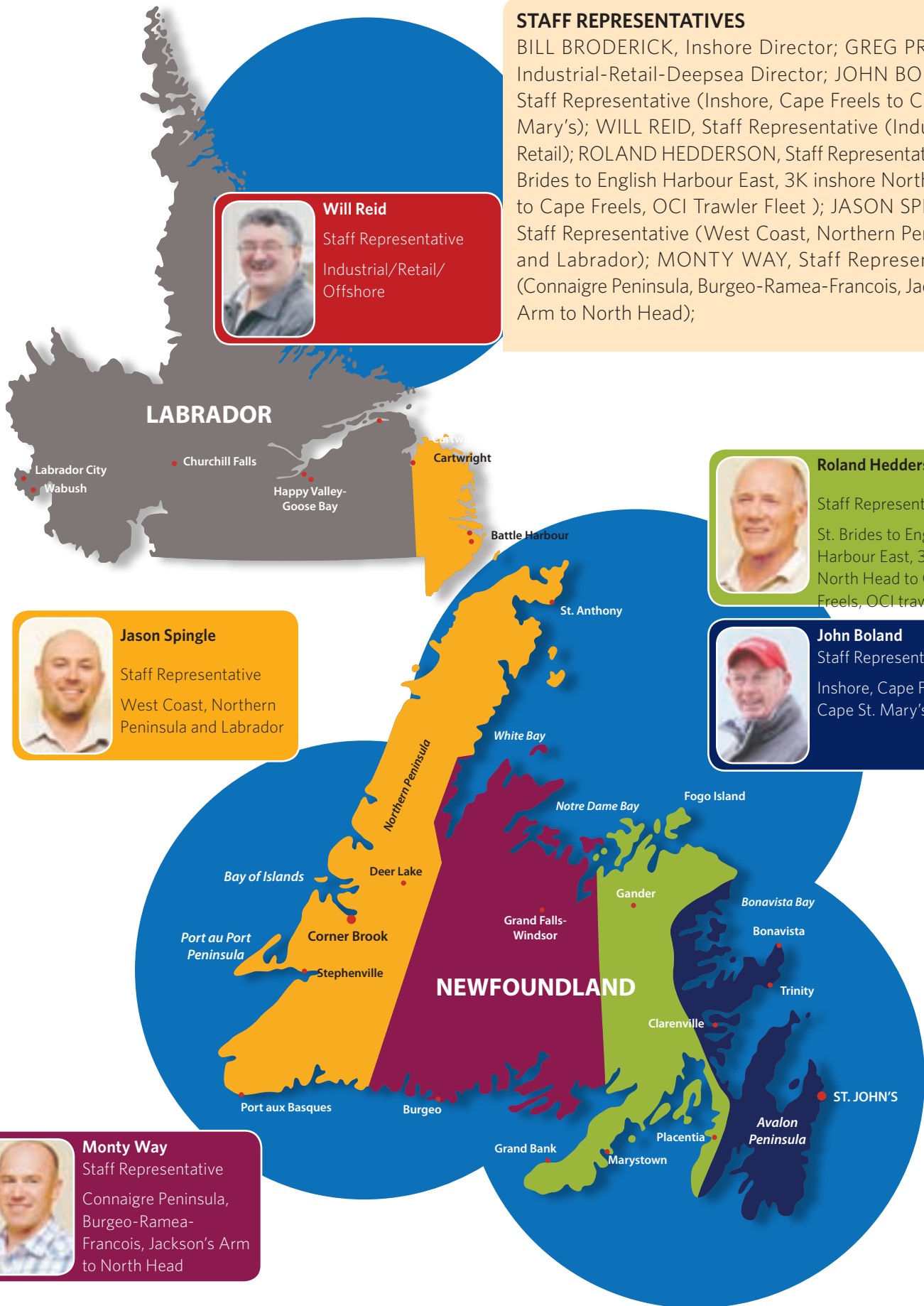


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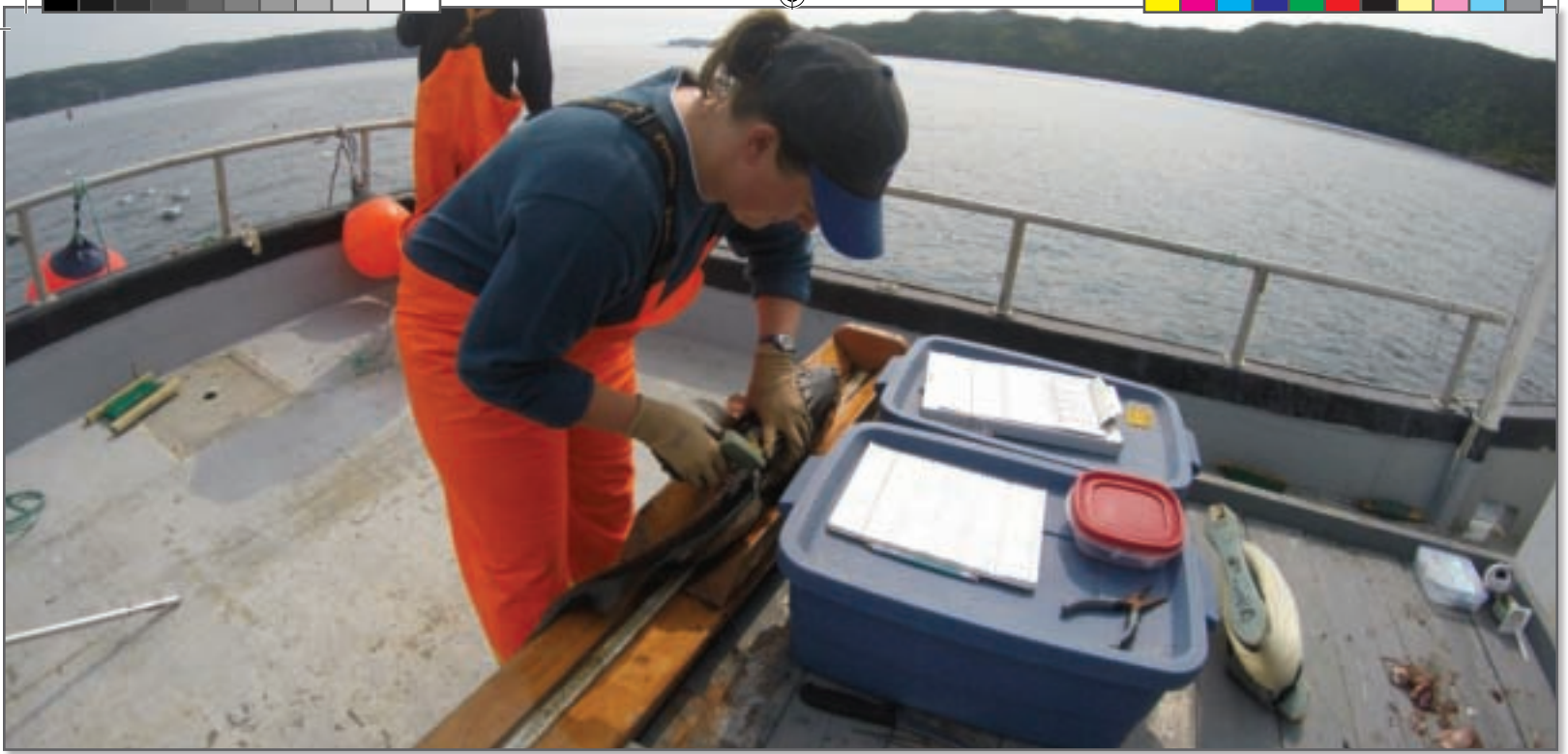
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The Importance of Tags in the New Northern Cod Fishery

Erin Carruthers, Fisheries Scientist

Tags and tagging programs will be increasingly important as Northern Cod rebuilds and as we develop a new Northern Cod fishery.

As many of you know, DFO announced that the Newfoundland and Labrador Recreational Groundfish Fishery will be introducing a license and tag regime in 2017. Information from those programs will mean total removals – from both stewardship and recreational fisheries – can be used in stock assessments. This will be a huge step forward. Information from the recreational fisheries has been lacking from the assessments and information on total fishing removals is needed to meet sustainability guidelines. Those recreational tags will provide crucial information. Here, however, I want to focus on spaghetti tags – the familiar yellow and pink tags on cod.

Mark-recapture tagging programs, such as the yellow and pink cod tags, can provide estimates of exploitation rates and fishing mortality that are independent of the information coming from the DFO Research Vessel survey. For Northern Cod, this is

important.

Exploitation rates are basically estimated from the ratio of returned tags relative to the number of tags released. Adjustments are needed for tag loss or shedding and for the small numbers of fish that die as a result of being caught, handled and tagged. We can do this. DFO has done a series of experiments on tag loss and on the likelihood of survival (or death) from the tagging process. Survival is better for cod caught in shallow cooler water and survival is better for cod caught on hand line than by otter trawl.

Information on return rates is also needed. How many people actually return their tags? To estimate return rates, the ratio of returned yellow tags (\$10 reward) compared to returned pink tags is used. Unfortunately, return rates are dropping. Not surprising! A \$10 reward is worth a lot less now than it was 25 years ago. Together with DFO we will be addressing this problem as the stock and the fishery rebuilds. But please, return your tags.

Science-wise, the tag is worth so much more when you send it in with information on where, when and how it was caught. Given the \$10 reward, some



harvesters stockpile tags then send in the lot. Makes sense, I would do the same but please attach the requested information to each tag. To further increase

the science-value of each tag, send in the otoliths (ear bones) if you can.

Fish harvesters, please return your tags with the requested information: date, location (lats and longs), fish length, fish sex, depth fished and gear type used. Plant workers, please return your tags with as much of the requested information as possible.

As the stock and the fishery rebuilds we will be ramping up the tagging program. This fishing season we will increase tagging effort in areas that haven't seen much tagging and we will be maintain tagging effort in areas where cod have been tagged recently.

This expanded Northern Cod tagging program is the crucial first step in strengthening our cod research program to match our rebuilding Northern Cod fishery. These are exciting times for the fishery - and for Northern Cod research.

New submarine cable to be installed in 2016



Jóhan Joensen, Industry Liaison

There is an ongoing effort to install a submarine cable between the Avalon Peninsula and the Oil & Gas facilities on the Grand Banks. This cable system will have a landing station in Logy Bay, and another in Cape Broyle.

Although this is a single cable project, it will in effect start at Logy Bay, run out to the Jean d'Arc Basin and then back into Cape Broyle.

There are may be old abandoned cables on the route for this project, so the cable installation company will be doing a Pre-Lay Grapnel Run or route clearance

operations to see if the old cable that have been there are still there. As of the writing of this article, the Grapnel Run is expected to commence on June 17th and be completed by July 6th. Route clearance operations will start with areas east of 50° 17'W.

Installation and post-lay inspection of the cable is expected to commence on July 5th and be ongoing until late September 2016.

Although the initial information on this project had more activity during the height of the Snow Crab fishery, it is evident that the timelines have shifted to later in the year, which may cause possible impact on fisheries taking place later in the year.

This cable is expected to be installed in a similar manner to that which was installed in 2015. This means that the cable installation vessel will tow a plow through which the cable gets installed into the seabed. The target burial depth of the cable is 1 metre below the sea bed to the extent that the sea bed conditions allow. If you want further information on this you can contact Johan Joensen, Industry Liaison - jjoensen@ffaw.net or 709-576-7276.



Union and Processors Launch Newfoundland and Labrador Groundfish Industry Development Council



July 2, 2017 will mark the 25th anniversary of the implementation of the first in a series of moratoria on groundfish. Since the cod moratorium, much has changed in the province's fishing industry. We've experienced a shift from an industry dominated by groundfish to one that is dominated by shellfish. This has resulted in a lower volume, higher value sector. We've seen the closure and decommissioning of most of the province's processing capacity and an adjustment and a downsizing of the number of owner-operator groundfish enterprises. Generally speaking, the industry has come to find itself in a better financial position today than it did in 1992.

The industry is now on the verge of another transition. Recent assessments of the Northern cod stock have shown that the stock has experienced significant growth and a substantial increase in abundance

in recent years. This transition will present significant challenges and exciting new opportunities for the industry. In an effort to prepare for this transition, stakeholders have come together to develop a strategic plan for the new northern cod fishery.

Launched on April 8, 2016, the Newfoundland and Labrador Groundfish Industry Development Council (NL-GIDC) is a groundbreaking organization, and forms a united body unlike any other in the history of the Newfoundland and Labrador fishing industry.

The NL-GIDC has equal representation from both the harvesting and processing sectors: FFAW-Unifor represents fish harvesters and plant workers, and the processing sector is represented by individuals from various processing companies, including Codroy Seafoods Inc., Fogo Island Co-op, Avalon Ocean Products Inc., Beothic Fish Processors Ltd, Barry Group Inc., Allen's Fisheries Inc., Golden Shell Fisheries Ltd., and Happy Adventure Sea Products Ltd.

Membership continues to expand - a clear indication of the importance of making strong, collaborative decisions on the emerging new groundfish fishery.



The Council's mandate will focus on the development of a "Plate to Ocean" strategic plan to revitalize the groundfish industry with an emphasis on maximizing the export value of NL groundfish products in order to improve the economic viability and long-term sustainability of owner-operator enterprises, onshore processing plants and coastal communities.

Chaired by Independent Chairperson Jim Baird, the Council will work to achieve programs, policies, management plans and other initiatives from the governments of Canada and Newfoundland and Labrador that meet the needs of revitalizing a new fishery and that do not repeat the mistakes of the past.

Mr. Baird is the former Regional Director General of Fisheries and Oceans Canada.

In June, the Council announced it would be joining the 2J3KL Stewardship Cod Fishery Improvement Project (FIP). In the Spring of 2015 FFAW-Unifor and the World Wildlife Fund launched this FIP in partnership with the Fogo Island Co-op and the Seafood Producers of Newfoundland and Labrador with the aim of improving fishing practices and management to establish the conditions to promote the 2J3KL Cod Stock to rebuild and either meet or exceed the Marine Stewardship Council standard for sustainable fisheries.

Desperate Conditions in 3Ps Continue to Challenge Harvesters

An unprecedented decline in fish resources on the province's south coast has resulted in some of the most severe economic conditions faced by harvesters since the cod moratorium. The serious decline in snow crab, as species harvesters rely heavily on, has resulted in falling quotas and extremely poor catches. Quotas have fallen from 6,183 MT in 2012 to 2,516 MT in 2015. So far in 2016, harvesters are reporting poor landings once again this year.

In the past, harvesters in the region have also depended on cod. However, in recent years harvesters have reported that the cod stock is not healthy. In 2010, harvesters caught 100 percent of their quota and, despite the desperate need for income, in 2015 only 42 percent was landed and harvesters expect this season won't be much different. Despite the clear indications that the stock is not healthy, in February DFO permitted the extension of the offshore trawler's fishing season in the area. These concentrated fishing efforts on vulnerable pre-spawning aggregations of cod will only serve to further damage the stock. In February, 3Ps harvesters held a demonstration outside the office of Member of Parliament, Judy Foote.

In recent years, harvesters prospered from whelk fisheries but the availability of this resource has

declined, going from a catch of 4,636 MT in 2012 to 2,294 in 2015 (just 46% of the available quota). This stock, like other fisheries, has progressively become more expensive to harvest due to the increased effort and costs involved.

While harvesters struggle to make a living from other declining species, they do not have fair access to the one resource that is very abundant and available on their doorstep—Atlantic Halibut. Harvesters in 3Ps have access to less than 3% of this adjacent resource. According to recorded landings, harvesters in the area historically had approximately 6% of landings. This unfair sharing of resource must be adjusted immediately.

In 3Ps, a combination of immediate short-term and more long-term measures are needed to develop stable and sustainable futures for harvesters and their communities. FFAW-Unifor has been consistently lobbying the federal government to take immediate action to address the concerns of harvesters and invest in programs to support them. In the long-term, sound fisheries management policies are needed to ensure sustainability, including allowing 3Ps harvesters fair access to the Atlantic Halibut resource.



Federal Budget Makes Changes to Employment Insurance

Jessica McCormick, Communications Officer

The federal Liberal government's first budget was delivered on March 22, 2016. The measures announced in the budget are a step in the right direction and signal a clear change in direction from the previous government. While the changes to Employment Insurance will help many Newfoundlanders and Labradorians, FFAW-Unifor will continue to advocate for further improvements to the EI system to make it more accessible our members and others who, through no fault of their own, depend on the system.

Eligibility Requirements

As of July 2016, the 910 hrs required by new entrants or re-entrants to qualify for EI benefits will cease and then be based on the same eligibility

criteria as all other claimants in a particular region. Claimants will require between 420-700 hours depending on the unemployment rate in their region. It is estimated this will allow an additional fifty thousand workers to qualify for EI Benefits.

Waiting Period

Starting in January 1, 2017, the two week EI waiting period will be reduced to one week. While the reduction of the waiting period is a good start, wait times for benefits should be eliminated entirely for workers who lose their job through no fault of their own. Wait times only serve to further penalize workers for circumstances beyond their control.


Additional 5 Weeks of Benefits

Starting in July 2016, an additional 5 weeks of

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regular benefits, up to a maximum of 50 weeks of benefits, will be available for all eligible EI claimants in 12 economic regions including Newfoundland and Labrador. The extension will be retroactive to January 4, 2015 and while it is available in Newfoundland and Labrador, it is not available to claimants living in the St. John's area. This measure also provides for an additional 20 weeks of benefits retroactive to January 4, 2015 for Long Tenured Workers (those spending little time on EI) for a total maximum of 70 weeks of benefits. The additional 5 weeks of benefits is not a costly initiative as most claimants are back to work before their regular benefits run out. FFAW-Unifor will advocate that the maximum of 50 weeks should be a permanent feature of the EI Program.

Working While on Claim Pilot Project

The Working While on Claim Pilot Project will be extended until August 2018. Under the project, claimants are able to keep fifty cents of their EI benefits on every dollar earned up to a maximum of 90% of the weekly insurable earnings used to calculate their EI benefit amount.

Accepting Lower Paying Jobs

The 2012 Budget changes that required some claimants (described as "Frequent Users") to accept lower paying jobs and to commute longer distances was eliminated in Budget 2016.

Work Sharing Agreements

Budget 2016 extended the maximum duration of work sharing agreements from the current 38 weeks to 76 weeks across Canada. This initiative is designed to help employers retain skilled workers during temporary downturns and allows employees to continue working and maintain their skills while supplementing their wages with EI benefits for days they are not at work.

Enhanced EI Services

In order for Service Canada to provide better service on a timely basis to claimants across the country, Budget 2016 provided \$19 million in 2016-17 to enhance services. The budget also invests \$73

million over the proposed two year period to enhance services at call centers, by increasing the number of Call Center Agents to assist claimants.

Labour Market Agreements

Budget 2016 allocated an additional \$125 million in 2016-17 to Labour Market Agreements as well as an additional \$50 million over the same period for the Canada Job Fund Agreements. The budget provides in excess of \$85 million over a five year period starting in 2016-17 to develop a frame work to support Union-based apprenticeship training and investments in equipment.

Compassionate Care Benefits

The budget commits to improve Compassionate Care Benefits and to make them more accessible, flexible and inclusive for those who provide care for seriously ill family members. The budget also provides more flexibility in Parental Leave Benefits. We are still awaiting more details on these initiatives, however during the election campaign Prime Minister Trudeau committed to increase Compassionate Care Benefits from the current 6 weeks to 6 months and to ensure it covered family members who were seriously ill, not just those who are terminally ill.

What Was Not in Budget 2016

Budget 2016 did not reverse cuts to the benefit rate, which is currently 55%. FFAW-Unifor will continue to advocate for at, minimum, a benefit rate of 60% and have it based on the claimants best 12 weeks of work. Additionally, FFAW-Unifor will continue to lobby for longer duration of benefits for workers who end up on sickness benefits. Those workers currently only receive 15 weeks of benefits despite having years of employment.

Finally, benefits should be extended for those in approved training programs for the duration of the training program, not just for the duration of a current claim. Based on the current system, claimants end up on a training allowance that provides considerably less income.

FFAW-Unifor Science Programs

FFAW-Unifor's in-house fisheries science research efforts have grown significantly since its initial programs. What began with cod sentinel now includes science, stewardship, research and development, and marketing initiatives. To date, more than 1500 harvesters have participated in the Union's science projects researching almost all commercially harvested species in the province.

The knowledge and experience of harvesters plays an integral role in the assessment and management of all commercial species. Including harvesters as equal partners in research and stock assessments helps to

ensure mistakes of the past are not repeated.

Our science programs involve collaborations and partnerships between the Union and institutions and organizations such as Fisheries and Oceans Canada, the Department of Fisheries and Aquaculture, post-secondary institutions, federal research councils and government agencies and various research networks.

As we strive to build - and improve upon - data time series for each commercial species, harvester's involvement will continue to be crucial. Harvesters not only collect data, but also ground-truth what the data mean in relation to stock status and resource sustainability.

The survival of rural Newfoundland and Labrador depends on a sustainable, profitable fishery. If fish resources are to provide long-term viability for harvesters, processing workers and the communities in which they live, the assessment and management responsibilities of



commercial species must include the stakeholders who rely on these resources and the broader ocean environment.

To date, we have developed, implemented and managed over 50 individual projects involving Cod, Snow Crab, Atlantic Halibut, Atlantic Lobster, Lumpfish, Shrimp, Seals, Capelin, Turbot and Green Crab (invasive species).

FFAW-Unifor engages in several key fisheries science surveys:

- Cod Sentinel Program: NAFO Divisions 4R, 3Pn, 2J3KL & 3Ps
- Northern Gulf Cod Reproductive Potential - NAFO Division 4R
- Stratified Random Surveys using Mobile Gear NAFO Divisions 4R & 3Pn
- Post-Season Crab Pot Survey - NAFO Division 2J3KLNOPs4R
- Lobster Sampling and CPUE - NAFO Divisions 3Pn4R, 3KL & 3Ps



Rock(in) Lobster

Robert Keenan, Project Manager

Perhaps it is because we are located next to Nova Scotia, New Brunswick, and Maine, but the Newfoundland and Labrador lobster fishery has never received the attention and appreciation that it deserves. From an economic and marketing sense, that lack of attention will soon end. This article will focus on the economic side of the lobster fishery; the marketing/traceability component has been addressed in previous issues.

The price structure for the lobster fishery remains largely unchanged from 2015. Harvesters get a share of the market price as it appears on the Urner Barry price site. The higher the price, the greater the share to the harvester. On the first \$5, the harvester received \$3.25; on any value between \$5 and \$6, the harvester receives 70%; and on any amount of \$6, the harvester receives 80%. The price is set weekly, every Wednesday morning.

Prior to 2014, the lobster fishery in the province was mired in general stagnation. Prices did not increase year-over-year. For example in 2013 the price of lobster to harvesters was set at the lowest possible amount - \$3.25 per pound - for 7 of the 13 weeks that a lobster price was reported. That year, the average weekly price was \$3.59 per pound.

In 2014, there was a good improvement. There was only one week of \$3.25 and the average weekly price improved significantly to \$4.33. There was still room for improvement, however, as the price for 7 of the 15 weeks were still in the \$3.00 range.

In 2015 there was a real breakthrough in price. There were no weeks in the \$3.00 range and only 4 of the 14 weeks were in the \$4.00 range. Last year, the average weekly price \$5.81. This was a 62% increase over 2013.

With such a high price last year, there was concern that there would be a decline in 2016. Nothing of the sort happened. Prices did not start as high in 2016 as 2015, but they have remained consistently stronger throughout the year. Last year, starting the week of May 10, 2015, the price dropped from \$5.30 to \$4.43. This was the time when most of our lobster is landed.

In 2016, the May 10th week the price was \$5.32, almost identical to last year. Over the past two weeks, the price dipped slightly and then bounced back up again to \$5.39. The current price of lobster this year versus the same time a year ago is \$0.96 higher. Compared to the same week in 2013, the 2016 price is 66% higher and compared to 2014 it is 52% higher. Given the current currency and market outlook, a drop is highly unlikely and prices will continue to increase.

These price increases have been great for harvesters. The lobster fishery is turning into a financial driver for the region, with harvesters able to triple and quadruple their lobster incomes from just a few years ago. The hard work and patience of lobster harvesters is paying off.



Summer 2016- The Union Forum - 37

Common Front NL Launches 'We Are NL' Campaign

Jessica McCormick, Communications Officer

Labour, social justice and community groups representing more than 100,000 Newfoundlanders and Labradorians have come together to form a broad-based coalition that will work together to engage the public and government in discussions on options for building a strong economy in Newfoundland and Labrador.

Common Front NL formed prior to the tabling of the provincial budget, however the coalition has done a significant amount of outreach and public engagement since the budget to begin community

conversations on alternatives to austerity. On April 25, the coalition launched the "We Are NL" campaign.

"There are clear options that we believe are not only viable but necessary to keep young workers here, to look after rural communities, our aging populations, and our most vulnerable citizens, including women who have been negatively impacted by regressive taxation and cuts in public spending," said Karen White, a spokesperson for Common Front NL.

Through this campaign, the coalition will produce research and engage in dialogue on policy options that will build hope across the province and that





ensure quality public services that Newfoundlanders and Labradorians rely on are not eroded. Town hall events have already been held in Corner Brook, Gander, Placentia and St. John's.

The public discontent with the provincial budget has been sustained and continues to build. The dissatisfaction is evident in the number of rallies and demonstrations that have been held in the weeks since Finance Minister Cathy Bennett tabled the budget.

While our allies in the labour movement, particularly the public service, will undoubtedly face a significant battle as they begin collective bargaining with this government, the budget has also had a significant impact on members of FFAW-Unifor. Union members and leadership have participated in actions held across the province and will continue to work with our coalition partners to speak out against budget measures that disproportionately impact the most vulnerable in our society, particularly those living in rural communities.

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NLFHSA Executive Director Sharon Walsh speaks on behalf of the Women's Caucus.



FFAW-Unifor Member Karen Caines speaks in support of resolution on adjacency.



President Keith Sullivan speaks to delegates about FFAW-Unifor's Rural Works campaign.

Unifor Atlantic Council

Unifor members from the Atlantic Region met in St. John's June 16 to 19 for Atlantic Council meetings. Delegates heard from several speakers including the Chair of the Newfoundland and Labrador Human Rights Commission, Remzi Cej, Member of Parliament Tracey Ramsey, Unifor Atlantic Region Director Lana Payne, and Unifor National President Jerry Dias. FFAW-Unifor President Keith Sullivan delivered a presentation on the Union's Rural Works campaign and highlighted the ongoing Choose Home campaign to eliminate the LIFO policy for Northern Shrimp. Delegates passed a resolution to support FFAW-Unifor's campaigns calling for fair fisheries management policies based on adjacency and historical dependence on resources.



Unifor Atlantic Region Director Lana Payne, FFAW-Unifor Communications Officer Jessica McCormick and NL-Fish Harvesting Safety Association Executive Director Sharon Walsh.



More than 200 delegates attended the Unifor Atlantic Council in St. John's.



RURALWORKS

Vibrant, Sustainable Communities

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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Pre-Departure Safety Check List



Safety Briefing/Instruction

Crewmembers have been suitably instructed and are prepared to sail.

- Crewmembers are familiar with the dangers, where they are located and the safe work practices to prevent an accident.
- Crewmembers are prepared for emergencies, and to assist in the maintenance and securing of the vessel.
- Crewmembers have completed emergency drills including: person overboard, fire onboard, abandon ship, personal injury, severe weather and assembly/muster stations (for smaller vessels this will be a brief statement).
- Crewmembers know where the safety/emergency equipment and shut-off valves/kill switches are located, and know how to use them.
- Crewmembers are familiar with escape routes in the event of a fire and are instructed to keep routes free of obstructions.
- Crewmembers are familiar with engine room emergency components and controls, and are prepared to safely extinguish an engine room fire.
- Crewmembers have the required competency and certification for the vessel, area of operation and expected fishing activity.
- All necessary Personal Protective Equipment (PPE) is available, inspected and determined suitable for the workers and the hazards.



Sailing Plan

A detailed sailing plan has been properly prepared and filed with a responsible person.

- The sailing plan includes proposed route, intended fishing areas, expected time of return, persons onboard, a communication plan, and a vessel description.



Seaworthy

The vessel is deemed seaworthy, and has adequate stability.

- Crewmembers are familiar with **downflooding** and the impact on the vessel's ability to right itself. Potential downflooding points like doors, hatches, scuttles and portholes have been checked and the seals determined effective.
- Crewmembers are familiar with **free surface effect** and the impact on vessel stability. Crewmembers have been briefed on the importance of keeping the number of partially filled tanks and holds to a minimum. All crewmembers are aware that scuppers and freeing ports are to be kept clear and unobstructed so that water does not remain on deck. Poundboards are properly fitted and secured, and are appropriate for the fishing activity.
- Crewmembers are familiar with how **abnormal vessel operating conditions** can negatively impact stability and cause capsizing.
- Crewmembers are familiar with how an **abnormal trim or list** can negatively impact stability and cause capsizing.
- Crewmembers are familiar with how **loading and storing catch and gear** can negatively impact the vessel's stability and cause capsizing.
- The **load** on the vessel is **well distributed** to ensure proper stability.



Systems, Equipment, Fuel & Provisions

The vessel is well found.

- All critical systems have been tested and inspected (including steering, propulsion and communications).
- All bilge suctions are free from debris and fully operational.
- Equipment has been inspected and determined to be in good working order. Proper guards are in place where necessary.
- Suitable tools and spare parts are available and easily reached.
- Watertight and weathertight closures have been inspected and secured, and their locations known.
- All riggings (including ropes, blocks, and shackles) have been checked for damage and determined appropriate for the job.
- All alarms/detectors have been tested and are working properly (including high water/bilge, fire, and carbon monoxide alarms).
- Fuel lines, hoses and belts have been inspected and are in good working order.
- Sufficient fuel, water and supplies are onboard.



Decks/Work Areas

Decks and other work areas are clear of all slipping/tripping hazards.

- Work spaces are clear.
- Ropes are coiled and stowed. Tools, equipment and fishing gear are properly stowed.
- Decks have non-skid surfaces except in locations where a smooth deck is required.
- Galley equipment (like stoves) is secured and fitted with rails to prevent movement and spills.



Ventilation

Enclosed quarters have been checked to ensure there is clean and wholesome air.

- All cabins and living quarters are well ventilated.
- Carbon Monoxide/Propane Detectors are installed where appropriate and are in good working order.
- The engine and galley stove are properly exhausted.
- The engine room machinery and other confined spaces are properly exhausted/ventilated.



Fire Prevention

All known precautions have been taken to prevent a fire onboard.

- Flammables are stored in non-flammable containers, away from crew quarters.
- Stove filters and ventilation have been degreased.
- Electrical outlets have been checked and are not overloaded.
- Electrical cables are in proper working order and electrical switches, panels, light bulbs are not exposed.
- All propane appliances, cylinders are secured, protected and ventilated.
- Engines are properly exhausted.



Life Saving Equipment (LSE)

All LSE has been inspected, is accessible and in good working order.

- Including life jackets, personal flotation devices (PFD's), immersion suits, life boat/rafts, lines and buoys, fire extinguishers, buckets, bailers, axes, pumps, distress flares, EPIRBS, first-aid kits, bilge/salvage pumps, batteries, flashlights and plugs.



Weather, Charting, Sea States and other Navigation Hazards

We are prepared for the marine environment.

- Marine weather forecasts have been checked for departure port and intended fishing areas.
- All necessary navigation tools are onboard and in good working order.
- Navigation lights are properly installed and are in good working order.
- Updated navigational charts are onboard.
- Crewmembers are prepared to safely adjust vessel operations for varying sea states.
- Local hazards and boating restrictions have been anticipated for the proposed route and fishing areas. Crewmembers have been prepared for all precautions.



What else should be added to our pre-departure checklist?

We are ready to operate safely and we are properly equipped for emergencies.

Date

Master

Date

Safety Designate

Remember... Safety brings you home

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www.nlfhsa.com • swalsh@nlfhsa.com

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**.



There were no correct answers to the last issue's flashback. The prize is still up for grabs. If you can correctly identify the photo, send your response to jmccormick@ffaw.net.



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