

spring 2017

the union forum



Harvesters test Leatherback Turtle disentangling tool

CIFHF Pushes to Strengthen Owner Operator
& Fleet Separation Policies

The Importance of a Processing Sector
Safety Council

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The Union Forum, the official magazine of the Fish, Food and Allied Workers' Union (FFAW-Unifor), is distributed free of charge to Union members quarterly.

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

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

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Cover photo: Harvesters Kevin Hardy and Paul Kane and FFAW Fisheries Science Erin Carruthers test turtle disentangling tool.

FFAW/Unifor Life Insurance

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

frequently
asked
QUESTIONS



Q: How much does the insurance cost?

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

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

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

Q: Am I covered only while working or fishing?

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

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

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

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

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

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

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

Q: Is there an age limit?

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

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

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

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



Keith Sullivan

A great 20th Century thinker once wrote that, "Survival in fact is about the connections between things." He then went on to say that reality must recognize the other "echoes that inhabit the garden." This is a nice way of presenting a very common sense statement that survival is based on viewing the bigger picture and its interactions; that tunnel vision will be our demise.

The very difficult news that we've heard over the past few weeks on shrimp and crab require us to understand that moving forward we all have to recognize the connections that tie our marine ecosystem together. Shrimp and crab are in decline. We can have an honest debate over the scope of this decline but the bottom line is that there is less shrimp and crab available to harvest this year than in year's past.

At the same time groundfish stocks, most notably cod, are rapidly growing. This, too, is a fact that we repeat to our members, to industry, and to DFO and DFLR on a daily basis.

But the fact that groundfish is returning cannot be separated from the fact of crab and shrimp's decline. They are clearly related, as has been documented in other places where shellfish has given way to groundfish.

Unfortunately, our fisheries are not managed in such a way as to draw upon these connections and allow harvesters and plant workers to survive and thrive. We manage shrimp and crab strictly in relation to shrimp and crab as they existed in the past 20 years and not in relation to how cod interacted with these species prior to the moratorium. The same holds true for cod and how it is managed.

Our fisheries are not managed to find a balance

between the species that inhabit the water; they are managed on the basis of optimum conditions for each individual species, which is a set of individual circumstances that never exist together in the marine environment. Our fisheries are managed on the basis of a lack of connection between them.

There are tens of thousands of people in this province that depend directly or indirectly upon the fishery. These people deserve better than the current approach to fishery management; they deserve a comprehensive management approach that reflects the environment they depend upon for their livelihood.

We also need a greater appreciation for the circumstances of those who depend upon the fishery by those who manage the fishery. A crab or shrimp quota is not just a number; it is a livelihood for thousands, it is hopes and expectations and economic development and new skates for children and new siding on the house and a million other aspirations and plans. Every decline in quota diminishes these aspirations and plans.

It does not have to be this way. If we viewed the fishery as the large interconnected undertaking that it is, it would be wise to offset the difficult news with the hope of a bigger cod fishery, for example, to take the bite out of a decline in crab. Of course to get to this point we would have to eliminate the growing corporate interest in independent fisheries science, which will be difficult.

Nonetheless, there needs to be a better approach than the current one that leaves harvesters and plant workers in a state of panic and frustration for weeks

CONTINUED ON PAGE 4

MESSAGE FROM THE PRESIDENT **continued**

on end as news on the various fisheries trickles out over time. That's an unfair approach.



Last week the federal government announced the Atlantic Fisheries Fund, which essentially replaces the fund that was promised to the NL fishing industry as part of the CETA negotiations. This new fund is for all of Atlantic Canada and NL has been allotted \$100 million of the \$325 million fund. This amount falls far short of the \$400 million that the NL fishing industry was promised by both the provincial and federal governments. The province has given no indication that it will be contributing any amount to the NL portion of the Atlantic Fisheries Fund.

We welcome all investment in our fishery, as it has not received substantial governmental investment in some time. But the Atlantic Fisheries Fund falls short of what we expected and what was committed to us by both the federal and provincial governments.

We have been told by the federal and provincial governments that this is a start, so we assume that future funding announcements will be made. We intend to hold both orders of government to their word.

The goal of the original fund was to modernize our fishery and help with the current transition with a focus of improving incomes for people working in the fishery. There is no set cost to do this. Our expectation is that the Atlantic Fisheries Fund will allow us to meet this goal and that further funding will be provided in the future if required.



On March 9th I met with the Premier and Minister

Crocker to discuss a variety of matters. I want to briefly touch upon two points.

On the Agreement on Internal Trade, the Premier confirmed that his government has no intention of changing the current exemptions around brewing. He noted that this is not an issue that his government is considering and that we need not worry about it. We ensure that our governments understand the value of good jobs, like those of our members in brewing at Molson Coors Canada.

We also raised the importance of maximizing employment on bigger projects, like oil and gas and building construction at MUN. The Premier fully agreed on the need to do this, and he explained that his government will be doing all it can to create and maintain work of Newfoundlanders and Labradorians.



Finally, I want to acknowledge the passing of a larger than life figure in Canadian labour. On February 17, Bob White passed away leaving behind a tremendous legacy that helped shape today's labour movement.

It was under Bob White's steadfast leadership of the Canadian Auto Workers Union that FFAW joined the national union in 1987. Bob served three terms as president of CAW before leaving to serve as president of the Canadian Labour Congress from 1992 to 1999.

Bob had a deep connection to working people in Newfoundland and Labrador and stood shoulder to shoulder with FFAW members through various mobilizations throughout the years. His contributions to FFAW and to broader Canadian society will not soon be forgotten.

International Women's Day 2017

Tina Pretty, Women's Coordinator



Whether it's a Bread and Roses Brunch with almost 300 women, an anti-poverty lunch with co-workers, or an anti-violence community gathering in rural NL, there has never been more to bring us together as feminists than events of this past year.

There is hardly a day that passes where something along the sexist, misogynistic, or racist lines doesn't come out of the U.S. And those sentiments are

spilling over into Canada where people are emboldened to say things they never would have dared say in the past. It's just a manifestation of what is going on inside people's heads that's now coming out of their mouths and flying off their fingertips. We are seeing how deeply entrenched privilege and entitlement is in our society.

And women don't like it.

The theme for International Women's Day across Canada is "Be Bold for Change". In St. John's, the IWD Planning Committee took to the theme: "Rise up for Change". It's all about change and not accepting the attempts to roll back time on women's hard won rights.

We have a feminist Prime Minister who hasn't proven himself yet, the never-ending stream of faux pas coming from Donald Trump, trolls on social media, bullies at union meetings, and a broken justice system that doesn't work for victims of sexual assault.

All across the nation and around the world women are rising, and Newfoundland and Labrador is no different.

At the International Women's Day Bread and Roses Brunch, held on Sunday, March 5 at the Bella Vista in St. John's, the message was loud and clear that women will persist and resist.



CONTINUED ON PAGE 6

INTERNATIONAL WOMEN'S DAY 2017 continued

Keynote speaker, Jessica McCormick, FFAW Communications Officer, addressed a sold out crowd of 262 people. She discussed a number of topics but focussed on two main points: consent and islamophobia. In discussing consent, she said, "in the face of the gender-based violence that permeates our communities, too many institutions engage in victim-blaming and silencing tactics rather than supporting survivors and taking steps to prevent further violence from occurring."

She referenced the recent trial of a RNC officer charged with sexual assault. She added that research has shown that women and others who sexual violence don't report it because they fear they will not be believed or supported or they will have to disclose the details of what was said and done to them. Many believe there is little chance the perpetrator will be arrested or convicted. And women are angry about this.

Then she went on to explain how islamophobia is a feminist issue stating, "...it is about taking away from the equality and equity of a group of people, and it's spurred on by systems of oppression" - such as racism, white supremacy and xenophobia. She also had suggestions on ways to challenge islamophobia such as to learn about Islam and Muslim communities, to practice strong, well-informed allyship and to cultivate friends with Muslin folks.

And she took aim at our Prime Minister to "walk the walk, not just talk the talk" as a feminist. Jessica

sits on the Board of Oxfam Canada. Oxfam recently released a report card on Prime Minister Trudeau's track record of advancing women's rights and gender equity in Canada since coming to power. You can read the report card online at www.oxfam.ca.

And she didn't overlook the provincial government either on their austerity agenda that has "particularly negative implications for women." She reminded us that the public sector provides a source of good jobs for women and people of marginalized genders, who also tend to rely more heavily on public services and are more likely to fill the gaps when services are cut.

Jessica also talked about the importance of intersectionality and how feminism is, "not one size fits all" and we must "recognize who's missing at the table and make space in our movements." She also shared a quote from social media that, "You don't need to be a voice for the voiceless. You just pass the mic."

Jessica ended her speech with ways women are rising up to meet the challenges related to income inequality, gender justice, racism, inclusiveness, and aboriginal justice. She concludes that these are feminist issues and that going forward we must continue to build solidarity with other movements and rise up to fight for a more just and equitable society, where no one is left behind.

For those interested in reading Jessica's full address, we have posted it to our Women's Page <http://bit.ly/2nfEuez>.



Why We Need a Processing Sector Safety Council

Robert Keenan, Project Manager

Working in a fish processing plant should not be considered hazardous work. The hours are long, the work can be repetitive, but it should be safe. No one should be lifting a load that is too heavy; no one should be having a hard time breathing the air at work; and no one should be fearful for their lives due to ammonia leaks.

Unfortunately, working in a fish processing plant is proving to be one of the more hazardous work environments in the province. The numbers tell a distressing story:

- The lost-time incidence rate for fish processing is 93% higher than the provincial average.
- The soft tissue incidence rate per 100 employees for fish processing is 80% higher than the provincial average.

These numbers represent people – workers whose lives, employment and otherwise, are affected by workplace injuries.

These numbers also have a financial cost. The average workers' compensation assessment rate in fish processing is higher than those in the construction, forestry, mining, and oil and gas industries. These are costs absorbed by the processing companies and it amounts to millions of dollars per year.

For all of the above reasons, but primarily for the health and safety of workers, FFAW-Unifor has pushed for the creation of a Fish Processing Sector Safety Association in the province. At the beginning of February we submitted our business case and draft by-laws for the Association to Workplace NL. They are reviewing these documents and will provide feedback over the coming weeks.

The submission of the business case has come at a critical time in the fish processing sector. Though a few processors, such as the Fogo Island Coop and Icewater, support a safety association, many large processors under the banner of the Association of Seafood Producers (ASP) do not. The objection of ASP

is confusing. The safety numbers are not a lie and its support for no safety association endorses the status quo, which is an unsafe work environment.

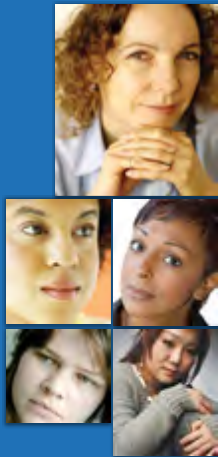
Whether it is sincere or not, ASP has argued that it is not against a safety association, it is just against a *processing* safety association. Supposedly, ASP would endorse lumping fish processing in with another sector, such as manufacturing.

This position ignores the unique circumstances and particular safety issues of processing plants. The processing sector has its own ailment – shellfish asthma – that is estimated to affect up to 18% of workers in shellfish plants. A solution for mitigating shellfish asthma is not going to happen if the needs of processing workers are buried in a broader manufacturing association (though maybe that's what ASP is hoping).

The processing sector is almost entirely rural. The fishery is the industry of rural NL and plant jobs are good jobs. They are also, in many cases, the only jobs. The impact of an unsafe processing plant in a rural area is much greater than in an urban one, where other employment opportunities exist. Workers in rural NL are given the choice of working in the plant, moving away, or not working at all. The labour and economic dominance of a processing plant in rural NL means it has a greater, not lesser, responsibility to provide a safe and secure workplace.

The processing sector is also almost entirely seasonal, which brings its own set of challenges. We know that workers work through injuries and self-medicate because every day in the plant is critical to their economic well-being. Meaningfully addressing workplace injuries is entirely different in seasonal work, requiring new approaches and proposed solutions. This issue would be lost in a bigger manufacturing council.

The processing sector is very big in this province, employing many thousands of people. These valuable workers deserve an association that addresses their unique concerns.



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



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

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

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

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Harvesters discuss challenges in 3Ps with MP Judy Foote.

South Coast Harvesters Meet with Minister Judy Foote

Jessica McCormick, FFAW-Unifor Communications Officer

On Friday, February 4th FFAW-Unifor met with Minister Judy Foote to discuss various issues affecting fish harvesters on the province's south coast. 3Ps harvesters who attended the meeting included Alfred Fitzpatrick, Kevin Best, Wayne Masters as well as Inshore Vice-President Tony Doyle, FFAW-Unifor President Keith Sullivan and staff.

A key point of discussion in the meeting was the status of a proposal for an enterprise retirement/income improvement program. Minister Foote acknowledged the urgency of the proposal, stating that it is currently being reviewed by Department of Fisheries and Oceans (DFO) economists. The Minister also noted that she has brought harvesters' concerns to the attention of the Minister of Fisheries and Oceans, Dominic LeBlanc, and stressed that something must be done to address the crisis in 3Ps.

Harvesters discussed the issue of access to cod and the historical precedent of the offshore not participating in the fishery when the quota is set below 10,000 tons. Inshore harvesters are concerned about the sustainability of the cod stock that has been a major part of their business and their communities

for decades. Harvesters reminded the Minister that every dollar earned through the inshore fishery goes back into rural communities.

Given the challenges facing the inshore fishery in the area, FFAW-Unifor raised the need for increased access to Halibut and Sea Cucumber, which both provide increased opportunity to improve incomes for 3Ps harvesters.

FFAW-Unifor will be following up with DFO to get a more detailed update on the status of the enterprise retirement/income improvement proposal and will relay that message to harvesters as soon as possible.

In the meantime, it is critical that you contact your Member of Parliament and call on them to:

1. Support the enterprise retirement/income improvement proposal for Placentia Bay.
2. Ensure inshore owner operator harvesters have exclusive access to 3Ps cod when the quota is set below 10,000 MT and prevent offshore trawlers from fishing on pre-spawning and spawning aggregated cod.

Canadian Independent Fish Harvester's Federation Pushes for Strengthening of Owner Operator and Fleet Separation Policies

Dwan Street, Projects Coordinator

The Owner Operator and Fleet Separation policies are key pillars of strong coastal communities and responsible, sustainable fisheries management. The independence of fish harvesters must be maintained, and the policies that support that independence strengthened, if the maximum value of our fisheries is to flow into the communities that rely on the resources off their shores.

The Canadian Independent Fish Harvesters Federation (CIFHF) is a national body representing harvesters across Canada and its core mandate is to advocate for the strong application of PIIFCAFF, the policy developed to enforce both Owner Operator and Fleet Separation. Your Union is proud to be a key member of this organization, as it helps the fight to ensure financially secure coastal communities.

During the 2015 federal election campaign, the CIFHF received a commitment from the Liberal Party to, "ensure that any remaining controlling agreements are investigated thoroughly to bring to account any who may be undermining the principles of PIIFCAF." Since the election, the Minister of Fisheries and Oceans, the Honourable Dominic Leblanc, has reaffirmed the government's commitment to moving Owner Operator and Fleet Separation from policy to regulation, a move that would write these pillars into law. To date there has been a disappointing lack of action.

The Standing Committee on Fisheries and Oceans held multiple sessions and accepted submissions on owner operator and fleet separation policies as part of the Fisheries Act review that's currently



DFO January 2017.

being undertaken. Past-Executive Director of the Federation, Marc Allain, presented on the importance of enshrining the policies in the regulations under the Fisheries Act during this very critical time in Canadian fisheries management. The Federation and many of its member organizations made written submissions to the Parliamentary Committee conducting the review of the Act.

CIFHF Annual General Meeting

The Federation held its Annual General Meeting on January 5 to 6, 2017 in Halifax, Nova Scotia. Representing FFAW-Unifor Secretary-Treasurer David Decker, VP-Inshore Tony Doyle, Executive Board Member Glen Newbury, Inshore Director Bill Broderick, and Projects Coordinator Dwan Street.

The meeting's agenda focused on the next steps in pushing for stronger enforcement of the Owner Operator and Fleet Separation policies, and ensuring a strong lobby for legislation. Updates from all provinces made it clear we are at a pivotal time in all of our fisheries and we must continue to push DFO, our Members of Parliament, and the Minister, to ensure the independence of our fishing fleets is maintained. Controlling agreements must become a thing of the past and the benefits of our fisheries must flow into the hands of independent harvesters and their coastal communities, not into corporate coffers.

The meeting concluded with an election of the Board of Directors and election of officers. Melanie Sonnenberg of the Grand Manan Fishermen's Association was elected President following the tragic passing of President Christian Brun on December 5, 2016. FFAW-Unifor Secretary-Treasurer David Decker was elected to the position of Treasurer.

FFAW-Unifor Projects Coordinator Dwan Street, and Projects Manager Robert Keenan were both elected to the Board of Directors.

Following the AGM, Street and Keenan joined Sonnenberg and outgoing Executive Secretary Marc Allain in Ottawa where they met with the Minister LeBlanc's staff and other senior DFO officials, including Kevin Fram, Director of Issues Management, as well as Sheldon Gillis, Special Assistant to the Minister. DFO was represented by Assistant Deputy

Minister Phillippe Morel, Acting Director General Sylvie LaPointe, Senior Director Integrated Resource Management Adam Burns, and Director of National Fisheries Policy Tracy Kerluke.

The focus of these meetings was to lobby for strengthening enforcement measures around the Owner Operator and Fleet Separation policies, and to further discuss the entrenchment of these policies into the Fisheries Act, making them law. These policies play a key part in ensuring our coastal communities and fisheries continue to be viable and sustainable.

Street and Keenan also stressed harvester frustration on the lack of action on controlling agreements in Newfoundland and Labrador, elaborating on what these agreements continue to do to our coastal communities. Feedback from the Minister's Office and DFO was promising, but we must continue to hold the government accountable to their commitments to the independence of fish harvesters, and ensure these very important policies are entrenched in law and finally enforced.

These messages were relayed further in a workshop with key DFO officials from all Atlantic provinces, as well as Quebec and British Columbia on February 10. Bill Broderick and Dwan Street were present from your Union, stressing to DFO Regional Director General Morley Knight and other key DFO officials, including Newfoundland and Labrador Regional Director General Kevin Anderson, that the Federation will not be backing down until Owner Operator and Fleet Separation are both solidified in law and enforced as such.

The Federation has initiated a letter writing campaign to the Minister of Fisheries and Oceans to stress the importance of legislating these important policies during the current review of the Fisheries Act. If you have not signed already, please take the time to do so. You can sign electronically at www.nl-ffaw.nationbuilder.com.

If you would like to sign a paper copy, the letter can be sent direct to the Minister's office without postage. If you require copies of the letter please reach out to your staff representative and they will be happy to provide it to you.

Owner Operator and Fleet Separation: Pillars of Independence and Coastal Prosperity

Dwan Street, Project Coordinator

The Owner Operator and Fleet Separation policies are crucial to the survivability and economic prosperity of the inshore fishing industry and the coastal communities that depend upon it. The policies are meant to ensure that the benefits of the fish resources off our shores go to fish harvesters and their communities. Yet, for the past two decades a lack of attention to and enforcement by the Department of Fisheries and Oceans has resulted in a drastic decline in the independence of the inshore harvester.

In 1979, then-Minister of Fisheries Romeo Leblanc established the Fleet Separation policy. This policy prohibited fish processing companies from owning fishing licenses, thus forbidding the vertical integration of the fishery. This policy greatly enhance the collective bargaining ability of harvesters, as they did not have to contend with fish companies that both own and process raw material.

In 1989 Fleet Separation was augmented by the Owner Operator policy that required that the license holder must be the one to fish the license. This policy also helps strengthen fleet separation, as it was supposed to eliminate the potential for situations where a harvester in name only would acquire a license that would, for practical purposes, remain under the control of a processing company. The license holder would get minimal benefits and the profits from the license would be funneled elsewhere.

Theoretically, these policies should have provided strong economic protections for harvesters and coastal communities in Atlantic Canada. Unfortunately, the policies were not enforced in Newfoundland and Labrador or other Atlantic Canadian provinces. Processing companies have interjected themselves, using fish harvesters as fronts, into the market for fish licenses. The result is harvesters across the region are unable to compete against large fishing companies for licenses, and

the price point of these licenses has skyrocketed. It is an area of increasing frustration, especially as the average age of a fish harvester continues to climb upward and young harvesters are finding it increasingly difficult to enter the industry.

The key mechanism in this process is a legal arrangement known as a controlling agreement or trust agreement.

There are often questions around what exactly constitutes a controlling agreement. According to DFO, a controlling agreement is “an agreement between a license holder and a person, corporation or other entity that permits a person, other than the license holder, to control or influence the license holder’s decision to submit a request to DFO for issuance of a “replacement” license to another fish harvester (i.e. a license transfer).” Quite simply, if the other party in the agreement can compel a harvester to transfer his or her license to another, this is a controlling agreement.

For the past several decades too many harvesters have found themselves in these controlling agreements, tied to a processing company or other third party. These harvesters have lost their independence and have watched millions of dollars being channeled away from their coastal communities.

In 2007 the Department of Fisheries and Oceans made a commitment to begin a process of eliminating controlling agreements over 7 years. On the heels of the Department’s commitment, the Policy for Preserving the Independence of the Inshore Fleet in Canada’s Atlantic Fisheries (PIIFCAF) was born. This, too, was not enforced, and the Department’s new policy did nothing to help harvesters who saw licenses becoming bought by corporate interests at an alarming rate.

Fast forward to 2017 and we now find ourselves once again at a turning point in the industry – the numbers of controlling agreements in Atlantic

Canada, and here in Newfoundland and Labrador, are alarming. Foreign interests have moved into Atlantic Canada, with the recent purchase of Quinsea by Royal Greenland, a crown corporation of Denmark, instilling the fear that foreign capital might very well now own fishing licenses in Newfoundland and Labrador. This fear is not unfounded as foreign interests have begun to purchase and sell licenses in other provinces. Lobster licenses in Southwest Nova, for example, are being advertised openly by brokers seeking Asian buyers in a brazen display of audacity.

The current Minister of Fisheries and Oceans is another Leblanc, Dominic – Romeo’s son. Minister Leblanc has large shoes to fill and a legacy to uphold. One of his first commitments to industry when appointed Minister was the possibility of moving Owner Operator and Fleet Separation into regulation, giving these pillars of fishermen’s independence some teeth and ensuring those who circumvent them are held liable.

On the direction of Minister Leblanc, starting last October, the Federal Fisheries Act was placed under review by the Standing Committee on Fisheries and Oceans (SCFO). The mandate of the review focused largely on conservation and habitat concerns, though Minister Leblanc urged the importance of ensuring Owner Operator and Fleet Separation were considered. FFAW, and many other organizations who work together under the umbrella of the Canadian Independent Fish Harvester’s Federation, testified before the committee and made submissions, stressing the importance of making this move and doing it now.

Concurrent to the legislative review is a court challenge to PIIFCAF that directly threatens the viability of the inshore fishery and our coastal communities. The case under review is known as Elson and it involves a fish harvester in Labrador who is explicitly backed by the Association of Seafood Producers, several large processing companies, and one of the largest law firms in Canada. All fishing provinces wait with baited breath to see what this very important decision will be – and what it will mean for our futures in the fishing industry.

Minister Leblanc has committed to making changes to the Fisheries Act, and this is our chance

to strengthen the independence of fish harvesters and pave the way for a new generation to harness the prosperity of the resources in our waters. The Canadian Independent Fish Harvester’s Federation, of which FFAW is a key member, have started a letter writing campaign to let the Minister know that we remember his commitment and that timeliness is vital. The economic, social and cultural survival of coastal, rural Atlantic Canada depends on it

In the light of our current economic realities, our coastal communities need a strong, vibrant inshore fishery more than ever. Young harvesters need to know the fishery is a viable, sustainable industry for their futures – one in which owning an enterprise is attainable through a means that does not sign away their independence. Owner Operator and Fleet Separation must not be policies on paper to be used to pay lip service to those whose livelihoods are threatened and jeopardized by the lack of enforcement we have seen in the past.

If you have not yet signed the letter to the Minister, please do so online at <https://nl-ffaw.nationbuilder.com/>

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Investing in the Return of Cod

Jessica McCormick, Communications Officer

Jamie and Basil Goodyear, inshore harvesters from Lumsden, believe harvesters need to make the first move when it comes to the return of the northern cod fishery. They say the best way to ensure they are landing a quality product is to invest in state of the art equipment. In January of this year, the brothers traveled to Norway to visit Mustad Autoline and learn more about the hook and line equipment they recently purchased.

“We do not want to go back to the old ways of catching groundfish, which will mean landing a product that does not meet the quality that today’s markets require. During pre-moratorium years, most of the cod was sold as cod block and the price paid to harvesters was low. We have to compete with Norway and Iceland for markets and they put a very high quality product on the market. In order to compete with these countries, we have to adopt their methods of catching fish,” said Jamie Goodyear.



The Goodyears feel the Mustad system is a worthwhile investment that will get them on the right track by producing a product that will compete in the global market. They purchased equipment that consists of three major components: a hauler which will haul the lines with the hook, remove the fish from the hooks and clean the old bait off the hooks; a hook separator that puts the hooks on racks which are then ready to set again; and a baiter which will cut bait and bait the hooks at a 98% efficiency rate as they are being set back in the water.

According to the Goodyears, Mustad Autoline is, “the Cadillac of hook and line systems.” It was a presentation in St. John’s last June that sealed the deal for them. Past experience taught them that investing in top quality gear will cost less in the long run. In January, they were on their way to Norway to learn more about their new equipment.

“We spent two days in the Mustad factory where the gear was manufactured. We learned firsthand how the gear was made and how to maintain [the gear] once it becomes operational. The staff at Mustad treated us like family and were very patient with us as they taught us everything we needed to know about the gear. The staff arranged for us to meet two skippers, one who used the Mustad system on a 150-foot factory freezer trawler and another who owned a 45-footer who took us out in the harbour and shot out the gear to show us how it worked,” said Jamie.

While there is always debate about methods and gear types, one thing is clear: it will take a lot of hard work and investment from everyone in the industry, including fish harvesters, processors and government, to make the new groundfish fishery work. Jamie sums it up:

“We cannot go back to the old ways of landing very high



volumes of fish with little return for our hard work. This will not sustain the fishers that are involved now and it definitely will not attract young people.”

When asked what other harvesters should think about when they consider this kind of investment, Jamie said:

“We have to make this new groundfish fishery work. We have to make it work for our enterprises and make it work for our communities. Quality is the first priority if we want to compete in the markets and receive maximum value for our product. If we don’t do it right, someone else will. If we don’t take the initiative, the offshore, which is mostly owned and controlled by foreign investments, will take control of this fishery and our communities will get very little in return.”

With the decline of crab and shrimp in recent years, the future of the fishery for harvesters like Goodyear lies with the resurgence of northern cod. “There is hope for



our communities... we have to rise to this new challenge and produce a product that can make our communities vibrant again.”

FFAW Supports Women in Politics Initiative

Jessica McCormick, Communications Officer

From March 6 to 9, 338 young women from across the country were in Ottawa to participate in Equal Voice Canada’s *Daughters of the Vote* initiative. One young woman was selected to represent each federal electoral riding. FFAW-Unifor provided a donation that assisted participants from Newfoundland and Labrador to attend the event. Each NL participant received information about FFAW-Unifor as well as some materials outlining our Women’s Advocate

program.

Unifor sent a delegation of union members from across Canada to Ottawa to observe the event and participate in workshops and discussions. Unifor President Jerry Dias also spoke as part of a panel and discussed why it’s important for women to be involved in their union. FFAW-Unifor’s Jessica McCormick participated on behalf of the region.



Leatherback Turtle Model Tests New Disentangling Tool

Erin Carruthers, Fisheries Scientist



In a best-case scenario, any conservation efforts to decrease entanglements and unwanted catch also benefit harvesters. Ideally making fishing easier, safer and increasing landed value.

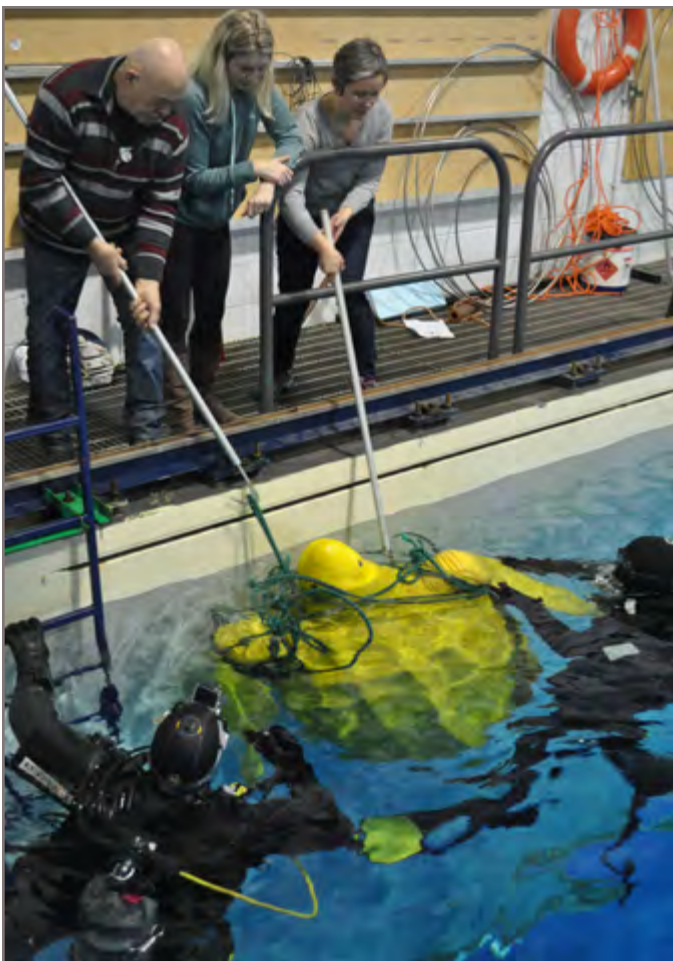
Leatherback turtles become entangled in the haul up lines of fixed gear. Unfortunately these animals cannot back up; they cannot reverse out of an entanglement situation. Leatherback turtles often get entangled around the head and front flippers.

Many Newfoundland and Labrador harvesters are already doing what is best: getting rope out of the upper 3-4 fathoms and untangling turtles. Many harvesters use leaded line to pull excess rope off the surface and to keep it from getting tangled in others' boats and gear.

We wanted to understand how turtles become entangled and to test different types of tools for getting excess rope out of the upper water column and for untangling turtles. To do so, we needed to see an entanglement and manipulate the turtle and gear - something that is not possible with an endangered species. Instead we had a life-size model built with moveable front flippers.

The model, which my kid calls Hank the Tank, was swum into gear at the flume tank at the Marine Institute on March 6. It was an excellent initial look at the fishing gear, disentangling tools, and the turtle.

The March 6 workshop was part of a collaborative



program with DFO Oceans to look at potential conservation benefits beyond the proposed Laurentian Channel Marine Protected Area, in ways that also benefit Newfoundland and Labrador harvesters.

The key objective of the collaborative program was to get tools for solving safety and sustainability questions into the hands of harvesters. With Hank, we now have the ability to test different solutions to the vertical line entanglement problem. And as a result of the collaborative program with DFO, we now have line cutting gear to be distributed to harvesters.

Please contact the office either in St. John's (576-7276) or in Corner Brook (634-0277) if you would like to have your name put in a draw in early May 2017 for the line cutting or line weighting equipment.

Many thanks to harvesters Paul Kane, Kevin Hardy, Jim Chidley and all the other harvesters who contributed to this program. Thanks also to Jennifer Janes (DFO), Wayne Ledwell (Tangly Whales), Classic Machine Shop, the Canadian Museum of Nature, and Memorial University flume tank staff and scientific divers.

Industrial Updates

Hotel Gander Bargaining Underway

Bargaining on a new collective agreement for our members at Hotel Gander is underway. Bargaining took place on January 31 and February 1. More dates and additional meetings are expected to be set in the near future.

Manufacturing Safety Sector Council

Staff Representative Allan Moulton and Fogo Island Local Plant Chair Pat Dawe attended the Manufacturing Safety Sector Council Meeting on January 16. Moulton and Dawe tried to drive home the point that the processing sector needs a stand-alone Fish Processing Safety Sector Safety Council. There are many reasons why this should happen, particularly because of the uniqueness of the issues facing the fish processing sector, including Shellfish Asthma. The Association of Seafood Producers has objected to the formation of a stand-alone council



and have suggested the sector should be folded into the Manufacturing Council.

Pat Dawe highlighted the issues she faces in her work environment and the conditions facing other processing plant workers. The union has been working towards the implementation of a Fish Processing Sector Safety Council. The proposal is supported by the provincial Minister of Fisheries and Land Resources. Further details on the proposed Processing Sector Safety Council can be found in this issue of the Union Forum.



CONTINUED ON PAGE 18

INDUSTRIAL UPDATES continued

Latest Developments on Shellfish Asthma

FFAW Women's Coordinator Tina Pretty, Industrial Director Greg Pretty, and Staff Representatives Roland Hedderson and Allan Moulton met with Dr. Anas M. Abdel Rahman and Barbara Neis of SafetyNet on January 18 to discuss the latest developments regarding the effects of shellfish asthma on workers. Joining the discussion by telephone was Mr. Kevin Hedges, an Occupational Hygienist who spent time in the province working for the Government of Newfoundland and Labrador as an Inspector.



Pennecon Long Harbour Members Ratified New Language in Collective Agreement

Allan Moulton, Staff Representative

FFAW-Unifor Members employed with Pennecon Energy Services Ltd. in Long Harbour voted 70% in favour of new language to be added to their collective agreement at a meeting held on February 27.

Staff Representative Allan Moulton along with Industrial Director Greg pretty were in attendance to assist

the local committee with the vote. The local committee is hopeful this will now secure a long-term future for the membership during the life of the agreement and beyond. The current agreement runs until December 2021. Union staff and the local committee continue to work on other outstanding issues on behalf of the membership.





INDUSTRIAL/RETAIL/OFFSHORE DIRECTOR

Save Yourself and the World, Throw Out Your Smart Phones!

Greg Pretty, Industrial Director

It was good while it lasted. Your phone, I mean. You could access the finest cat videos, track your cousin's every meal, befriend people you've never met, email people you didn't even want to talk to, send pictures of your adorable dog to your 600 "friends" on Facebook, all of them breathlessly awaiting your next post.

In the Middle East, these same apps assisted suppressed societies as they tried to rid themselves of oppressive governments on the strength of the instant communication features inherent in the technology. The future looked superb. Human kind had the potential for incredible social and economic advances.

But incredibly, it fizzled out.

As we watched cat videos take over Twitter and as we spent endless hours texting each other about fluff, a funny thing happened.

Truth slipped silently out the back door and to tell the truth, I'm going to miss it.

As it turns out, truth has to be nurtured, loved, appreciated and encouraged to stay around. A lot like your cat. Who knew?

In a most bizarre fashion, our technology and apps have neglected the truth, starved it, ridiculed it, mocked it and abandoned it for quick bits of misinformation with a 140 character cap, which appears to be for many, including the POTUS, the new level of literary endurance. Our phones even brought back the prerequisite tool of the Fascist, "alternative facts", known as "Lies" in parlours of our nation.

Truth is now unemployed and living in a dumpster near you.

It lost its job to ultra right-wing racist, misogynist bloggers masquerading as news services. These faux news services have embedded themselves in your

social media sites.

You don't choose them, they choose you through your choice of social media. Clicking on one ensures your feed will be have a heaping supply of fresh steaming lumps of racist right-wing turds, disguised as the truth.

Changing the truth has intended consequences. Alternative facts create alternative histories. For example, just recently, a highly touted local political hack, the Great Dame of Open Line Royalty, said this,

"If the Muslims don't like Christians, they can go back to where they came from, Christians were here first."



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MESSAGE FROM INDUSTRIAL DIRECTOR continued

Nobody called to counter the absurd, racist commentary.

"She tells it like it is," said the next caller, a budding racist.

Ben Carson, President Trump's Housing and Urban Development Secretary, has also created his own version of history. He said this about slaves captured and brought to America against their will.

"There were other immigrants who came here in the bottom of slave ships, worked even longer, even harder for less."

Carson, an African American, received a standing ovation from the hundreds of HUD staff assembled for his speech. One of them should have asked Carson for his definition of the word "work".

We've entered a time of great uncertainty for truth. The uneducated opinion stands shoulder to shoulder with that of the scholar. Lies are presented as alternative beliefs. Journalists are scorned by the highest

of political offices. Science is under attack from the same sources. Emboldened by their political heroes south of our border, Conservative Party of Canada's Kellie Leitch and Kevin O'Leary are primed and ready to cash in on the flood of ignorance inherent in smart phones.

My friends, you are going to have to put that smart phone down. You are going to have to start listening to the real news again. Seek out reputable media sources. Include public radio, the NPR and the BBC. Buy subscriptions to newspapers online locally and internationally as many of these service are free. And finally, support real journalists.

Without them you are left with the word of those who never have your interests at heart. Without them you stand to get your pockets and your minds picked once again.

So save yourself. Fire your smart phone over in the corner, buy your own cat and start watching the news.

Traceability Gears Up for New Season

Dwan Street, Projects Coordinator



The Atlantic Lobster and Atlantic Halibut Traceability Project is heading into its fifth year.

Over the past few seasons, the project has experienced numerous successes. Your traceable lobsters have been showcased by media nationwide, providing a great story for dinner table conversations both locally and internationally. The Traceability Project has allowed you to tell your stories to those who seek sustainable, high quality seafood.

Since the project's early days we have expanded to our own website that puts the Newfoundland and Labrador seafood industry on display - www.SeafoodNL.ca - and we have participated in a number of promotional events, from here on the island with Coleman's Supermarkets, all the way to the Seafood Expo in Qingdao, China!

This year the project will be promoted in Boston at Seafood Expo North America, March 18 to 21, to kick off the 2017 lobster season.

Each year more and more harvesters are placing the colourful traceable tags on lobsters and telling their stories to consumers worldwide. More buyers are also seeing the value in this project and are getting onboard to ensure your traceable lobsters are getting to market.

If you would like to participate in the Traceability Project this year please contact the St. John's office to get your profile up and running.

Let's make 2017 the year we move the project to the next level and showcase the high quality products harvested by the Newfoundland and Labrador fishery in more places around the world.

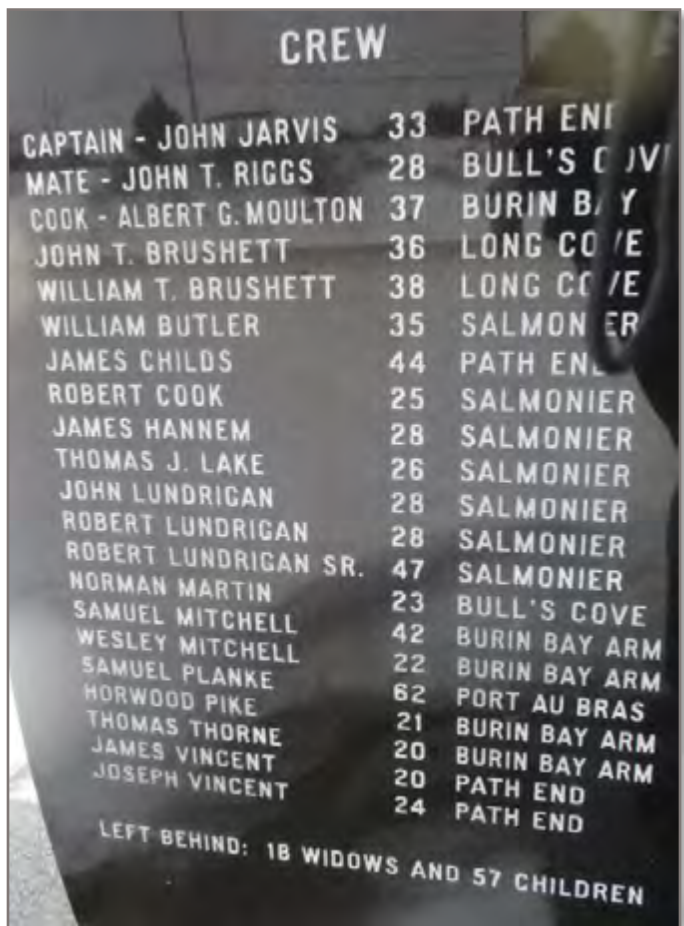
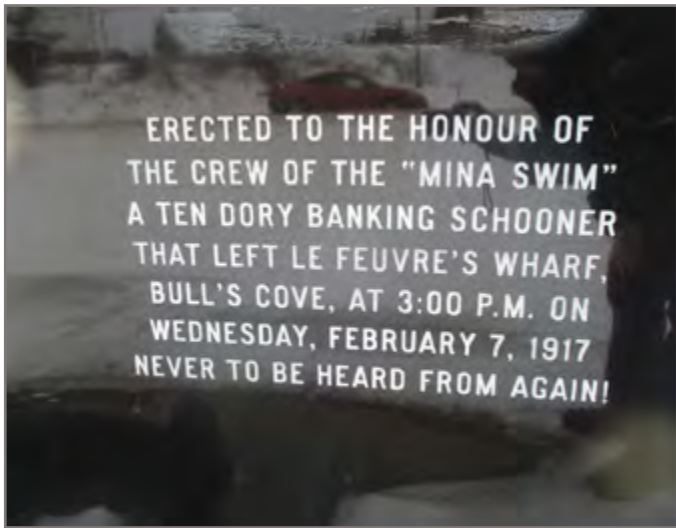
100th Anniversary of the Loss of the Mina Swim

Allan Moulton, Staff Representative

On February 7, residents of Burin marked the 100th anniversary of the loss of the Mina Swim. The vessel was a banking schooner that left the wharf in Burin

on February 7, 1917 and never returned. 21 crew were lost, including the great-grandfather of FFAW staff representative Allan Moulton.

A ceremony was held at the new memorial park where a monument has been erected to honour the crewmembers of the Mina Swim. Congratulations to the Mina Swim Committee who worked diligently to raise funds for the monument and to organize the commemoration service.



Federal government backtracks on \$400 million fisheries fund commitment

Jessica McCormick, Communications Officer



On Friday, March 10, Minister Judy Foote was joined in St. John's by fellow Newfoundland and Labrador Members of Parliament, Premier Dwight Ball and provincial Minister of Fisheries and Land Resources Steve Crocker to announce the Atlantic Fisheries Fund. The federal program will focus on, "developing the sector to better meet growing market demands for sustainably sourced, high quality fish and seafood products." The \$325 million fund will include \$100 million specifically allocated to Newfoundland and Labrador.

While investment in the fishery is generally good news for the industry, this announcement falls short of the previous commitments made by both the federal and provincial Liberal parties during the 2015 election campaigns. This fund is meant to replace the previously negotiated CETA fisheries fund. During the election campaigns, both parties confirmed that they would uphold previous commitments to a \$400 million fund for Newfoundland and Labrador that would include a \$280 million contribution from the federal government and a \$120 million contribution from the provincial government. The fund was to be developed in return for the province's support for CETA and the elimination of Minimum Processing

Requirements (MPRs).

Not only is the \$100 million investment a slap in the face to processing plant workers who will suffer the most under the new trade agreement, the provincial government appears to be off the hook for their end of the bargain, as the Premier has made no announcement of new provincial funding to accompany the federal investment. No other province in Atlantic Canada was required to give up something as beneficial as MPRs, which bring significant value to our provincial economy.

At a time when the fishing industry is facing serious challenges with dramatic declines in shellfish stocks, further investment is needed to improve incomes for people working in the fishery. Both levels of government must be held accountable for their broken promises to harvesters and plant workers. Investments must facilitate a transition to a new fishery and must support good jobs in the industry, both in harvesting and processing.

FFAW will be following up with both levels of government to determine the process for allocating funding and to press for further investments that fulfill previous commitments made to our members.

2017 Oil & Gas, Seismic Activity Update

Dwan Street, Projects Coordinator

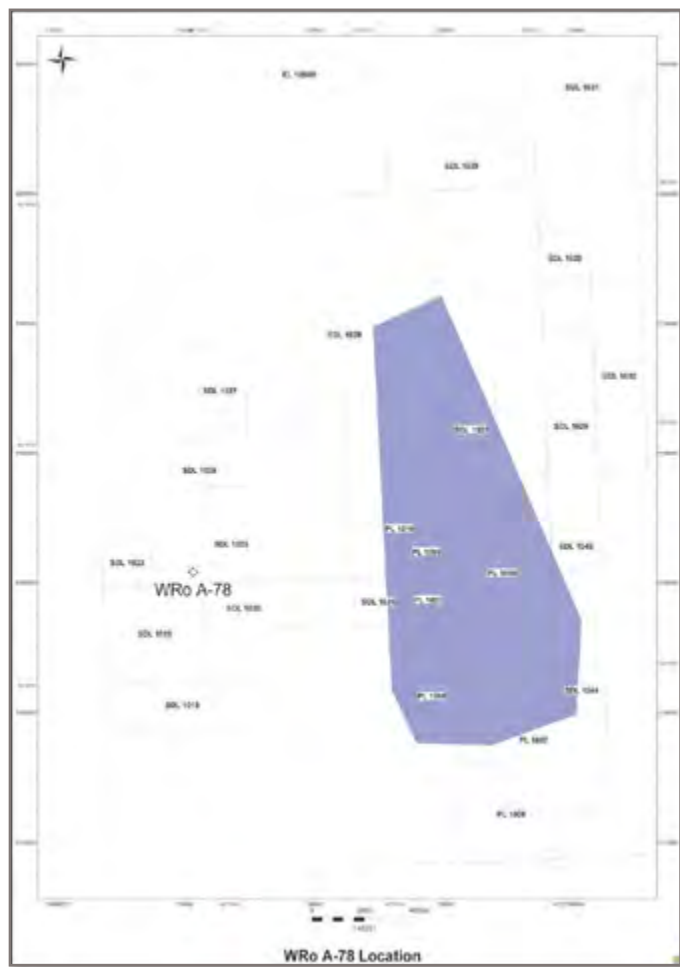
The recent announcement by Statoil that they will be drilling two wells in deep water in the Flemish Pass shows that oil exploration activities continue with an eye towards developing new oil fields in the future. This, of course, means we in the fishing industry must be extra vigilant to ensure harvesters and their livelihoods are protected.

Thus far in 2017 we have been approached by both Husky and Hebron with updates for the current year.

Husky intends to either suspend or abandon the well known as A-78. This well sits west of the White Rose field. If suspended, the well will be capped and the cap will protrude above the sea floor; if abandoned the equipment will sit below the seabed. We will provide further updates once a determination has been made on which alternative they will take.

Hebron will be completing a rig move from Bull Arm to the Grand Banks during the second quarter of 2017. This tow will require attention from the fishing industry to ensure it does not hamper fishing activity in any way. We will keep you updated as we learn of more information on the route and the timing of the move. The proposed route is indicated in the map.

We have requested maps with clear latitude and longitude markings to best illustrate to membership where this and future oil and gas activity will be taking



place. Please keep an eye on your inbox as we will be emailing these maps when available. If you have not signed up for our mailing list, please ensure you do so to receive the most up-to-date information.



Northern Cod Fisheries Improvement Project Hits another Milestone

Dwan Street, Projects Coordinator

In December 2016, FFAW, in partnership with WWF Canada, released its Fisheries Improvement Process (FIP) Action Plan. Developed in conjunction with the Newfoundland and Labrador Groundfish Industry Development Council (NLGIDC), the Fogo Island Co-op, and the Seafood Processors of Newfoundland and Labrador (SPONL), the action plan is an important milestone in the FIP.

This document was developed from the FIP Stakeholders' Meeting held in September 2016, which was featured in the last issue of the Union Forum. This meeting was attended by FFAW-Unifor staff, as well as harvester representatives from both the under 40' and over 40' fleet.

The Action Plan document, prepared by an independent third party consultant, lays out the findings of the Stakeholders' Meeting and identifies key areas

that must receive attention and be improved upon to move the fishery toward a level where it can be certified sustainable.

Key areas that require attention, as laid out in the FIP action plan, include:

- The development of a rebuilding plan with time-lines, biologically based reference points and harvest-control rules;
- An estimate of the recreational cod-fishery catch;
- Analysis of the type and amount of bait needed for the 2J3KL fishery;
- Regular monitoring of ecosystem impacts, including potential bycatch of endangered, threatened and protected species.

The next step in the FIP process is implementation of this action plan. Now that the key tasks have been identified and assigned to stakeholders, plans can be put in place to get this work accomplished. Key items, such as working on a rebuilding plan and gathering information on the footprint of the fishery, is underway. Meeting with stakeholders will be a key focus over the winter months leading up to the fishery.

An update on the FIP will also be provided to stakeholders and international players in the marketplace during Seafood Expo North America in Boston, March 18th-21st. The Newfoundland and Labrador Groundfish Industry Development Council will be hosting a breakfast meeting on Monday, March 20 to provide this update, and another update will be provided to those in attendance at the Sustainable Fisheries Partnership meeting later that afternoon.

Look for an update on these meetings in the next issue of the Union Forum. Updates on progress of the FIP can also be found at www.fisheryprogress.org/fip-profile/newfoundland-and-labrador-cod-2j3kl-fishery-hand-line-gill-net-long-line.

If you have questions about the FIP please do not hesitate to contact Projects Coordinator Dwan Street at the St. John's office at any time.

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Understanding Grievances Procedures

Robert Keenan, Project Manager

One of the primary purposes of a Union is to negotiate and uphold collective agreements. FFAW-Unifor was formed to provide better prices and wages; with that responsibility must come a capacity to enforce what was negotiated on behalf of members.

FFAW-Unifor is regularly involved in grievances to protect its members against the action of employers, processors, and fish buyers. But because we cannot be everywhere at every workplace and wharf, we depend on our members to let us know when they think they've been mistreated. When we know what happened, and we find out within the proper time-frame, we will act.

The grievance process for harvesters is going to become even more important as the cod fishery grows. As harvesters know, the new cod fishery is based entirely around quality - a harvester provides a quality fish to the processor and the harvester gets a quality price.

Unfortunately, the process of delivering a quality cod to a fish plant is not entirely under the control of the harvester. A harvester can deliver top quality fish

to the wharf, but he is then dependent upon how the fish is loaded for transport, how it is maintained in the truck, how it is offloaded at the plant, and how long it takes to get graded.

Starting last year the cod schedule contained penalties to hold buyers and processors accountable when they fail to maintain practices consistent with ensuring quality. For example, traceability forms are now mandatory, more detailed, and require a harvester signature.

To act on these protections, however, harvesters must let us know when violations occur. When we find out, we act. We recently acted on behalf of a fish harvester who was not provided with a traceability form when selling his fish. The amount involved was a few thousand dollars, which the harvester deserved but did not receive. We grieved his complaint and settled just before arbitration for the full amount.

There is value in your Union and we have the tools to help. We encourage you to contact your staff representative as soon as possible if you feel that you need to make use of the grievance process.

NL-FHSA Holds Second Annual Safety Symposium in St. John's

Sharon Walsh, Executive Director, NL-FHSA

On March 2, more than 100 fish harvesters and industry stakeholders met in St. John's for the second annual Fish Harvesting Safety Association Safety Symposium.

The packed agenda for the symposium included a panel discussion on activating SAR featuring fish harvesters Aubrey and Marie Payne and Glen Winslow, the Canadian Coast Guard's Pete Milhausen, Dr. Rob Brown of the Marine Institute and Russ Renaud from Transport Canada. Remarks were also delivered by Minister of Fisheries and Land Resources, Steve Crocker and WorkplaceNL CEO Dennis Hogan. Representatives from Transport Canada provided an overview of new Fishing Vessel Safety Regulation and information on vessel-owner liability, employee safety and injury compensation and occupational health and safety was presented by local lawyer Kyle Rees.

An overarching tone set by the various workshops and discussions was the importance of collaboration between stakeholders in order to improve safety. Harvesters remarked on the need to have the opportunity to share their first-hand experience and knowledge with other industry stakeholders. Further information on the symposium will be featured in the next issue of the Union Forum.



Gulf Groundfish Assessment Update

Jason Spingle, Staff Representative



Inshore Council Member Roger Lacosta, a harvester from Port au Port East along with FFAW Fisheries Scientist Erin Carruthers & Staff Representative Jason Spingle attended the bi-annual Gulf Groundfish Science meetings (Atlantic halibut, turbot & Cod) from February 20 to 24 in Mont-Jolie, Quebec including a special meeting on February 20 involving Atlantic halibut Science. While details will be revealed when official science reports are released, the news on these species is positive. Furthermore, the science work including sentinel surveys and tagging are essential to the assessments. It was Roger Lacosta's first time participating in the assessment meeting and he acknowledged how important it was to be at the table and advocate harvester's knowledge.

JOIN THE CAMPAIGN TO LEGISLATE & ENFORCE OWNER OPERATOR & FLEET SEPARATION POLICIES.

Visit NL-FFAW.nationbuilder.com To Sign Our Letter To The Fisheries Minister

Dear Minister LeBlanc,

I am a concerned citizen of a coastal community in Atlantic Canada. The inshore fishing sector is a bright spot in the economic fabric of Atlantic Canada and independent fish harvesters form the backbone of the rural middle class in my region. The economic capacity of rural, coastal Atlantic Canada and the strength of its rural middle class would not exist without the Owner Operator and Fleet Separation policies of Fisheries and Oceans Canada (DFO). Both policies are not only economic pillars of the inshore fishery, they also support the social and cultural bedrock of rural, coastal communities in Atlantic Canada.

The Fleet Separation policy was established by DFO in 1979 with the explicit goals of reducing or eliminating the corporate concentration of fishing licenses, of ensuring that harvesting incomes were widely distributed, and of ensuring the long-term viability of rural communities. In 1989 the Owner Operator policy was created to strengthen the fleet separation policy and to eliminate resource rent.

Over the past 15 years, both policies have been neglected by DFO with little to no enforcement. The consequences of this neglect have been dire for communities across Atlantic Canada. Due to the improper financial involvement of processing companies, the cost of fishing licenses have been driven upward, making it financially difficult for harvesters to grow their enterprises while at the same time funneling the economic benefits of these licenses into corporations, some foreign. For young people, the increase in the cost of fishing licenses has left them almost completely excluded from ever becoming an independent fish harvester, which discourages them from the industry. The intrusion of corporate interests into the inshore fishery is now no longer kept secret – recently, brokers have begun to solicit interest from foreign entities in acquiring control of Atlantic Canadian lobster licenses.

The growth in corporate involvement in inshore fish licenses has come as the value of the fishing industry has soared. The landed value of fish products has increased 67 percent between 2010 and 2014. This increased value should primarily benefit the coastal, rural communities of Atlantic Canada – like mine. I fear that this is not the case.

During the 2015 federal election, your party made a commitment to enforce the Owner Operator and Fleet Separation policies, and to “ensure that any remaining controlling agreements are investigated thoroughly to bring to account any who may be undermining the principles of PIIFCAF”. To date, these efforts have been focused on administrative action. This has proven to be inadequate, highlighting the challenges of trying to enforce policy as opposed to legislation.

Your current commitment to seek legislative and regulatory protection for independent fish harvesters in the Fisheries Act is welcomed, and we reiterate how important this action is. It is critical that Fleet Separation and Owner Operator - the pillars of the independent fish harvesters - be both legislated and enforced. Each controlling agreement chips away not only the independence of our fleets but the futures of our communities.

Owner Operator and Fleet Separation must be legislated and enforced. The economic viability of my coastal community, and many others, depends on it.

Sincerely,

Newfoundlanders & Labradorians

FFAW | UNIFOR STAFF REPRESENTATIVES

STAFF REPRESENTATIVES

BILL BRODERICK, Inshore Director; GREG PRETTY, Industrial-Retail-Deepsea Director; JOHN BOLAND, Staff Representative (Inshore, Cape Freels to Cape St. Mary's); WILL REID, Staff Representative (Industrial-Retail); ROLAND HEDDERSON, Staff Representative (St. Brides to English Harbour East, 3K inshore North Head to Cape Freels, OCI Trawler Fleet); JASON SPINGLE, Staff Representative (West Coast, Northern Peninsula and Labrador); MONTY WAY, Staff Representative (Connaigre Peninsula, Burgeo-Ramea-Francois, Jackson's Arm to North Head);



Will Reid
Staff Representative
Industrial/Retail/
Offshore



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



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



Jason Spingle
Staff Representative
West Coast, Northern
Peninsula and Labrador



Monty Way
Staff Representative
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Burgeo-Ramea-
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FFAW LEADERSHIP



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Fish, Food & Allied Workers

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Remembering Canadian Labour Giant Bob White

Jessica McCormick, Communications Officer



On February 19, 2017, we lost a maverick of the Canadian labour movement. Bob White leaves behind a legacy that shaped what our labour movement looks like today. His commitment to fighting for social justice and his contributions to his union built the foundation for Unifor.

In December 1984, White led the Canadian branch of the United Auto Workers in its historic split from the American organization to establish the Canadian Autoworkers. White served three terms as CAW President before being elected president of the Canadian Labour Congress in 1992.

Bob White left an indelible impression on all those who worked with him, including many trade unionists from Newfoundland and Labrador. FFAW has set up a scholarship in his memory and, per his family's request, made donations to local women's shelters in his name.

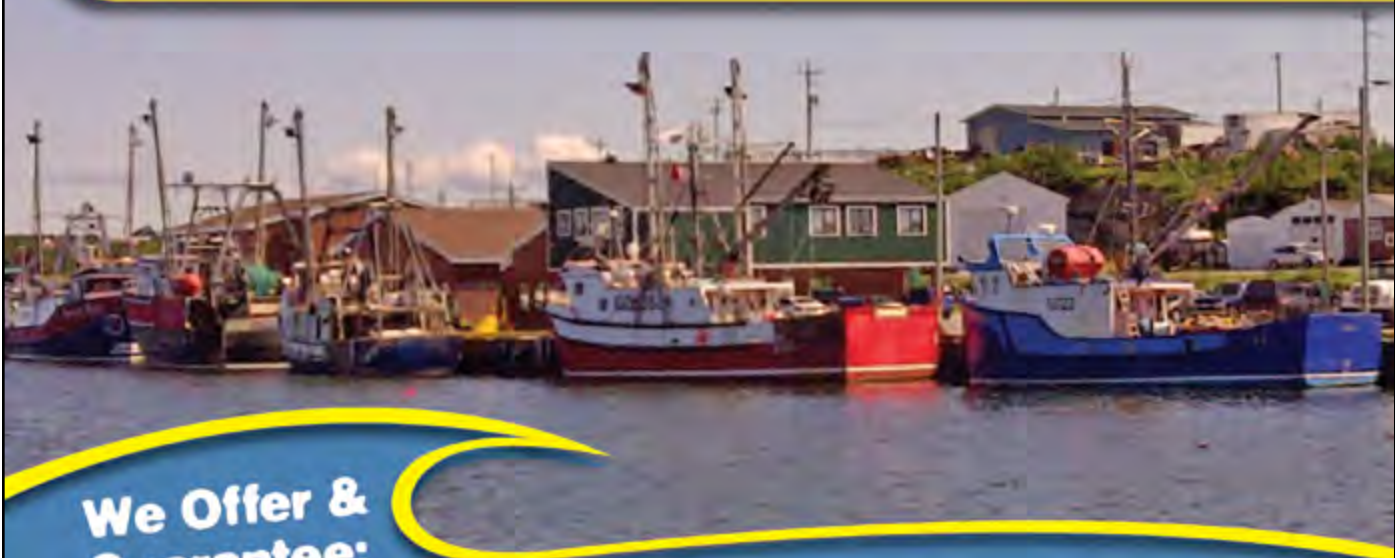




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Atlantic Mackerel Assessment

Jason Spingle, Staff Representative

Randy Randell (3K) & Allan Sheppard (4R) participated in Atlantic Mackerel Science Assessment Meetings in March at the MLI DFO Science Centre in Mont-Joli / Rimouski, PQ. Harvesters actively participated in the meetings, putting their points forward and discussing issues with DFO Biologist Ian McQuinn.



TEMPORARY SEASONAL FIELD STAFF

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

Please forward all applications to:

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

Email: jobs@ffaw.net

Fax: (709) 576-1962

Provincial Government Announces New Appointments to Fish Price Setting Panel

Jessica McCormick, FFAW-Unifor Communications Officer

The provincial government has announced four appointments to the Standing Fish Price Setting Panel. The Panel is responsible for a variety of matters in collective bargaining, though most importantly it sets the price for a species when the FFAW and the processing companies cannot agree.

The Panel is an incredibly important part of collective bargaining. It is in place so that the fishing seasons can start on time. It is critical that it be fair and balanced. Of the three members on the Panel, one represents harvesters, one represents processors, and the third member is an independent chair.

In the past three years, the Panel has set the price for 29 separate fisheries.

Panel members are appointed for a three-year term. Effective January 10, 2017, the appointments include Wayne Follet as Chair and panel members Rosalind Walsh, William J. Carter and alternate member Brendan Condon.

Wayne Follett (Chair) is a part-time consultant offering services in business management and planning, fisheries management and public policy. Mr. Follett is the former President and CEO of Marine Atlantic Inc., former Regional Director of Fisheries Management at the Department of Fisheries and Oceans, former Regional Director of the Canadian Coast Guard and spent seven years as a Regional Director General for the Newfoundland Region.

Rosalind Walsh (Harvester Rep) most recently worked for FFAW as a project coordinator. Prior to

this, Ms. Walsh held the position of Executive Director for the Northern Coalition, an organization of community and aboriginal offshore northern shrimp licence holders. She has served on multiple fishing industry related boards, foundations, and steering committees and worked for six ministers of Fisheries and Oceans Canada.

William Carter (Processor Rep) began his career in the private sector, working with Fishery Products International Limited. He later entered the public service and worked with the Department of Fisheries and Aquaculture for nine years before moving to the Canadian Centre for Fisheries Innovation. Returning to the south coast in 2002, he worked in senior plant management positions with Ocean Choice International and Cooke Aquaculture Incorporated.

Brendan Condon (Alternative) worked as an inshore harvester before joining the Department of Fisheries and Aquaculture in the mid-1970s. He served as manager of the Middle Distance Fishing Vessel Program, director of the Field Services Division and director of the Fisheries Adjustment Division. In 2000, Mr. Condon became Executive Director of the Professional Fish Harvesters Certification Board for Newfoundland and Labrador, a position he held until 2005. During his more than 30-year career in the fishing industry, Mr. Condon served on a number of inter-governmental and industry committees. He currently serves on the board of directors of the Fish Harvesters Resource Centre.

Cara House Donation Correction

It is amazing what sisterhood and generous hearts can achieve.

This past summer FFAW-Unifor workers at Beothic Fish Processors in Valleyfield collected over \$1000 and bought gift cards for their local women's shelter.

This initiative was spearheaded by Women's Advocate Sheila Howell and her co-worker Maggie

Hawkins. Sheila said, "each Friday we passed around a container and whoever wanted to, gave a loonie." Between Sheila and Maggie they covered off both shifts at the plant. Sheila presented the gift cards to Cara House in Gander who were most appreciative of the generosity and support from workers at Beothic Fish.

An Update on the Cod Quality Project

Jóhan Joensen, Industry Liaison

The FSSSB Cod Quality Project was developed to assist harvesters in providing high quality fish in order to attain a higher price and meet market demands. The project focused on best practices in catching, handling, and landing fish, while also identifying previously undocumented issues in the chain of custody. The project ran from 2015 to 2016 and all Groundfish licence holders were invited to apply to participate in the project.

There were 33 participating harvesters in 2016 and 30 in 2015. Over the two years 1,093,916 pounds of cod was landed. Harvesters were required to separate the fish as either live or dead when it came onboard the boat. Over the two years, 1,040,737 pounds of live fish were landed and 49,879 pounds dead – and additional 3,300 pounds were listed as discards when graded. It is important to note that as with most large projects, there were some gaps in the information received. Particularly, during the course of the project there were 72,684 pounds that received no grades. As this is less than 7% of landed volume it was deemed acceptable and expected.

Close attention was given to the way in which fish was handled on board the vessel and harvesters were provided with guidelines on what ought to be done. These protocols were informed by past experiences of Newfoundland and Labrador fish harvesters, together with identified best practices within other jurisdictions. It is important to note that although the protocols were put forward, changes were identified from harvester feedback that would be beneficial for local circumstances.

Through the cod quality project, it has been firmly established that it is possible to land high quality cod throughout Newfoundland and Labrador. In the figure below, you can see that the majority of the fish landed received Grade A when graded at the fish plants throughout the province. Note that this includes fish that was live and dead when hauled onboard the vessel. It presents a challenge to those who suggest that only fish, which is live when hauled, can maintain the highest quality. The key consideration in the project is that all gear was considered tended, that is the harvesters commonly did not let gear sit in the water more than 12 hours. Generally this pertained to gillnets and long line.

Throughout the project, FSSSB had up to six Field Technicians deployed. They assisted the participating harvesters in following the established protocols, and made suggestions on adjustments to further improve the quality returns achieved. There were further benefits to having Field Technicians on board; it enabled fish harvesters who were not part of the project to get feedback on their handling processes. It was also possible to get feedback from the processing facilities to the Field Technicians on what was observed when fish was received from across the province.

As the fishing industry in Newfoundland and Labrador goes through a significant transition from shellfish to groundfish, this project will continue to play an important role in demonstrating that it is possible to achieve great quality cod landings in the province. In turn, this will enable processors to have a higher quality pack-out and will facilitate marketing and selling to higher end markets around the world.

Feeling Crabby

Robert Keenan, Project Manager

This year's crab market is looking very positive for harvesters in the province. Crab prices are currently \$8.10 USD per pound on the Urner Barry market index, which translates to more than \$10 per pound in CAD. To put this price into perspective, this time last year the price was around \$5.60 USD per pound, while in 2015 it was \$5.21 USD.

The significant price increase appears to be caused by several factors. In general, demand for snow crab appears high with a stronger American economy and a stable Japanese market.

However, the primary reason for the price increase is a reduction in supply and no corresponding reduction in demand. As harvesters in NL are well aware, we produced 6000 fewer tons of snow crab in 2016 than 2015. It is likely that this amount will decline again in 2017.

The biggest cut is in Alaska. In 2015 its crab quota

was 30,844 mt; in 2017 it is 9,979 mt - a 68% decline over two seasons. While the crab quota in the Gulf of St. Lawrence is expected to grow, it is unlikely that it will substitute for the tens of thousands of tons lost in the Alaskan and NL fishery.

Thus, there are higher prices.

Predicting the impact of the high crab market price on harvester prices is not practical. Historically, crab prices are high at this time of year as there is usually little inventory. Usually, prices decline when the NL season starts, though that is not always the case. There are also important currency factors to consider and these can change rather quickly (the Brexit vote hurt the UK-CAD exchange rate and shrimp prices).

With that said, we are in a strong position heading into crab negotiations. The market is up. That is a fact. And we will do all that we can to get the harvester his/her fair share.



Mackay Marine Canada

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Scholarship Winners

Each year, FFAW-Unifor awards scholarships to deserving post-secondary students. Congratulations to this year's recipients and best wishes in your academic endeavours.

Ray Greening Scholarship Winners:



Cameron Feaver

*Son of member John Feaver,
McCallum - Inshore Division*

Richard Cashin Scholarship Winners:



Joshua Douglas Collins

*Son of member Douglas Richard,
Seldom - Inshore Division*

Bob White Scholarship Winners:



Katie Reid

*Daughter of member Tony Reid,
Bonavista - Industrial Division*



Brady Genge

*Son of members Brad and
Kim Genge, Anchor Point
- Inshore Division*



Conrad Reid

*Son of member Tony Reid,
Bonavista - Industrial Division*



Taylor Petten

*Daughter of member Bruce Petten,
Port de Grave - Inshore Division*

Special Bob White Memorial Scholarship Winner:



Cassidy Barry

*Daughter of members
Gerald and Peggy Barry,
Southeast Placentia
- Inshore Division*

FLASHBACKS



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



The photo in the last issue was of a 1992 protest and blockade of St. John's Harbour. Frank Strickland, Morris Marsh, George Poole and Derrick Colbourne all submitted correct answers. Congratulations!

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