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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, and oil industries, and is proud to be affiliated with the Unifor Canada.

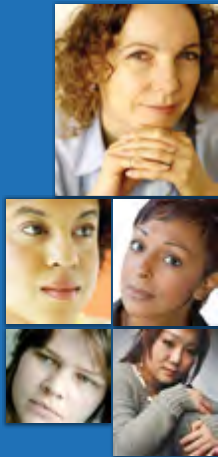
The Union Forum covers issues that matter to Union members - battles, victories and the pursuit of economic and social justice. As a social Union, it is understood that lives extend beyond the bargaining table and the workplace. The magazine will reflect on the struggle to make our communities, our province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

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Cover photo: Photo taken at Beothic Fish Processors in Valleyfield in September 2017



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MESSAGE FROM THE PRESIDENT

Keith Sullivan

Working for vibrant, sustainable coastal communities

"Transition" is perhaps the most common word used to describe the fishery over the past two years. Without exception, all stakeholders, from the Federal Government to your Union, use that word to explain the current state of the fishery. The fishery is "transitioning to groundfish" or "transitioning to a quality-based fishery." In short, it is impossible to escape the "transition."

While everyone knows what a transition is, it is also important to understand what a transition is not. A transition does not dictate the end or the outcome. The only "fact" in this transition is that the ocean environment is changing in a manner that supports a return to groundfish. Harvesters across this province see this fact every day.

How we, as an industry, handle the transition is up to us. Your Union has always fought for what is best for its members and their families. We know that most of our members live in rural communities and have no desire to leave. We also know that most rural communities in NL are based around the fishery, so the future of the fishery will determine the future of our rural communities.

As a Union, we believe strongly in our rural communities. The foundations of our economy are rural - the fishery and oil and gas, which dominate our economy, employ far more people at sea and in rural communities than in urban centres. Our culture and people are rooted in rural-ness; the second or third question asked to anyone new that you meet is "where are your parent's from?" because the logical assumption is that we are all tied to a rural community.

If we are going to support rural NL, we need to do right by rural NL, particularly in its economics. On this point, processing companies and the provincial government need to do better. In June of this year, the provincial government announced that it had renegotiated an agreement with Ocean Choice International that continued previously granted minimum processing exemptions and enhanced others. In return for this

exemption, OCI guaranteed 16 weeks of work at its plant in Fortune.

OCI's broken commitments to the workers in Fortune have been going on for some years. Many of you will recall the 2012 agreement between OCI and the provincial government, whereby the company promised a minimum of 110 full-time processing jobs in the Fortune plant in return for an exemption on minimum processing requirement for yellowtail and other species. Suffice to say, the company came nowhere near to fulfilling this commitment, a fact that was recognized by politicians from all parties.

OCI brands itself as the largest holder of fish quotas in Canada. OCI owes this distinction in large part to its agreement with the Government of Newfoundland and Labrador on Quota Holdco NL Inc., a corporation that owns the former Fisheries Product International quotas, which are held in trust by the provincial government. OCI currently controls all of the quotas held by Quota Holdco, as it recently signed a new multi-year deal with the province on these quotas.

It is the agreement on Quota Holdco that grants OCI its massive quotas of redfish, yellowtail, and American plaice. These quotas are certainly large enough to provide for hundreds of full-time, likely year round onshore jobs on the Burin Peninsula. Instead of creating jobs in an area that is desperate for work, OCI convinced the Province in 2012 into believing that it would provide work for just over a hundred people in Fortune in return for a huge exemption to ship out fish to other countries with cheaper labour and lower standards.

While the 2012 agreement was built upon a commitments that were never fulfilled, the 2017 agreement amounts to a step backwards for our rural communities and economies. The entire agreement does the bare minimum for workers, and if OCI can't meet that standard the consequences fall more to the worker than the company.

CONTINUED ON PAGE 4

MESSAGE FROM THE PRESIDENT continued

In the agreement, OCI is held to the standard of “best efforts”, which the agreement defines as acting in good faith to take all reasonable steps. It is a completely vague standard that the province will never enforce. But so long as OCI puts forward its “best efforts” at supplying 16 weeks of work, it cannot be held in breach of its agreement. If OCI cannot provide work in Fortune, it can instead provide work in another of its plants, though there is no provision to compensate workers who would have to move in order to get work. This lack of consideration for workers is indefensible. Temporary foreign workers are treated better!

There is a bitter irony to the fact that the largest quota holder in Canada processes so very little of its catch off the coast of Newfoundland and Labrador in the province.

For rural NL to succeed as a fishing economy, the processing companies need to do better. The OCI deal in Fortune is one problem, but the actions of many processing companies at the start of the cod fishing season was unsatisfactory. One of the goals of our

strategy in growing the cod fishery is to show its sustainability and to spur investment from all parties in the fishery. This strategy requires that processing companies pull their weight and develop capacity to match the quota.

It is completely unacceptable that processors have not bought cod during times of peak harvester activity. These actions do not build trust in this new system and it gives voice to those who want to see the current inshore fishery abandoned and replaced with something that is unsustainable and devastating for rural NL. A processing license is a privilege; it does not exist for the convenience of the company.

What some processing companies fail to understand is that there is an urgency to show that this transition can be managed correctly. In mid-September the Harris Centre released a report of population projections from 2016 to 2036. The conclusions of the report were concerning, with a projection that the provincial population will decline over the next 20 years and that the entirety of that decline will occur outside of the north-east Avalon.

The report does not just speak to population, it also assesses the economic impact. The report predicts direly:

Given the economic base of many of the Island’s regions, the required replacement success levels necessary to maintain the workforce population will be difficult to achieve.

The economic base they are referring to is the fishery, as the VOCCM article “Better Fish Processing Could Help Revive Rural NL: Study,” pointed out.

Rural NL is not going to be rebuilt or sustained without a strong processing sector; harvesting cannot do it alone. It is incumbent on processing companies to step up, to lead, and to take chances. Harvesters do that every day to provide processors with product, and NL society needs to see the processing sector taking the chance to rebuild rural NL and create better jobs and fuel regional economies.

This is not social welfare; everyone did well during the shellfish era with a similar approach. This is about vision, leadership, fairness, and a desire to pass on to the next generation a rural NL that is revived after decades of decline.



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FFAW-Unifor Meets with NL Members of Parliament, Presents to PM and Federal Caucus

Jessica McCormick, Government Relations Officer
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Your Union has been busy over the summer months advocating on your behalf to the highest levels of decision makers both in this province and on Parliament Hill.

On August 23, FFAW President Keith Sullivan and Secretary-Treasurer David Decker met with all seven Members of Parliament for Newfoundland and Labrador to discuss current issues in the fishery. The meeting covered a range of topics including the upcoming federal government consultations on the owner operator and fleet separation policies, the need for an income improvement program to support harvester on the province's South Coast, access to Redfish and other groundfish species, a review of the 2017 crab fishery and significant discussion on recent Mackerel quota decisions.

On September 12, President Keith Sullivan had the opportunity to present to Prime Minister Justin Trudeau and members of the Federal Cabinet during their meetings in St. John's. Sullivan's comments focused on the vital importance of the inshore fishery to our coastal communities. While short-term challenges lay ahead, the potential for vibrant, sustainable communities in Newfoundland and Labrador through opportunities in groundfish. He also stressed the importance of a strong policy and legal framework to ensure the benefits of the

fishery come back to the people who fish and their adjacent communities through owner-operator and fleet separation policies.

From September 25 to 28, FFAW-Unifor representatives traveled to Ottawa with a delegation from the Canadian Independent Fish Harvesters' Federation to meet with the Honourable Dominic LeBlanc, Minister of Fisheries and Oceans, other Members of Parliament and Department of Fisheries and Oceans officials to discuss the current review of the Fisheries Act and potential amendments to the Act that could entrench the owner-operator and fleet separation policies in law. The delegation's concerns and recommendations were well-received by the Minister and his colleagues.

FFAW will continue to aggressively pursue a government relations strategy that ensure the voices and concerns of our members are heard loud and clear. The past three months have presented some significant opportunities for our Union. It is clear that FFAW is seen as a respected, strong voice for people working in the fishing industry. In the coming months, we will continue to meet with provincial and federal politicians and bureaucrats to further advance the issues that matter to you.



Nancy Bowers, Jim Chidley, Wayne Masters, Dwan Street, Minister Dominic LeBlanc, Robert Keenan, and Dave Decker.



The New Cod Fishery: Lessons from Iceland

David Decker

Earlier this month, I had the opportunity to travel to Iceland with a group of harvesters, including Inshore Vice-President Tony Doyle and Inshore Council members Alton Rumbolt and Randy Randell. It was a week well spent where we observed the ins and outs of Iceland's long established cod fishery.

Iceland's cod fishery focuses on quality, fresh product. The country lands over 250,000 metric tons of fresh cod each year, and has advanced, modern processing facilities in order to quickly turnaround fresh fillets to the European and North American marketplace. While the focus is on fresh, Iceland also processes salt and dried cod.

You would think a world leader in northern cod production would be protective of their trade secrets, but in fact they're quite the opposite. They were eager to share tricks of the trade with us so that we can contribute to the cod market with an equally high grade product. From their point of view, if Newfoundland and Labrador is not delivering a top tier product, it affects the global reputation for cod in general, not just reflecting back on our province.

After touring advanced processing facilities and checking out the larger boats, we spent a day touring the smaller harbours and met members of Iceland's Coastal Fleet, who are similar to our independent, inshore fleet. The majority of this fleet use automatic hook and line systems.

Inshore Vice President Tony Doyle is looking forward to testing out his new automatic jiggers, something most of Iceland's coastal fleet has long been using. "Cod are coming back, but we have to fish differently this time to compete in the markets. The automatic jigger systems are a great opportunity to change the way we fish to a way that's less labour intensive," Tony says. "I've fished with a hand-line since the cod fishery has been back, and I land 100% Grade A product with proper quality handling procedures. I'm really looking forward to keeping that level of quality but with less work involved," he added.

As Alton Rumbolt, Inshore Council member representing Henley Harbour to Cartwright, told me, "It was a real eye-opener to see all of the new technology they use in Iceland, for both harvesting and processing. They fish with a real focus on quality."



FFAW members having lunch while touring Iceland's coastal fleet. From right to left: Craig Parsons, our tour guide, Tony Doyle, David Decker, Alton Rumbolt, Randy Randell, Craig Drover and Jason Sullivan.



Technologically advanced processing facilities in Iceland.

Alton has applied for funding to install an automatic baiter onto his boat. "The program is there to help fishermen access this type of equipment for the future fishery. The plants are looking for quality, and with a new cod plant underway in Mary's Harbour this technology will help us deliver top grade product," he added.

Funding available through the Atlantic Fisheries Fund for these types of upgrades for the next seven years, so I encourage all enterprise owners to look into applying. See page 46 for more information.

While there was a lot to be learned on the trip, Iceland isn't an entirely perfect model for what we'd like to see here in Newfoundland and Labrador. Ten companies in Iceland hold 50% of the quota for northern cod, meaning they're largely a corporate owned fishery with less competition for independent harvesters - something your Union strives every day to prevent. With federal commitment to the first 115,000mt of northern cod allocated for the inshore and a government committed to protecting the owner-operator principle, the new cod fishery of Newfoundland and Labrador has true potential to revitalize our coastal communities.

We have geographic advantages that will put us in a prime position to supply North America with quality, fresh product. Harvesters are making the investments in their enterprises, and processors are investing in new equipment to handle a shift to a groundfish focused fishery (See page 24). I am extremely optimistic that Newfoundland and Labrador can once again be a world leader in the market for northern cod.



Alton Rumbolt standing in front of dried cod heads in a processing plant.



Randy Randell, Inshore Council member representing Jackson's Arm to North Head over 40' fleet.



Alton Rumbolt and Tony Doyle.

NL Groundfish Industry Development Council Readies for 2017 Annual General Meeting: A conversation with Independent Chair, Jim Baird

Dwan Street, Projects Coordinator

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The Newfoundland and Labrador Groundfish Industry Development Council (NLGIDC) is now in its second year, and the successes continue to build as we continue to also rebuild what was once a vibrant, flourishing stock and 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 11 processing companies, with membership open and expanding.

The NLGIDC will hold its Annual General Meeting for the Board of directors in October 2017. The FFAW is fortunate it will coincide with meetings of the Inshore Council and the fish processing side of the Industrial Council. As a result, members will have the opportunity to discuss a vision as we move forward into a new, revitalized groundfish industry.

Leading into the AGM, we sat down with NLGIDC Independent Chair, Jim Baird, to discuss the Council.

Many people in the fishing industry will know you from your past work in the industry. For those who

may be unfamiliar, can you tell us a little about yourself?

Jim: I was born in St. John's and in the mid-1950s I attended Memorial University. I have a degree in mathematics. I started work in DFO in the late-1970's and I retired from government in January, 2012. At DFO I worked in science, fisheries management and for the last three and a half years of my career I was the Regional Director General for the Newfoundland and Labrador Region. I have been doing a little consulting since I retired and in 2016 I took on a role with the Newfoundland and Labrador Groundfish Industry Development Council.

Why did you accept the position?

In April of 2016 I read a news article about several industry players getting together to form the NL-GIDC. I remember thinking that this was good news - that there was an attempt at real cooperation between some of the key players in the fishing industry. Then about a month later I was contacted by Dave Decker (FFAW) and Paul Grant (Beothic Fish Processors) about taking on the role as an Independent Chairperson of the new Council. They explained how they initially wanted to focus their collective experience to develop strategies related to rebuilding the groundfish fishing industry as DFO science had indicated the 2J3KL cod stock was finally showing signs of increasing. I thought I might have something to offer the Council and the industry so I accepted Dave and Paul's offer.

What would you say are the biggest accomplishments of the NLGIDC to date?

There have been lots of successes and positive steps forward, but there are a few specific accomplishments that stand out for me.

Number one is that there is really a growing culture in our groundfish industry that we need to provide a quality product to the marketplace in a consistent manner - and over a relatively long season. The results of the 2J3KL cod fishery in 2016 and so far in 2017 have been very positive respecting the quality of raw material landed. On a regular

basis the cod landings have a high proportion of grade "A" product. There is no doubt that everything is not perfect, but clearly the industry is moving in the right direction.

Another thing that stands out for me is the level of acceptance of the NL-GIDC by both the Federal and Provincial Governments in this province. During 2016 and 2017 the DFO Management Plans for the stewardship fishery for 2J3KL cod were based on the proposals submitted by our Council. The Provincial government has been very supportive as well, with provincial Fisheries Ministers willing to meet with us at our request to discuss the challenges of the re-emerging groundfish fishing industry.

One of the other accomplishments is the growth that the Groundfish Council has experienced over the past 18 months. Initially the Council had 6 members: the FFAW and 5 processing companies. The FFAW are still a key member, but now there are 11 processing members of the Council. In addition, we now have 4 ex-officio members: The Federal Department of Fisheries and Oceans, The Provincial Department of Fisheries and Land Resources, The World Wildlife Fund and Whitecap International Seafood Exporters. We want to continue to grow and hope that other processing companies will be willing to join our Council and work together on our common objectives.

What are the key milestones you see for the GIDC in the coming months?

The GIDC members are now working out the details for our Annual General Meeting in autumn. We are also currently developing our Strategic Plan that we hope to present at our AGM. The NL-GIDC has initially been guided by principles of conservation, and rebuilding our groundfish resources while also having a focus on rebuilding our groundfish industry. We also want to make sure value is returned to the owner operator fleet and our communities who depend on this fish. We hope of consolidate these principles and other elements into our strategic plan.

We are also working on projects related to the gear transition on a voluntary basis, a boxing at sea pilot-project, and we are continuing to support the FFAW/WWF Fisheries Improvement Project and the FSSSB Quality project. Of course, we will also be developing a management proposal for the 2018 stewardship cod fishery for submission to DFO next spring.

Tell us a little about the AGM coming up in October.

Our AGM is scheduled for October 25 and will be held at

the Comfort Inn in St. John's. We are planning to have somewhere in the range of 75-100 participants from the harvesting, processing, marketing, and ENGO sectors as well as from both levels of Government in Newfoundland and Labrador. Gerry Byrne, the NL Minister of Fisheries and Land Resources, has agreed to come and say opening remarks. We are also hoping to have some participation at the shoulders of the meeting by a couple of companies who are on the front lines of supplying fishing gear in our province (Mustad and Oilwind).

There will be a number of informative presentations made throughout the day on the GIDC Strategic Plan and our management approaches, a look at the global cod market, information on the Atlantic Fisheries Fund as well as an update on the 2J3KL Cod Fisheries Improvement Project. All in all it is shaping up to be a pretty informative and exciting day.

What would you say are the biggest opportunities that lay ahead for the NLGIDC, and the groundfish industry as a whole?

There are exciting times ahead for this province. The ecosystem transition that is occurring has brought some bad news respecting snow crab and shrimp. In the meantime I fully expect that shrimp and snow crab fisheries will continue in Newfoundland and Labrador for some time. The upside of the ecosystem shift is the expected increase in groundfish resources. The most recent 2J3KL Cod assessment was very positive and we are looking forward to the next full assessment that is planned for the spring of 2018. There are also other positive signs in groundfish. Most notable if the expected biomass increase for redfish in the northern Gulf of St. Lawrence in the coming years.

There has also been the recent announcement by the Federal Government and the Atlantic Provinces of the implementation of the Atlantic Fisheries Fund that will be in place for the next seven years. The overall focus for this investment will be on innovation, infrastructure and science partnerships. In Newfoundland and Labrador one of the specific priorities has been identified as the transition back to a groundfish dominated industry. There are still lots of questions regarding this fund, but DFO and DFLR have committed to lots of engagement with the industry to define a suite of provincial priorities and to assist potential proponents with project preparation.

We are certainly in a time of transition, but the NLGIDC believes there is a bright window of opportunity ahead.

FFAW Helps Unveil New Rooms Exhibit

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On June 29, WWF Canada held an event at The Room in St. John's entitled Taking Stock: the Past, Present and Future of the Fishery.

FFAW members and staff attended, with President Keith Sullivan speaking to the over 100 in attendance about what the northern cod fishery has meant to our membership, and how important the fishery will be as we move into a new groundfish industry.

Others in attendance included then-Minister of Fisheries and Land Resources Steve Crocker, the Honourable John Crosbie, Zita





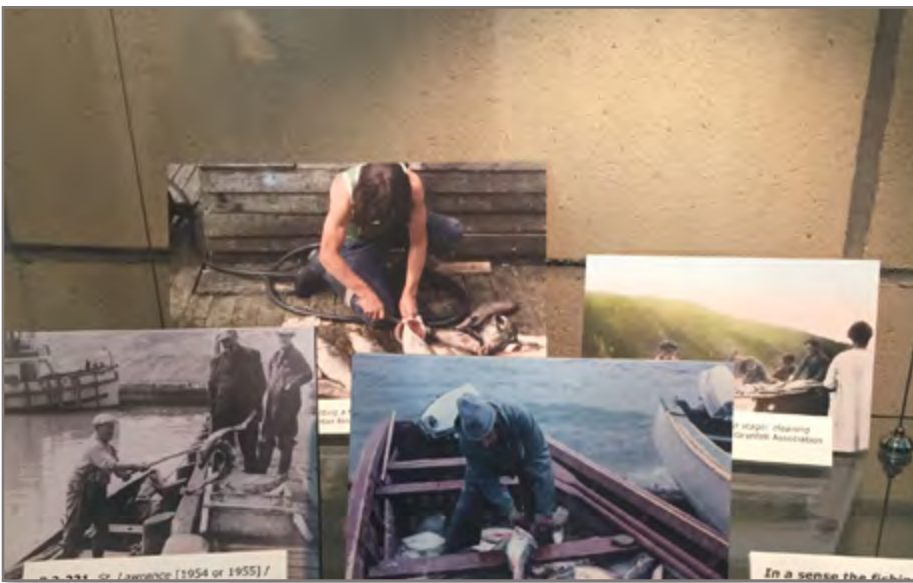
which ultimately culminated in the cod moratorium of 1992, and celebrated the bright window of opportunity that now lies ahead as cod returns. The Northern Cod Fishery Improvement Project, co-led by FFAW and WWF Canada, was highlighted as a key component of moving forward toward a bright, vibrant fishery of the future.

honour of unveiling the exhibit with Zita Cobb. The exhibit will remain open through the summer months and features pictures and artifacts such as historical records and equipment from the cod fishery.

Cobb of the Shorefast Foundation on Fogo Island, and David Miller, CEO of WWF Canada.

The event both commemorated the history of the cod fishery in Newfoundland and Labrador,

The evening also coincided with the opening of an exhibit entitled "When Cod Was King." FFAW President Keith Sullivan had the



For the People, By the People: Fogo Island Co-op Celebrates 50 Years

Robert Keenan, Projects Manager
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I have an odd connection to the genesis of the Fogo Island Co-op that I was not aware of for most of my life. The Co-op movement on Fogo Island is often connected to the “Fogo Process”, a project by Memorial University and the National Film Board that involved a series of mini documentaries that allowed residents of the Island to come to grips with their struggles, opportunities, and visions. The project began in the mid-1960s just as the debate over forming a Co-op was growing strong.

One of the short documentaries filmed is called the “Merchant and the Teacher,” in which my father is one of the two teachers. My dad had moved to Tilting, Fogo Island from Northern Ireland in 1964 (he said it was not much different than home) and taught in Tilting and Joe Batt’s Arm. My dad never told me about this documentary and I didn’t find out about it until after he died, so I don’t know how he ended up being involved. Nonetheless, one line of his from the documentary has stuck with me ever since I heard it:

“But if there’s a co-op there would be a social conscience because it would be the people’s conscience. There’s no question of the cooperative closing down because it is owned by the people.”



Co-op founder Don Best next to a photo of his younger self. Photo by Paddy Barry.



Photo by Paddy Barry.



Co-op General Manager Phil Barnes addressing the crowd during the celebrations. Photo by Paddy Barry.

There's a poignant truthfulness to that statement that was reinforced this year when the Fogo Island Cooperative Society celebrated its 50th anniversary. Throughout a half-century it has witnessed radical change to the fishery, to Newfoundland society, and to the Island itself.

The Co-op is essentially the caretaker of the economy on Fogo Island, a role that it takes seriously and performs quite well. When the cod moratorium was announced, the Co-op quickly changed its focus to crab, shrimp, herring, turbot, and sea cucumber and helped usher in a period of unprecedented prosperity for the Island based upon the fishery.

"The Fogo Island Co-op is a model social enterprise," says FFAW President Keith Sullivan. "It is owned by the people and the co-op works with them - harvesters, plant workers, community leaders - to do what is best for Fogo Island. That is their primary mandate."

Today, the Co-op is the largest employer on Fogo Island and operates three fish plants - Seldom, Joe Batt's Arm, and Fogo. The Co-op prides itself on being innovative and maximizing value. It produces value-added products that are both profitable and provides increased employment in the community. It has also been on the forefront of cod quality, as an early advocate of cod pots and accessing high value markets.

"It is hard to imagine what Fogo Island would be without the Co-op," David Decker, FFAW Secretary-Treasurer, states. "The successes that Fogo Island has had over the decades - tourism, hospitality, cultural exchanges - are built off the successes of the Co-op. People come to Fogo Island to see how this small island is sustained. The Co-op is the answer."



Birthday celebrations at the Iceberg Arena. Photo by Paddy Barry.



Co-op workers constructed a decorative stag inside the area for the celebrations. Photo by Paddy Barry.

FFAW objects to regulations for proposed protected area in Laurentian Channel

Johan Joensen , Industry Liaison

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Earlier this year, a newly proposed Marine Protected Area (MPA) in the Laurentian Channel was published for approval in the Canada Gazette. FFAW has raised concerns and objected to certain processes and outcomes relating to the proposed MPA.

The intent of a MPA is to protect Canada's oceans and coastal waters - something the FFAW fully supports. However, the approach in the Laurentian Channel is critically lacking for a number of reasons.

While the goal of an MPA is to protect biodiversity, the current regulations permit seismic testing in and around the proposed Laurentian Channel MPA. The proposed regulations restrict seismic to take place between December 1 and July 31 - a critical window where Atlantic cod are found in spawning and pre-spawning aggregations. Seismic testing during vulnerable life stages of Atlantic cod is of great concern to the FFAW, and is simply inexcusable in a conservation sense.

Due to the unknown long-term effects of seismic and other oil and gas activities, FFAW-Unifor recommended that no seismic activity take place that would in any way impact commercial fisheries or fisheries science.

FFAW-Unifor noted to DFO that there are no exceptions for oil and gas activities for the St. Anns Bank MPA, also announced earlier this year. However, there are exceptions for commercial and recreational

fishing activities. The St. Anns Bank MPA and the proposed Laurentian Channel MPA are only divided by the Laurentian Channel. There should be consistency in application across neighbouring MPAs - the current approach presents unfavourable circumstances for the fishing industry in Newfoundland and Labrador. Harvesters on the south coast are presented with two negatives in fishing prohibitions as well as the allowance of seismic activity that has proven to have negative impacts on catch rates and fish behaviour.

Stewardship of the ocean and the valuable resources upon which our members and their communities rely are the cornerstones of responsible oceans management. Our members work hard to ensure their practices are sustainable, supporting the protection of biodiversity and habitats, and subsequently allowing the oceans to support our local communities for future generations. This work can be all for nought if protection and conservation are put at risk by allowing invasive and potentially harmful industrial activities.

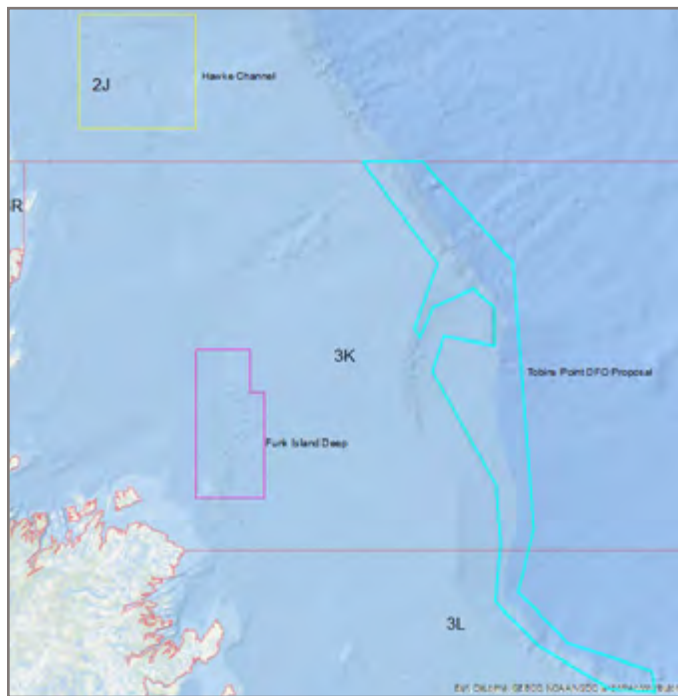
FFAW-Unifor has strongly urged DFO to apply the same regulations as applied to similar conservation objectives in neighbouring MPAs. Conceding to oil and gas activities within a protected area while not allowing fishing activities remains unacceptable to the FFAW and our members.



Ottawa's commitment to increase marine protected areas and the effect on fishing activities

Johan Joensen , Industry Liaison

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The Federal Government of Canada has committed to protecting 5% of the national marine area by the end of 2017, and a total of 10% by 2020. This commitment is a tall order, since at the start of the process less than 1% of Canada's marine space was protected.

There are a number of areas proposed for closures that are of great concern and significance to our fish harvesting membership. Particularly the Hawke Channel, Funk Island Deep and Tobin's Point areas.

The Hawke Channel Closure was initially closed in 2002 as a small area and in 2003 was expanded to the current 8,837 square kilometres. The expanding of the area was based on recommendation from the Fisheries Resource Conservation Council (FRCC). Fisheries and Oceans Canada (DFO) is proposing to revise the closure to not allow any fishing gear with hooks in addition to the current restriction on trawls.

By imposing these restrictions DFO effectively gives hook and line and line trawl a negative connotation at a time when the industry is working hard to build a reputation for quality.

The Funk Island Deep closure was implemented to protect snow crab habitat and address benthic issues. The closure resulted in no trawling or gillnetting – to date has remained voluntary for the greater than 100 foot Shrimp fleet. Like with the Hawke Channel closure, DFO is looking to close the Funk Island Deep to any long-lining activity and making the closure mandatory for the greater than 100 foot shrimp fleet. Unfortunately, DFO is using the flawed rationale that the impact would be minimal as there has not been any long-lining activity in the area. This assumption completely disregards the fact that there are significant environmental changes taking place, which will change most aspects of harvesting activities.

The Tobin's Point closure focuses on the protection of corals and sponges. Although most harvesters recognize Tobin's Point as a feature in NAFO Division 3L, the proposed Tobin's Point closure stretches from the Shrimp Triangle in the south to the 2J3K line in the north. Environmental NGOs have identified the shelfbreak as an important area for conservation of seapens, large gorgonians, small gorgonians and corals. The closure as proposed by DFO initially would have significant negative impacts on turbot fishing. FFAW continues to consult with members on alternative solutions and will continue to make our members concerns known at the federal level.

During the most recent conversations with DFO, we have been informed that although nationally the protection was less than 1% in February, by September between 3% and 4% protection has been achieved.

The New Hotel Gander: Quality Inn and Suites

**Courtney Glode ,
Communications Officer**
cglode@ffaw.net

Earlier this year, Hotel Gander underwent a facelift that included a new name and high-end renovations. The hotel was rebranded as Quality Inn and Suites, part of the Choice Hotel brand, but remains under the ownership of Steele family.

I had the opportunity to tour the upgraded amenities with FFAW Executive Board member



Barb Hodder and Sharon Maloney



Lea Ireland



Deanne Burt, Doris Wheaton, Tara Richards,
Sharon Maloney, Willow Woodford, Chris Powell and Tasha Fancy



The heated indoor pool



Part of the newly updated dining room

Mike Deveraux earlier this month. Guest rooms have been beautifully renovated and new suite options are now available to visitors. The restaurant underwent a complete makeover, and several common areas of the hotel are fully updated in modern décor and finishes. But as Mike says, the indoor pool remains the focal point for the many families passing through Gander.

While the extensive updates will most definitely make the hotel more competitive, what continues to set this hotel apart from others is the staff. All of the staff at the hotel provide an exceptional level of customer service to guests. The staff I've encountered during my stays at the hotel over the years have been wonderful to deal with, taking pride in their work and always going above and beyond to provide the best possible guest experience.

Next time you're in Gander, make sure to check out Quality Inn and Suites!



Executive Board member
Mike Deveraux



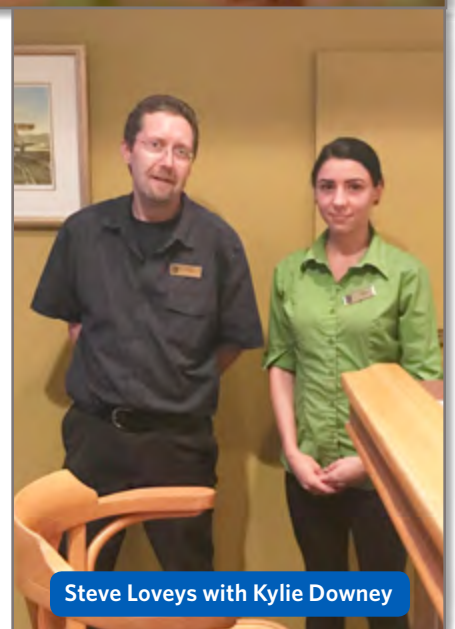
Stephanie Mercer



Denise Ryan, Kit Dwyer and Debbie Samuelson



The new lobby area



Steve Loveys with Kylie Downey



Steelfab Industries lends crucial infrastructure as show of solidarity with fellow FFAW-Unifor union members



FFAW-Unifor members frustrated by a lack of crucial unloading equipment at the port in Tapper's Cove, Torbay are now safely unloading their catches, thanks to an incredible show of solidarity from fellow FFAW-Unifor local, Steel Fab Industries. After hearing of the Torbay fish harvesters' plight, the local fabrication company stepped forward to offer a jib crane to assist the harvesters in unloading their catch safely.

"The offer by Steel Fab Industries is what being a union and working together is all about," said FFAW-Unifor Industrial Director Greg Pretty. "When their harvesting brothers and sisters spoke out they saw an opportunity to help. That is solidarity."

As the commercial cod fishery returns to the north-east coast of Newfoundland

and Labrador, the amount of fish being landed at traditional ports is increasing. Crucial infrastructure, such as the jib crane sought by Torbay harvesters, was removed from many ports but this equipment is now more necessary than ever as harvesters begin landing cod again. Manually lifting their catch is a serious safety concern for the fish harvesting industry.

“We’re a company that prides itself on safe workplaces and when we heard about the harvesters in Torbay we reached out to the FFAW. We had a jib crane we aren’t using at the time, so we put two and two together,” said Noel George, CFO with Steelfab Industries.

“This is a great outcome and it really comes down to our Union making it happen,” said Tom Martin, fish harvester in Tapper’s Cove. “Union brothers and sisters helping each other out, you couldn’t ask for a more positive result,” said Tom.

The Department of Fisheries and Oceans, Small Craft Harbours had originally quoted the piece of equipment at \$50,000, an investment that the Department would not commit to as the Department had already completed wharf upgrades – a move harvesters say has benefitted recreational fishers more than the commercial sector. Harvesters were frustrated, but



the generous offer from Steelfab has helped alleviate some of the frustration and uncertainty faced by harvesters as the cod fishery returns.

“Cod is what made this place and it is what will make it again,” says Tom Martin. “I looked the other day at the grandsons of one fisherman and knew they are the future. We want to make sure that, like us, they are able to land fish in Tapper’s Cove and keep this historic fishing port alive.”

Safe unloading gear is still a concern to many of our fish harvesting members around the province, and FFAW-Unifor is working diligently to ensure DFO Small Craft Harbours understands its mandate of maintaining “an essential, affordable, national network of safe and accessible harbours, in good working condition, that meets the principal and evolving needs of the commercial fishing industry.”

Price of squid increases for third consecutive season

Robert Keenan , Projects Manager
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The squid fishery in 2017 has generated more hope and excitement than the squid fisheries of recent years. Squid tends to be a boom or bust fishery, with either very high or very low landings. For the past several years, landings have been on the low end. Since 2011 we have landed a total of just 460 tons of squid and we are unable to get a yearly breakdown from DFO due to the Rule of 5 for confidentiality.

This year, however, there were early signs of squid and some harvesters reported landing tens of thousands of pounds.

“There was a very good sign of squid all around the Northeast and East coast this year, best we’ve seen in eight years. Some fishermen in White Bay landed tens of thousands of pounds, and with a good price, meant a good dollar,” said Inshore Council member Albert Wells.

In 2015 and 2016, your Union pushed hard to increase the price of squid and succeeded in moving the price from 40 cents per

pound in 2014 to 70 cents per pound in 2016, a 75% increase. With signs this year of squid returning, your Union was committed to protecting the gains of the last two years.

ASP were fully engaged in squid negotiations, a change from years past. They proposed lowering the price to 60 cents per pound, while we sought a price increase to 77 cents. At the Panel, the parties were advised to come to a settlement.

In past years, there was a two-tier price system for squid – the bait price and the food price. The bait price prevailed until the bait quota was filled and then the food price would apply. With the possibility of significant landings this year, the parties reverted to this model. Still, your Union would not agree to the ASP proposal of a low food price.

In the end, our position held, forcing ASP to meet our proposals. Therefore, on the first 4500 tons of squid landed, the price is 74 cents, which is significantly higher than what ASP proposed. After 4500 tons, the price is 65 cents per pound. This second price was a significant victory, as ASP pushed to have it lowered to between 40 and 50 cents.

This year’s price increase is modest, but important given the possibility of a stronger squid fishery in the future. It solidified our previous gains and set a high marker for that point in the future when squid does return for a boom year.



ACOA Atlantic Canada Study Tour

FFAW-Unifor were honoured to be invited to accompany a delegation of executives from the Government of Canada on a brief tour to discuss the Newfoundland and Labrador fishing industry.

FFAW fish harvester Glen Winslow and staff member Dwan Street accompanied the delegation to wharves in the St. John's area to speak about the vital role the fishing industry plays in the economy of Newfoundland and Labrador.

The importance of working together for a strong, vibrant industry and communities was the overarching theme of the discussion. Policy and management were discussed, as well as the historical perseverance of the province's communities through times of transition and change. The importance of the owner operator fleet to our coastal communities, as well as good processing jobs on land was a key message for all to take away.

The visit was part of an Atlantic Canada Study Tour, and a part of the Canadian Public Service Executive Leadership Program. The delegation was led by Distinguished Fellow Richard Fadden and Chad Butt of ACOA.

Members were:

- Stefanie Beck: ADM Corporate Services



- Immigration, Refugees and Citizenship Canada

- Jane Pearse: Assistant Secretary – Treasury Board Secretariat
- Kent Estabrooks: Vice President – ACOA New Brunswick
- Raj Thuppal: ADM Cyber and IT Security – Shared Services Canada
- Danielle May-Cucconato: Secretary General, Corporate Services & Operations – Canadian Radio-television and Telecommunications Commission
- Roch Huppe: Assistant Commissioner & CFO, Finance and Administration Branch – Canada Revenue Agency

Seafood Processing Sector Safety Council Update

Several important meetings have occurred during the last few months on the possibility of a processing sector safety council. In May, FFAW met with Dennis Hogan, the CEO of WorkplaceNL. This was a productive meeting, with frank exchanges on the need for a sector-specific council for processing workers and the challenges presented by the manufacturing council proposed by ASP.

The perspective of the Union came across clearly at the meeting and Mr. Hogan and his colleagues understood our perspective and our reasoning.

On the suggestion of Mr. Hogan, a follow-up meeting was held in August with the Federation of Labour, ASP, and the Employer's Council. This meeting

did not yield any progress on creating the safety sector council, but it did highlight the extent of the opposition from ASP. The Association of Seafood Producers is completely opposed to the sector council and has not altered its opinion. We strongly disagree with their assessment of a processing sector council and we question their motivations, but nevertheless in one form or another the processors have to be our partners in this effort – WorkplaceNL will not go forward without collaboration.

This battle is not over. Safety in the fish processing sector needs to improve in a tangible and honest manner. We will not rest on this issue until we can confirm that this has been done.



Owner-operator, fleet separation cornerstone to protecting independence of fish harvesters

Dwan Street, Projects Coordinator
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The Owner Operator and Fleet Separation policies are the pillars that protect the independence of fish harvesters and, as a result, the economic prosperity of our coastal communities. In writing, the policies are clear in their principles:

- To reduce/eliminate corporate concentration of fishing licenses;
- To ensure that harvesting licenses and incomes were widely distributed;
- To ensure the long-term viability of rural communities;
- Further protecting the Canadianization of the inshore fishery;
- Permitting only those actively fishing to operate the fishing license. A fishing license could not be held by an individual who was a fish harvester in name only;
- Eliminating resource-rent in the inshore fishery, where harvesters rent their quotas to an active harvester in return for a fee.

Problems began to emerge in the early/mid 1990s
- what Minister of Fisheries and Oceans Canada,

Dominic LeBlanc, referred to in a speech this summer as an “unacceptable patchwork quilt” of enforcement attempts across regions.

Minister LeBlanc spoke to the Canadian Independent Fish Harvester Federation in July. It was then that he made a statement that fish harvesters have been waiting to hear for decades: that he now “ha(s) the opportunity to make amendments to the Act that will strengthen fish management policies, and I intend to use this opportunity to enshrine owner-operator and fleet separation in law.”

The Minister was referring to the opportunity that now exists with the opening up of the Fisheries Act. After the report from the Standing Committee on Fisheries and Oceans was released, we were pleased to see that strengthening and enforcing Owner Operator and Fleet Separation was included with other very important recommendations, and that the voices and concerns of harvesters are being heard.

FFAW representatives attended the meeting in Chester, Nova Scotia where the Minister made these statements. There was an overwhelming feeling of both success that the hard work undertaken by harvesters to push for this action was resulting in action, as well as knowing there is still work to be done to ensure this commitment is upheld.

In a formal submission to the Department, FFAW has stated that the biggest threat to owner-operator and fleet separation involves the legal splitting of fishing licenses. This occurs when the license holder can contract out the beneficial interest, which is the quota or right to the allocation of fish, of that license to a third party. It is this separation that is at the heart of what are known as “controlling agreements” or “trust agreements.” The Act does not forbid this type of action. To close this loophole with legislation by prohibiting this separation would be a key step in protecting the independence of fish harvesters and the long-term economic prosperity of our coastal communities.

Also, in its report, the Standing Committee on Fisheries and Oceans recommended that the Minister,

as part of his/her discretionary authority, be able to “specify conditions of license respecting and in support of social and economic objectives.” FFAW endorses this recommendation. Social and economic objectives are key components of fisheries management and the Minister’s discretion should be able to take these considerations into account.

Of course, any law must be enforced and to ensure enforcement is adequate there must be capacity and ability to do so. Minister LeBlanc stated his commitment to enforcing owner operator and fleet separation while in Chester. The Department has allocated resources to investigating potential cases where controlling agreements exist, and the Minister stated he has informed departmental officials to report to him personally on progress biweekly. This is welcome news to the fishing industry.

The opening of the Fisheries Act is a rare opportunity, and one we are fortunate to have coincide with the term of a Minister who truly understands the importance of a strong, independent owner operator fleet to coastal Canada. In his remarks to the Federation, Minister LeBlanc said:

“I am committed to making sure that the fruits of this labour remain where they should: with individual fish harvesters like you. With those who say goodbye to their families before dawn and spend their days at sea. With our coastal communities, home to those fishermen who make their living in difficult conditions and provide jobs and economic opportunity for their towns, villages, and neighbourhoods.”

The Minister’s remarks echo the sentiments of everyone who has fought tirelessly to see this opportunity come. The Department has consulted with FFAW and the Federation on proposed changes to the Act, and we have submitted our recommendations during this stage of the process.

FFAW will continue to participate in the legislative process as it unfolds. We look forward to working closely with the Department to ensure the independence of our members is protected for generations to come.

Processors make investment for transition to groundfish

As northern cod stocks recover and we begin to build a new northern cod fishery in Newfoundland and Labrador, considerable work is being done behind the scenes to increase our capacity to handle the transition back to a groundfish focused fishery. Harvesters and processors alike are modernizing their operations to position our province as a supplier of top grade fresh product.

Earlier this month I visited the Fogo Island Co-op groundfish plant in Joe Batt's Arm, Fogo Island and the Beothic plant in Valleyfield to see some of the new fish processing equipment in action. Both the Co-op and Beothic are celebrating 50 years in operation this year, and both continue to take a community focused approach when it comes to building new capacity for groundfish. Their goal is to provide people with good jobs for a longer season by supplying the market with a variety of seafood products, from pelagics to groundfish.

The plant manager at Joe Batt's Arm, Doug Nippard, told me, "We're looking at building our capacity because there are opportunities to reach new markets, and if we succeed that means more jobs for our plant." The best value from cod for harvesters and processors is in delivering a top grade, fresh product to markets in Europe and North America.



FFAW Staff Representative Sharon Walsh, Beothic Vice President Paul Grant, Beothic President Scott Boland, and FFAW Beothic local chairperson, Leonard Norman





Workers in Joe Batts Arm hand fillet larger cod



Workers in Joe Batts Arm hand fillet larger cod

The Co-op is the largest employer on Fogo Island, and is the key reason Fogo Island continues to thrive today. Fogo Island Co-op is so successful because the people of Fogo Island make it successful. Their priority is providing economic sustainability to the island, and they do that by producing world class seafood products.

Scott Boland, President of Beothic, said “We aren’t interested in shipping out unprocessed product if that means fewer jobs or a shorter season for the people here in Valleyfield.” Beothic remains headquartered in Valleyfield with strong community roots, and Scott himself lives right next to the plant. The company employs close to 500 people and buys product from over 900 inshore fish harvesters, providing an anchor for the New-Wes-Valley region.

More companies are without a doubt thinking about how they can position themselves for the return to groundfish. The Labrador Fishermen’s Union Shrimp Company have their own plans in the works in anticipation of the returning cod fishery. Gilbert Linstead, General Manager of the LFUSC said they’re looking to build up our capacity for processing salt cod over the next three or four years at a new state of the art facility planned for Mary’s Harbour.

It’s been decades since this province has had a commercial cod fishery, and in that time there have been significant changes in what consumers are looking for in seafood. Investments are needed to build capacity to handle larger volumes of cod and some processors are already in the midst of making this commitment to ensure a bright future for our fishery.



Annual Grand Bank Seafoods Employee Appreciation Lunch

Allan Moulton

Each year, Grand Bank Seafoods hosts an employee appreciation lunch to recognize the effort and contribution of their workers. Employees have the choice between a steak or lobster meal. It's always great to see an employer actively working to acknowledge the hard work of their employees.



Wanda Baker, Charlie Baker, Tina Pretty and Brenda Perry. Wanda and Brenda are on the Grand Bank Seafood Women's Committee, and Charlie is on the FFAW Executive Board as well as the industrial sector council.





FFAW President Keith Sullivan chats with members.



Jean Hillier and Karen Barnes with Allan Moulton



FFAW staff Tina Pretty reaches out to women on behalf of the Women's Committee.



Industrial Director Greg Pretty chatting with Exec member Ross Forsey.





Take Back the Night 2017

Tina Pretty, Executive Assistant/Women's Coordinator
tpretty@ffaw.net

Growing up as a young woman in my home town of Mt. Pearl, my mother would remind me endlessly about not walking alone at night and to keep to well-lit areas. I heeded her words as much as was practical but sometimes you found yourself alone as you made your way home.

When I was 11 years old I was walking from a friend's house on one of the main streets. I was wearing a unisex parka with my hood up and I remember thinking that I should try and walk like a boy so cars wouldn't slow down.

I recall another event that next summer when I was walking home on a quiet residential street when a car slowed down and started to follow me. I was terrified. I turned into a random driveway, proceeded up the front steps of a house and opened the screen door - pretending to live there - when the car sped away. I was 12. I ran the rest of the way home and didn't stop until I reached my garden. I was in junior high but knew nighttime was a dangerous time for girls and women. And it wasn't that it was Mt. Pearl, it could have been any town in our province

or country. I'm sure a lot of women can relate.

The Take Back the Night event in St. John's is organized annually by the NL Sexual Assault Crisis and Prevention Centre. This event allows women to come together and collectively express our anger at sexual violence and the victim blaming that goes with it. We are all taught to fear sexual aggression from strangers. However, in reality, the largest number of victims experience violence in their own homes from intimate partners. The TBNM march is a public protest organized by women for women and it serves as a means for women to unite and voice our intent to end the fear and perceived responsibility women experience when it comes to sexual assault, harassment and other forms of violence.

The earliest Take Back the Night events originated in Europe in the early 1970s as women took to the streets to protest violence against women. By the mid '70s the first North American march was held in New York. In 1978 the slogan, "Take Back the Night" was the theme for a San Francisco protest march. Canadian women marched that same year and by 1981 the Canadian Association of Sexual Assault Centres declared that Take Back the Night marches would be held on the 3rd Friday in September so that all across Canada women would be marching on the same night.

The 2017 St. John's Take Back the Night March took place on Friday, September 15th with clear skies and warm temperatures. More than 200 women, children and other marginalized supporters assembled at Bannerman Park with posters, banners and flags. After a brief rally, the March wound its way through the downtown as drivers blew their horns



in support and shop clerks stood on their steps and clapped. Women and men pedestrians cheered on the marchers and the group made a stop at the Supreme Court of Newfoundland and Labrador to remember victims. As we made our way up Water Street we were given a standing ovation from the happy hour crowd and finished the march at St. John's City Hall. Here we joined with supporters for the candlelight vigil. There were 519 lit jars representing victims who have gone through the SANE (Sexual Assault Nurse Examiner) Program at St. Clares hospital since November 2005. That is almost 4 victims a month and we know the majority do not report.

As a social activists we work towards eliminating domestic violence every day in all of its forms. It is my personal desire that events such as this will highlight that sexual violence is at epidemic levels in this province. This is not a women's issue, it's an issue for everybody as it affects us all. It follows us into our workplaces and taints all areas of our lives. In order to start eliminating violence we need to first address that it is a problem and work on solutions to reduce the harm. We need to stand with victims and let them know that we are listening, that we believe them and that we support them.

And perhaps a day will come in the not too distant future when girls and women can walk alone in their communities free from fear of sexual violence.



Tina Pretty and Sharon Walsh



Buyer's Obligations in Cod Grading Process

Last year, your Union made several improvements to the cod contract with buyers that ensures harvester quality is upheld. We'd like to take a moment to remind harvesters of the strict protocol buyers and processors must follow to protect the value of your landings. If requirements are not met, penalties exist for buyers/processors.

- A Fresh Raw Material Traceability Form for Cod shall accompany all landings of cod sold to a buyer by a harvester. A processor who purchases cod from a buyer without the traceability form must pay the grade "A" price to the harvester for that entire load of cod.
- Buyers and processors have a defined procedure for handling, transferring, and transporting cod landed at the wharf. If the protocol for icing (Slush Ice or dry ice) is not followed and the quality of the fish delivered to the processor is less than 80% grade "A" then the buyer must pay the harvester on the basis that the entire load of cod is grade "A".
- All fish must be delivered to a processor's plant within 24 hours. If not, and fish is graded as less than 80% grade "A", the payment to the harvester will be calculated at the appropriate grade plus \$0.20 per pound, but does not have to exceed the grade "A" price.
- If the amount of cod delivered past the 24 hour period is less than 1000 lbs, the harvester must receive the grade "A" price as set by this schedule for the entire shipment.
- The detailed grading sheets for individual landings shall be made available to harvesters by either the processor or buyer, as may be applicable, within forty-eight (48) hours of the buyer and/or processor taking possession of the fish. Failure to do so will incur a \$0.05 lb additional payment to the harvester by the buyer/processor for the entire amount of the shipment in question.



2017 Industry-DFO Collaborative Post Season Snow Crab Survey

The 2017 Post Season Snow Crab survey is well underway. There were many changes to the survey this year – including hundreds of new small mesh pots. Information from these new small mesh pots is crucial for building an index of incoming recruits.

FFAW and DFO Science are planning a meeting in early December to review of this year’s survey and to plan changes to the survey going forward. This is a collaborative research program and having harvesters at the table is crucial to building on the strengths of the existing survey. Like the meeting in October 2016, which launched these changes, representatives from the snow crab fleets will be at the table and contributing to this important review.



Paddy Lundrigan and Kevin McGrath with their survey catch.



Unloading catch from a large mesh pot.



Justin McGrath hauling lines.

Diane Power retires after 35 years as FFAW support staff

Tina Pretty, Executive Assistant/Women's Coordinator
tpretty@ffaw.net

In 1982, the number one song was Joan Jett and the Blackhearts, "I love Rock and Roll," Pierre Elliott Trudeau was Prime Minister, and Brian Peckford was Premier of NL. The Fishermen's Union, headed up by Richard Cashin and Earle McCurdy, was just a little over a decade old and growing. The dues check off system was running well and more staff were needed to track our vast membership. Enter our Miss Diane.

Thirty-five years is a long time in one organization. We saw the transition from groundfish to shellfish and back to groundfish again. We witnessed a fishery where companies merged, remember the old names like the Lake Group and Bonavista Cold Storage. We watched as the industry was restructured and Fishery Products International was formed. We bargained hard for decent fish prices with FANL long before it

was ASP.

We went through major upheavals of leaving our International union and joining the Can. Auto Workers. Then 25 years ago we went through the cod moratorium and fought for our members for compensation of first NCARP, then TAGS.

So many fights, so many battles. I remember in particular the shutting down of the Taxation Centre and support staff trying to feed the hoards as busloads of members travelled in from across the province. Remember RMS, LIFO. All good fights, and we were part of it.

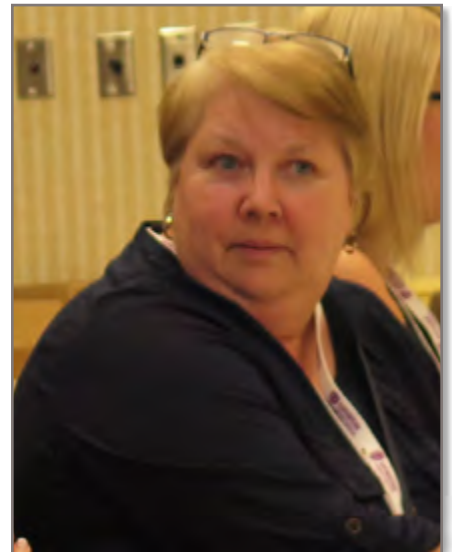
We have strong leaders and hardworking staff reps in this union, but we also have dedicated support staff who make the cogs of this organization run on a day to day basis. We all had roles to play in these battles.

Diane worked in many areas of this union in her career – payroll, switchboard, accounts payable and performed many tasks behind the scenes that made this organization run so smoothly.

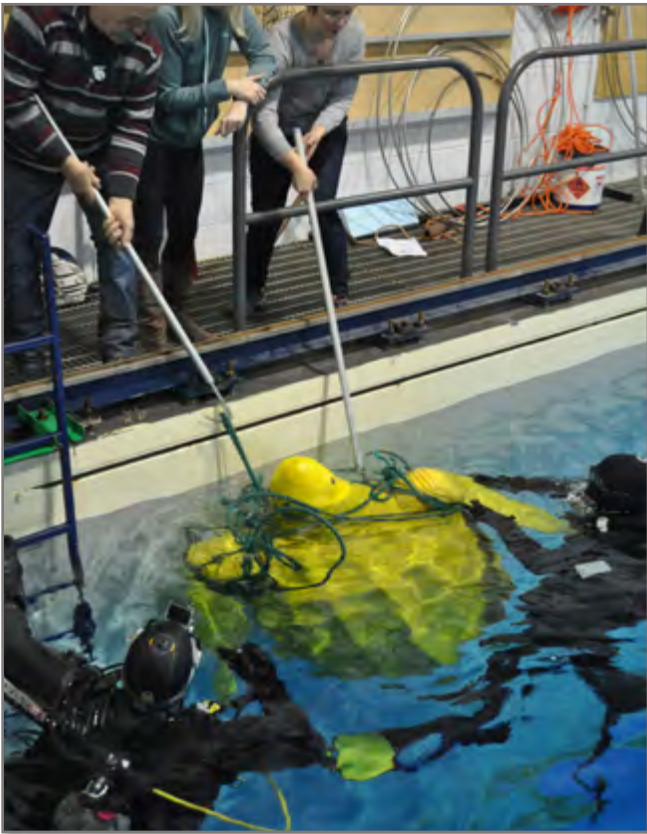
When you work with a co-worker for three and a half decades, you grow up with them. We went through pregnancies and motherhood together. We shared our best recipes, burn remedies, we knitted, we sewed, but we were also more than coworkers. We shared concern over health issues and comforted each other in times of grief as we watched our loved ones leave us.

Diane, after 35 years it's easy to say it's a family we have fostered through the decades and it's bitter-sweet to see you leave the union. We will miss your quiet nature and ready smile.

Happy retirement. We wish you all the best that life has to offer.



Draw open for new line cutters



Getting tools for improved safety and sustainability into the hands of harvesters was the goal of a recent gear project with DFO Oceans.

South Coast harvesters tested line cutters in

the field and at the Marine Institute workshop this past spring (see the Union Forum Summer 2017 issue). Harvesters who tested line cutters said they used line cutter gear to free props and to release unwanted catch such as sharks.

The line cutter pictured here, designed by Wayne Ledwell of Tangly Whales, was the best of the bunch.

The line cutter uses replaceable razor blades and can be attached to a painter's pole or aluminum pole.

Please contact the office either in St. John's (576-7276) or in Corner Brook (634-0277) by December 1, 2017 if you would like to have your name in the draw on December 5, 2017!



Barry Group Witless Bay votes in favour of new agreement

On July 19, FFAW-Unifor members employed at Barry Group in Witless Bay voted 87% in favour of a new 3 year agreement with the company. The agreement provides for wage increases in each year of the 3 year agreement, an improvement in the vacation clause, as well as Improvements in contract language and other benefits.





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Fish, Food & Allied Workers

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AND SOUTHWEST COASTS

Glen Newbury INSHORE
NORTHEAST COAST

Joan Doucette INSHORE
WOMEN'S POSITION

Mike Noonan INSHORE CREW MEMBER

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Lloyd Squibb HARBOUR GRACE COLD STORAGE

Sharon White DEEP ATLANTIC

Leonard Norman BEOTHIC FISH PROCESSORS

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PENINSULA

Wayne Masters INSHORE WEST AND
SOUTHWEST COASTS

Glen Newbury INSHORE NORTHEAST
COAST

Joan Doucette INSHORE WOMEN'S
POSITION

Mike Noonan INSHORE CREW MEMBER

Jim Chidley POUCH COVE TO POINT LANCE

Brian Careen ST. BRIDES TO SWIFT
CURRENT

Alfred Fitzpatrick MONKSTOWN TO
GARNISH

Dan Baker ST. BERNARDS TO MACCALLUM

Kevin Hardy FRANCOIS TO CODROY

Roger Lacosta HIGHLANDS TO COX'S COVE

Frank Piercey TROUT RIVER TO NODDY BAY
& L'ANSE AU CLAIR TO RED BAY

Michael Symmonds QUIRPON TO ENGLEE

Albert Wells JACKSON'S ARM TO NORTH
HEAD LESS THAN 40'

Randy Randell JACKSON'S ARM TO NORTH
HEAD OVER 40'

Eldred Woodford NORTH HEAD TO POINT
ALBERT INCL. NEW WORLD ISLAND AND
TWILINGATE

Basil Goodyear GANDER BAY TO CAPE
FREELS, INCL. FOGO AND CHANGE
ISLANDS

Dennis Chaulk NEWTOWN TO ELLISTON

Gilbert Penney LITTLE CATALINA TO
GREEN'S HARBOUR

Keith Smith WHITEWAY TO CARBONEAR

Wayne Russel HARBOUR GRACE TO
PORTUGAL COVE NORTH

Alton Rumbolt HENLEY HARBOUR TO
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Loretta Kelly WOMEN'S POSITION

Nancy Bowers WOMEN'S POSITION

Denise Hillier WOMEN'S POSITION

Ren Genge MEMBER AT LARGE

Kevin Best MEMBER AT LARGE

Glen Winslow MEMBER AT LARGE

Andy Careem MEMBER AT LARGE

Sharon Walsh joins us as the new Industrial Staff Representative



We would like to welcome Sharon Walsh as the new FFAW-Unifor Staff Representative for the industrial/retail/offshore sector.

Sharon Walsh is a long-time trade union activist. She is also a women's advocate and has spent many years working in the field of occupational health and safety, worker's compensation, and general advocacy on behalf of injured workers. She has served as Chair of the NLFL OHS and Worker's Compensation Committees. In addition to her previous role as the Executive Director of the Newfoundland and Labrador Fish Harvesting Safety Association, Sharon has worked with the Newfoundland and Labrador Federation of Labour as an instructor and held the position of Sector Safety Advisor for many years.

Sharon started her role on August 28. Welcome Sharon!

Meet our new Data Management Assistant

Miranda Mcgrath grew up in St. Bride's, Placentia Bay, where she had the opportunities to be involved in the fishing industry first hand. Her family has long been involved in the fishing industry, with her parents, aunts, uncles, and grandparents all having spent their lives highly dependent on the fishery, whether it be from harvesting, working in the local plant or as a dockside observer.

Miranda graduated high school at the top of her class and then moved to the city to complete a Bachelor of Science degree, majoring in Biology with a focus in Marine Studies in 2013.

She is very excited to put her life experiences and education together to work, and has been an active member of our team since April.

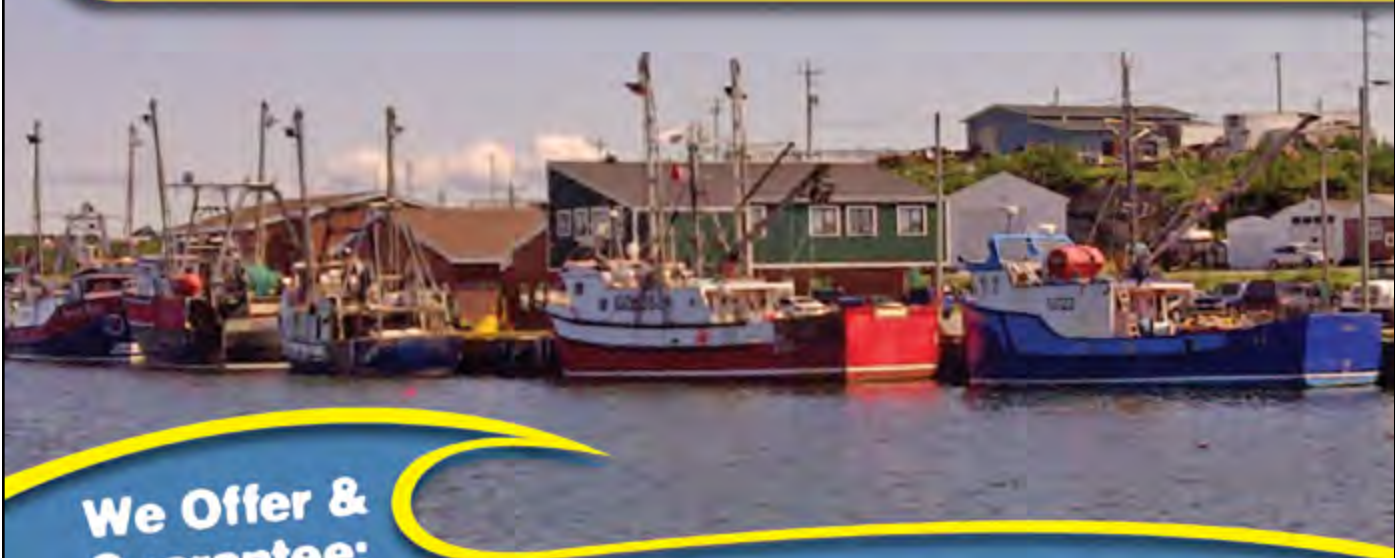




115 Armstrong Blvd
Gander, NL A1V 2P2
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Remembering Wayne Masters

Bill Broderick, Inshore Director
bbroderick@ffaw.net



Wayne Masters was a Union man. During his 25 years of involvement in the FFAW, Wayne worked tirelessly to build our Union and represent fish harvesters on the Burin Peninsula and across the province.

He was a member of our Inshore Council from 1992 to 2017 and a member of the Executive Board since 2006. He was brought into the inshore council by Joe Edwards. Joe recognized that Wayne had the commitment and vision to make a difference on the council. In his early involvement with the Union, Wayne was a Lifeline Instructor, delivering crucial training to hundreds of fish harvesters in communities on the Burin Peninsula.

For many years he sat on our cod and lump roe negotiating committees, fighting for a better return to fish harvesters from the merchants. He was committed to increasing the quality of our harvest, especially cod. He believed our province could compete with the best in the world and worked with the Union's Cod Quality Program in recent years.

Wayne was a strong supporter of the owner operator policy. Even in the past 6 weeks, Wayne was working hard to protect the independent owner operator fleet, meeting with the Federal Fisheries Minister in Nova Scotia

and attending Executive Board Meetings. He was a truly remarkable man who made a difference in the lives and welfare of his fellow fish harvesters and left an indelible mark on our Union.

It's no secret that fish harvesters can be an excitable crowd. Over the years there have been more than a few fists pounded on tables. But that wasn't Wayne's style. He listened intently, spoke thoughtfully and was always a voice of reason.

But he also didn't let you get away with anything. Even in the last few weeks, whenever I spoke to Wayne, he'd ask me what we are doing to defend our Union.

He had such a strong sense of community and always believed in the power of the collective, that when we work together, fish harvesters are a force to be reckoned with.

Wayne Masters was a mentor and friend to all who worked with him. He was an integral part of our FFAW Family. We will always remember his quiet dignity, his respect for all individuals and their views and for making a difference for so many of his fellow fish harvesters.

He believed in people and he believed in his Union. That will be his legacy.

Updates on the Cod Quality Project

Johan Joensen , Industry Liaison
jjoensen@ffaw.net

The FSSSB Cod Quality Project assists harvesters in providing high quality fish that produce a higher price and meet market demands. The project focuses on best practices in catching, handling and landing fish, while also identifying previously undocumented issues in the chain of custody. Initially, FSSSB received funding to run the project in 2015 and 2016, and all Groundfish licence holders were invited to participate in the project. FSSSB secured funding to continue the work of the Cod Quality Project – adding to the number of participating harvester and developing course materials to transmit the information learned from the process.

In 2017, invitations were again sent out to all groundfish licence holders in Newfoundland and Labrador. Those harvesters who participated initially were invited to continue their participation, while additional harvesters were drawn to be added to the program. In the end over 60 harvesters signed contracts to participate in the project for 2017.

For the Cod Quality Project, it is important to establish a continuous feedback process, as the best prepared handling guidelines are developed from

practical experience on the water, wharfs, roads and plants of the province. What works for cod landed in Bonavista during the month of September, may not work for the cod landed in Rose Blanche in November. By the same token the type and distance of transport of the fish may require different handling.

The FSSSB is planning to pilot a quality handling course with accompanying materials during the winter of 2018. This course is intended to be instructive while also generating additional feedback to refine handling and landing results in the future, ensuring that the final product will be of the greatest benefit possible to the industry. The current plan is to regularly deliver this course and maintain the system of instruction and feedback.

The Newfoundland and Labradors fishing industry continues to go through a transition from shellfish to groundfish. Projects such as Cod Quality play an important role in demonstrating that great quality cod landings are achievable in our province. This enables processors to have a higher quality pack-out, facilitating access and sales to higher-end markets around the world.



New gulf halibut management system leads to 102% price increase since start

The returns to harvesters proves the effectiveness of the new approach to the halibut fishery.

Back in 2012, the entire halibut quota was caught, and overrun, in just 29 hours. This approach was not only economically poor as it floods the market in just one day, giving harvesters a lower price for their catch, but it also presented serious safety risks to harvesters who are under extreme pressure to fish as much as possible in a short period of time.

The gulf halibut fishery has no dockside monitoring program, which is a change from the derby fishery when dockside monitoring only had to be provided for a few days. Instead of dockside monitoring, harvesters are required to affix tags to their halibut that DFO can use for monitoring and enforcement purposes. Harvesters have the choice between a generic DFO monitoring tag or a traceability tag. Traceability tags allow the consumer to trace certain aspects of their product - who caught it, when, where, and what processor it was sold to. Traceability creates an engagement mechanism between harvesters and consumers, and helps to promote a Newfoundland and Labrador product, which in turn builds value. Both tag options are the same cost.

Moving away from a derby fishery has produced strong price benefits for harvesters. Flooding the market with fresh halibut during a derby fishery was not good for prices, which were not able to adjust to price fluctuations throughout the year.

Without the current Gulf halibut fishery plan, the current collective agreement on halibut would not be possible. The collective agreement provides harvesters with an actual share of what the buyer receives in the market. Overall, harvesters receive approximately 75% of the value of the halibut sold to the market, which is amongst the highest for any species. This system is not possible without a fishery that is spread out over weeks and months.

The returns to harvesters proves the effectiveness

of our result. In 2012, the average price for halibut to harvesters was \$3.50/lb. In 2016 it was \$7.18 and thus far in 2017 it has been \$7.00. In 2013, 2014, and 2015 prices were also higher.

The Gulf halibut plan has also opened up the fishery to more participants. In 2012, there were approximately 300 enterprises in the halibut fishery; in 2016 there were more than 500. Thus, more of our members were able to benefit from this very valuable fishery. To participate in the halibut fishery, harvesters must meet certain criteria and pay a registration fee that covers the cost of tags and administration of the halibut fishery. The registration fee is \$200.



Researcher from Ireland visits FFAW

FFAW-Unifor would like to thank Rebecca Hunter, a Winston Churchill Fellow for 2017, for stopping by the offices on September 15. Rebecca gave a very informative presentation to staff on fisheries issues and challenges facing the European Union, and specifically Ireland on the verge of Brexit.

FFAW staff gave an overview of the organization, our vast membership and many of the ways fish harvesters in Newfoundland and Labrador work together on issues facing the fishery. There was agreement that the way Newfoundland and Labrador fish harvesters have worked together to solve complex issues is a model to be envied worldwide.

Rebecca has been working alongside DFO in Newfoundland and Labrador to gain an understanding of fisheries management in Newfoundland and Labrador and to bring best practices back to her home country of Ireland. She will now be travelling to British Columbia before heading to New Zealand to learn about fisheries in these jurisdictions.



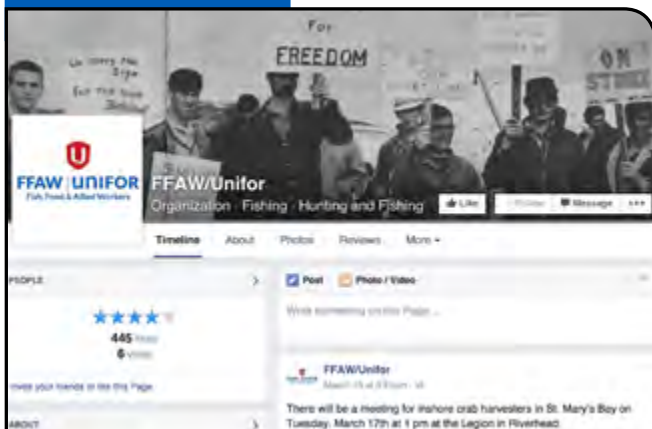
Miranda Mcgrath, Jackie Baker, Tina Pretty, Robyn Lee, Dwan Street, Rebecca Hunter, Keith Sullivan, John Boland, Johan Joensen, and Robert Keenan

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Addressing Seismic Concerns

Robyn Lee, Petroleum Industry Liaison

As this edition of the Union Forum goes to print seismic work is still ongoing in NAFO Divisions 3LNO. It has been a season of high activity for oil and gas exploration in Newfoundland and Labrador waters with four seismic boats, one 2D vessel and three 3D vessels, belonging to the PGS fleet, conducting work in the region. The 2D vessel is towing one streamer 10 km in length while the 3D vessels are towing an array of 14-16 streamers that are 8.1 km in length with a spread of 10.5-12.2 km². Two other non-seismic exploration programs are anticipated to work in offshore 3L and 4R later this fall as well.

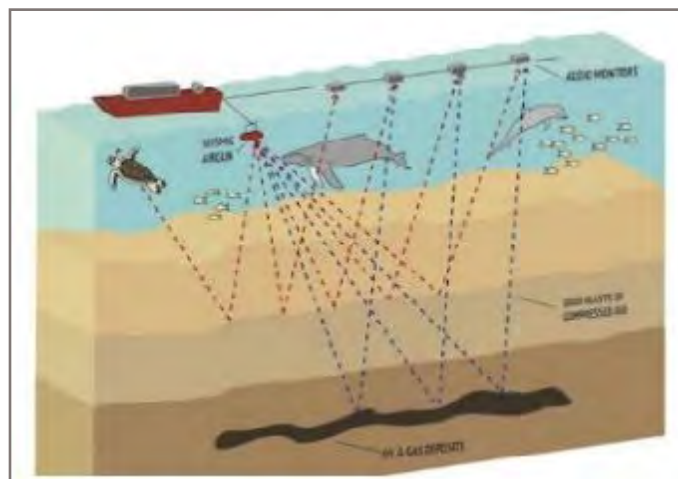
The potential impacts of seismic activity on the fishing industry are concerning on both the harvesting and processing sides. Together we have been continually advocating for local research to be conducted to better understand these impacts. Our approach has also been to ensure that research endeavors are collaborative. The fishing industry needs to be actively engaged in the design and execution of research to address questions related to seismic activity and fishing.

There are four projects currently underway, at various stages of the process, to address research gaps related to seismic activity and our ocean resources.

#1 - An Assessment of the Potential Risks of Seismic Surveys to Affect Snow Crab Resources (ESRF)

This project is investigating the effects of seismic surveys on the catchability, behaviour, physiology and genomics of snow crab. We are now in the final year of this three-year undertaking. Using post-season crab survey protocols, field work in September gathered catchability data before and during seismic exposure over the Carson Canyon experimental site. (Lilly Canyon is the control site for this project). Another trip this month (October) will gather catchability data following seismic exposure.

Crab that are caught are tagged and their movements are tracked to assess their behavior before, during and after seismic work. Crab are also collected and brought back to shore for laboratory analysis to



Seismic airgun activity is used to detect oil and gas deposits below the ocean floor

measure physiological and genomic effects of seismic exposure.

A second fishing vessel is also conducting commercial scale fishing as part of the project this year. This will allow for catchability comparisons between the post-season crab survey sampling method (10 pots) and commercial scale fishing methods (80 pots).

#2 - Shrimp-Seismic Project (PRNL)

A seven-day field program was undertaken in May in Shrimp Fishing Area 7. This trip was a pilot study for the overall shrimp-seismic project. Once a suitably-sized aggregation of shrimp was detected trawling was conducted to verify that "targets" seen with special acoustics system were indeed northern shrimp. Acoustic moorings and a deepwater camera



The crew of F/V Executioner working at-sea on the crab-seismic project



Trevor Chaulk (FFAW/Unifor) works with Dr. Corey Morris (DFO) onboard F/V Executioner



Devon Dean (FFAW) works onboard F/V Arctic Pride measuring Northern shrimp

system were deployed in the study area to observe the behaviour of the shrimp on the seabed. Several trawling experiments (called disturbance trawling) were conducted to determine the time it took for the disturbed shrimp aggregation to return to "normal". Morphometric data was also collected from a subsample of the shrimp caught with the Campelan 900 trawl. Salinity, temperature and depth information was also collected in the study area.

#3 - Juvenile Fish and Platform Discharges Project (ESRF)

This project was first proposed by FFAW/Unifor in 2009 to look at impacts of produced water on juvenile life stages of fish within the vicinity of our offshore oil production platforms.

Produced water is the water trapped in underground formations that is brought to the surface during oil and gas exploration and production. The composition of produced water is complex but the compounds of concern in this study are polycyclic aromatic hydrocarbons (PAHs). They are known carcinogens and

mutagens and past studies have suggested numerous potential effects of exposure to PAHs.

The sampling program was conducted in July at all of the offshore production areas and a reference area (control site). Ninety-five trawls, both midwater and bottom, yielded juvenile samples of Atlantic cod, American plaice, capelin and sand lance. These samples are now being analyzed by a laboratory.

#4 Sensitivity of Fish (Cod) to Seismic Activities Workshop (PRNL)

A regime shift is happening in our waters. While it is important to study the potential impacts of seismic activity on crab and shrimp, it is also imperative we look ahead. New research is about to begin on Atlantic cod in Europe. A local workshop will be held in November to discuss the applicability of research methods and/or results from that project for our region. Proposals are also in the developmental stages to address questions related to seismic activity and groundfish fishing.

We will continue to keep members apprised of project results and related information as it becomes available. If you have questions please contact Petroleum Industry Liaison, Robyn Lee at the FFAW Office at (709) 576-7276.

Building Rebuilding Plans: the case of northern shrimp and northern cod

Erin Carruthers, FFAW Fisheries Scientist

ecarruthers@ffaw.net

Fisheries and Oceans Canada committed to having rebuilding plans by the end of the 2016-2017 fiscal year for all stocks considered to be in the Critical Zone.

At its simplest, a rebuilding plan is meant to be a statement of what, when and how. What is the current stock status? When will the stock clear the Critical Zone? When will short- medium- and long-term indicators of success be met? And most importantly, how will these goals be met and measured?

Unfortunately, drafting rebuilding plans is often not that simple. For a start, there may be disagreements about what constitutes the Critical Zone. A recent example - important to many fish harvesters in Newfoundland and Labrador - is the definition of the Critical Zones for Northern Cod and SFA6 Northern Shrimp. The reference periods for the two stocks differ, in part, because shrimp survey data were not available from throughout SFA6 before 1996.

During the period used to establish the SFA6 shrimp Biomass Limit, which marks the top of the Critical Zone,

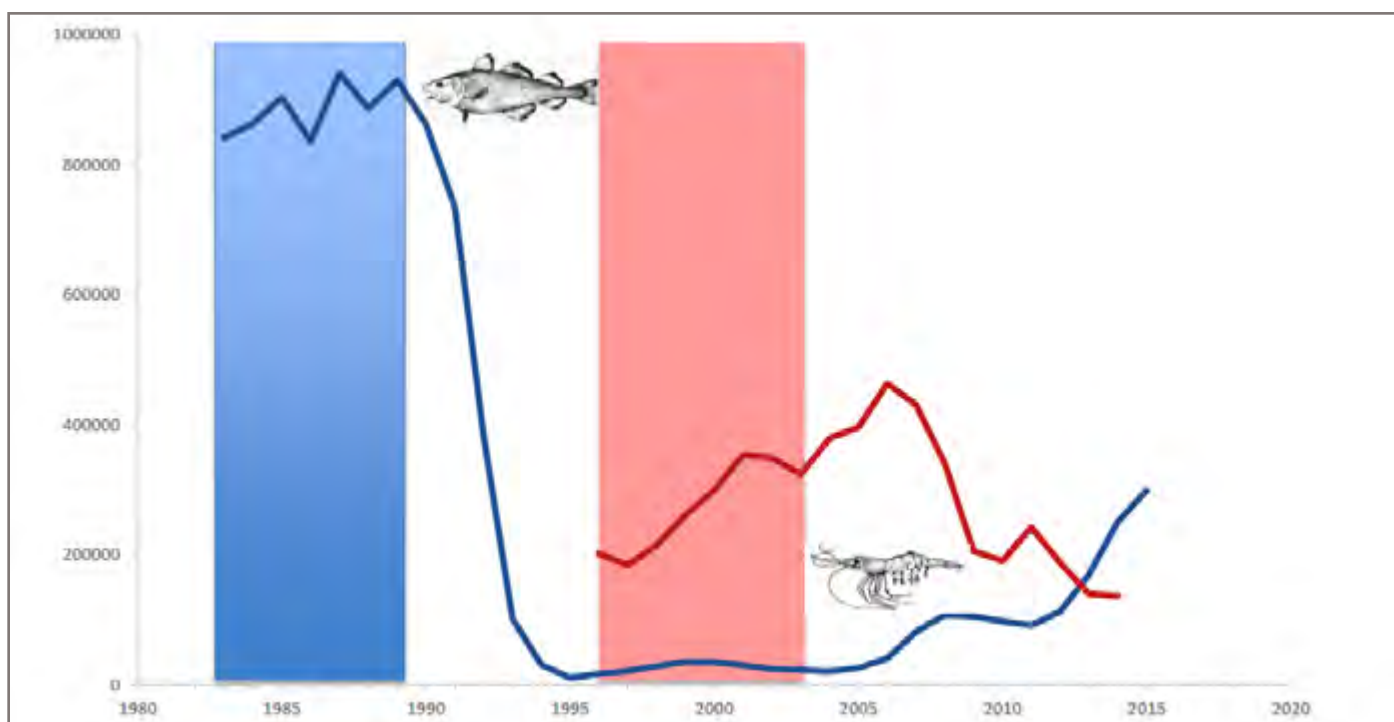
biomass estimates of shrimp predators such as Northern Cod were at exceptionally low levels. This is no longer the case.

FFAW-Unifor has consistently argued that having the recovery target for Northern Shrimp based on a period of very low predator biomass is - to put it mildly - problematic. Reference points must take into account the full range of predator and prey biomass levels and must recognize interactions among species.

DFO acknowledged both points.

For Northern Shrimp, the key challenge is to develop a reference point target that reflects the range of shrimp and cod biomass levels. This could be estimated using a combination of early survey data, historical catch rates and our understanding of the interactions among species along the Northeast Coast of Newfoundland and Southern Labrador (2J3KL/SFA6).

Getting a solid, defensible target is the first step to building a successful rebuilding plan.



Reference periods for Northern Cod and SFA 6 Northern Shrimp shaded. Trend lines show estimates of Spawning Stock Biomass. Data from DFO Research Documents (2016/026; 2015/018).

FFAW-Unifor Scholarships

Fish, Food and Allied Workers (FFAW-Unifor) awards six \$750 scholarships every year to eligible dependents of members in good standing. One application is sufficient for all six scholarships. Two \$750 scholarships are available under each category:

- Ray Greening Memorial Scholarship
- Richard Cashin Scholarship Award
- Robert White Scholarship Fund

Two scholarships are in memory of **Ray Greening**, who died in 1980 at the age of 43. He had been Secretary-Treasurer with the Union for more than a decade.

In June 1993, **Cashin** retired as leader of FFAW/CAW after more than 20 years as president. In honour of his contribution and dedication to the Union, two scholarships were created in his name.

Robert White was president of the Canadian Auto Workers (CAW) for eight years. He was instrumental in getting FFAW into the CAW family. In 1992, he was elected president of the Canadian Labour Congress. Bob passed away in early 2017. In recognition of his service to the labour movement in this country, two scholarships were created.

To qualify for any of the six FFAW-Unifor scholarships, candidates must supply the selection committee with the following:

- high school transcript of Level III marks;
- list of any scholarship(s) already received;
- an essay of at least 300 words on the fishing industry, the industry your parent is now employed, or the labor movement.
- a letter of recommendation from either of the following:
 - principal of your school or a clergy person of your choice;
 - member of the local Union executive or boat delegate.

Candidates must be accepted as first-year students in any post-secondary institution.

Please note that all applicants will have an equal opportunity of being awarded a scholarship. Those deemed eligible will have their names drawn. In other words, the person with the highest marks will not always be the winner. Applications are available on our website or by contacting 576-7276. The deadline for applications is November 30, 2017.

The Atlantic Fishery Fund is Now Accepting Applications

On August 31, 2017, the governments of Canada and the Atlantic Provinces announced that the Atlantic Fisheries Fund (AFF) is “Open for business.”

For Newfoundland and Labrador, the AFF is allotting \$100 million from the primary fund for project specific to the province; applicants also have access to a \$30 million marketing fund that is shared across all Atlantic Provinces. Applications are currently not being accepted for the marketing fund.

The purpose of the fund is to help the seafood sector transition to meet the growing demands of the market for products that are high quality, have value added, and are sustainably sourced. To receive funding, a project must fall within one of the following pillars – innovation, infrastructure, or science partnerships. Each pillar has its own definition to allow an applicant to understand what pillar his or her application would fall under. There is no standard application process, as it changes depending upon which pillar the application is made. For example, an application under “infrastructure” requires that a business case be developed, which is different than the application for innovation.

Commercial fish harvesters are able to apply, as are a variety of other stakeholders in the fishery, such as processing companies and universities. To be eligible to apply for the NL funding, a harvester has to show they are a resident of the province, are an active harvester, and explain the economic benefit that the province would receive if the application is accepted.

There is an application form online along with

detailed instructions on how to apply and what information needs to be provided. This is the home page for the fund: <http://www.dfo-mpo.gc.ca/fm-gp/initiatives/fish-fund-atlantic-fonds-peche/index-eng.html>. There are links to select from that page that will take you through the process.

Please note, the application process is not clearly set out on the DFO website. The application form is not on the same page as the instructions; moreover, the instructions are broken up into several different webpages. The most comprehensive explanation of the application process can be found at this link: <http://www.dfo-mpo.gc.ca/fm-gp/initiatives/fish-fund-atlantic-fonds-peche/doc/atl-fisheries-fund-guide-fonds-peche-eng.pdf>

That is a link to a pdf of an instruction booklet on the application process. It condenses many different webpages into one. If you want to understand the application process, accessing this booklet is strongly recommended.

Lastly, this fund is designed to be paid out over 7 years. There is no rush to get an application in over the next few weeks. The application process is comprehensive, and we recommend taking the time to make a strong application rather than rushing forward with an application that is not as thought out and more likely to be rejected.

This fund represents a unique occasion to help during the transition to groundfish. Your Union hopes that its members receive the maximum benefit from this opportunity.

MEET YOUR FFAW FIELD STAFF



Name: Clayton Roy Matchim

Hometown: Sandy Cove

Position: Fisheries Liaison Officer

How did you become an FLO?

I became a Fisheries Liaison Officer (FLO) three

years ago. I was working offshore when the FLO opportunity became available, and it was a natural fit and easy transition with my fishing and offshore experience.

What does your job entail?

My role is to facilitate communication between fish harvesters and oil and gas activity. I work aboard the oil and gas vessels, including seismic vessels, to prevent any interference with fishing activities. The oil and gas companies are mandated to avoid interference with fishing activity, and it is my job to prevent at-sea conflicts, such as entanglements or gear damage.

What do you love most about your job?

The part I love most about my job is being able to help fishers.



Name: Mildred Skinner

Hometown: Harbour Breton

Position: Science Technician and Cod Quality Technician

How did you get involved in this role?

I always liked fishing but also had a strong interest in fish biology. I was part of a team of harvesters involved in lobster v-notching and other conservation measures in Fortune Bay, and always believed that being good stewards of our resource is the key to healthy fishing communities. I liked

fishing, but I love my science tech work. I've been doing this for about 12 years now.

What does your job entail?

For my at-sea science technician work, I usually start mid-April aboard lobster boats, working alongside harvesters in Area 11 for the 9 week season. I'm on board 5 days a week during the entire season collecting data like sex, maturity, length, and identifying v-notched females. This information feeds directly into DFO's stock status report. I also tag cod in areas 3Ps and 3KI to determine migration patterns.

For Cod Quality, I spend time in plants and at the wharves, working with harvesters and plant grades.

What do you love most about your job?

I am so grateful to be part of an organization like FFAW-Unifor for giving me the opportunity to work at a job I love, in an industry that I am passionate about. I love meeting with all the harvesters and plant workers, and meeting new people in general. I can honestly say this is my dream job!

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. Since 2016, this insurance plan has helped 71 families, which amounts to close to one million dollars going to members' families.

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, 2018. After this date, if you have not paid your dues for the upcoming year **you are not covered**.

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



The last photo was correctly identified by Karen Caines and Yvonne Power. Karen recognized her mother Lucy Caines and uncle Arch Thorne, and Yvonne recognized her father, Matthew Murphy.

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