

summer 2017

the union forum



**Victory for
owner-operator and
fleet separation:
understanding Elson**

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

Twenty-five years since the cod moratorium

Record high prices for lobster in 2017

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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.

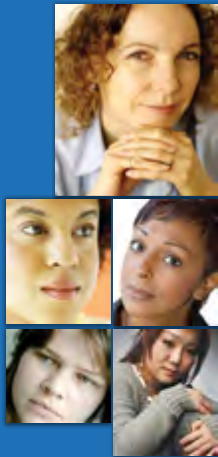
The Union Forum covers issues that matter to Union members - battles, victories and the pursuit of economic and social justice. As a social Union, it is understood that lives extend beyond the bargaining table and the workplace. The magazine will reflect on the struggle to make our communities, our province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

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Cover photo: Shelby Batten spends some time crab fishing with her father, Ivan Batten



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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Keith Sullivan

It is very hard to put the cod moratorium into proper context. Trying to relate the moratorium to one issue ignores a whole host of others, rendering any effort at setting a proper context incomplete. I think as more time goes by and the full perspective of the moratorium is understood, we will come to look at it as a defining turning point in the long history of our province.

In thinking about how to mark the 25th anniversary of the announcement of the moratorium, I thought it appropriate to focus on the time since the announcement and the uncertainties that have arisen since.

On July 3, 1992 fish harvesters and plant workers did not envision experiencing a 5th or 10th, let alone a 25th, anniversary of the moratorium announcement with the northern cod fishery still under moratorium. That sort of long term shutdown of the cod fishery was not the plan in July 1992 when NCARP payments began.



Keith Sullivan speaking at Unifor Atlantic Council.

Plant workers and fish harvesters thought the fishery would rebound after a couple years and the moratorium would pass into history as a particularly bad few years that was little different than the rough times of the past.

Of course this did not happen but there was no plan in place to account for this change. Time continued to pass by and harvesters and plant workers were stuck getting a subsidy and often “retraining” with questionable prospects for success. In relatively short order, plant workers and fish harvesters just started to leave. Between the beginning of 1994 and the middle of 1998, nearly 60,000 people, mostly from rural NL and mostly connected to the fishery, moved away. Most stayed away when they left.

As time continued, however, things got better without cod. By 1998 the inshore was in the shrimp fishery and more harvesters were involved in the crab fishery. FFAW members who were leaders in their communities through these challenging times deserve credit for their conviction and realization that the fishery had real value and it was worth fighting for. Somewhere along the way, the moratorium just became the norm. It no longer was a crisis holding people back and defining their existence. Thousands of harvesters and plant workers returned to work, this time focusing on shellfish.

The moratorium passed its 10th anniversary in 2002 and there were articles in the media on its impact and providing retrospectives, but the cries from harvesters or plant workers to move back to the cod fishery were not as loud.

The wages provided by the shrimp and crab fishery were, and still are, very good. These are the two most valuable fisheries ever in the history of our province and they arose in the wake of the cod fishery collapse.

As more time passed, many harvesters began to view cod in a different light. Cod was thought of as a poor man’s fish and you could read news headlines like, “Cod, Cod Stay Away,” which appeared in the Gander

CONTINUED ON PAGE 4

MESSAGE FROM THE PRESIDENT **continued**

Beacon in 2012. Such a headline would never have been written in 1990.

Twenty-five years is a long time and history and memories are hard to move away from. The long 25 years of the groundfish moratorium have provided us the opportunity to draw perspective and understand how things needed to change. If the moratorium had lasted only four or five years, we quite likely would've moved back to the same routine in the cod fishery – landing huge volumes to feed the cod block market that made fish sticks and other low value products.

Twenty-five years has taught us a lot, particularly to fish harvesters. It has shown that fishing can be prosperous, that it can provide good wages, that it is a profession that should be promoted to young people, and that it is not temporary and a gateway to out-migration.

These lessons don't end because groundfish has returned. Value is not derived simply because of the species that is fished; it is established by those who do the fishing and how they ply their trade. We are not held captive by the resource. In large part, we will determine

the value of the cod fishery along with other groundfish. I have confidence that FFAW members, the leaders in your communities will again emerge as you did in the aftermath of the cod moratorium announcement, to find new innovative ways to build a fishery that has value.

History does not always repeat itself. The new cod fishery is already much different than it was in 1990 and it will likely continue to diverge from its predecessor. This is good and necessary.

The new cod fishery is the most considered and analyzed fishery perhaps in the entire history of our province. We are cognizant of what happened up to 1992 and what occurred since. My hope is that in 2042, we will not be recognizing the 50th anniversary of the moratorium but instead celebrating the 25th anniversary of the new cod fishery.


The cod moratorium and the new cod fishery also show us that change is hard, especially when it is unplanned. Just a few weeks ago we witnessed the closure of Twillingate's shrimp plant because of changes to the marine environment that harvesters and plant workers have no control over. We are facing challenging times as a result of these environmental changes, but we are also looking for new opportunities to diversify and find value in new areas.

We can't accept these challenges as simply being the new economics of rural Newfoundland and Labrador. That would ignore the job losses, the worry lines that appear on people's faces, the vacations untaken, the nest egg not put away for a rainy day, or the support that can no longer be given a child starting out on their own.

The Union must work to stay ahead of the curve. We need to mitigate the impact of change on harvesters through direct policy and encourage processing companies to adapt and preserve their operations so that the value of our resources stays here in our coastal communities.

Twenty-five years ago we faced a change that we were entirely unprepared for. We are not making the same mistake today. We are at the opening pages of a new chapter in the story of this province's fishery, and this time we will be writing about triumph and not tragedy.

Have a safe and happy summer.



Safety brings you home.

NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION
709-722-8177

PFDs don't get in the way.
They keep you from drowning.
Save a life - Wear a PFD

A message from the NL Fish Harvesting Safety Association – Committed to harvesters coming home safely to their families

www.nlfhsa.com

Northern cod Fishery Improvement Project receives praise in Boston

Dwan Street, Projects Coordinator



Jim Baird, Dwan Street and Janice Ryan.

The Northern Cod Fishery Improvement Project made waves this spring at Seafood Expo North America in Boston, and drove home to the marketplace that we are laying the groundwork to be leaders in the marketplace once again.

FFAW-Unifor, in conjunction with the Groundfish Industry Development Council, held a meeting in Boston, MA during Seafood Expo North America to update stakeholders and key players in the marketplace on the progress of the Northern Cod Fishery Improvement Project.

Chaired by Mr. Jim Baird, the meeting was attended by FIP partners FFAW and WWF, NLGIDC processing members, and buyers including Icelandic Seachill, Highliner, Lagoon Seafoods, and Loblaw's. Whitecap International Seafood Exporters were also in attendance.

Presentations were made from both the harvesting and processing sectors on how this iconic, historic stock has been, and will be again, the lifeblood of our coastal communities as we move through the current period of transition. WWF Canada also presented on what being involved with this fishery means to them.

From the harvesting perspective, FFAW Projects Coordinator Dwan Street presented, supported by harvesters in attendance. Dwan stressed how important sustainable harvesting of a quality product is to the harvesters of the province, and how harvesters and their communities are working together toward a strong, new northern cod fishery for the future.

Bill Barry presented from the processing industry and stressed how important making an investment in our communities is to not only the harvesting side but to processors as we move into the future of our industry.

Feedback after the meeting was wonderfully positive and all left the room feeling energized as we move into the future. Buyers were enthusiastic with the news of high quality, sustainably harvested fish coming from our waters and excited about the hard work FFAW members are putting in to ensure we do not make the mistakes of the past.

Harvester Matthew Petten from Port de Grave posted shortly after the meeting, and his sentiments are shared by those who walked away from the meeting feeling very positive about the future: "Great to sit in on an uplifting meeting today with the Groundfish Industry Development Council. Was great hearing some positive news and outlooks from some of the big players in the industry!"



Why and how FISH NL is irrelevant

Robert Keenan and Dwan Street

As the Labour Relations Board continues to investigate FISH NL's ludicrous claim that there are only 4700 fish harvesters in the province, the new group continues to find odd, unfounded, and improper ways to attempt to be relevant.

As employees of FFAW, we are busy going about the work of representing our members, primarily fish harvesters and plant workers, which absorbs more hours in the day than we have to give. We are often left shaking our heads - shocked, annoyed, or a mixture of both - at the misinformed, and blatant lies contained in the press releases issued by FISH NL.

FISH NL, as an entity, has no role in the fishery - it does nothing and contributes nothing but chaos. But, when you are getting paid \$1200 a week, you cannot do nothing so you have to imagine ways to make it seem that you are doing something. Unfortunately, the media has not bothered to check the veracity of FISH NL's alleged deeds. So we will do that instead.

Regarding ice compensation for harvesters, FISH NL played no role. None. It was FFAW leaders, staff and members who wrote the letters, made the phone calls, held the meetings and lobbied the politicians that needed lobbying. We know FISH NL did not play a role because if they had, they would have detailed what they did. In fact, it is likely that FISH NL press releases stating that the Ottawa was "mentally torturing" fish harvesters did absolutely nothing to help the process.

On fish prices, FISH NL has no role or presence. FFAW conducts all price negotiations and the tireless work of the negotiating committees - volunteers who give their time to benefit their industry - is responsible for the record high crab, capelin, halibut, and lobster prices that harvesters received this year. Last week Ryan Cleary was cited for some reason as being an authority on shrimp prices when he would not know a shrimp price table or a shrimp yield debate from a hole in the wall.

On our current halibut survey, Ryan Cleary claimed not all fish harvesters were notified, implying we cherry picked and played favourites when selecting harvesters for the survey. This is demonstrably false. All south coast harvesters were given an equal opportunity

to participate and benefit from the halibut survey in 3NOPs. The opportunity was advertised on our website, our Facebook page, and an email announcement was sent out to 995 south coast fish harvesters for whom we have emails. The survey was also discussed and announced on the Broadcast.

South coast harvesters knew about the survey opportunity. Either Cleary does not follow developments in Newfoundland and Labrador fisheries or was hiding his lie behind what he says "some harvesters say."

FFAW has worked hard over the past three years to ensure that the assessment of southern stock halibut includes information from 3Ps and the southern Grand Banks - and that the work is done by NL harvesters. This means being at the table with DFO when assessments are discussed, understanding longline surveys, listening to harvesters, and ultimately getting the work done.

FISH NL's latest attack is on the cod sentinel survey, which they claim to not want to administer for moral reasons. The truth of the matter is that they just did not have the capacity to pull it off. Their current attacks are sour grapes and are not based on morality or any actual concern over how sentinel is conducted. Attacking sentinel is just another way to attack the FFAW. Data from the sentinel survey are crucial because the fishing effort is consistent, with the same gear, the same areas and in most cases the same dedicated long-time harvesters. Sentinel provides a continuous - 20 year time series from the inshore. There is no other long-term time series at the assessment table.

But a transition from one time series to another is needed to not lose the thread. This is important to ensure change in survey is not interpreted as a change in the stock - something anyone with an iota of understanding of fisheries science would recognize. Cleary is advocating for tossing out the inshore time series and silencing the voices of harvesters who understand that their experiences should be incorporated into science assessments. We have fought long and hard to have our members' voices and experience at

the science table. Sentinel is an example of this. While Cleary might be able to advocate for the elimination of this important survey in so-called good conscience, we cannot.

FISH NL exists entirely on FFAW's coattails, issuing press releases on the heels of our successes and making more false claims and lies when their other

false claims and lies do not get traction. The success and importance of our work provides them with a profile because FISH NL cannot stand on its own with policies, plans, respect, influence and access. It can only attack and tear down. This is terrible for progress in the fishing industry, but it sure seems to make a good headline.

3K Supplementary Crab Fleet gives large donation to Janeway and Daffodil Place

Roland Hedderson, Staff Representative

Many years ago, the 3K Supplementary Crab Fleet Committee started putting money into a fund for various issues as they arose. Flash forward years later, that money was still sitting there and many of the harvesters who contributed to it are now retired or passed on.

Original contributors of the fund Hubert Rideout and Bill Mehaney and the current 3K committee decided that something should be done with the large sum of money, now totalling close to \$12,000. The harvesters split the fund into two cheques, each totaling nearly \$6,000 to be donated to two charities.

In April, committee secretary-treasurer Chad Payne was in town to present the cheques as donations to the Daffodil Place and the Janeway Children's Hospital Foundation. These two very generous donations from the 3K fleet will surely go a long way to helping these wonderful organizations.



Historic Hebron Tow

Robyn Lee, Petroleum Industry Liaison

The Hebron Production Platform Tow to the Grand Banks officially commenced on June 3 from Bull Arm in Trinity Bay. Using nine towing vessels, eight of which were tethered, the gravity-based structure was set down on the seafloor on location in the Jeanne d'Arc Basin on June 14.

The tow required a 1000m corridor to safely navigate through open water. As the tow was planned for peak crab fishing season it was critical that the coordinates of the planned route were communicated to harvesters as soon as they were made available to FFAW. Community meetings were held in April in Trinity Bay with fish harvesters as well as several follow-up meetings with the company, ExxonMobil Canada. Concerns regarding the tow moving through prime crab fishing grounds were high priority in addressing to minimize impacts

to harvesters.

As per established protocols by members of One Ocean to mitigate impacts of operations for both the fishing and petroleum industries, Fisheries Guide Vessels (FGVs) conducted a route survey in advance of the tow as well as subsequently surveyed the area along the route as the tow progressed. The Guide Vessels had a Fisheries Liaison Officer (FLO) onboard the vessel who communicated regularly with the lead FLO onboard the vessel of the tow fleet regarding the location of any detected fishing gear along the tow route. The FLOs also communicated information regarding the tow to harvesters.

Ice conditions delayed the tow for over a month but once the 220 metre high, 750K tonne platform left Mosquito Cove, the tow proceeded

Hebron at night.



smoothly. Ice prevented the majority of Trinity Bay fish harvesters from fishing prior to the tow commencing. Crab harvesters near the 200 mile limit were able to set their gear outside of the tow route. To the credit of on-the-water communication from the Fisheries Guide Vessels and overall through the cooperation by all involved there were minimal fishing gear interactions as a result of this momentous undertaking.

First oil from the Hebron Production Platform is expected this year. The facility is able to store 1.2 million barrels of oil. At peak, it is anticipated that the facility will produce 150,000 barrels per day. Over 700 million barrels of recoverable oil are estimated to be available in the Hebron field.

If you have further questions please contact Petroleum Industry Liaison, Robyn Lee at the FFAW Office at (709) 576-7276.

FFAW manages the Fisheries Guide Vessel program on behalf of its members to enable equal opportunity for all members to contribute to, and benefit from, oil and gas related guide vessel opportunities. All enterprise owners who apply to the program are entered in an annual random draw from which the first name is given the opportunity of first refusal. Names are placed in priority sequence based on the order from the random draw. If you would like to add your vessel to the list please contact Robyn Lee at the FFAW Office. The application form is also available on the FFAW website.

The use of Fisheries Guide Vessels is a recognized practice by members of One Ocean to mitigate impacts of operations for both the fishing and petroleum industries as part of the Risk Management Matrix Guidelines. The use of Fisheries Guide Vessels is considered for transit-tows of drill rigs, FPSOs, and GBSs when a fishery is open and the area of transit or tow is actively being fished.



Newfoundland and Labrador Groundfish Industry Development Council 2J3KL Harvesting Plan accepted for 2017

Dwan Street, Projects Coordinator

The Department of Fisheries and Oceans has accepted the NLGIDC proposal for the 2017 2J3KL Cod Stewardship fishery.

The successes of the 2016 plan have helped solidify confidence in the Minister of Fisheries and his Department that the steps taken by the Council in the first year have made significant gains. Improvements were made in sustainable harvesting at the lowest possible levels, and ensuring the stock continues its upward trajectory as we move into an industry that will undoubtedly rely heavily on groundfish.

Last year's fishery helped contribute greatly to the socioeconomic wellbeing of communities as harvesters were able to harvest more cod than in any year since the moratorium. The plan kept harvesting levels very low, ensuring the harvest was at sustainable levels, and spread out the season to allow more high quality product to enter the marketplace over a greater period of time. Having a consistent, high quality product available over a longer season is a key component as we move into once again being players in the marketplace for groundfish.

The 2017 Plan expands on the successes of 2016 and moves to further grow the industry. Key components and improvements of the Plan are:

- This plan is for one year only (2017)
- A continuation of the weekly limit approach implemented in 2016 will continue.
- Season: June 12 - 30, August 1 - November 30
- The restriction to fish inside 12-miles from land has been removed.

- Weekly limits:

Month	Weekly Limit Round weight (lbs)	
	3KL	2J
June	4,000	4,000
August	2,000	4,000
September	3,000	5,000
October	5,000*	5,000*
November	5,000*	5,000*
December	5,000*	5,000*

**These limits may change to facilitate the Council meeting its objective of more evenly distributing the harvest throughout the fishing season within the context of the overall plan.*

- Other measures:
 - Removal of the requirement to fish within a harvesters home bay
 - Gear restrictions
 - Small fish protocol
 - Monitoring of Landings
 - Logbook completion
- Those harvesters who refrain from fishing during the August 1 - September 15 period will be permitted to fish at 2 x the agreed weekly limit during the October - November period.

The 2017 2J3KL cod fishery will open June 12 and close on November 30. These improvements, in conjunction with the hard work our members are putting in to ensure a high quality product is sent to market, will ensure 2017 is once again a year of success as we move toward a full, commercial groundfish industry for the future.

Grand Banks Offshore Optical Cable

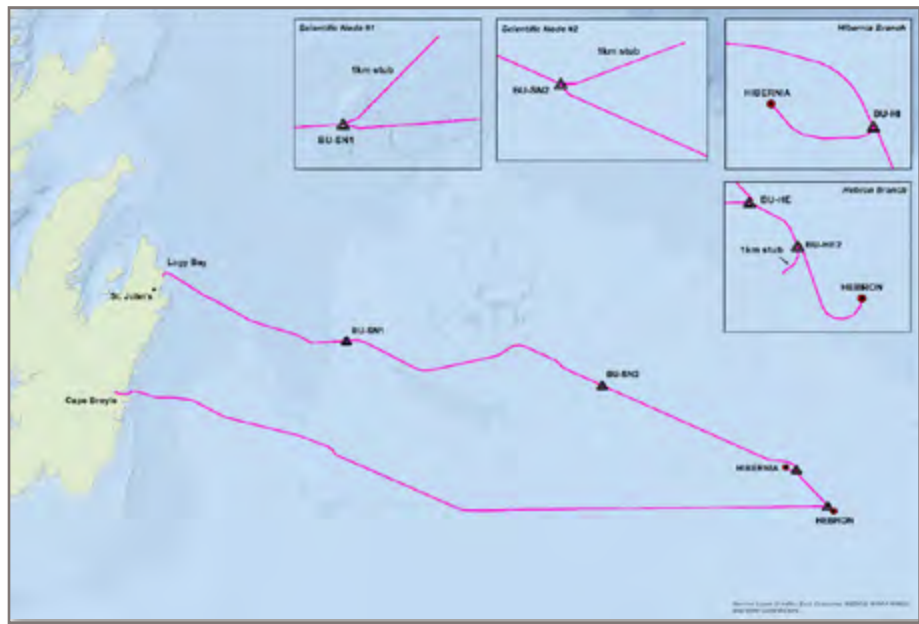
The Grand Banks Offshore Optical Cable, GBOOC, was installed during the summer of 2016 to provide fibre optic telecommunications to the Hibernia and Hebron offshore oil production platforms. GBOOC is a loop, extending from Logy Bay to the platforms and back to Cape Broyle. The cable is laid on the seafloor and buried as much as possible.

Fibre Optic Cable

Fibre optic cable consists of an inner optical core of hair-thin glass fibres, wrapped in a single or double layer of galvanized steel wires, and is 35 mm (about 1 inch) in diameter. Close to shore, in 0 - 10 m depths, GBOOC is inside jointed, steel pipe. The GBOOC voltage is 3000 volts.

Cable Location

The GBOOC location will be on navigation charts as of mid 2017 and described in the Notice to Mariners. The coordinates are available through the FFAW and on the Hebron and Hibernia websites.



The Risk of Snagging

Under international law, fish harvesters must avoid damaging GBOOC. The entire cable route should be treated with caution. Vessels most at risk of snagging the cable are those with towed gear such as bottom trawls and dredges. Entanglement potentially can lead to gear damage and affect the stability of the vessel.

Emergency Procedure - If you

suspect that you have snagged GBOOC:

1. Do not attempt to recover your gear
2. Call the emergency telephone number

Contacts:

24 hour Emergency Telephone: 1-800-650-0046 or 1-709-570-7589 • Email: Cable.operations@exxonmobil.com

The international Law of the Sea enables companies to lay submarine cables and perform associated operations. As well, the law places certain obligations on countries related to the protection of submarine cables.

Innovation, Science and Economic Development Canada (formerly known as Industry Canada) provides the licence for companies who wish to install new subsea cables in Canadian waters. The process does not require an Environmental Assessment and therefore does not look for stakeholder input.

The century-old Maritime law allows cable companies to make claims against harvesters for accidentally

snagging or damaging the cable while fishing. However, if the crew cuts the trawl or anchor to preserve the cable, the harvester is entitled to compensation from the company.

These problems emphasize the challenges faced with the balancing and accommodation of competing uses of our ocean.

Through consultation with cable-laying companies and government regulators FFAW-Unifor continues to insist that new development be sustainably managed to minimize impacts on our ocean environment and any associated risks to fishing operations.

2017 Seismic Activity in Newfoundland and Labrador

Robyn Lee, Petroleum Industry Liaison

The potential impacts of seismic activity on valuable fish resources and fishing activities continue to be very concerning to fish harvesters in Newfoundland and Labrador. The fishing industry is managed using the precautionary approach and the pillars of conservation and sustainability are key to the long term economic viability of fishing enterprises. Yet, seismic operations are being carried out year after year over important fishing grounds while impacts are largely unknown.

FFAW has been continually advocating for local research to be conducted on important commercial fish species to better understand seismic impacts. Research efforts have been slow to materialize in the region. Projects are quite costly and finding a funder for projects is challenging. However, there are two projects ongoing at the moment with shrimp and crab that may provide some answers.

New research is also about to begin on Atlantic cod in Europe. A local workshop is being planned for the fall to ascertain if research methods and/or results from that project can be brought to our region. Of course, research results often lead to many more questions.

In any case, it is crucial that research endeavors are collaborative such that the fishing industry is actively engaged in the design and execution of research to address questions related to seismic activity and fishing.

The continued growth of the petroleum and fishing industries is critical to the economy of Newfoundland and Labrador. Our provincial government, a major recipient of oil royalties and taxes, is playing its part in driving offshore oil and gas exploration. For example, Nalcor has invested considerable dollars in a large seismic program over the past several years to grow worldwide interest in our offshore oil reserves.

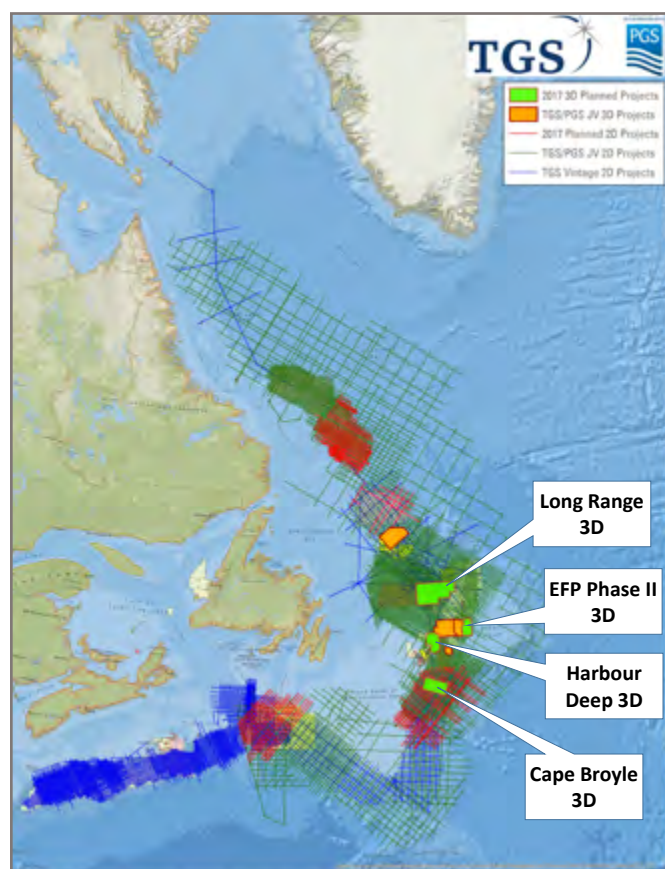
Seismic activity in the NL region is authorized by the CNLOPB. Harvesters are not required to move their gear to accommodate seismic surveys, and seismic vessels are supposed to avoid areas of active fishing. If gear does become entangled there is a Gear Damage

Compensation Program in place.

It has been a few years since we have had issues of seismic work ongoing directly on fishing grounds while fishing is taking place. FFAW Fisheries Liaison Officers are onboard all seismic boats to speak with harvesters on the water and advise how best to mitigate conflicts with gear and fishing activity. FFAW is in regular communication with the seismic companies and they have altered their plans to avoid active fishing grounds and mitigate impacts to our members.

Four seismic boats are planning work in NL this year. One 2D vessel and three 3D vessels belonging to the PGS fleet will work in the region at various times from May to October. Two other non-seismic exploration programs are anticipated to work in the offshore as well.

If you have further questions please contact Petroleum Industry Liaison, Robyn Lee at the FFAW Office at (709) 576-7276.



2017 Seismic Activity in Newfoundland and Labrador image.

FFAW-Unifor Women Celebrate International Women's Day in Many Ways

Tina Pretty, Women's Advocate Coordinator

Where our publishing timelines were tight on our last magazine we didn't get all the IWD (International Women's Day) events included before going to print. However, one thing is certain, there were lots of activities and functions around the province and FFAW women were a big part of them.

On the Burin Peninsula, women fish harvesters from Garnish attended the Burin Peninsula Voice Against Violence luncheon on March 8th in Burin. This organization is a non-profit committee committed to reducing and preventing violence in our homes and in our communities throughout our region.

As part of IWD, our national union, Unifor, donates \$146,000 to 73 women's shelters across the country. In our province the Grace Sparkes House in Marystown was selected to receive a cheque for a \$2000. FFAW-Unifor Executive Board member Karen Caines made the presentation.

But what if there isn't an International Women's Day event in your area, create one! Jayne Caines

of Bartlett's Harbour, one of our newest Women's Advocates, did just that. She organized the first ever event in her area at the Viking 430 facility in Reef's Harbour on the Great Northern Peninsula. Over 50 women took part, mostly FFAW members that work in fish processing plants, and enjoyed an evening out with music and a game of darts. Jayne took to the podium as keynote speaker and spoke about the Unifor Women's Advocate Program. All the women signed a poster with the slogan: Be Bold! Be Strong! Women Matter!

Speaking of the event, Jayne said, "We had a great turn out and an awesome time. It was time to bring to light the issues that women face every day and to let them know they are not alone; there are a lot of supports out there now for women".

Anyone interested in organizing an International Women's Day event in their area for March 2018, get in touch and we'll give you some suggestions on how to go about it.



Garnish Women IWD luncheon in Burin.



IWD event on Great Northern Peninsula organized by Jayne Caines



Karen Caines presents FFAW-Unifor donation to Grace Sparkes House



Happy Retirement, Will Reid!

Dwan Street, Projects Coordinator

“Every time you heard the elevator open and then his voice, you knew it was going to be a good day.”

When a fellow staff member said this a few weeks ago I thought no better way could be found to summarize how we all feel about our colleague and friend, Will Reid.

Will began his career with FFAW as a committee member in the Port Union fish plant (word has it he was quite the cutter). He was then elected to the Executive Board in the 1980s, and was instrumental in organizing plants during the storied UFCW battle.

When Will joined the FFAW team as a Staff Representative, he represented both the industrial sector and the inshore, servicing both the northeast coast and the Connaigre Peninsula while living in Bishop’s Falls. A move exclusively to the industrial sector

meant taking on salmon farms and processing, tankers, bulk carriers, and tugs – a challenge that Will handled with ease, negotiating and servicing collective agreements with finesse. Will’s ability to analyze collective agreement language to ensure it championed the rights of workers is second to none.

Will is one of the best presenters of Workplace NL appeals in Atlantic Canada. Just the other day he won a Workplace NL appeal for a member who had been denied compensation benefits, not only overturning the denial of benefits but winning three years of retroactive income – just one more life changed (and there have been many!) by the selfless work of Will.

Allan Moulton, FFAW staff, speaks fondly of his career working alongside Will: “I first met will when he was working in the plant



and involved with the union on that level. The one thing that I will always remember about Will that has never changed was his resolve to find a way to get the best possible outcome for workers and their families, whatever the task or issue he was involved with."

Staff Representative John Boland reflects on his first meeting with Will: "In 1974 I was elected Chair of the local in the Fermeuse plant. One of the first people I met when I attended my first meeting in St. John's was Will Reid. As a rookie I was very impressed at the passion and fight he showed for the workers at his plant and it left a lasting impression on me. Up to his retirement some 43 years later, he has shown the same commitment of dedication to the people he represented."

Us newcomers to the Union

still look to Will as a role model and a source of advice, something he is always eager to give. He leaves big shoes to fill. With over 35 years under his belt and somewhere in the range of 2 million miles driven, day and night, summer and winter, we can only hope to someday be half the advocate and champion for our membership that he has been. We can also only dream of being half the story teller.

There are still so many more things that can be said about a man with such a history of working and fighting for the rights of workers. In fact, we could fill the issue. Will has a history of stellar service to our membership, wrought with a commitment to justice and fairness.

I will close by saying thank you to Will Reid for the work he has done, the lives he has changed



- and for always being a wonderful co-worker, advocate and friend. I hear the trout in every pond on the Bonavista Peninsula are shivering in fear.

In the words of Allan Moulton, "He had a big heart when he came along, and a Bigger one when he decided it was time to go."

Enjoy your retirement, Will. You will be missed by all!

Price setting panels side with FFAW price for summer shrimp fishery and capelin fishery

In June, two price setting panels decided in the FFAW's favour for the summer shrimp fishery and the capelin fishery.

For northern shrimp, the Standing Fish Price Panel chose the FFAW price of \$1.25 per pound. This is a significant victory for harvesters, as it ensures that the shrimp fishery can proceed with an acceptable price. The Panel had the choice between the FFAW position and ASP's position of \$1.04. The 21 cent difference in the price is worth \$5.25 million to harvesters. The FFAW shrimp negotiating committee has worked hard over the past several years to achieve the highest prices in Canada for shrimp. This summer's price continues that trend, as \$1.25/lb is 30 cents higher than the price being paid to shrimp harvesters in Quebec.

During capelin negotiations, the Association of Seafood Producers (ASP) argued that the price for 2017 should be lower than what it was in 2016 and said last year's price was too high. They argued this despite market indicators suggesting either stable or increased market prices for the upcoming season. In the end, the union prevailed, and the prices for 2017 will be 0.24/lb for Grade A and 0.14/lb for Grade B.

Keith Sullivan, head of the negotiating team, would like to thank the negotiating committees for their hard work during these challenging negotiations. The committee strongly represented their fleets and guided the negotiations from start to finish. These prices would not be possible without their support and insight.

Enough is Enough - Processing workers hold demonstration at WorkplaceNL

Jessica McCormick, Government Relations Officer



processing. This results in difficulties breathing, chest tightness, wheezing, and coughing.

FFAW has been advocating for the creation of a Fish Processing Sector Safety Council for more than ten years. In early 2017, the Union submitted a formal proposal, including business plan and draft by-laws, to WorkplaceNL for consideration.

While WorkplaceNL has continued to express support for solutions to address the serious issues facing fish processing workers, the creation of the sector council has been stalled due to a lack of support from the Association of Seafood Producers (ASP). ASP maintains the position that fish processing should be

Fish processing plant workers from across the province converged on WorkplaceNL headquarters in St. John's in May to call for the establishment of a Processing Sector Safety Council. Workers in this sector have been advocating for a sector safety council for more than a decade.

The workers gathered at the front entrance of WorkplaceNL with medication, face masks and puffers in hand. Many of them are forced to pay for these necessities out of pocket just so they can stay on the job.

Research indicates approximately 18% of fish processing workers are affected by crab asthma, an affliction unique to fish

processing that stems from exposure to crab proteins found in dust, steam and vapour created during



lumped in with other sectors, such as manufacturing. This thinking ignores the realities and the unique safety challenges facing the sector.

Industry statistics show that fish processing workers continue to suffer high rates of lost time and workplace injuries. The lost time incident rate for processing plant workers was 56.7% higher than the provincial rate in 2014 and has steadily increased since 2012. WorkplaceNL has admitted in the past that the fish processing sector is the only sector where safety has not improved over the past decade.

Safety Sector Councils currently exist for forestry, construction, municipalities and fish harvesting. Industries with sector safety councils have experienced lower worker's compensation rates and a decline



in lost time and soft tissue incidence rates.

Since the demonstration, FFAW has met with WorkplaceNL CEO Dennis Hogan to further discuss how the process of creating a council can move forward. WorkplaceNL will

convene a meeting of FFAW representatives, fish processing workers and representatives of ASP in order to facilitate an open dialogue with the hope of coming to an agreement on the creation of a sector council. The meeting will take place in the coming weeks.

Lobster fishery has come a long way

Monty Way , Staff Representative

The 2017 lobster fishery in Fortune Bay, the Southwest Coast and the West Coast seems to have went very well for most harvesters. Increased catches combined with increased prices resulted in the best lobster season most harvesters have seen for some time and for some, the best they had ever seen. As the fishery has been very strong in Fortune Bay and the Southwest coast in recent years, it was no surprise that 2017 yielded good catches as well. Along the west coast however, we've seen a remarkable increase in catches in 2016 and an even further increase in 2017.

"It's been a real good season, catches were good but the price really made the difference this year", says Bill Bowles, a long time lobster harvester from Burgeo.

The price paid to harvesters was significantly higher this year as well. Harvesters in Area 11 who were

first off the mark in Newfoundland received \$9.86/lb for their first week of fishing, the highest price ever paid to harvesters for lobster. While the price did come down, it remained fairly stable for the remainder of the season ranging between \$6 and \$7 per pound.

Rocky Harbour lobster harvester Frank Piercy says it was one of the better years they've had. "It was a combination of good landings and prices, a recipe for a successful season," said Frank.

Frank, who was part of the FFAW negotiating team, credits the price to market formula for the higher prices. "I can say, it's only for the pricing formula or we would not have got those prices for lobster this year. I know the prices the companies were talking about, and it was nowhere near what we ended up getting."

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 my great-grandfather.

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.



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.

Atlantic Safety Inc. loses contract at Long Hr.

Twenty of our members at Atlantic Safety Inc. at Long Harbor have lost their jobs in a move that saw their contract awarded to another security company on the Vale premises in Long Hr.

Our members were in their first collective agreement when surprisingly, Vale rebid the contract for security services for the site. Workers were notified in April and the company offered some of our members their jobs back at a staggering \$240 per week.

“The successful bidder pays more than 6 dollars per hour less than our unionized contract and we’ve been advised newly hired workers are without the most fundamental of benefits,” said Industrial/Retail/Offshore Director Greg Pretty.

“Our members were professionals, with vast experience in Canadian law enforcement and served Vale very well,” said Pretty.

“It appears to be a typical case of having services

provided by the lowest bidder, in this case, the hourly rate was undoubtedly the deciding factor,” Pretty went on to say.

Pretty contends the Vale smelter should be, and in many cases has been, a work environment where people work in a respectful workplace with middle incomes.

“The move to engage non-union low paying contractors to provide security services is regressive and contrary to the actual purpose of have the facility built here in the first place.” adds Pretty.

The union has been seeking a meeting with the Premier regarding the callous way working men and women have lost their jobs on the site.

“This is a case of swapping out skilled, professional workers at a unionized workplace for low paying precarious work and it should not be tolerated by any level of our provincial government,” concluded Pretty.

Industry Celebrates National Seal Products Day in Ottawa

Jessica McCormick, Government Relations Officer

On May 15th and 16th leaders from Canada’s sealing industry were in Ottawa to mark Seal Day on Parliament Hill. FFAW President Keith Sullivan was in attendance along with inshore council member and Canadian Sealers Association President Eldred Woodford.

The events on the Hill included a reception hosted by Speaker of the House of Commons, the Honourable Geoff Reagan, in addition to a dinner prepared by Newfoundland and Labrador chef Todd Perrin.

A bill designating May 20th as National Seal Products Day received Royal Assent and was passed into law on May 16th. The bill was sponsored by Newfoundland and Labrador Member of

Parliament Scott Simms and was originally conceived by former Senator Céline Hervieux-Payette of Quebec.



Democracy in our union

Wayne Masters, FFAW Executive Board, Harvester from Red Harbour

There has been a strong debate about democracy in the fishery and in the FFAW over the past few months. This spring, the vice-president of FISH-NL camped out in front of DFO in St. John's for 11 days claiming he was wronged by DFO and the FFAW. In reality, he was simply on the losing end of the democratic process upon which the FFAW exists because his fellow fish harvesters did not decide an issue in his favour. Democracy has never been, and can never be, about one person getting their way contrary to the will of the majority.

We take the democracy of the Union very seriously. We ensure that everyone has a voice. We do not stifle dissent at meetings and we hear every comment and criticism presented. Even the perspective of Mr. Gillett was passed along to DFO by an FFAW staff representative so that Mr. Gillett's position was heard. FFAW's commitment to free exchange of ideas exceeds those of FISH-NL, where those who state comments critical to that new group are routinely insulted, shouted down, or kicked off FISH-NL's Facebook discussion group.

At FFAW we also ensure that everyone has a means of having their voice heard. FFAW committees blanket regions and communities all over the province.

The numerous committees of FFAW volunteers speaks to another key point of the Union's democracy: our members can participate or not participate; it is up to them. FFAW does not force people to vote, to serve on committees, or to voice an opinion. That is at the discretion of the member.

Many people, myself included, put themselves forward to serve on committees and councils. In 2015, current FISH-NL executive member Jason Sullivan ran for the executive board of FFAW. He wasn't successful, but the main point is that he tried.

Democracy is not easy, and the FFAW leadership accepts the decisions of the participating majority. If I lose an election, I'm not going to state that the ballot was faulty or that some other underhanded shenanigans were at work. I know that such a statement

would be a lie.

So do those who run FISH-NL. They don't want a democratic union, they want a union in which their views prevail. They don't want genuine debate on important issues, they want to respond to a contrary position by calling that person an "FFAW suckhole" or something much cruder.

They also only want to cast doubt on things that are legitimately done for the benefit of fish harvesters. Everything done by FFAW, DFO, or the provincial government has an ulterior, usually sinister, motive that can never be proven or disproven. These doubts are just left to hang and to serve as a target for frustration. The facts behind FISH-NL's accusations are wafer thin.

I know that FFAW will prevail over this - nearly 50 years of truth, open dialogue, economic advancement, and positive social change are on our side.

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2017. The Summer of Our Discontent.

Greg Pretty

"Summertime and the livin' is easy" is the opening lyric of an Ella Fitzgerald classic.

Most years, Ella's song helps me transition from our insufferable eight month winter to our weeks long, bone-chilling miserable spring until Summer appears without warning, with the subtleness of an Evil Clown jack-in-the-box.

When I heard Ella the other morning on the way to work, I was struck with how uneasy and uncertain summer 2017 is and how it would be for the majority of our members.

The back drop is a Draconian Provincial Tax Regime which tapped working women and men unmercifully.

I'm pretty sure I know how we wound up with that atrocious tax scheme. After a long day of Cabinet discussions on tax options, one Honourable Member with his eye on the Premiership said, "Shag it, let's tax everything and when that's done we'll tax the tax. We'll call it a Levy!

And a star was born.

Back in the communities economies shrunk, small business struggled, many closed, and disposable income was sucked up in the power nozzle of the Great Tax Vacuum.

It was bleak enough, then came the ice. The worst concentration of Arctic Ice in generations coupled with quota reductions, left people with partial weeks and in many cases, no work at all. Harvesters and plant workers alike faced a very troubling year.

In steel fabrication, our welders lost work to offshore countries as our Tax Overlords oversaw the awarding of White Rose Living Quarters to companies outside NL. So much for the Offshore Benefits Agreement.

And when working men and women needed them most, the Honourable Members who are so good at collecting tax were very reluctant to spend it on constituents. Seems as if workers votes and tax dollars are the chief concerns of our political masters.

And as 2017 heads into the second half the score

is, Tax Overlords 45 NL Workers 0.

There are two other situations to occupy your worried mind as you wait anxiously for the Ottawa's Magnificent 7, i.e Seamus and crew, to tweet a few lines in support of your plight.

One is the Muskrat Falls. Oh, if Danny had listened to his Mother's advice and let that 25 billion burn a hole in his pocket instead of buying us a 14 billion dollar economic millstone.

Billions are hard to quantify but let's put it this way. If the current 12.7 billion dollars were stacked in 1 dollar bills lying on the side of the road, it would take you 14 hours to drive by them at 100 kph, not counting drive thru stops. Another analogy is the projected cost of Muskrat Falls is the equivalent of 725 Sprung Greenhouses i.e. One 17.5 million dollar pickle factory every 1.5 kilometers between St. John's and Port aux Basques.

The other one was just a blurb in the media in mid-June. But it will have a tremendous impact on NL Fisheries Policy. The current Premier, who in 2012 severely criticized OCI's plan to export NL fish resources to low wage countries has agreed, like Premiers before him, to allow OCI to export the remaining quota of yellowtail flounder in return for 45 weeks work over 3 years for our plant members in Fortune. It's the equivalent of selling the cow for a bag of magic beans.

So, as our skilled trades work and our fish resources are sent to other countries for fabrication and processing, we remain, once again, resource rich and job poor.

Our tax overlords continue to push us towards a jobless society. They dismiss, out of hand, benefit agreements and sound public fisheries policies originally conceived and designed to enhance the lives of our working men and women.

Instead they concentrate on consolidating and distributing the wealth of our resources, to a mere handful of free enterprisers, each with the cheek of a robber's horse.

O Brave New World , that hath such politicians in it!



Twillingate shrimp plant closes doors

The Notre Dame Seafoods shrimp processing plant in Twillingate informed workers on June 21st that they will be permanently closed as a result of the declining resource. The plant employed close to 100 workers during peak processing season.

“The shrimp plant was a pivotal piece in the economy of Twillingate, and its loss will surely be felt for years to come despite our booming tourism industry,” said Ray Hynes, FFAW-Unifor chair at the Twillingate plant. “We appreciate that the company met with the committee face-to-face this morning to deliver the news,” Hynes added.

“We are sad to hear the terrible news that close to a hundred people are permanently out of work. We must ensure that these workers and their families get the support they need. In recent years we have worked with the Mayor and the town, so we know exactly how important this plant is to Twillingate,” said Keith Sullivan.

“It is a stark reminder that we need long-term solutions to ensure we have vibrant, sustainable communities built around the fishing industry. Both federal and provincial governments must step-up to establish the approaches for both plant workers and harvesters to transition to a new fishery,” Sullivan

added.

As groundfish stocks recover, a natural decline in shellfish is also happening. This has resulted in dramatic quota cuts for shrimp in recent years, leaving the province’s eight shrimp processing plants short on supply.

“Newfoundland and Labrador is facing a pivotal moment in the fisheries. A well-managed transition period is crucial for fish harvesters and processing plants to make the shift back to a groundfish focused fishery,” said Sullivan.

Offshore shrimp trawlers continue to have access to quota in SFA 6, which is directly off the Newfoundland and Labrador coast. The offshore process a significant amount their shrimp in Europe. For years, the FFAW has been calling for the removal of the offshore in SFA 6 to benefit both inshore harvesters and plant workers in our province. The offshore trawlers hold approximately 60,000 tons of northern shrimp quota in all shrimp fishing areas, while the inshore holds 7,239 tons, with access to area 6 alone. Since 2009, the number of shrimp plants in the province has gone from 13 to now seven with Twillingate’s closure.



Severe ice delays start to 2017 fishery, impacts harvesters and plant workers alike

Monty Way, Staff Representative

I think it's fair to say that 2017 will go down as one of the worst years for sea ice along the Northeast Coast and Northern Peninsula, at least in recent history. Severe ice conditions plagued harvesters and plant workers for several weeks as it resulted in significant delays to crab, lobster and lump fisheries and caused extensive damage to several vessels as harvesters tried to push their way through the ice to reach the fishing grounds.

While the hardest hit areas were along the Northern Peninsula, White Bay and Notre Dame Bay, crab fisheries in 2J, 3K and even some areas in 3L were delayed by almost two months. Lobster and lump fisheries in Northern 4R and 3K were delayed by several weeks as well. Lengthy fishery delays has significant implications to both harvesters and plant workers with respect to income as EI benefits for most ran out in April. Some people were without income from mid - April to mid-June and with bills continuing to pile up, really felt the pinch.

Glen Newbury, harvester from Green Bay and Executive Board member, was receiving many calls from affected individuals. Glen took the initiative to speak to the media on several occasions to advocate on behalf of those who were struggling to make

ends meet.

"People are in a desperate situation. Families that rely on the fishing industry who've had no income for months are stressed beyond belief, wondering how they're going to put food on the table," he told the media. "A family called me the other day whose last cheque was on April 18. They've got two children, one in university, and they're just at a loss for what they can do to support their family until the ice lets up," added Glen.

The leadership of the FFAW along with provincial fisheries minister Steve Crocker met with senior DFO officials and MP's to try to emphasize the difficult position harvesters and plant workers found themselves in. After repeated calls by the FFAW, provincial government and most importantly affected harvesters and plant workers, the federal government finally acknowledged the situation and on June 9th announced that emergency funding will be made available to those harvesters who have been without income and unable to fish due to ice conditions. The decision to do something may have been a bit late but certainly the right thing to do.

We were, however, very disappointed that plant

workers were not included in this program. Plant workers were equally affected by the ice, if harvesters can't fish there is no fish to process.

Trudy Byrne, plant worker on the Northern Peninsula, says last year the plant began operations in April. "Harvesters can't get out in boat to fish and they are now getting support from the government. We can't go to work because the harvesters can't get out in boat - we're in the same situation here. It's unbelievable to me that they're being provided support while we're being left to starve," said Trudy.

"Families are in dire straits. I'm receiving calls from lots of individuals begging for work or information on what can be done," added Trudy.

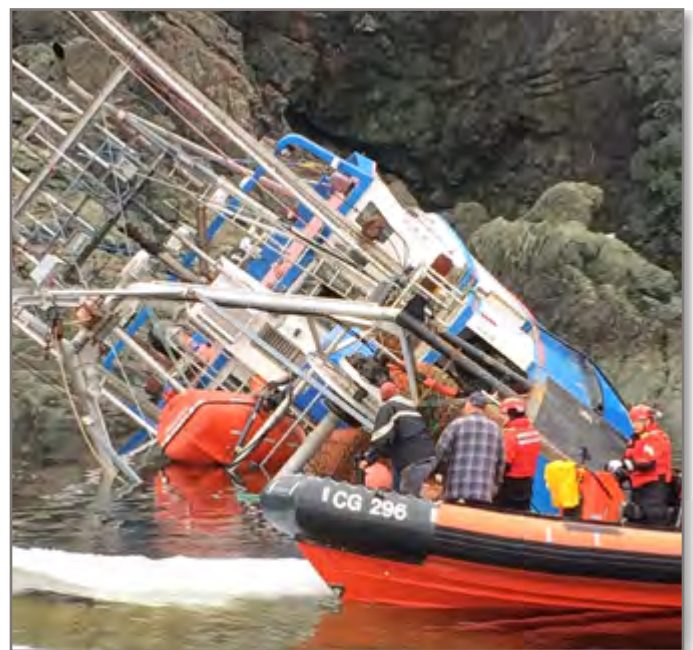
In response, the FFAW along with elected representatives from the Industrial/Retail sector formed a delegation with the provincial government that went to Ottawa to meet with Jean-Yves Duclos, federal Minister of Families, Children and Social Development as well as the Newfoundland and Labrador MPs. The FFAW will do what it can to press this issue to ensure plant workers are not left out.

It is very unfortunate that harvesters and plant workers had to endure such a difficult time for so long before the federal government acknowledged the issue and decided to step in, and then only to help one group. I personally spoke to members that were several weeks behind on their bills and on the verge of losing essential services. Delays also took its toll on communities and local businesses. Communities such as St. Anthony, La Scie and Twillingate for example that depend heavily on the fishery for survival really felt the impact. Boats that were lucky enough to be

fishing that usually offloaded in these ports and in turn buy groceries and supplies there, were forced into ports further south.

Fishery delays due to ice are certainly not a new phenomenon to harvesters and plant workers along the Northeast Coast and Northern Peninsula. There are more years with ice delays than without. In stating this, most years delays may be only for a week or two but in more extreme circumstances like this spring, could be over two months.

The FFAW are adamant that there should be a permanent program in place whereby those people in affected areas can avail of without having to face such financial hardship for reasons beyond their control. We will work diligently with both levels of government to try to ensure that that such a program exists in the future.



Ice packed into the Seldom harbour on Fogo Island.

FFAW-Unifor Attends Unifor Atlantic Regional Council

A delegation from FFAW-Unifor attended the Unifor Atlantic Regional Council from June 1-4th in Halifax, Nova Scotia. Representing your Union were President Keith Sullivan, Projects Coordinator Dwan Street, Industrial representatives Barry Randell, Lloyd Squibb, Trudy Byrne, Candace Francis, and Flora Mills, as well as Inshore representative Jim Chidley, and Newfoundland and Labrador Fish Harvester Safety Association Executive Director Sharon Walsh.

Over the week, delegates had the chance to hear both uplifting and heartbreaking stories, from the fight back by Unifor Local 597 at DJ Composites in Gander who have been locked out since before Christmas, to the extent of the floods in Cape Breton. The solidarity shown across miles and sectors was incredible.

Delegates also got to hear debates on a number of resolutions and recommendations, including the very important resolution put forward by FFAW regarding lobbying government to make the 5 week extension on EI a permanent measure. This resolution passed unanimously.

Various caucuses were held during the week,



Newly elected Executive Board member Dwan Street.

including the Women's Caucus, Young Worker's Caucus, Aboriginal and Workers of Color, and LGBTQ. At the end of the week elections were held to elect the new Executive Board and Committees.

Dwan Street was elected to serve as Member At-Large on the Executive Board, while Sharon Walsh was elected to serve her second term on the Women's Committee.



Dwan Street, Barry Randall, Candace Francis, Keith Sullivan, Lloyd Squibb, Shardon Walsh and Trudy Byrne.

Capelin – Little but Mighty!

Dwan Street, Projects Coordinator

There has been much talk recently about capelin and the role this little fish plays in our industry and ecosystem. Capelin is not only an important contributor to the multi-species enterprises of our members and the socioeconomic wellbeing of their communities, but it also plays a strong role in the food chain. This little fish is also an important food source for other species such as cod and sea birds.

With the government's commitment to science, and our marine environment undergoing a shift, capelin and its importance in both industry and ecosystem have once again come to the forefront.

As the latest Science Advisory document for capelin points out, "no estimates of spawning stock biomass are available, hence exploitation rates cannot be calculated." It takes one look, however, at the biomass estimates and low TAC levels in the Newfoundland and Labrador fishery in comparison to other jurisdictions such as Iceland to see that removals are much lower than in other areas.

In Iceland in 2017, for example, the winter survey resulted in a recommended TAC of 57,000t, a TAC that was the lowest in years, and nearly cut in half from the previous year (yet still significantly higher than the TAC in Newfoundland and Labrador over the past decade). After issues were raised with the survey, such

as weather and sea ice (issues that Newfoundland and Labrador harvesters and scientists are more than familiar with), another survey was conducted which included industry involvement. The result? Iceland tripled the TAC from 2016 and set the new TAC at an astonishing 299,000t.

Newfoundland and Labrador harvesting levels are nowhere near these levels with the 2016 TAC sitting at 21,431t overall. It is clear that removals are miniscule. We also agree that the Icelandic approach of including industry participation in the survey offers a lens that is necessary, as harvester knowledge is key to science.

We at FFAW have long been calling for a better approach to capelin science, and the federal government obviously realizes the gaps as well – just recently, the Department announced a \$2.4 million investment in the hiring of a new, dedicated capelin scientist and new acoustic surveys to contribute to a more thorough assessment of the stock.

The 2017 DFO survey has been completed for this spring. There are still concerns, however, with limitations to the approach, timing, and that the role of industry – our members – is not being utilized to its full potential in the knowledge base of capelin and its behaviour. For example, ice conditions have meant more northern parts



of the northeast coast could not be surveyed. We also continue to advocate for a fall survey to complement the spring data and help mitigate some of the challenges faced this spring.

On June 22-23, WWF Canada is holding a workshop on capelin where representatives from industry, science, management, Aboriginal communities, and other stakeholders will convene in St. John's to discuss this very important species. Discussions will centre around science, management here and abroad, the importance of capelin to communities and in socioeconomic/cultural realms, as well as the overall role this little fish has in the ecosystem.

FFAW membership will be well represented by harvesters and their experience at the table. Harvesters will have the chance to bring recommendations forward, share their experiences and have their voices heard. Keep an eye out for a summary of this workshop in the next issue of the Forum.

World Oceans Day 2017

Johan Joensen, Industry Liaison

FFAW-Unifor participated in World Oceans Day celebrations once again this year. The annual event was celebrated on Saturday June 3rd at the Fisheries and Marine Institute in St. John's. Hundreds of visitors attended the free, family educational event which included touch tanks, interactive booths, face painting, music and stories.

The FFAW-Unifor booth told the stories of a couple of projects that our members are involved in.

Together with Fisheries and Oceans Canada, FFAW-Unifor has had a life size leatherback turtle replica created. This is to work on methods on how harvesters can free the turtles when they are tangled in fishing gear. Visitors were able to see videos of how harvesters were engaged in the process when the model was used in the Flume Tank at the Marine

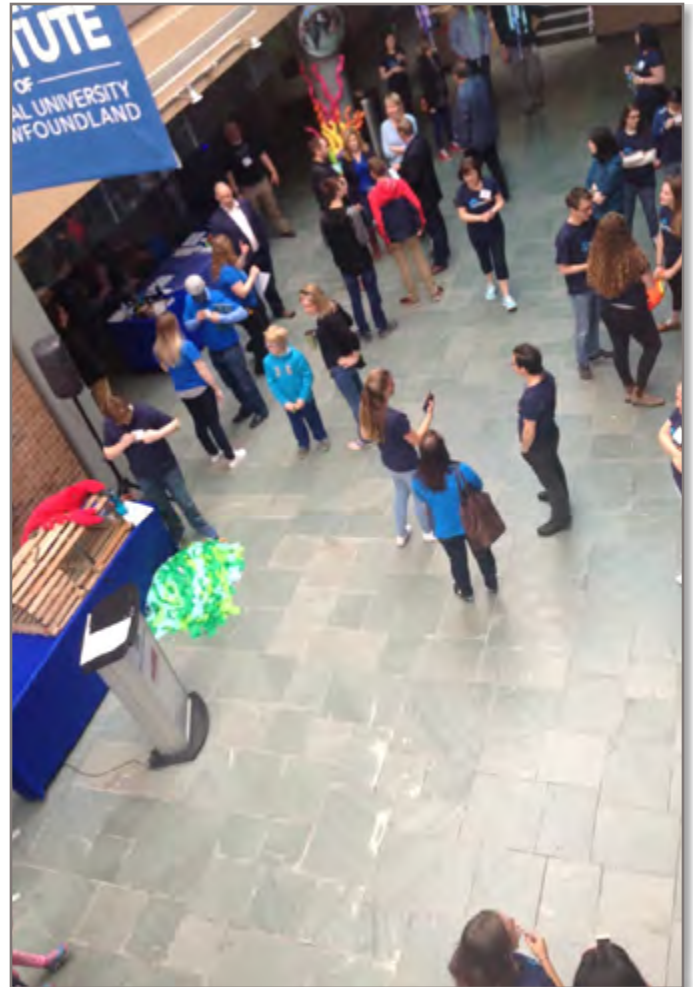
Institute. Guests also got to see the leatherback turtle model up close as it was on display at the World Oceans Day event.

FFAW-Unifor also shared information on the Post-Season Crab Survey, letting the children know how the survey use small-mesh pots to assess recruitment in the snow crab stocks. With this they were also able to see two crab pots, one with commercial size mesh and one with small mesh.

FFAW-Unifor have been engaged on the committee involved in the planning and organization of World Oceans Day for several years along with Fisheries and Oceans Canada, the Department of Fisheries and Land Resources, the Marine Institute, WWF-Canada, and Canadian Parks and Wilderness Society.



Jennifer Janes and Dr. Erin Carruthers speak with CBC reporter Jamie Fitzpatrick about Hank the Tank.





MP Nick Whelan addresses the crowd during the opening ceremony.



Provincial fisheries minister Steve Crocker speaking.



Beothic Celebrates 50th Anniversary



Beothic Fish Processors Limited is celebrating 50 years in operations this year.

The company was formed in 1967 when two families, the Way's from Bonavista Bay and the Hallett's from St. John's, joined forces to purchase the federal government's experimental salt fish plant in Valleyfield.

The Valleyfield plant quickly became the largest groundfish plant in the province, but following the moratorium Beothic was forced to adapt and diversify to meet the needs of a changing fisheries environment. The Hallett's sold out their share about 17 years ago, and over the years, the Valleyfield plant has been transformed into a state-of-the-art, multi-species processing plant.



Beothic centres its operations on the north coast of Bonavista Bay, with its head office and largest processing facility still in Valleyfield. The company employs approximately 375 people, and buys many species of fish from harvesters all over the province.

Beothic also has a long history of dealing with the FFAW. In fact, Beothic was the first company to sign a collective agreement with harvesters back in the seventies.

"We've got a solid relationship of dealing with Beothic that goes back a long, long way. Beothic is truly the bright light on the north side of Bonavista Bay. Their plant workers have done well, and the company has given back to the community," says FFAW Inshore Director Bill Broderick.



"Beothic's products have an international reputation for being consistently high in quality due to standards set by the company and the pride of the plant's workers and fishers in achieving these standards," says Paul Grant, Executive Vice-President of Beothic.

Today, Beothic continues to strive for excellence in the production of world class groundfish, shellfish, and pelagics products.

Happy Anniversary, Beothic!



Newfoundland Harvesters to Participate in the Southern Halibut Survey

Erin Carruthers, Fisheries Scientist



Jeff Childs from York Harbour

For the first time in the nearly 20 years of the longline survey and tagging program for the Southern Grand Banks and Scotian Shelf Atlantic Halibut stock, Newfoundland-based harvesters have the opportunity to participate in – and benefit from – research on this important commercial stock.

The longline survey and associated index fishery provide crucial data for the stock assessment, without which DFO Science would not be able to estimate exploitable biomass nor have the information needed to track fish growth.

Major improvements to the survey are occurring in 2017. First, the survey distribution is broader with more stations in 3Ps and 3NO. These stations are randomly distributed throughout three different depth zones. Second, survey protocols now must be standardized. Newfoundland-based harvesters are responsible for fishing all the new stations in 3Ps and responsible for fishing half of the new stations in 3NO.

Harvesters, who met the survey criteria and who were selected through the random draw process, attended a training workshop held in Clarenville on June 7. DFO staff from Halifax responsible for the assessment of the southern Halibut stock as well as long-time Nova Scotia survey contributors came to Clarenville to introduce the survey, its importance and to go over how the survey should be fished and how the information should be handled. Newfoundland-based observers and FFAW staff and Fisheries Technicians also participated in the June 7th workshop.

FFAW-Unifor has been advocating for better survey coverage in 3NOPs waters and for inclusion of Newfoundland-based harvesters (3L and 3Ps). Thanks to all who made the Clarenville meeting in a success! It was a crucial step in the improvement of the survey and a crucial step for participation of harvesters based here in our province.



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Getting access to your fair share of mackerel

Dwan Street, Projects Coordinator

Mackerel provide significant value to harvesters and their communities. In 2016 there was much frustration as NL harvesters were faced with an abundance of mackerel and a storm of circumstances that culminated in the premature closure of the fishery and significant value lost. FFAW lobbied hard to DFO to reconsider this decision and we shared your frustrations with the outcome. We have also long advocated for better management of mackerel and better, timelier estimates of catch to both avoid this exact scenario and for members to have access to their fair share of the mackerel resource.

Management of mackerel has its inherent challenges. Mackerel is a highly migratory, trans-boundary stock, extending from US waters into Canadian territory. Historically, the TAC was set equally on both sides of the border at 75,000 t. In recent years, however, Canada has set a much lower TAC (only 8,000t) whereas the United States has set a quota of more than 20,000t. This disproportionate setting of the TAC has left Canadian harvesters at a disadvantage.

As Randy Randell from La Scie puts it, "this fishery is so important to us and our enterprises. When you have cuts in everything else - like the turbot fishery, like the massive decrease in shrimp - it puts pressure on everything else so every species becomes even more important. So, when the fish show up and they are there, we need to fish them. After what we saw last fall - the fish showed up and we could not fish them. We lost a lot of money last year that could have

helped, and why? Science is not clear and the decisions last year were completely off the wall. We need our quotas back to where they were in the beginning."

In March of 2017, staff representative Jason Spingle, and harvester representatives attended the Atlantic Mackerel Science Assessment in Mont Joli, Quebec. FFAW representatives advocated for a more even setting of the overall TAC and proposed a Canadian TAC of 30,000t.

We will continue this lobby for increased access to mackerel, better science and better management practices. Mackerel are an important, valuable component of the enterprises of our members and DFO must realize the potential of this fishery when managed and assessed correctly

Newfoundland and Labrador mackerel harvesters can contribute to better research and assessment of this summer! The current assessment model assumes the bulk of stock spawning occurs in the southern Gulf of St. Lawrence.

If you catch pencil mackerel, which are young-of-the-year mackerel, please record the location, date depth and gear type. Freeze the pencil mackerel and let us know. Those mackerel would have been spawned outside of the southern Gulf. The question is where, when and how does affect the current assessment.



Allan Moulton met with the Fogo Island shrimp plant committee in May to discuss issues relating to quota cuts in shrimp, and the future of processing in light of a declining resource, an aging workforce on the island, and the need for the federal government to step up with compensation due to severe ice affecting the start of the 2017 fishery.

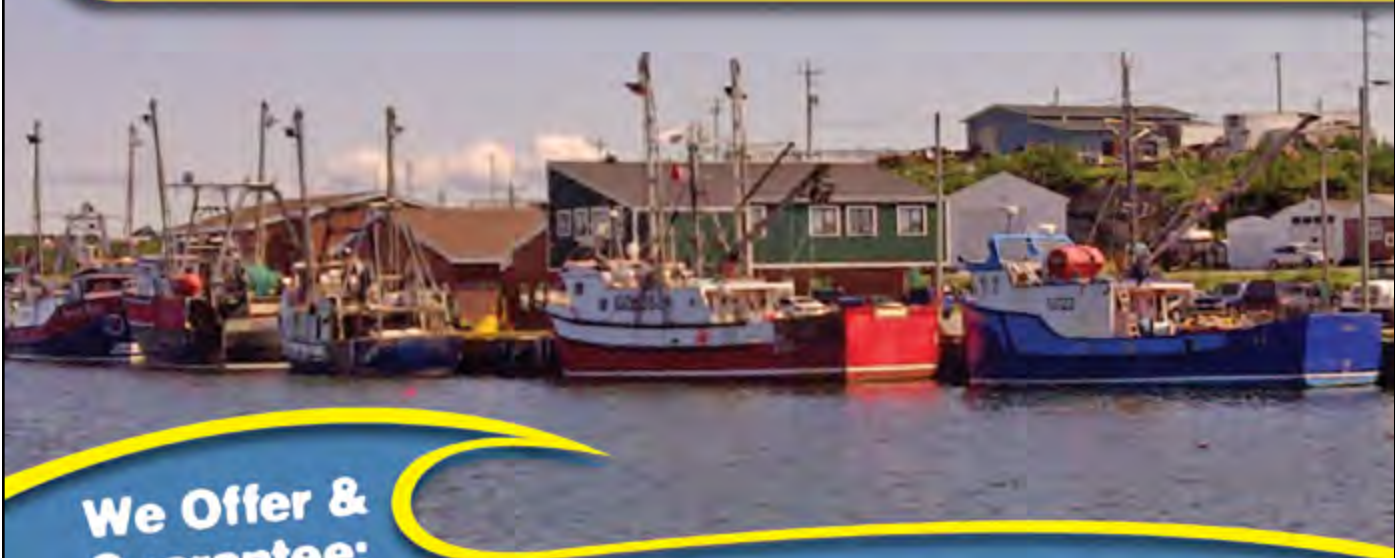
Pictured is the Fogo Island shrimp plant committee Pat Dawe, Melissa Torraville, Cindy Torraville, and Tiffany Morgan with staff rep Allan Moulton.



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New Fishing Vessel Safety Regulations Coming into Force

Sharon Walsh, Executive Director, NL-FHSA

Transport Canada (TC) has introduced new *Fishing Vessel Safety Regulations* that apply to fishing vessels that are not more than 24.4 m in length and not more than 150 gross tonnage. These regulations include new requirements for vessel stability, new carriage requirements for lifesaving equipment, and all vessels are expected to implement written safety procedures. The new regulations amend the previous *Small Fishing Vessel Inspection Regulations* and will come into force on July 13, 2017. The following is a link to the federal government website outlining the new regulations: <http://canadagazette.gc.ca/rp-pr/p2/2016/2016-07-13/html/sor-dors163-eng.php>

No doubt, the magnitude of effort necessary to effectively communicate the new requirements and achieve successful compliance across the country will be significant. In NL alone there are approximately 3700 fishing enterprises, more than 9000 registered fish harvesters, and some 6000 vessels. Each vessel is considered a workplace and subject to regulation.

This workforce is spread over 400 communities across the province. For perspective, the island of Newfoundland covers 111,390 square kilometres (43,008 square miles) - an area that rivals the size of the three maritime provinces of Nova Scotia, New Brunswick, and Prince Edward Island combined. With the vast territory of Labrador, the province covers a total area of 405,212 square kilometres (156,453 square miles), and has more than 29,000 kilometres (18,000 miles) of coastline. The current timeline does not allow for commercial fish harvesters to be properly informed, particularly in consideration that this requires such a massive investment of time, resources and financial commitment.

It is well established that a regulatory framework alone is insufficient to make real advances in safety. Harvesters need a reasonable implementation plan that provides both the time to understand the new

regulatory requirements and to attain the skills and resources to be successful. While all the new requirements will take time to successfully implement, this will be particularly onerous when it comes to the requirements for the development and implementation of safety procedures. While NL harvesters are known as professional authorities in the art of commercial fishing, they are not properly resourced in hazard assessment and safety policy development and implementation.

It's TC's responsibility to effectively communicate the new safety regulations, to develop and communicate national standards to achieve compliance, and to engage with fishing organizations on a regional basis to ensure harvesters have the time, skills and resources to become compliant.

For more than a year now, the NL-FHSA and other harvester organizations across the country have been calling on TC to develop a comprehensive and timely implementation plan to assist the commercial fishing industry to effectively comply with the new *Fishing Vessel Safety Regulations*. Our message continues to be that a regulatory framework is not enough. Rather, a strategic implementation plan to accompany the new regulations is critical.

Industry organizations across the country have made repeated attempts to engage TC in the development of a comprehensive implementation strategy without success. In an effort to resolve industry's significant concerns, the NL-FHSA, FFAW/Unifor, and the PFHCB recently met with Minister Garneau and NL Members of Parliament to request a meaningful solution.

A meaningful solution involves:

- effectively communicating the new requirements to all fish harvesters;
- outlining TC's expectations for compliance; and

- providing harvesters with the education, resources and time to get it right.

A comprehensive implementation plan from TC would provide just that. Otherwise, it may become an exercise in liability and paper safety only.

It is still unclear what TC expects from harvesters in order to be compliant, and how they intend to enforce these new regulations. As a result, on July 13, 2017 harvesters will be forced into non-compliance and bear the full liability. Harvesters deserve better.

In fact, NL fish harvesters have a history of demonstrating commitment to safety and are currently the most compliant in the country with TC Regulations. This is most evident in their investment in training, and life saving equipment onboard their vessels over the last two decades. NL harvesters need and deserve an effective strategy that gives them the time and resources to become compliant with these new regulations. The NL- FHSA Safety Association and other industry organizations across the country are ready to engage with TC on the development of a strategy.

There is nothing more important than returning home safely to family at the end of each work day. If implemented properly, these new safety regulations represent a significant opportunity to build on the safety culture that has been developing over the past couple of decades. They are the logical next step to advancing safety in the fishing industry, particularly in the area of prevention. When properly implemented, these regulations will improve safety practises onboard fishing vessels and save lives.

Thus, the Safety Association will continue to strongly advocate for the development of a TC industry implementation plan to maximize the full potential of these new safety regulations.

To see highlights and more information about the changes, visit the FFAW website or contact the NL-FHSA <http://ffaw.nf.ca/en/news-and-events/news/new-fishing-vessel-safety-regulations-coming-force>

For more information please contact the NL-FHSA or your local Transport Canada office.

Morgan Hackett does her part fighting the invasive green crab

Morgan Hackett certainly knows how dangerous the European green crab is to our ecosystem, and has been doing her part to rid our waters of this invasive species.

These pictures were sent in by harvester Jim Hardy from Rencontre East. Jim writes:

“The pictures I sent are of Morgan Hackett. Every summer she visits Rencontre East from her home in Winterland with one thing on her mind, green crab. Like a soldier armed with a dipnet she searches the land wash for the invasive creature. Each summer she catches on average of 300-400 of the crustacean. The pictures shown are from May 24th 2017 weekend; even with the cold temperatures she still manages to get some!”

From all of us here at FFAW and our membership, we would like to say thank you to Morgan for her efforts!



Morgan with her dipnet and bucket of green crab.

A Key victory for owner-operator and fleet separation: understanding Elson

Robert Keenan, Projects Manager

At the beginning of March, the attorney for Mr. Kirby Elson, a fish harvester from Labrador, stepped to the podium in an Ottawa courtroom to argue why his arrangement with Quin-Sea, whereby the company retained all control over his license – when it was fished, by who, and what was to happen to it if Mr. Elson dies – should be upheld. Mr. Elson, his attorney argued, was too poor to fish without this arrangement with Quin-Sea. Tellingly, there was never any evidence presented as to Mr. Elson's financial challenges.

The Elson case is based on several layers of mischaracterization. The first, and most unfortunate, is Mr. Elson, himself. In court he appeared like a normal older gentleman, not entirely comfortable in the federal courtroom environment. He clearly stood apart from his “support” team – the executive director of ASP and senior managers and consultants for Royal Greenland and Quinlans. These men conversed with ease and frequency with Mr. Elson's legal team, as he sat back and watched.

It is clear that the Elson case is not about a fish harvester in Labrador; it is about large processing companies seeking to gain and maintain control over inshore fishing licenses that they are forbidden from acquiring as a result of the fleet separation policy. The case is about nothing else.

A second mischaracterization regarded Mr. Elson's financial issues. Given that Mr. Elson was not actually in control of his case, these issues were either made up or exaggerated to serve as an excuse for the controlling agreement. In any case, Mr. Elson's legal team was not that of a financially challenged individual. His lead lawyers were from McCarthy Tétrault, one of the largest law firms in Canada, which boasts on its website for having acted for 81 of the 100 largest companies in Canada and 18 of the 20 largest foreign-controlled companies in Canada. Mr. Elson had at least three lawyers from McCarthy Tétrault in his legal team and another from St. John's, who travelled to Ottawa to participate.

The third mischaracterization, which goes to the

heart of the issue, is that a controlling agreement is just a mere contract about economic relationships in the fishery and therefore not subject to federal oversight. Nothing could be further from the truth and the evidence offered in court suggested far more than an economic relationship. These were some of the terms of Mr. Elson's controlling agreement:

- He was not allowed to sell the license;
- The company could require him, at any time, to transfer the license to another harvester and Mr. Elson could not stop it;
- If Mr. Elson died, the company would retain the authority to tell his estate what to do with the license;
- The company determined when Mr. Elson could fish the license, what vessel would be used for fishing, and the crew used on the vessel.

This was not an economic relationship; it was absolute control. Worst still, it remained forever with no chance for Mr. Elson to eventually acquire sole control of the license.

The Crown Attorney, which sought to maintain owner-operator, fleet separation, and PIIFCAF (the policy that enforces owner-operator and fleet separation), argued convincingly that, “Controlling agreements are deliberately designed to circumvent licensing policies. They constitute a “mischief” resulting in individual fish harvesters losing control over their licenses and shifting the benefits of the resource away from individual fish harvesters and the coastal communities rely on it.”

In the end, Madam Justice Strickland agreed with the Crown. In a lengthy and thorough ruling she stated:

The fisheries are a common property resource and Parliament may properly manage and control that resource. This is not limited to conservation of the fish stocks but includes management of the fishery on social, environmental, or other grounds, either in conjunction with steps taken to conserve, protect, or harvest the resource or simply to carry out social, cultural, or economic goals or policies.

In making this decision, she upheld the Minister's vision for owner-operator and fleet separation, which was based around a belief that "an independent inshore commercial fishing fleet was an important element of an economically prosperous Atlantic Canada and that the Policy underscored the government's commitment to building a foundation of economic strength for Atlantic coastal communities.

Unsurprisingly, the processing sector in the province has decided to appeal this ruling to the Canadian

Court of Appeal, again using Mr. Elson as the front for their efforts. While the outcome of the appeal is not certain, we now have a court decision upholding owner-operator, fleet separation and PIIFCAF. Neither side will no longer be arguing in the abstract. Now, the processors will have to explain why the Minister should not be able to create policies that support rural economic development and rural communities.

That would be a cruel argument to rest upon.

Consideration for the fishery during oil and gas growth

Robyn Lee, Petroleum Industry Liaison

Oil and gas activities in Newfoundland and Labrador have surged exponentially over the last decade. As the union representing all inshore fish harvesters in the province, FFAW-Unifor works diligently to *mitigate impacts the oil and gas industry has on the fishing industry.*

There are a number of impacts oil and gas activities have on the fishing industry that are being addressed by FFAW-Unifor staff and elected leadership (volunteers). As well, the president and secretary-treasurer must also devote significant time to dealing with the oil and gas industry.

Loss of access to fishing grounds, an increase in steaming times around safety zones, gear damage, navigational challenges and safety concerns with increased vessel traffic, iceberg deflection operations, concerns regarding seismic activity on fish species and fishing grounds, and an elevated environmental risk (e.g. oil spills, discharges, etc.) are all high priority issues being brought to the attention of regulators and oil and gas companies. However, there is a need to consider the growth of the oil and gas industry as a whole.

The overall socio-economic impact of oil and gas activities on the fishery needs critical assessment. The industry has grown significantly in the past twenty years and its footprint on prime fishing grounds continues to grow.

As well, the cumulative environmental impact

of exploration, development and production related oil and gas activities needs to be explored. The environmental assessments that are conducted are project-specific and do not address cumulative effects of decades of oil and gas activity in the NL offshore.

In the 2012 Report of the Public Review Commission for the Hebron Development Project the Commissioner encouraged the Proponent (ExxonMobil) to "fund and support socio-economic research to create a comprehensive, in-depth study of both the cumulative effects of offshore oil-related development in Newfoundland and Labrador and prospects for long-term sustainable development." The Commissioner also recommended "that the Proponent, in cooperation with federal, provincial agencies, One Ocean, and the C-NLOPB, commit to a study to understand what might be the cumulative effects of oil and gas production on the areas of Grand Banks known to be especially productive for fish stocks."

FFAW-Unifor contends that the oil and gas sector collectively address these recommendations. It is vital that the future prosperity of the fishing industry in Newfoundland and Labrador is considered alongside the growth of the oil and gas sector in the region.

We will **continue to be forefront with regulators, oil companies and government to do everything possible to best mitigate effects from the oil and gas industry** on the fishing industry and fight to keep the concerns of our membership heard.

Record high lobster prices in 2017

Robert Keenan, Projects Manager



Newfoundland and Labrador lobster harvesters are receiving record high prices for the fourth consecutive season.

The price for lobster is set using a formula developed by your Union and re-affirmed on several occasions by the Standing Fish Price Setting Panel. The formula grants harvesters an increasing share as the value of lobster increases. Thus, when lobster is valued at \$5.00 per pound, the harvester receives 65% of the value, or \$3.25. Any increase in the value of lobster from \$5 to \$6 dollars produces a 70% share for the harvesters. Lastly, any increase in the value of lobster above \$6 is divided 80% to the harvester and 20% to the processor.

This formula of progressively awarding a larger share to harvesters as the value of the resource increases is crucial for the development of fair sharing arrangements between harvesters and processors and should be applied to all species. An increase in value should always provide a larger benefit to the harvester than the processor.

This year's lobster prices started out with the highest weekly price ever recorded for NL harvesters: \$9.86 per pound. While it was expected that the price would decline, the lower prices of the following weeks remained higher for longer than ever before. Unlike previous years, the price per pound was still above \$7.00 when the lobster fishery on the Northern Peninsula got underway, which was a record price for lobster harvesters in that area.

Compared to years past, the current prices are exceptional. Consider the following:

The price of lobster for Thursday when this is being written is \$6.75 USD per pound. Barring an unforeseen collapse, next week will mark the 9th week when prices are above \$6.00 a pound, setting a new record for the province.

Year	Weeks of Prices Above \$5.00 per pound	Weeks of Prices Above \$6.00 per pound
2017	9 of 9 weeks	8 of 9 weeks (1 week the price was \$5.99)
2016	14 of 14 weeks	8 of 14 weeks
2015	10 of 14 weeks	7 of 14 weeks
2014	3 of 15 weeks	1 of 15 weeks

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 issue's Flashbacks photo was not correctly identified.

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