

winter 2016

the union forum



Convention brings
union delegates
together for change

 **FFAW | UNIFOR**
Fish, Food & Allied Workers

Iceland gives insight into successful cod fishery

Rural Works: a campaign to transform rural NL



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

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



The Union Forum



cover photo

FFAW 11th Constitutional Convention

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FFAW's 11th Constitutional Convention brings together delegates from around the province



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

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

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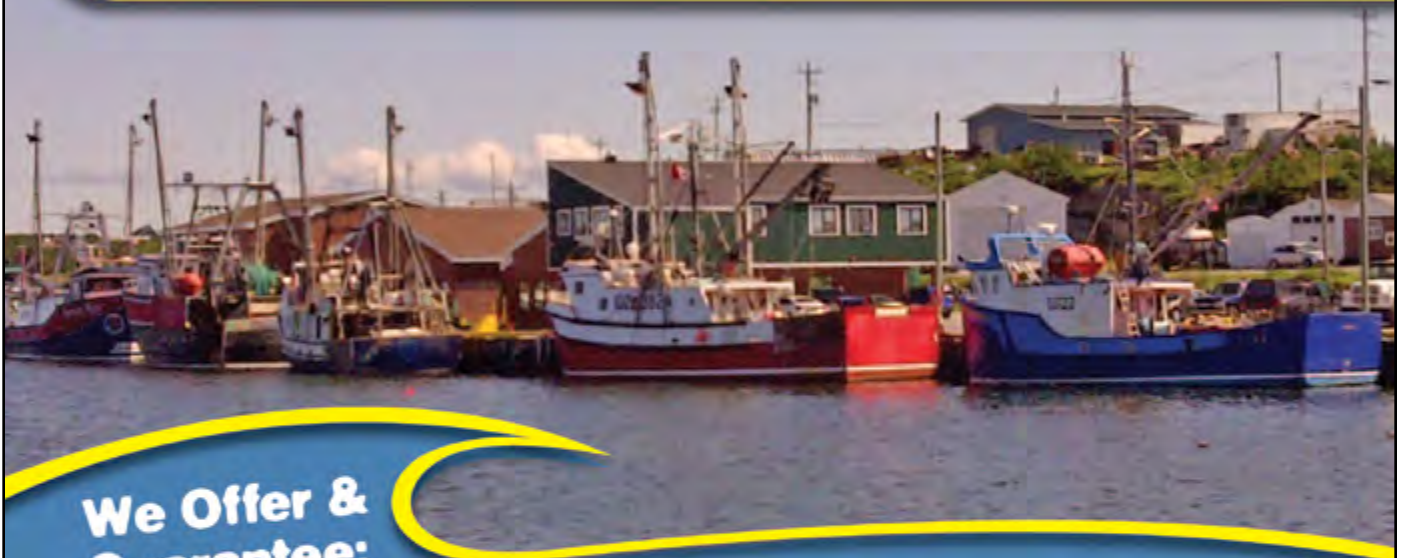




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Keith Sullivan

I have to talk about political campaigns again. I know, I'm sorry. I'm looking forward to 2016 when we won't have to deal with competing commitments and the uncertainty of what party will next be in power.

While I'm certainly feeling campaign fatigue, the election season has been very exciting and the commitments we've received are very promising for our members, their families, and the rural communities of Newfoundland and Labrador.

The election of Justin Trudeau should give the Union an opportunity to rebuild a positive and constructive relationship with Ottawa. The new Prime Minister has consistently responded to our concerns and questions in the past and we hope this relationship will only improve over time. It will certainly help that we have a strong contingent of Liberal MHAs from the province and a provincial representative in Cabinet. Unlike with the Conservative government, voices for Newfoundland and Labrador will be heard in the governing party.

I'm also eager to meet with the new Minister of Fisheries and Oceans, the Honourable Hunter Tootoo. Minister Tootoo will certainly bring his own perspectives from Nunavut to the Fisheries and Oceans portfolio and I'm confident that many of his thoughts will fit with the Union's vision of the fishery.

The most exciting aspect of the new Trudeau government is the commitments made by the Liberal Party during the campaign. Towards the end of September, we received a response to our letter seeking commitments to Mr. Trudeau. For the most part, the answers we received were direct and thorough.

For example, Prime Minister Trudeau explicitly stated that he would honour the \$280 million fishery

renewal fund as part of the CETA agreement and that he would reopen the Coast Guard maritime rescue sub-centre. These are very important commitments for our members and for the future and safety of the fishery.

Some responses are not as definitive as we would like, though the language used by the Prime Minister in the answers is encouraging. For example, with respect to abolishing LIFO, the Prime Minister only committed to a review of the policy though the letter later stated that the review would "ensure the best possible decisions are reached for the future of the resource, and the maximum benefit for the people and coastal communities who rely on the resource." While not using the term, that is a statement in support of adjacency.



Similar non-definitive but strongly supportive statements were also made regarding 3Ps and Gulf halibut. On both issues, the Prime Minister would only commit to a review, though the review would be done in consultation with the fishing sector and adjacency and historical attachment would be central to the decision making.

CONTINUED NEXT PAGE

The most important unequivocal commitment made by the new Prime Minister during the election campaign involved the new cod fishery. In response to our question, we were informed that:

A Trudeau-led government will re-affirm the federal commitment to allocate the first 115,000MT of northern cod quota to the inshore harvesters so that, as the resource rebounds, the benefits of a future cod fishery flow to the inshore harvesters and coastal communities.

This is potentially transformative news for the Union, as we've worked very hard to plan and implement a new strategy for the fishery with northern cod as an important pillar. We're also keenly aware that the new Prime Minister has only made a commitment and that there is no formal policy directing the 115,000MT to the inshore. As a result, we've redoubled our efforts in Ottawa and are putting maximum effort into exerting influence during this important transition to a new government. We are encouraged and excited by Prime Minister Trudeau's commitment, but we will not rest until the commitment is turned to action.

The Prime Minister's commitment on northern cod has placed an exclamation point on the successful launch of our Rural Works campaign (there's that word again). In October we formally launched Rural Works have been busily promoting it ever since.

Rural Works is a different sort of campaign. It is certainly infused with very specific requests for our members, but these requests are weaved within a broader, more inclusive goal. Rural Works is about accepting that rural NL has an inshore fishing-based economy and that this economy can be strong and sustained if it is properly managed and planned. As such, we are actively enlisting the business community and municipal leaders in rural NL to endorse and advocate on behalf of our campaign.

Rural Works is also restoring pride and purpose in the fishery through advocacy and promotion. There is a strong and compelling business case for the inshore fishery and we have facts to back up our argument, and we are uncovering new facts all of the time. As a

collective inshore fishery community of interest we need to do a better job of proudly yelling about what this fishery is doing and can do.

The last campaign that I'll mention is the recently concluded provincial election. Unlike the drawn-out drama of the federal campaign, the provincial election was rather anticlimactic and fused with a feeling that the result was a foregone conclusion. The Union has had a strong relationship with Premier Ball in the past and we hope that will continue into the future. On several fishery issues, the new Premier is very supportive while differences remain on important labour matters. As the provincial government takes shape, we will fight to uphold the commitments that have been made and to work to find solutions on issues where differences remain.

I'll close this article with a brief discussion of our recent, and very successful, Constitutional Convention. As President, I see the Convention through much different eyes than I did when I was a staff member. Presiding over Convention reminds me that I'm leading a Union that exists and succeeds solely from the will of the members. The FFAW does not have to exist, but it does and it conducts a lot of good work and carries a lot of influence. That authority and influence comes from the membership, not from me; I'm just privileged enough to be recognized as a leader of the Union and to speak on our members' behalf.

It is the authority and influence of the Union that makes the resolutions we pass at the Convention so important. When we unanimously endorse moving forward with a fish processing sector safety council, or protecting the sanctity of the owner-operator fleet, or seeking greater policing of the Hebron Benefits Agreement, the provincial and federal governments listen. When we come together and speak we are heard and our Convention is the forum that shows the strength of the Union.

Looking back, 2015 has been a busy, challenging, and successful year. We will not be resting on our laurels; there's too much work to do.

In solidarity,
Keith Sullivan

DON'T MISS A THING! Connect with us - Your Way.



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The screenshot shows the FFAW-UNIFOR website. On the left is a navigation menu with items: About, Fish Prices, Campaigns & Issues, Membership Meetings and Announcements, News, Fisheries and Research, Oil and Gas Relations, Industrial, Retail & Offshore, Tools & Resources, and Contact Us. The main content area features a header with the logo and a search bar. Below the header is a section titled "FFAW in Long Harbour" with a photo of a group of people. A text block below reads: "The Fish, Food and Allied Workers Union (FFAW-Unifor) represents over 12,000 working women and men throughout Newfoundland and Labrador, most of whom are employed in the fishing industry. We also have members working in the hotel, hospitality, brewing, metal fabrication, window manufacturing and oil industries." There is also a "Latest News" section with an article titled "LFA 10 Meeting on Dec. 22" and a "SUBSCRIBE" form for a monthly newsletter.

FFAWunifor

Like Us!

The screenshot shows the Facebook page for FFAW-UNIFOR. The page header includes the logo and the name "FFAW-UNIFOR". Below the header is a photo of three people on a boat. The page shows a "Timeline" tab selected, with a post area for status, photos, and videos. It also displays "580 people like this" and "8 people have been here".

ffaw_unifor

Follow Us!

The screenshot shows the Twitter profile page for FFAW-UNIFOR. The header includes the logo and the name "FFAW-UNIFOR". Below the header is a photo of a person on a boat. The profile statistics are: 1,518 tweets, 615 following, and 801 followers. The bio reads: "Fish, Food and Allied Workers - over 12,000 working women and men in Newfoundland and Labrador, a history steeped in the fishing industry. Newfoundland & Labrador • ffaw.nf.ca".



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Five Years Since the Gulf of Mexico Oil Spill - A Perspective

Robyn Lee
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It has been five years since the devastating Deepwater Horizon tragedy in the Gulf of Mexico. This major world event spurred much investigation and scrutiny regarding oil spill prevention, response and capacity related to offshore petroleum operations.

However, in Canada, we've also had recent spills unrelated to offshore petroleum production in Sept-Îles Bay, Quebec (2013), English Bay, Vancouver, BC (2015) and closer to home near Change Islands when the sunken Manolis L. started leaking fuel in 2013. A potential spill may have also resulted with the grounding of the John 1 near Rose Blanche (2014). The tanker Arrow that ran aground near Arichat, Nova Scotia in 1970 continues to leak oil.

An oil spill off of our coast, whatever the magnitude and source, will have significant socio-economic ramifications for those of us who rely on fisheries resources for our livelihoods. Even a small spill will have far reaching consequences on global seafood markets with reports, however accurate or inaccurate, of product tainting.

Larger spills causing fisheries closures will have even further impacts on fish populations and

habitat. Particularly sensitive stocks that are in recovery stages could be obliterated if even a small percentage of the population is impacted as some stocks may be dependent on one or two year classes for survival.

Efforts have been ongoing to develop an understanding and awareness of the Canadian Marine Oil Spill Preparedness and Response Regime such that key findings, observations, lessons learned and recommendations from the Gulf of Mexico spill are considered in the Newfoundland and Labrador context.

Oil Spill Response Awareness

Through our association with One Ocean we have been advocating to involve more harvesters in oil spill awareness and response activities and/or trainings in the region. This needs to extend beyond just offshore spill response. Near shore areas with tanker and/or cargo traffic are at risk as well. Harvester engagement would go a long way to instilling confidence in the oil spill response capacity that exists in this jurisdiction.

A three year pilot project in Area Response Planning has recently been initiated by the Canadian Coast Guard. It is intended to broaden stakeholder engagement in the development of area response plans using risk



assessment tools and methodology. Unfortunately neither of the four pilot sites are in the Newfoundland and Labrador region but it is encouraging that this pilot project has begun and we look forward to hearing its outcomes.

Compensation

We've also reviewed offshore petroleum operator-specific Fisheries Compensation programs and provided recommendations on ways to provide assurance to the fishing industry that harvesters and plant workers will be compensated adequately, fairly and rapidly in the event of an oil spill in NL waters. This has been done in light of situations that have been shared from harvesters in the Gulf of Mexico regarding the way in which BP has issued claims to the fishing industry.

Baseline Data

A research project has been initiated by the petroleum industry to collect baseline data on several species on the Grand Banks prior to an oil spill. In the event of a spill a scientific seafood testing program would need to be put in place. It would be valuable to be

able to incorporate the methodology and results of the baseline data thus far collected into such a testing program.

Reports from harvesters in the Gulf of Mexico have indicated that the rigorous scientific seafood testing program put in place immediately following the BP spill as well as the associated aggressive marketing that was done on Gulf fish products have been instrumental in enabling the fishing industry to get itself back on its feet in the past five years.

Dispersant Use

The application of seven million litres of chemical dispersants, namely Corexit, during the Deepwater Horizon clean-up effort was highly controversial and remains so today. There are many ongoing studies aimed at trying to develop more effective response tools, including safer dispersants. In the event of a spill it is not simply a question of whether to use one method over another but how to use various methods in response to the situation faced and as things unfold.

The new Energy Safety and Security Act that will come into effect

early next year in Canada is aimed at strengthening environmental protection by establishing a list of spill-treating agents that are acceptable for use in the event of an oil spill from an offshore production facility. There will still be conditions attached to their use but there appears to be no real public dialogue in Canada about the future authorization of these toxic agents.

A recent publication by Kleindienst et al. (2015) has indicated that the dispersants used during the BP spill actually suppressed oil biodegradation by inhibiting the growth of microorganisms in the Gulf of Mexico that naturally degrade oil. It is difficult to apply research results from a warm-water jurisdiction to that of the cold North Atlantic but suffice to say the fishing industry has major concerns with dispersant use in Newfoundland and Labrador waters.

We do not know the effects of dispersants on local fish species. We do not know what the effects of dispersants are on our marine environment. We do not know the long-term fate of dispersed

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Gulf of Mexico Oil Spill CONTINUED

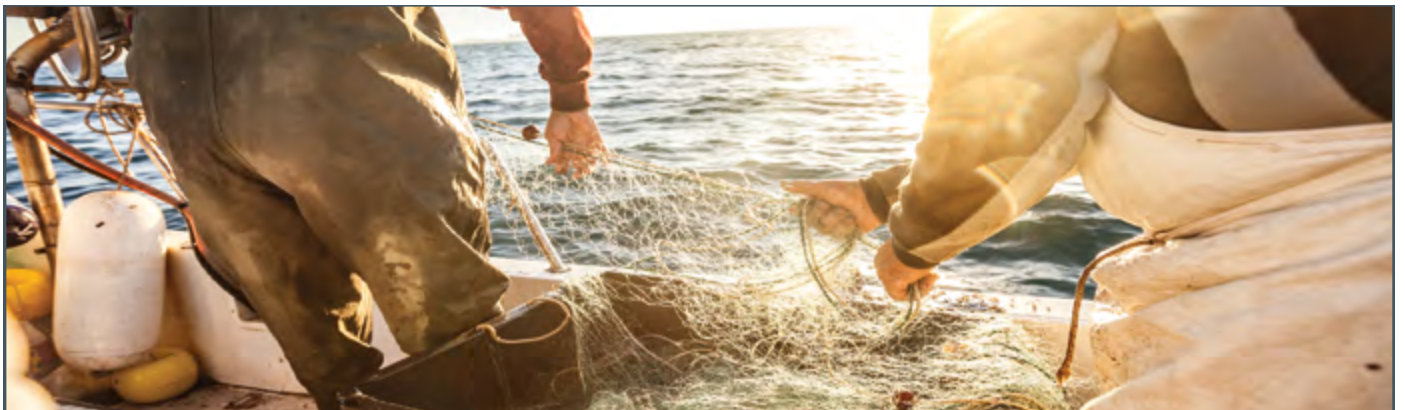
oil. These questions appear to be fundamental and we will continue to seek answers.

The threat of an oil spill is not limited to the offshore petroleum industry. Ship-source pollution from tankers, cargo ships and even fishing vessels also threaten our

fisheries resources. This is important to keep in mind as we work towards a better understanding of the potential impacts of an oil spill in our waters.

While we have learned a lot in the past five years, concerns still need to be addressed to enable

the fishing industry to have a more transparent and comprehensive understanding of one of the top threats to our livelihoods. It is hoped that we never have to experience an oil spill in our waters but it is better to be aware and prepared.



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Status of the MSC Assessment of 3Ps Cod

Erin Carruthers
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As you may know, Icewater and OCI have had the 3Ps cod fishery assessed against the Marine Stewardship Council (MSC) sustainable fisheries standard. The FFAW was excluded from the client group for this assessment.

The FFAW identified significant and systematic omissions in the assessment and in the process more generally. We highlighted three categories of omissions in our public critique:

the assessment of target species stock status relied solely on the Research Vessel (RV) index even though the RV index for this stock is erratic and other indices, such as those from the sentinel survey and from commercial catches, indicate a considerably less optimistic stock status; recent decisions to reduce protection for pre-spawning and spawning aggregations of 3Ps cod, which could have enormous consequences, are not mentioned, and:

the client group of this proposal, Icewater Seafoods and Ocean Choice International, represents a small portion of the Canadian 3Ps cod allocation, whereas the Fish, Food and Allied Workers (FFAW), which represents >80% of the Canadian cod allocation was excluded from the process. Notably, most of the conditions apply to the sectors excluded from the process.

Our full critique and their response can be found on the MSC website by following links to the Northwest Atlantic and for 3Ps cod.

Fisheries that are considered sustainable are typically required to meet conditions to demonstrate improvement in stock status, management

structures or information collection. Should the 3Ps cod fishery be MSC certified, there are a number of conditions which would need to be met within a 5-year period to maintain certification. For hand-line, gillnet and line trawl gears, these conditions would include increased information on bycatch and discarded species and higher compliance on logbook returns.

Globally, the MSC process has been used to improve fisheries management, data collection, and - at times - on the water fishing practices. And, globally, the MSC process has been used to secure market access and block competitors.

My goal here is to update harvesters on the status of the 3Ps cod certification process, our criticisms of that process and possible outcomes for FFAW members. Together we will need to decide how to respond to the MSC assessment of 3Ps cod.



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Green crab mitigation efforts continue in Placentia Bay

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Green crab continue to be a concern in areas around the province, most evidently in Placentia Bay where the invasive species was first seen in Newfoundland.



Efforts thus far have been successful in removing a significant amount of green crab yet, to date, the species still shows up on our shores. This year we

decided that a different approach might be necessary, and took steps to undertake a small trial to see if increased effort might help decrease the population to a point where it might be managed, either by man or natural predation. This year's mitigation began on September 14 and was completed on October 2.

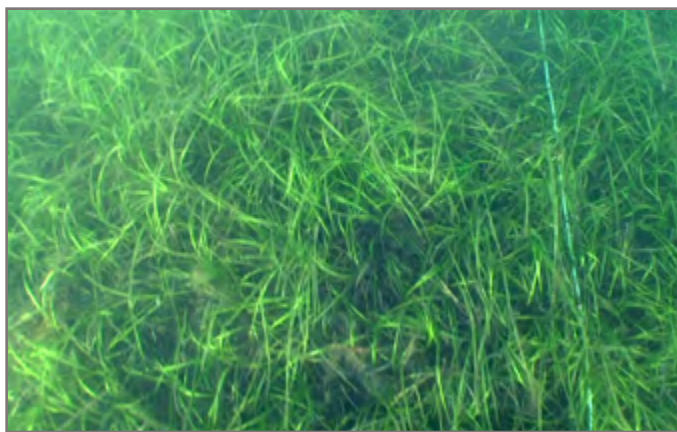
During initial discussions we chose a more concentrated approach to this year's mitigation. Whereas earlier mitigations supplied harvesters with 30 pots in numerous areas and fishing took place three days per week, this mitigation provided harvesters with 60 pots, the option to fish 7 days a week, and was

focused in three areas of Placentia Bay that were identified as having the highest concentration of catches in previous mitigations: North Harbour, Boat Harbour/Baine Harbour, and Fairhaven. This would allow us to monitor catches and would allow harvesters to judge how much effort was required before a reduction was seen.

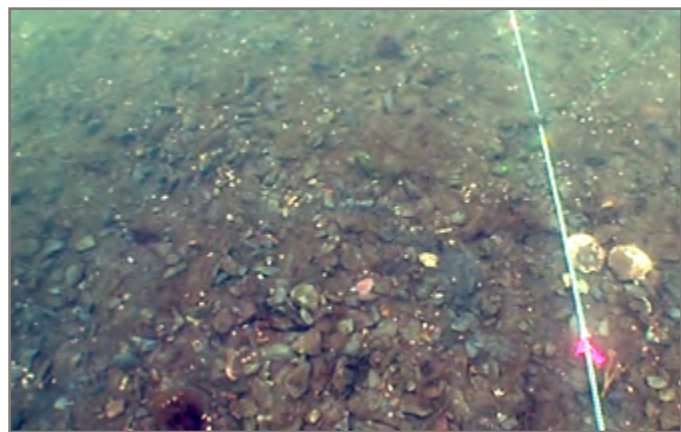
In total 6,195 lbs were removed from Baine Harbour/Boat Harbour by two harvesters, 5,753 from Fairhaven by one harvester, and 5,671 lbs from North Harbour by one harvester. The crabs were then frozen, dried and composted.

Harvesters have reported that catches decreased significantly from the first week to the third week. This seems to be the case in all locations except for North Harbour where amount of crab landed did not fluctuate significantly, indicating that North Harbour is still one of the largest hubs of activity for green crab.

Feedback from harvesters indicates that all feel increased traps, increased harvesting days and increased pressure on the population are positive steps toward controlling green crab in Placentia Bay and might be able to actually put a significant dent in the population. Though the mitigation was for a short period of time, we were pleased with the results and feel a larger mitigation that continues to put heavier pressure on the population is the best way to proceed in the future.



Cockroach of the sea- Before Green Crab



Cockroach of the sea - After Green Crab

Looking for Mackerel on the Northeast Coast:

2015 Collaborative Mackerel Egg and Larval Survey in White and Notre Dame Bays

Erin Carruthers
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Do mackerel spawn along the Northeast Coast of Newfoundland? The answer to this question has implications for stock assessment of this valuable species. Estimates of stock status are based on DFO annual egg and larval surveys in the southern Gulf of St. Lawrence, which is the main spawning area for the stock. If however, mackerel also spawn along the Northeast Coast - or elsewhere - in considerable numbers, then the current assessment methods would produce a partial estimate of stock size.

Harvesters have reported pencil mackerel, or young-of-the-year, along the northeast coast of Newfoundland. The occurrence of pencil mackerel suggests some spawning may occur on the Northeast coast but an egg and larval survey was needed to test whether spawning occurs and to determine how much spawning happens here, relative to the southern Gulf.

The collaborative research team, led by Dr. Dominique Robert at the Centre for Fisheries Ecosystems Research (CFER) at Memorial University, used paired fine-mesh nets to collect eggs and larvae at 26 stations in White Bay and Notre Dame Bay this past summer. Because harvesters questioned how the timing and distribution of mackerel would affect survey results, we also collected adult mackerel to determine spawning stage.

We hope to continue this work next year with project partners: Newfoundland and Labrador Department of Fisheries and Aquaculture, Fisheries and Oceans Canada, and CFER at Memorial University.

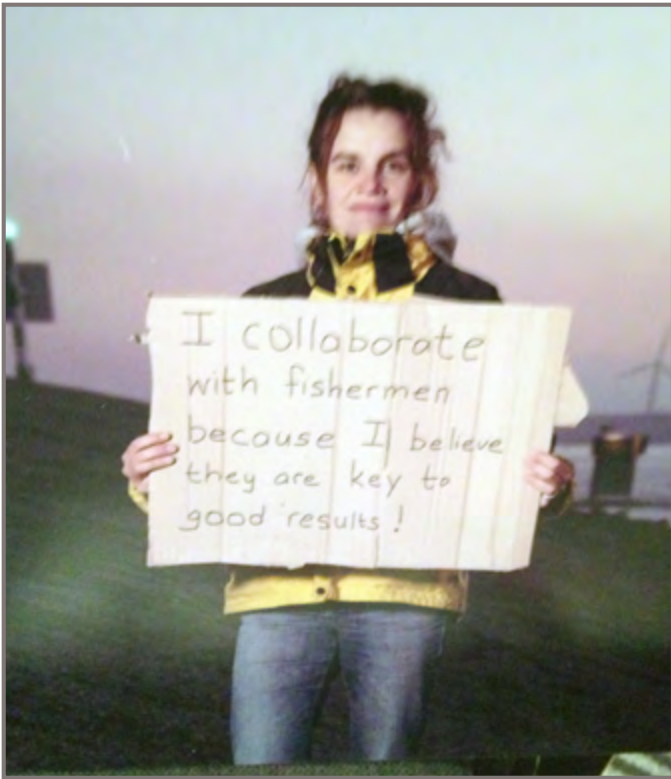
Big thank you to Brad Rideout (skipper of the Fishermen's Dream), Wade Saunders (FFAW Field Technician), crew, students and researchers for a successful and efficient 2015 field season.



From left to right: Violane Pemberton-Renaud (CFER student), Wade Saunders (FFAW technician), Brad Rideout (skipper) and Martin Castonguay (DFO scientist) *Photo courtesy of Dominique Robert.*

An advertisement for Garmin GPS devices. At the top is the Mercer's logo with the text "MERCER'S QUALITY & SERVICE SINCE 1957" and "210 MARINE DRIVE, CLARENVILLE TEL: 709-466-7430". Below this is a string of colorful Christmas lights. The Garmin logo is prominently displayed. Two GPS devices are shown: the Montana 610 GPS and the Montana 680 GPS (with camera). A red "NEW" stamp is over the Montana 610. Text on the right says "Montana 610 GPS Topographic & Marine Mapping also Available" and "Montana 680 GPS (with camera) Makes a Great Gift this Holiday Season".

Canadian Fisheries Research Network meets in Halifax



The fifth annual AGM of the Canadian Fisheries Research Network (CFRN) took place in Halifax over the week of November 16-20. The Network has been an ongoing initiative that brings together industry representatives, academia, and government to convene on research projects relevant to the many Canadian fisheries, across many disciplines and addressing the many issues that are unique to regions.

FFAW Inshore Council member and Science Program participant Gilbert Penney of Hickman's Harbour, Projects Coordinator Dwan Street and Fisheries Scientist Erin Carruthers attended this year's AGM. The purpose was to present the findings and progress of the many projects that the CFRN have made possible, as well as discuss next steps.

Many important initiatives of the Network were discussed but, of particular importance to FFAW, is the Lobster Node, a collection of research projects undertaken to better understand the Atlantic lobster

populations and behaviours. There are two key areas of study that were focused on: the biological units and genetic of makeup of Atlantic Canadian lobsters in different management areas, and factors influencing the recruitment and survival of juvenile lobsters.

These projects have offered a first look at what are very important set of questions surrounding the Atlantic lobster population:

What affects the recruitment and survival of juvenile lobsters and how can we maximize survival (i.e. bottom type, predation, temperature)?

Are there genetic differences in lobsters from different management areas, and how can we use this information to better populate management areas and manage stocks?

FFAW harvesters participated in collecting, as well as providing, data to help answer these questions over the duration of the projects, where most were collected in Bonavista Bay and Trinity Bay for the initial research. Gilbert got to see his samples being put to use right there on the conference floor.

The CFRN was a five year project and this AGM marks the conclusion of the initial Network. It is apparent, however, that there is necessity to continue with the fantastic work that has begun as a result of the network, as well as a continuation of the very importance relationships and understandings that have developed across the different facets of the fishery. Having industry, government and academia collaborate together has brought a fuller picture that has previously been difficult to achieve.

Funding has already been obtained by researchers to continue with the work on the genetic profiling of the populations, and all involved agree the Network is, and should continue to be, a very important piece to help improve management of Canadian fisheries going forward.

Demand for consultation in process for aquaculture development

Johan Joensen
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Although there are a number of aquaculture farms situated around the province of Newfoundland and Labrador, the process through which they receive approval has not always been transparent. Aquaculture sea-farms, by their nature, occupy marine space which may interfere with other existing users. In the process of establishing these sites, it is necessary that proper consultation be undertaken.

There has been plenty of attention recently paid to the development of a new Atlantic salmon hatchery in Marystown and 11 sea farms to be subsequently positioned in Placentia Bay. There has not been any substantive conversation or consultation with important stakeholders in the bay about the locations of the proposed sea cages. In fact, there had been minimal consultation on the whole project.

FFAW-Unifor first heard about the proposed development when one of our members called their staff representative after seeing representatives for the company investigating around harbours and wharfs in Placentia Bay.

FFAW-Unifor executive finally managed to secure an introductory meeting with the company on October 30th, 2015. Representatives from the company were only available for a short time, but this was after there had been three cancelled meetings. This meeting was only agreed to after the announcement of the Memorandum of Understanding between the company and the province of Newfoundland and Labrador on October 26th, 2015.

The Provincial Government has indicated that each part of the proposed development will have to go through a full authorization process. FFAW-Unifor contends it would be appropriate that the whole project be considered before approval is given to any one part of the contents proposed in the Memorandum of Understanding.

FFAW-Unifor has arranged to have membership meetings with the company in Marystown, Baine Harbour, Petite Forte, Arnold's Cove and Placentia. By having the meetings in these communities it is hoped to reach as many harvesters as possible who fish the areas where the proposed sea farms will be located and enable them to have a direct conversation with company representatives regarding the proposed development.



New 1st VP of NLFL, FFAW's Jason Spingle

Congratulations to Jason Spingle on his recent election as first Vice President of the NL Federation of Labour. Jason was introduced as the new First VP at this year's NLFL Convention in St. John's where he addressed the hundreds of delegates and gave a presentation on the Rural Works campaign.

Jason is a long-time political and community activist, and brings passion, energy and a deep commitment for equality and fairness to all his work. He grew up in L'Anse au Clair Labrador and has been working for the FFAW since 1998 where he is a staff representative working out of the Corner Brook office.

Safety Association holds first ever safety symposium and trade show



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Wednesday November 25th was an important milestone for the NL Fish Harvesters Safety Association (NL-FHSA). Following on the successful 11th Constitutional Convention of the FFAW-UNIFOR, the NL-FHSA held its first safety symposium and trade show.

Over 60 delegates attended the symposium to hear presentations and personal stories on such important safety topics as hearing loss, cold water safety and the importance of PFD's, immersion suits, safety designates, vessel stability and accurate weather forecasting.

David Decker, NL-FHSA Chair, welcomed the delegates and guests and reminded the audience that a good job is one where the worker has both fair remuneration and safe working conditions. He congratulated fish harvesters for the success so far but stated that with 15 fatalities over the past six years

we still need to take "safety to the next level."

Symposium speakers included Ralph Tucker, chair of Workplace NL, Dr Barb Neis from SafetyNet, Wayne Giles from Service NL, Dean Turpin from the Marine Institute, Marie Ridgeley Health and Safety Advisor for Workplace NL, Dr Bruce Colbourne and Dr. Lorenzo Moro from Memorial University's Faculty of Engineering and Applied Science and fish harvesters Dan Baker, Heather Starkes, Larry Pinksen, and Jack Greenham.

In his opening address Mr. Tucker reminded the audience how dangerous an occupation fish harvesting can be. Serious injuries in the fish harvesting sector stand at 41.9 per 10,000 employees. On average 130 fish harvesters are injured every year and two die as a result of a workplace incident or an occupational disease.

A powerful presentation by Dr. Lorenzo Moro focused on occupational hearing loss. According to Safe Work fact sheet between 2007 and 2013, about 50 per cent of all accepted occupational diseases

claims were related to deafness, hearing loss or impairment.

Dr. Moro informed the delegates that according to the World Health Organization noise-induced hearing loss is the most common, permanent and preventable occupational injury worldwide. The challenge we face is that unlike so many other injuries hearing loss causes no pain and it can take a long time to be noticeable.

The problem for most fish harvesters is the constant harmful noise of the engine. Fish Harvester Larry Pinksen complimented Dr. Moro by talking personally on how hearing loss has affected his whole way of life and how he now has to rely on closed caption television if he wants to watch something. It was clear that Larry's presentation had an impact especially among younger fish harvesters.

Delegates agreed more needs to be done to make sure that fish harvesters are protected from noise exposure and identify improved Personal Protective Equipment (PPE) appropriate for fishing vessels.

Whether it was listening to harvester Dan Baker

talk about the perils of him and his wife trying to survive in the cold waters after falling overboard, Heather Starkes talk about the need for better weather forecasting, or Jack Greenham talk about the importance of stability, delegates were fully engaged. There was general agreement that over the last decade NL harvesters have invested in training, are carrying more safety equipment aboard vessels, and are the most compliant with TC regulations. However, recognizing that on average 130 fish harvesters are injured every year, and two die as a result of workplace incidents or occupational disease - more needs to be done to ensure everyone comes home safely to their families.

We are hopeful that this safety symposium is the first of many informative events and workshops presented by the NL-FHSA, and we encourage all fish harvesters - owner/operators and crewmembers - to participate whenever possible.

On behalf of the NL-FHSA, I would like to take this opportunity to wish all fish harvesters and their families a joyous holiday season, and a safe and successful 2016 fishing season.



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Workers at Beothic Fish Processors do it again

Tina Pretty
FFAW-Unifor Women's
Coordinator
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Caption for photo: FFAW-Unifor Women's Advocate Della Melendy is shown with gift cards purchased for the local women's shelter, Cara House, in Gander.

Workers at Beothic Fish Processors stepped up to the plate again this year and raised over \$1000 for their local Women's shelter, Cara House, in Gander.

FFAW-Unifor Women's Advocate Della Melendy successfully collected needed items for Cara House during the 2014 processing season and took it upon herself to do so again this year.

Della contacted the Executive Director at the shelter, Annmarie Connors, to see what was most needed at the facility. Gift cards made the most sense as they are easy to store and empower the women who need them most.

In her letter to Beothic Fish Processors workers, Ms. Connors said, "These will be given to women and children who are in the process of settling into a new life. Some will be used to support families in the shelter, others to support them as they move on to start a new life. Many of the families we serve leave everything they own behind, in search of a life free from violence. Your donations will make that journey that much easier."

The full letter from Cara House was read out at the FFAW-Unifor Triennial Constitutional Convention to a standing ovation from the delegates in attendance.

Della expressed her pride in her local thanked all her co-workers for their generosity. She then issued a challenge to other locals to undertake similar initiatives in their own workplaces.



Workers at Beothic Fish Processors do it again

Delegation to Iceland provides insight into successful cod fishery

Monty Way
FFAW-Unifor Staff Representative
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Even though cod landings in Newfoundland and Labrador in recent years have been a mere fraction of what they were historically, the industry continues to be plagued by issues surrounding quality. Quality standards in the food sector have increased significantly and the seafood sector is no exception. While factors such as the type of food consumed and water temperatures have a major impact on the quality of fish, they are factors that we have little or no control over. However, there are things that we can improve upon as harvesters and processors to produce a better quality product that better suits the market and result in more value for everyone involved.

On October 28 2015, the Union sent a delegation to Iceland to observe the cod industry. The delegation consisted of four harvesters, one plant worker and two

FFAW staff representatives. Cod is by far the most economically important fish stock in Iceland. With average annual landings of 290,000t over the past thirty years, it is evident that Iceland must be doing something right. The main purpose of the trip was to see what exactly Iceland is doing with cod, looking at the industry as a whole following the process from how fish are caught, handling and stowage on board, offloading and eventually processing. While there was no smoking gun, we did observe a number of things that are certainly worth noting.

In 2015 Total Allowable Catch (TAC) of cod in Iceland was 239,000t. Nearly 50 per cent of the TAC is caught each year with fixed gear (i.e., longlines, handlines and gillnets). While there are some gillnets used, over 80 per cent of cod caught with fixed gear is caught with hook and line. The other 50 per cent is caught with mobile gear of which factory freezer trawlers accounts for the majority. Harvesters we spoke to in Iceland acknowledged the fact that

hook and line cod always produces a higher price in the market. Depending on the time of year, the difference in price of cod landed from hook and line and cod landed from gillnets could range from 10 to 30 per cent. While some boats are equipped with an automatic longline system, most longline harvesters bait their gear in trawl tubs onshore very similar to what harvesters do here in Newfoundland and Labrador. Automatic jiggers are very popular in Iceland as well



Glen Newbury, Monty Way, Nancy Fillier, Wayne Masters, Nelson Bussey, Gilbert Penney and Bill Broderick

CONTINUED NEXT PAGE

ICELANDIC DELEGATION continued

especially on smaller boats.

During our trip we saw hundreds of fish tubs (i.e., insulated containers or vats) throughout the fishing communities but none like we see and use here in Newfoundland and Labrador. The containers that are used in Iceland are much shorter, thinner and lighter. They are the same size and hold approximately 600 lbs of fish. Using smaller (shorter) containers improves quality as you don't have as much crushed fish as a direct result of less weight placed on fish at the bottom. The containers used here for the most part hold anywhere from 1000 to 1500lbs. We have all heard and most of us have seen that fish at the bottom of tub is not of the same quality as those on the top, especially if the fish has been in the tubs for an extended period of time. This is a major factor that the fishing industry as a whole need to consider.

The same containers are also used onboard boats to store fish. Boats that have fishholes still store fish in insulated containers but keep the containers in the fishhole. We didn't see any boats that just ice fish in bins in the hole of the boat, a common practice in Newfoundland and Labrador. There are a few

exceptions, but for the most part fish are stored in containers and are not transferred to other containers during offloading. They try to avoid handling as much as possible.

In Iceland harvesters bled the fish as soon as they come onboard the boat by cutting the throat. They make sure not to cut the heart and to severe both veins in the neck. Most harvesters in Newfoundland and Labrador are now bleeding their fish by plucking (breaking) the gills. Is it better to cut the throat? The Icelanders seem to think so. Certainly a detail worth exploring further.

Once the throat is cut the fish are placed in seawater to bleed. We have been advocating using slush water to bleed the fish to start to bring the temperature down right away but in Iceland they use surface temperature seawater. They claim that fish will bleed better in surface temperature water as opposed to slush water and pointed out that in the past they did use slush but changed quite a few years ago. Another point that should be explored further. Fish are left to bleed for 15 to 20 minutes and then placed into insulated containers. Larger boats that are equipped with

chilling machines use dry ice on the fish. Each tub consisting of a layer of ice at the bottom then a layer of fish, another layer of ice, another layer of fish and a layer of ice on top. All tubs are iced the same way. Smaller boats that are not equipped with cooling machines use slush ice. The amount of ice used changes with the water temperature. They have developed a specific formula that determines how much ice is needed to keep fish at the desired temperature. When fish are placed in the tubs



Traditional Icelandic cod fishing boat

they make sure that they are not bent. They don't necessarily pack the fish in the tubs but they try to keep them as straight as possible. Fish are not thrown or dumped in to containers.

We were also amazed by how quick fish was offloaded and on its way for processing. Before the boats were in port the offloading process had begun. People were in place to offload the boats, trucks waiting on the wharf and ice and tubs prepared to go back onboard the boats for the next fishing trip. While we didn't see any landings more than a few thousand pounds, fish was offloaded and gone either to the auction house or processing plant within minutes.

As a part of our trip we also visited four processing plants. Three of the plants were smaller operations that only processed hook and line cod while the other was a much larger operation that focused mainly on Redfish and Pollock but did process some cod as well. All four plants that we visited were very accommodating and had no problems showing us all parts of their operation. The plants have the latest in processing technology and utilize every part of the fish. While there was some debate among ourselves over the level of bruising, we all agreed that texture and colour is certainly of top quality. Although the



Gilbert Penney speaking with harvester about hook types used on the automatic jigger



operations were slightly different, all plants stressed the importance of producing a high quality product.

Overall, the cod industry in Iceland seems to be very well organized. They have invested heavily in producing a top quality product and understand the market very well. The focus is on quality from the time the fish enters the boat to the time it's processed. Iceland is no doubt ahead of us with respect to cod but with more quota, some investment and a change in attitude we could be quick to catch up.

FFAW-Unifor participates in oil spill exercise

Dwan Street
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Oil and gas companies are mandated by the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB) to host exercises yearly that demonstrate that the operator is prepared and capable of responding in the unfortunate case of an oil spill. This year's Exercise Synergy took place in Conception Bay on September 30th, hosted by Husky Energy. I was fortunate enough to participate on behalf of the fishing industry and see the response to a mock spill first hand.

A safety briefing was held for all participants at the ECRC facility in Mount Pearl before we were all bussed



to the Long Pond dock to board our vessel, the Maersk Detector (primary), while some other observers were aboard the Atlantic Merlin (secondary).

Observers participated in a demonstration on how to identify and monitor sea birds and marine mammals at risk during an oil spill, as well as the ranges that present the greatest danger to these birds and mammals. Gulls and gannets were observed in the spill zone and we saw how concentrations of birds are counted, monitored and their condition addressed during a spill.

We then headed to the deck to observe the deploying of NorLense 1200-R, an oil spill containment and recovery boom launched from the Detector. This equipment is the most advanced available in Newfoundland and Labrador. While the vessel crew launched the boom, observers took part in a demonstration of how dispersants work.

Dispersants, a controversial method of dispersing surface oil in the case of an oil spill, entered the news most notably when they were utilized in the 2010 Gulf of Mexico Deepwater Horizon disaster and spill. Dispersants continue to be a concern for us as their effects on fish populations and where they are dispersed in the water column remain virtually unknown. After taking part in a hands-on demonstration of how dispersants work on oil and water, we were able to voice our concerns on behalf of the fishing industry on this controversial method of oil spill response.

Being able to witness firsthand the oil and gas industry's response to an oil spill was an informative experience and one that certainly makes us think of how harvesters can play a role if such a situation should arise. We are fortunate in that the oil and gas industry continues to work with us to ensure we are aware of the type of response and technology that is available should we be faced with a disaster in our offshore. It does, however, help raise important questions that we are able to bring to the attention of oil and gas operators to ensure the fishing industry is heard and protected in the case of a spill.

FFAW-Unifor Women's Advocates Program



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

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



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

FFAW-Unifor Women's Advocates

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



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Grand Bank Seafoods



Elizabeth Hiscock, Effie Peach



Don Peach, Riley Scott



Merle Meade



Scott Whalen



FFAW Plant Chair Charlie Baker



Florence Cox



Cyril Forsey, Raymond Clarke



Bernice Forsey, Brenda Perry, Jerry Trimm, Scott Whalen



Wishing you
a safe & happy
holiday season.

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

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

Remember, safety brings you home.

From the board and staff of the
Safety Association



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FFAW-Unifor Women's Conference

The FFAW-Unifor Women's Conference kicked off the FFAW Convention in fine style as women delegates gathered to learn more about Women's Health and Safety.

Women's Committee Coordinator, Tina Pretty, told delegates by the end of the conference they would have, "some practical tools and information to keep them safe and healthy not only in the workplace but also in their lives."

The opening plenary session included an address by FFAW-Unifor President Keith Sullivan, greetings from Unifor national office by Assistant to the President, Deb Tveit and a presentation by Unifor Women's Department Director, Lisa Kelly on violence in the workplace. Tina Pretty gave a brief outline of the work of FFAW Women's Committee over the past three years. A spotlight was shone on the successful fightback campaign by women's and community groups and the labour movement to reinstate the Family Violence Intervention Court as part of the One Billion Rising global event. Delegates were also delighted to have a surprise visit from NDP MHA for St. John's Center, Gerry Rogers, who addressed the group on how being involved in politics makes a

difference in women's lives.

The most passionate speaker of the evening was newly trained Women's Advocate Brenda Pieroway who works in the union office in Corner Brook. Brenda told delegates how much she had gotten out of the Women's Advocate training and felt she found, "a place to belong". She had also attended the Unifor Women's Conference in Port Elgin on Labour Day and told the group how inspiring it was to be surrounded by union sisters from across the country.

Day Two of the Conference started with an engaging address by Atlantic Unifor Director - and FFAW Sister - Lana Payne.

Delegates next watched the Safetynet video, A Second Wind. This was followed by a lengthy and vocal discussion on shellfish asthma which was facilitated by NL Federation of Labour Mary Shortall. It is clear that pressure needs to be applied to make the Processing Sector Safety Council a reality to ensure the safety of workers in the processing industry.

Tina Pretty did a workshop on boosting confidence and told delegates, "the biggest challenge women face is overcoming a perceived lack of self-confidence".





NL Federation of Labour President Mary Shortall

The group discussed what holds women back and Tina gave them tools and exercises on increasing their confidence.

Delegates were next treated to the dynamic Dr. Eddi Kenny, a motivational speaker and a naturopath who specializes in nutrition. For Dr. Eddi, food is medicine. She gave the group practical guidelines to follow and stressed the importance of weaning off sugar and sugar substitutes, among other health tips.

Two ergonomic videos were shown on proper sitting positions and exercises to remedy repetitive strain in the wrists and forearms. This is also an area that needs work and delegates were eager to follow along with the exercises. (To obtain a copy of these videos, please contact the union office.)

There was a presentation by Lana Payne to long-time Industrial/Retail/Offshore Council member Irene Ploughman who recently retired after a lengthy service on Council. Lana told delegates the story of Irene chasing Minister Diane Finlay into the wash-room at Shawmut Fisheries to push for changes to EI for plant workers and Irene received a standing ovation for her work.

There was also a presentation to the St. John's Women's Center. Women delegates were asked to bring toiletries and personal items to help stock the



Unifor Atlantic Director Lana Payne

Center's personal items pantry. Mary Shortall, who sits on the St. John's Women's Center Board accepted the donations and gave a brief presentation on the work of the Center.

To conclude the conference the women sang the women's anthem, Bread and Roses. In her closing remarks, Tina Pretty told participants that there will be a fight coming to save rural communities and the need to have, "healthy and vibrant women to lead the fight so we can have healthy and vibrant communities".



Dr Eddi Kenny

To Cause a Stir

Robert Keenan
FFAW-Unifor Projects Manager
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Neil Young wrote in his song The Campaigner:
*I am a lonely visitor
I came too late to cause a stir
Though I campaigned all my life towards that goal*

The song is a sad lament about having good ideas but not doing enough to bring them about in the realm of politics. It is a reminder that action is as important as ideas and that the failure to act can bring about negative, though foreseen, consequences.

We're now at the end of a series of political campaigns of unprecedented length. Between August 4th when the federal election was called and November 30th when the provincial election will be held, Newfoundland and Labrador will have been

in political campaign mode for 118 straight days.

This seems like a long time, though in the campaign world it isn't. For the past four months, the FFAW has pushed a quick pace to ensure that we were able to cause a stir in both elections. On the federal side, we conducted in-person or conference call meetings with almost all Liberal and New Democratic candidates and at the provincial level we held in-person meetings with all three party leaders - Premier Paul Davis, Earle McCurdy, and Dwight Ball.

We strongly prepared for every meeting during both campaigns. We put forward the same set of facts and the same requests at every meeting. Every federal candidate received the same message on federal issues and the three provincial leaders received the same message on provincial issues.

The central piece of our campaign to cause a stir during the federal and provincial elections was our letters to the leaders. In September we sent letters to the leaders of the three main federal parties that contained a series of 10 questions and several annexes to provide context. Overall, our letter ran to 13 pages. The Liberal Party and the New Democratic Party replied; the Conservatives did not.

With the federal election now over, we can focus on the commitments of the winning party. In its response to FFAW, Prime Minister Trudeau unequivocally committed to honouring the \$280 million fishery renewal fund as part of CETA, to reopening the Coast Guard rescue sub-centre in St. John's, and to providing the inshore fishery with exclusive access to the first 115,000mt of northern cod when that fishery reopens.

This last commitment is incredibly important, as it will help harvesters, the Union, and processing companies plan for the next major phase of our fishery. This commitment also speaks to the importance of the FFAW to the province.



While not fully committing to our requests, Prime Minister Trudeau also put forward promising responses on abolishing LIFO (he committed to a review that will factor in adjacency and historical attachment), reversing the cuts to Gulf halibut, and making pro-worker changes to the EI system.

All of Prime Minister Trudeau's responses to our questions can be found on our website.

Throughout the Fall, the provincial election has been treated as secondary in importance, though to our members the outcome of this election is very important. In late October, we submitted letters to the three provincial leaders, with a series of 13 questions and several annexes to provide context. The letters to the provincial leaders were 15 pages in length.

Though all provincial leaders replied, the outcome of the election limits the relevant responses to those provided by the Liberal Party. In general, the new Premier has committed to be supportive on fishery issues, but he remained largely vague on

labour matters. With respect to the fishery, Premier Ball explicitly committed to creating a cod revitalization strategy and to aligning processing licensing policies with federal policies aimed to curb controlling agreements. On labour matters the Premier was non-committal on legislation to bring back card-based certification and to ban replacement workers in labour disputes. On a positive note, the Premier did commit to better manage the Hebron Benefits Agreements to provide maximum benefits to the people of NL. Our report card setting forth the commitments of the new government can be found here: <http://ffaw.nf.ca/sites/ffaw.nf.ca/files/Provincial%20Candidate%20Report%20card.pdf>.

We have been committed to causing a stir these past four months and that's good for our democracy. In Neil Young's world, not causing a stir produced Richard Nixon. We've caused a stir and so far we've gained Justin Trudeau and Dwight Ball; that's not bad, though there will certainly be more stirs to cause in the future.



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.



FFAW | UNIFOR
Fish, Food & Allied Workers

New locals at Long Harbour: Provincial Ready Mix wins long battle to be certified



Atlantic Safety Security Centre



Sherry Shugarue, chair of Provincial Ready Mix speaking at her first FFAW Convention

legislation for card-based certification process. Under this simplified system, the union was recognized as the bargaining agent in a workplace once 65 per cent of all workers in a unit signed a membership card. That was simple, fair, and efficient.

But of course, it was too simple, fair, and efficient for employers. Employers wanted to make it difficult and stressful for workers to organize. A mere two years later in 2014, the province passed legislation that moved us back to the secret ballot.

We would like to extend a big welcome to our new locals at Long Harbour.

Pennecon, our skilled trades local, at the Vale plant in Long Harbour continues to grow. The first contract negotiated in 2013 provides excellent benefits and has been a strong viable alternate to working outside the province.

Situated at the main gate at Vale Long Harbour, the Atlantic Safety Center security guards have just recently ratified their first collective agreement with their employer.

Just certified this November, our newest members from Provincial Ready Mix provide janitorial services at the Vale nickel plant.

In 2012, the province passed

The cleaners at Provincial Ready Mix, who are subcontracted by Vale, experienced firsthand the problems the secret ballot system can cause.

In October 2014, the cleaners conducted their secret ballot vote on whether to recognize the FFAW as their bargaining agent. At this time, the cleaners were getting paid significantly less per hour than the going rate for similar work on site. With that sort of difference, it is not difficult to imagine the hopes and anxieties of these women as they bravely stood together to demand a fair deal.

And days passed; and weeks passed; and months passed. And the cleaners started to get fired for reasons that clearly related to the desire to join a union. The FFAW came to the immediate defense of

the fired workers and we pursued claims of unfair labour practices and unjust dismissal, which further complicated the matter but it had to be done.

The Union was then unable to be certified as representing the cleaners until the claims by the unjustly fired workers were taken care of. This provided more opportunity for the employer to delay, which is exactly what they did.

We are now certified to represent the cleaners in Long Harbour but it took 13 months from the time the ballots were cast to get that result. That would not happen in a card-based certification system.

The company continues to treat the employees with

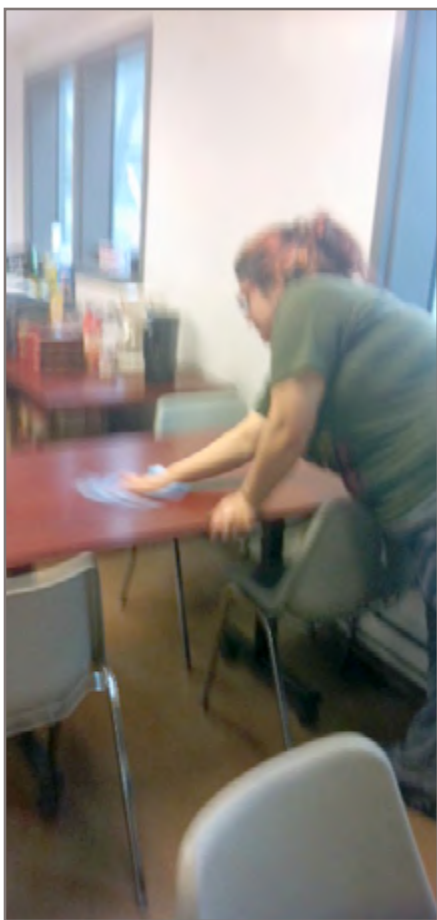
contempt. Provincial Ready Mix were notified of the intent to bargain on November 10, 2015, but as of press time the company has still not responded. Therefore the Union has applied for conciliation

to bring the matter to a head.

We would like to commend the Provincial Ready Mix members for your courage and perseverance under difficult circumstances.



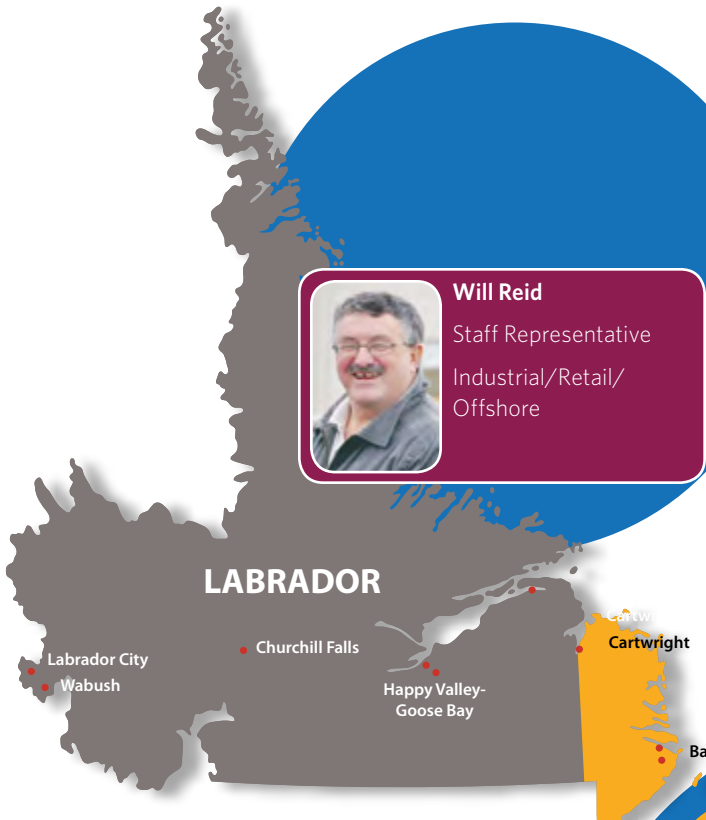
Some of the new members at Provincial Ready Mix: Amanda Jorden, Brianna Greene, Cathie Fougere, Melissa Turner and Valerie Keating



FFAW | UNIFOR STAFF REPRESENTATIVES

STAFF REPRESENTATIVES

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Will Reid
Staff Representative
Industrial/Retail/
Offshore



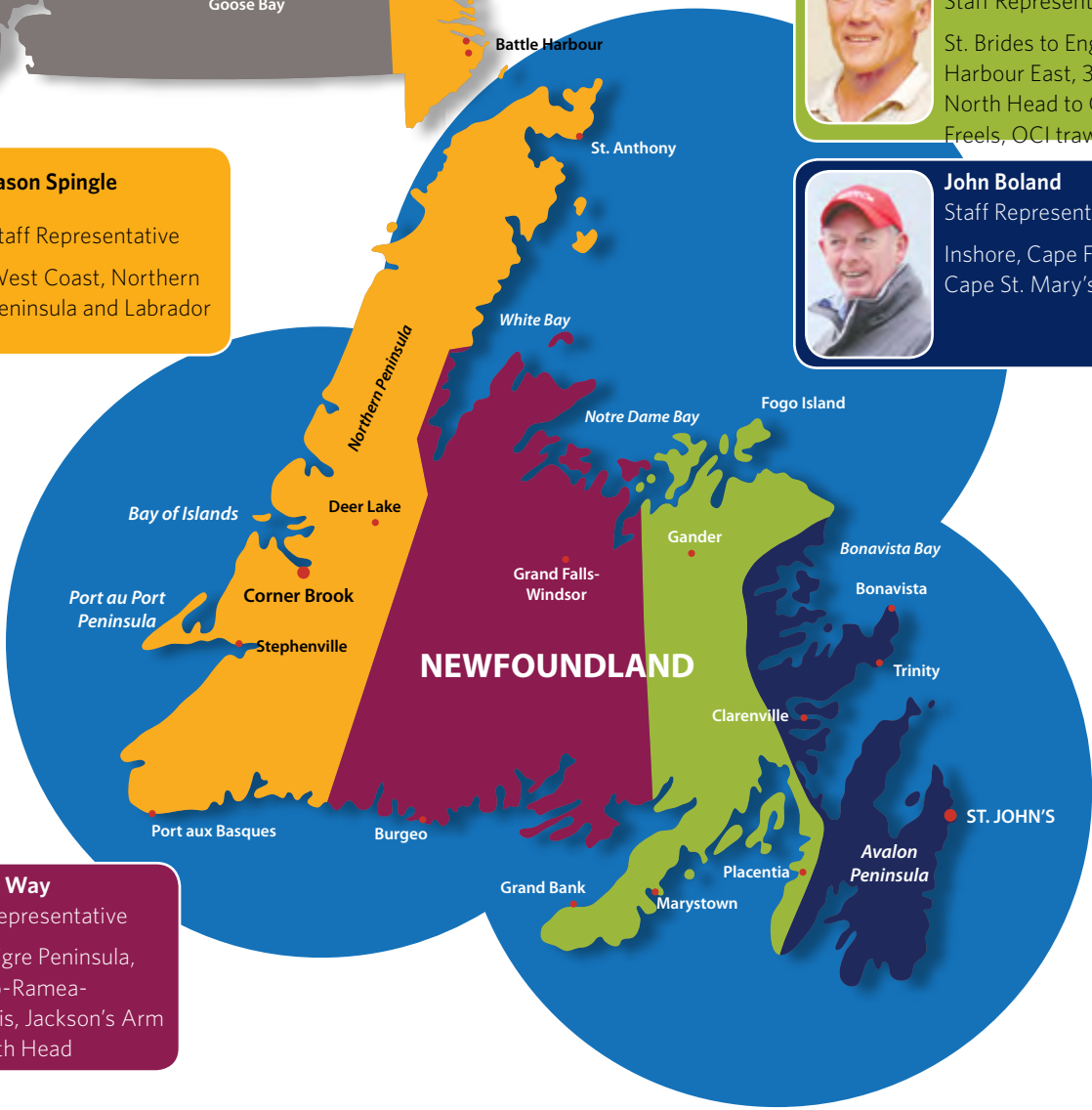
Roland Hedderson
Staff Representative
St. Brides to English
Harbour East, 3K Inshore
North Head to Cape
Freels, OCI trawler fleet.



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



Jason Spingle
Staff Representative
West Coast, Northern
Peninsula and Labrador



Monty Way
Staff Representative
Connaigre Peninsula,
Burgeo-Ramea-
Francois, Jackson's Arm
to North Head

FFAW LEADERSHIP



FFAW | UNIFOR

Fish, Food & Allied Workers

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INSHORE COUNCIL

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11th Constitutional Convention



Conway Caines - Speaking to Resolution on Restoring Adjacency to the 3Ps and Gulf Halibut

FFAW-Unifor its 11th Constitutional Convention on November 22-23 in St. John's with approximately 150 delegates representing the over 12,000 FFAW-Unifor members from around the province.

The convention was a lively and informative two days, preceded by a Women's Conference and Young Workers Conference on November 21st. At the convention there was much healthy debate and passionate stories from members as several



David Decker - Speaking to Resolution on Reinforcing the Owner-Operator and Fleet Separation Principles



Karen Caines - Speaking to Resolution on Aquaculture Fund



Neil Chubbs - Speaking to Resolution on the \$400 Million fishery Modernization Fund



Eric Miller - Speaking to Resolution on Restoring Adjacency to the 3Ps and Gulf Halibut



Larry Pinksen - Speaking to Resolution on A Provincial Program in Marketing and Investment in the Inshore Fishery



Wayne Russell - Speaking to Resolution on The Inclusion of Fish Harvesters as Stakeholders in the New Generic Oil and Gas Benefits Agreement

new resolutions were passed to better lives and workplaces.

Guest speakers on the opening day included Unifor national president, Jerry Dias, and the Honorable Judy Foote, Minister of Public Services and Procurement and MP for Bonavista-Burin-Trinity. Both Dias and Minister Foote impressed upon the crowd that adjacency must be forefront in fisheries management to ensure that those who live alongside the

CONTINUED NEXT PAGE



Gilbert Penney - Speaking to the Resolution on Spawning Closures



Tina Pretty - Speaking to Resolution on Domestic Violence



Sheldon Dawe - Young Worker Speaking to the Resolution on Young Workers



Loomis Way - Speaking to Resolution to Support for an Increase Gulf Cod Quota



Nelson Bussey - Speaking to Resolution of Securing Exclusive Access to the First 115,000mt of Northern Cod



Lloyd Squibb - Speaking to Resolution to a Review of the FFAW-Unifor Insurance Program



Pat Dawe - Speaking to Resolution for The Abolishment of the Last-in First-out Northern Shrimp Allocation Policy



Randy Randell - Soeking to Resolution on the Reinstatement of Canadian Management of 2J3KL Turbot Inside 200nm



Jean Lanteigne, President - Canadian Council of Professional Fish Harvesters

11TH CONVENTION continued

resource benefit most from it.

Dias, who oversees the country's largest private sector union and our national union, told the crowd today that Unifor will stand behind the FFAW to ensure that citizens benefit most from our natural resources. "Large corporate fleets take and then leave. For us it's about sustainability and communities, and the new government has to put their money where their mouth is."

With over 305,000 members across the country, Unifor will have significant influence in making sure its members voices are heard by the new federal government, Dias added.

The federal Liberal party made numerous commitments to the FFAW prior to the election. Minister Judy Foote spoke about Prime Minister Trudeau reopening the Maritime Rescue Sub-Center in St. John's as "the first example



Kaylie Tiessen, Economist with the Canadian Centre of Policy Alternatives gives a thought provoking presentation on rural economic development



Christian Brun, President of the Canadian Federation for Independent Fish Harvesters



The Honourable Judy Foote, Federal Minister for Public Services and Procurement and MP for Bonavista-Burin-Trinity



Marc Allain from the Canadian Federation of Independent Fish Harvesters



Young Workers Conference



Unifor National President Jerry Dias

of commitment made, commitment kept.”

Minister Foote emphasized that effective fisheries management is crucial to the health of coastal communities. The minister said that she, along with other members of the federal NL

caucus, will work closely with the new fisheries minister to advocate for the people of this province.

Minister Foote added that the EI system will work more efficiently for those who need it.

Other engaging guest speakers at the convention

included Christian Brun and Marc Allain from the Canadian Federation of Independent Fish Harvesters, Kaylie Tiessen from the Canadian Centre for Policy Alternatives, as well as Jean Lanteigne from the Canadian Council of Professional Fish Harvesters.

CONTINUED NEXT PAGE







Rural Works: A campaign to transform rural Newfoundland and Labrador

In early October the FFAW held a press conference at its main office in St. John's to announce the launch of Rural Works, which has as its primary goal the establishment of a strong and sustainable rural economy that is built around the fishery.



RURALWORKS

Vibrant, Sustainable Communities



FFAW President Keith Sullivan presenting to the Municipalities Newfoundland Labrador Small Towns Caucus

Rural Works is one of the most significant projects ever undertaken by the Union, and it is one that is borne from necessity. A large number of FFAW members work in and depend on a strong inshore, owner-operator fishery, either in the harvesting or processing sectors. The Union is keenly aware of the demographic situation of rural NL, where the average age has increased dramatically over the past 20 years while the overall population has continuously declined. It is not uncommon to hear news stories or casual conversation about the eventual "death" of rural NL how rural NL is the biggest old age home in the world. Of course these opinions exaggerate reality but rural NL faces clear demographic challenges.

Though the demographics are a challenge, the FFAW is also keenly aware of the strong economic potential of the inshore fishery, which remains a rural industry. The value over the inshore fishery is increasing year over year and in 2015 it will be worth well over \$1 billion dollars. It is important to note that this is not the maximum value of the inshore fishery, as federal management decisions continue to deprive the inshore from achieving its true potential.

The current value of the fishery will likely be significantly augmented in the coming years as cod and other groundfish fisheries grow. The FFAW estimates that these evolving fisheries will be annually worth upwards of half a billion dollars once they are fully developed.

Thus, Rural Works is confronting how to integrate an increasingly valuable rural fishery with a challenged rural demographic environment. On its face, this appears to be an enviable position – Rural



Gander mayor Claude Elliot signing the Rural Works Pledge. Works is about creating jobs and wealth. But with the fishery, it is not that simple. The fishery carries with it a long and difficult history and that baggage is not easy to discard.

Therefore, a large part of Rural Works is about promoting and clarifying what the fisheries means to rural NL. As an inshore owner operator sector, Rural Works is about engaging those other sectors that are inextricably linked to the fishery, like rural municipalities and businesses, which have not been relied upon for support in the past. Both groups have loud voices that can help us achieve our goals with the federal government but also help promote the fishery to an entirely new, post-moratorium, generation.

To strengthen the fishery, we need to create an attractive fishery. Rural Works is about giving a new purpose to the fishery that focuses on increased value with lengthened seasons, which provides good pay, that provides stability, and that instills a sense of professional pride that has long been associated with doctors, teachers, and accountants. Young and new workers have no problem with hard work; what they seek is security, pay, and pride. Rural Works is building a trail towards that goal.



Port aux Choix mayor Carolyn Lavers signing the Rural Works Pledge



Twillingate mayor Gordon Noseworthy signing the Rural Works Pledge

FFAW/Unifor Life Insurance

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

frequently
asked
QUESTIONS



Q: How much does the insurance cost?

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

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

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

Q: Am I covered only while working or fishing?

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

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

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

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

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

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

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

Q: Is there an age limit?

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

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

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

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

FLASHBACKS



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



Flashbacks last issue was correctly identified by both **Patricia Roberts and Madalyn Ward** - the photo is of Wendy Winsor, Ruby Ledrew and Nellie Roberts

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