

Winter 2017

the union forum



Believing in Cod Again

Groundfish Council Holds First Meeting

Highliner Workers Win Appeal

Professional Fish Harvesters...

Salt of the earth

Newfoundland & Labrador fish harvesters - 11,000 strong - are the lifeblood of more than 400 coastal communities. They are vital contributors to our economy, with their quality seafood feeding more than 50 countries across the globe.

Proud. Hard Working. Highly Skilled.

Truly the salt of the earth.



tel: 709-722-8170
fax: 709-722-8201
email: pfh@pfhcb.com
www.pfhcb.com



A sea of opportunities.



Whether you are looking to be a crew member, or you are looking for crew, visit **Crew Finder** at www.pfhcb.com.



368 Hamilton Avenue, P.O. Box 8541
St. John's, NL A1B 3P2
tel: 709-722-8170 • fax: 709-722-8201
email: pfh@pfhcb.com



a free service from PFHCB

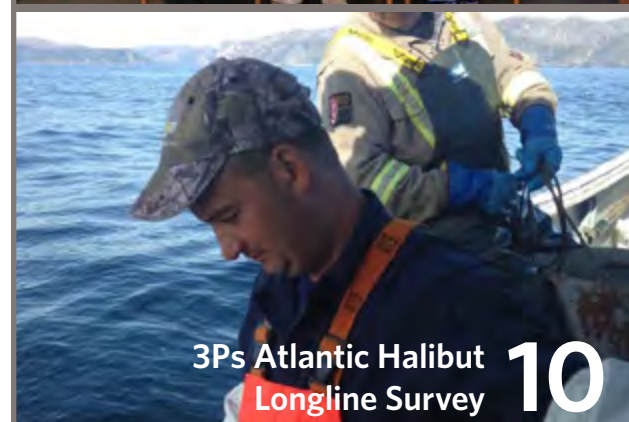
www.pfhcb.com

inside

- 3** Message from the President
- 5** Newfoundland and Labrador Groundfish Industry Development Council Holds First Board Meeting
- 6** A Dangerous Invasion - Green Crab Have Taken Hold in Fortune Bay
- 6** Contract Ratifications Updates
- 11** Former Highliner Workers Win Significant EI Appeal
- 12** Collaborative Post-Season Snow Crab Survey Review
- 14** Norwegian Delegation Meets with FFAW
- 17** FFAW at the Chinese Fisheries and Seafood Expo
- 20** Port de Grave boat lighting
- 21** DFO Closure of Mackerel Fishery Hurts NL Harvesters
- 23** Believing in Cod Again
- 25** In Her Name Vigil
- 26** Federation of Labour Marks 80th Anniversary
- 27** FFAW in the Community
- 28** ffaw | Unifor staff representatives
- 29** FFAW Leadership
- 32** Apply for the 2017 Unifor Family Education Program



Ten Women Added to the FFAW- Unifor Women's Advocate Ranks **8**



3Ps Atlantic Halibut Longline Survey **10**



Northern Cod FIP Stakeholder Meeting Held **22**

Editorial board
 Keith Sullivan, David Decker,
 Courtney Pelley
 FFAW|Unifor
 P.O. Box 10, Stn. C
 368 Hamilton Ave.,
 St. John's, NL, Canada A1C 5H5
 Tel: 576-7276- Fax: 576-1962
 Email: communications@ffaw.net
www.ffaw.nf.ca
 printing Transcontinental Printing, St. John's
 design Katja Moehl

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.

©COPYRIGHT and/or property rights subsist in all advertising and other material appearing in this edition of The Union Forum. Permission to reproduce any materials contained in this publication, in whole or in part, must be obtained from the FFAW-Unifor.

The Union Forum is a member of



FFAW/Unifor Life Insurance

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

frequently
asked
QUESTIONS



Q: How much does the insurance cost?

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

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

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

Q: Am I covered only while working or fishing?

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

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

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

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

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

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

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

Q: Is there an age limit?

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

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

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

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



Keith Sullivan

Discussion is good. Many years ago, our Union started over a discussion on how best to improve the lives of fish harvesters and plant workers; our Union grew from emotional and difficult discussions on how to manage and share the precious resource that exists off our coast; and our Union will continue to grow as we discuss and work towards overcoming the current challenges and whatever the offshore, the processors, the federal government, the provincial government, or the marine environment throws our way.

Over the past three months, I've been to many communities and have engaged in a lot of debates and discussions with members. Many of these debates I understood well. Some of the issues raised were massive in scope, while others were very local. But they were all important to the individual member who raised them and each member spoke with passion about how these issues affected their lives, their families, and their enterprises.

To me, nothing highlights the importance of the Union more than listening to a member talk about their plans for the new cod fishery or how they are not as stressed about money because a Union policy or price negotiation has provided a benefit.

The work that our Union does goes to the heart of our members' day-to-day existence. As President of the Union, I know this and always have; and I can say with absolute certainty that every member of our staff understands this as well.

When we debate what approach to take on an issue or what new ideas to pursue, the best interests of our members are first and foremost

in our minds. We are always trying to get more value, income, opportunities, and rights for our members and we are always fighting to ensure that our members keep the value, income, opportunities, and rights that they've already earned.

When we fought for an improved cod fishery with a longer fishing season, we did so because it secured millions of dollars in revenue for our members and because it helped build the cod fishery for the future.

When we negotiate prices, we do so with the goal of achieving the highest minimum price possible for harvesters.

When we fought for changes to Employment Insurance (EI) for harvesters, so that it was based on earnings and not weeks worked, we did so because it would provide the greatest benefit to thousands of our members.

When we propose and manage buyouts, we do so to help harvesters manage incredibly difficult and emotional financial times.

When we negotiate agreements that improve overtime pay for plant workers, we do so because it recognizes their hard work and need for fair compensation. We also negotiate these agreements knowing full well that a gain in income for plant workers does not equal a loss to harvesters with respect to prices. The sector doesn't work that way.

When we negotiate contracts for tugboat workers, or Molson workers, or hotel workers, we do so to better their lives, primarily through higher wages, but also to ensure that the worker

CONTINUED ON PAGE 4

MESSAGE FROM THE PRESIDENT continued



Newly elected Inshore Council members held their first meeting in Gander on October 11th and 12th.

is treated fairly in all aspects of work life.

For the past few months, some people have tried to twist all of the good that our Union has achieved into ways that are divorced from reality. I'm not going to list every misrepresentation, but the overall idea is that we – the FFAW leadership and staff – don't care and are in this for ourselves.

Nothing could be further from the truth. All FFAW staff, from myself on down, want nothing more than our members to succeed and be strong. In this sense, the lies and misrepresentations that we have to address every day is frustrating. In an ideal world, the entire membership would meet and talk until we had a common solution and an understanding that we are all stronger together. But for many different reasons that's not going to happen.

The biggest hurdle to achieving unity and standing strongly together is Fish-NL. We will not let another group destroy the economic, social, cultural, and political gains of our members, no matter what. We would not tolerate any group – another union, the offshore, processing companies – attempting to undo what we've achieved together. We owe that to our members whose

lives we have a responsibility to improve.

Unlike Fish-NL, when we fight back we are not trying to tear down what has been built. Everything is not a hoax or a scam. There is a true version of events, and when we're given an opportunity to tell it, our members understand.

And the Cole's Notes version of the truth is this: In 45 years we have transformed the lives of tens of thousands of workers in this province. We have facilitated the economic advancement for many who never before had that opportunity. We guided the biggest industry in the province through an economic cataclysm and turned it into the economic engine of rural NL. We facilitated the transformation of thousands fish harvesters into the backbone of the rural middle class. And our work is not done; in fact it's speeding up. Are we perfect? No. But everyday we come to work to make our members stronger.

I hope you'll continue to join us and take part in this fight. We have a lot of work to do, and we will need to stand together more than ever in 2017.

I wish you all a Merry Christmas and a safe and joyful New Year.

Newfoundland and Labrador Groundfish Industry Development Council Holds First Board Meeting

Dwan Street, Projects Coordinator

The NL-Groundfish Industry Development Council (NLGIDC) held its first Board of Directors meeting on September 26th at the Ramada in St. John's.

In attendance were Chairman Jim Baird and board members from the harvesting and processing sectors. Also attending as ex-officio members were representatives from DFO, the provincial department of Fisheries, Forestry and Agrifoods, Whitecap International Seafood Exporters, and the World Wildlife Fund.

Executive board members representing your Union were Nelson Bussey, Inshore Vice-President Tony Doyle, President Keith Sullivan and Secretary-Treasurer David Decker, Inshore Director Bill Broderick, Fisheries Scientist Erin Carruthers, and Projects Coordinator Dwan Street.

The meeting was a mix of debate, updates and presentations.

Whitecap presented a global market overview on cod products to help better understand the industry today, as well as the work that must be done to ensure Newfoundland and Labrador cod is a key player on the global stage as the industry rebuilds.

Updates on important initiatives such as the cod quality project, and the 2J3KL Fisheries Improvement Project were provided. There was also extensive discussion around the progress of the 2016 stewardship fishery for northern cod which, for the first time,

was extended beyond the previous 3 week limited fishery thanks to a proposal put forward to DFO by the NLGIDC.

The overall conclusion from the meeting was that there have been important, valuable steps undertaken in 2016 to help rebuild the groundfish industry in Newfoundland and Labrador. Quality exceeded expectations on both the harvesting and processing sides, plants were able to see a consistent quantity and quality of fish being provided, and harvesters were able to fish longer than any year since the moratoria were declared in the 1990s.

These steps, coupled with the Minister's commitment that the first 115,000 mt of northern cod will be allocated to the inshore fleet, will secure a future in groundfish for the Newfoundland and Labrador fishing industry.

There is still much work to be done as we move forward into building a strong, vibrant groundfish industry. This work includes more plant capacity, greater access to groundfish, and good jobs that will contribute greatly to the economies of coastal communities.

This year has been groundbreaking for groundfish in Newfoundland and Labrador. We are well on our way into a future that will see a strong groundfish industry in Newfoundland and Labrador punctuated by the return of a commercial fishery for northern cod.

A Dangerous Invasion – Green Crab Have Taken Hold in Fortune Bay

Dwan Street, Projects Coordinator

Green crab have invaded Fortune Bay and your Union is working hard to get it under control.

This fall, 17 harvesters from various areas of Fortune Bay undertook initial survey work to get a handle on the extent of green crab dispersal. The hard work of harvesters was supported by the provincial Department of Fisheries, Forestry and Agrifoods. While 17 harvesters were randomly drawn at the close of the application process, interest from fishers was far greater and is indicative of the high priority placed by harvesters on addressing the green crab invasion.

Harvesters fished areas in and around Boxey, Harbour Breton, Seal Cove, Garnish, Harbour Mille, Little Bay East, Rencontre East, St. Bernard's, Grand LePierre. The initial survey work has confirmed what had been assumed – green crab are quickly making their way through all areas of the bay.

The results from this initial survey will be used by your Union to advocate for further surveys and to establish a comprehensive strategy to beat back the green crab infestation.

While the level of green crab does not seem to be as heavy as in other areas crab have taken hold, such as in Placentia Bay and Bonne Bay, even one green crab is too many. The species is known to destroy valuable eel grass beds and compete with lobsters for food and habitat.

We are now into colder months where green crab become dormant and difficult to trap. Over these months FFAW science staff are working with the federal government on a proposal that will lay out a 3 year plan to attack green crab in both Fortune Bay and Placentia Bay. This work, if approved, will be more extensive than any mitigation efforts to date and will not only beat back green crab populations but also replace the valuable eel grass beds the crabs have destroyed.

We will keep you updated on the progress of this work. If you have any questions regarding green crab please contact Dwan Street at the St. John's office. If you spot green crab in your area please destroy them immediately, ensure they are not transported alive from the area, and report the location to DFO as soon as possible.

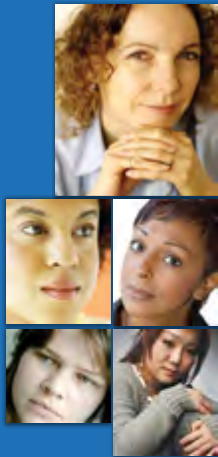
Contract Ratifications Updates

Will Reid, Staff Representative

On October 12, workers on the fire/escort tugs operated by Cancrew Limited at Whiffen Head ratified their contract. The contract included a 19.6% wage increase over the five year renewal with wages retroactive to January 1, 2015.

Members at the Barry Group Plant, Nature's Sea

Farm, ratified a new contract at a membership meeting in St. Alban's on October 27. This plant processes Rainbow Trout and Salmon from Aquaculture sites in Fortune Bay and Bay D'Espoir. The new contract is for a three year term and includes wage increase and improvements to benefits.



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.**

LABRADOR

Vicki Morris

LFUSCL Charlottetown, Labrador
709-949-0343
Email: vickipaulinerussell@hotmail.com

NORTHERN PENINSULA

Candace Francis

OCI Port au Choix
709-861-8068
Email: candacehamlynfrancis@hotmail.com

Jayne Caines

FRC Office, Port au Choix
709-847-4356 | 709-847-7732
Email: Jcaines1@hotmail.com

Manette McLean

Lobster Technician, FFAW-Unifor
709-456-7009
Email: Eldamanettemclean@hotmail.com

WEST AND SOUTH COAST

Mildred Skinner

Harbour Breton & Area
709-885-2567 | 709-571-2277
Email: skinnermildred@hotmail.com

Joan Doucette

St. George's and Area
709-647-3081
Email: jed-ems@hotmail.com

Ruby Sheppard

Supervisor, Fish Harvesters' Resource Centre
709-632-6423 | 709-681-2854
Email: rsheppard@nf.sympatico.ca

Brenda Pieroway

Corner Brook & Area
709-634-0277 | 709-632-6861
Email: bpieroway@ffaw.net

CENTRAL/NORTH EAST COAST

Della Melendy

Beothic Fish and Lumsden Area
709-530-2657
Email: della.melendy@hotmail.com

Sheila Howell

Beothic Fish and Lumsden Area
709-536-9853
Email: howell_sheilas@yahoo.ca

Flora Mills

Notre Dame Fisheries and Comfort Cove Area
Email: peoni2000@yahoo.ca

Linda Woodford

Twillingate/New World Island Area
709-628-7825 | 709-884-6088
Email: lindag.woodford@gmail.com

Nancy Bowers

Beachside Area
709-668-1576
Email: nancy_bowers@hotmail.com

Doretta Strickland

OCI Triton
709-263-2308
Email: doretta1958@gmail.com

BURIN PENINSULA

Cathy Dimmer

Burin and Area
709-277-2558
Email: cathy.dimmer@persona.ca

Karen Caines

OCI Fortune
709-832-4719
Email: karcaines@gmail.com

Marie Grandy

OCI Fortune
709-832-5102
Email: mandcgrandy@hotmail.com

BONAVISTA PENINSULA

Doreen Street (OCI Bonavista)

Ocean Choice International and Bonavista Area
709-468-0066
Email: Doreen_street@hotmail.com

AVALON PENINSULA

Dwan Street

FFAW Projects Coordinator
709-770-1343 | 709-576-7276
Email: dstreet@ffaw.net

Violet Cooper

Formerly KENTO, St. John's & Metro Area
709-631-6840
Email: violetcoop@hotmail.com

Jackie Hann

Formerly KENTO, St. John's & Metro Area
709-689-2485
Email: jackiehann2012@gmail.com

Sara Ploughman

Formerly Atlantic Safety Centre and Long Harbour Area
709-573-1467
Email: saraploughman10@gmail.com

Maud Maloney

Shawmut Fisheries and Witless Bay Area
709-689-8998
Email: maudiemaloney@gmail.com

Jackie Baker

FFAW-Unifor Science Program Co-ordinator
709-576-7276 | 709-764-4646
Email: jbakera@ffaw.net

Sharon Walsh

Executive Director,
NL-Fish Harvester Safety Association
709-769-8177
Email: swalsh@nlhfsa.com

Tina Pretty

FFAW-Unifor Women's Advocate Coordinator
709-576-7276 | 709-728-2168
Email: tpretty@ffaw.net





Back Row (L-R): Nancy Bowers, Dwan Street, Jayne Caines, Candace Francis, Linda Woodford, Vicki Morris, Doretta Strickland, Karen Caines, Manette McLean, Marie Grandy. Front Row (L-R): Facilitators Penny Wilkins, Tina Pretty, Susan Houston

Ten Women Added to FFAW-Unifor Women's Advocate Ranks

Tina Pretty, FFAW-Unifor Women's Coordinator

During the week of October 16th to 20th, ten FFAW-Unifor women took part in the latest offering of the Unifor Women's Advocate 40-hour Basic Training program. The following trainees are members of both our Inshore and Industrial/Retail/Offshore sectors and represented most areas of the province.

- Doretta Strickland - OCI, Triton
- Candace Francis - OCI, Port au Choix
- Linda Woodford - Inshore Harvester
- Vicki Morris - LFUSCL, Charlottetown
- Nancy Bowers - Inshore Harvester
- Karen Caines - OCI, Fortune
- Marie Grandy - OCI, Fortune
- Manette McLean - FFAW Field Staff
- Dwan Street - FFAW Staff
- Jayne Caines - FRC

Sessions took place at the Corner Brook Port Authority, located on the scenic waterfront in the city.

The course was delivered by top-notch Unifor facilitators Susan Houston and Penny Wilkins, each in her own right an experienced Women's Advocate in their workplaces at GM and Ford in Ontario. Prior to the recent training, Unifor had 355 trained women. An additional ten FFAW sisters swells this number to 365. Over the next few years Susan and Penny are aiming to reach the 500 Women's Advocate mark.

"A lot of members are not aware of the work our union does around violence prevention within the union and in the greater community", said Tina Pretty, Women's Advocate Coordinator. "We have a network in place and we are always looking for ways to get the message out that there is help and support available

for people experiencing violence. And in the workplace, we strive to create healthy, safe and respectful environments.”

To date FFAW-Unifor has trained a total of 29 Women’s Advocates with plans to train more in the future.

With this latest training we now have women trained on the Northern Peninsula and in Labrador, which were previously underrepresented in our network.

“At the recent training, women were engaged and extremely interested in the material and participated wholeheartedly”, said Pretty, adding, “A lot of these women travelled great distances to attend these sessions and gave 110%.”

The role of a Women’s Advocate is to act as a referral service to women in need of support. Advocates are not counsellors, and this requires training so they can respond in the best way possible. The course objectives covered many areas such as:

- Understanding the important role of the Women’s Advocate in supporting women who are victims of intimate partner violence;
- Furthering their understanding of intimate partner violence in all of its forms;
- Learning where and how to find the community resources available for helping women deal with violence;
- Practicing skills in communicating with women seeking support;
- Identifying ways to link with the broader work of the union and building allies, both inside and outside the union;
- Identifying where and how to get the personal support Women’s Advocates need;
- Building a network of Women’s Advocates to raise awareness and help create healthy communities.
- In addition, women discussed suicide prevention and legalities of the role, and they received some hands-on training and practice in public speaking.

In feedback from participants, women had this to say about the training:

“It was a real eye opener and I came out with a lot of knowledge. It was wonderful and I hope more women can take part in future.” ~ Nancy Bowers

“Women helping women. There is not a better position to be in after completing the Women’s Advocate training. First there was the shock on the level/statistics of violence/harassment against women in the home and workplace. Second, seeing how a group of now ‘sisters’ can pull together the resources that are available that most of us didn’t even realize was out there; and third, the pride and accomplishment knowing that we can make a successful difference in the lives of women. As one woman in a strong sisterhood, together we can make change.” ~ Linda Woodford.

“I found it a great learning experience. For me it boosted my self-confidence a great deal ... I am now better able to help people. ~ Marie Grandy.

“It was an awesome program and I’m proud to be part of it. Programs such as this will get the message out there that abuse of any kind does not have to be tolerated and will give people the courage to come forward knowing that we are there to help. I’m proud to be part of a union that takes a strong stand against abuse of any kind.” ~ Jayne Caines.

“The training was extremely informative and it is very reassuring to know that I now have the knowledge and information to help someone find the help they need before the situation gets to the point of no return.” ~ Karen Caines

“I’m so proud to say I am part of this SISTERHOOD group. Becoming a Women’s Advocate has given me the knowledge and ability to assist any woman who may be faced by violence, harassment and abuse in their workplace or personal lives.” ~ Manette McLean.

If you would like to be considered a Women’s Advocate in the future, please email Tina Pretty at tpretty@ffaw.net .

3Ps Atlantic Halibut Longline Survey

Erin Carruthers, FFAW Fisheries Scientist



Junior Morris and Larry Morris fishing the halibut survey inshore 3Ps.

On a per pound basis, Atlantic Halibut is the most economically valuable groundfish in Atlantic Canada.

Atlantic Halibut management units were based largely on tagging studies, which showed movement between the Scotian Shelf and southern Grand Banks. Consequently, halibut fished on the southern Grand Banks and Scotian Shelf are managed as a single stock (NAFO Divs. 3NOPs4VWX5Zc). The Gulf of St. Lawrence stock (NAFO Divs. 4RST) is managed separately.

FFAW-Unifor has argued that the main survey for the southern Grand Banks and Scotian Shelf stock does not survey 3NOPs well – because it doesn't. The main survey is done by longline and the area covered corresponds to the off-Nova Scotia fisheries fleets' distribution in the mid 1990's. In 2015 and 2016 FFAW-Unifor proposed longline surveys that would address this problem. We did not get sufficient support from other quota holders and from DFO for the proposed work to go forward. However,

our proposals did strengthen our argument that more research is needed on Atlantic Halibut in the northern portion of the stock area.

In August 2016, DFO announced an allocation specifically to increase research capacity in 3Ps:

“As previously announced, 45t was set aside during the initial allocations for this stock, in response to concerns raised regarding the need for increased research activity in NAFO Divisions 3NOPs. For 2016/17, 20t of this allocation will be provided to the 3Ps Inshore fleet to develop capacity to participate in research that supports assessment and management of Atlantic Halibut.”

Harvesters advised FFAW-Unifor that the soak times and number of hooks used in the main survey would not work in 3Ps. Soak times were too long and too many hooks were fished. Because harvesters' recommendations on how to fish Atlantic Halibut differed from how the main survey was fished, we decided to compare different fishing techniques. The comparison was between the fishing methods used in the southern stock survey with the fishing methods used in the Gulf survey, which fishes shorter sets and uses fewer hooks.

FFAW-Unifor put out a call for charters. Thirty-six harvesters applied for 10 charters, which were selected by random draw. Six vessels were drawn to survey the inshore, 3 vessels for the midshore, and one for the offshore. The objective of the survey was to evaluate how different soak times, number of hooks, and hook size affected halibut catch rates and bait loss.

Most importantly, the research was designed to get feedback and data from harvesters fishing in 3Ps, which will be crucial in advocating for a survey that is appropriate for the 3Ps region. DFO is currently reviewing and redesigning the main survey as they acknowledge the problems with the current survey design. 3Ps harvesters' observations – and their data – clearly show that neither the survey methods used for the southern stock nor the survey methods used

for the Gulf stock are appropriate for 3Ps.

The 20 t allocation was made to increase research capacity in the 3Ps Inshore Fleet and to support assessment and management of Atlantic Halibut. Because the existing longline survey is the main index used in the assessment of this commercially valuable

stock, an improved survey means improved assessment. Our 2016 Atlantic Halibut longline survey in 3Ps provided the much needed data to argue for a survey design appropriate for 3Ps.

A big thank you to all who contributed to this important research!

Former Highliner Workers Win Significant EI Appeal

Allan Moulton, Staff Representative and Greg Pretty, Industrial Director



Highliner Workers Win Appeal.

When the former Highliner plant closed at the end of December 2012, there was close to \$2 million left in the workers' insurance trust fund.

The trust fund paid the money out in 2013, approximately \$15,700 per employee.

A year and a half after the workers received this money, they started receiving overpayment notices from Service Canada to repay Employment Insurance they had drawn during that period.

FFAW-Unifor Staff Representative Allan Moulton said he was initially approached by former workers to look into the possibility of an appeal to the Social Security Tribunal.

Moulton then contacted former FFAW-Unifor plant chairperson Cathy Dimmer to obtain more information about the file and to put together an appeal presentation, which he subsequently filed with Service Canada.

The appeal was heard in Marystown in July of this year. Moulton prepped for the appeal with Dimmer and Unifor shipyard worker Everett Farewell. Over 50

former workers attended the appeal.

Moulton requested that the Tribunal find in the workers favour – the money received did not constitute earning under the act. Moulton also requested that if the tribunal found that the trust fund compensation did constitute earning that the earning be allocated to a single week. Finally, Moulton requested that if the tribunal ruled against the workers, a recommendation be made to the Commission that the trust fund amount be written off due to errors and delays made by the Commission.

In his October 20th, 2016 decision, Vice-Chair Dominique Bellemare ruled that the money did not constitute earnings under the Act. He went on to state that even if he had found it was earning it would have had to be allocated to a single week.

"This is one of the most significant EI appeals decisions in our Union's history", said Greg Pretty, FFAW-Unifor's Director of Industrial Sector.

"Allan prepared a very detailed and professional defense for the workers and made a convincing argument based on the law, to have the amounts due written off."

"As a result of the decision approximately \$800,000 dollars will be rightfully returned to 108 of our former members at the Highliner plant in Burin", said Pretty, "a magnificent example of fighting back and making a difference."

The Commission has advised they will not be appealing the decision.

Collaborative Post-Season Snow Crab Survey Review

Erin Carruthers, Fisheries Scientist, and Jackie Baker, Science Coordinator

The Snow Crab Collaborative Post Season (CPS) Snow Crab Survey is a major undertaking by harvesters, the FFAW and DFO, with crucial support from the provincial Department of Fisheries, Forestry and Agrifoods. Every year approximately 84 vessels participate, surveying approximately 1200 stations. Data from the CPS survey is fed directly into the assessment. It provides an index of crab after the fishery is complete or the “residual biomass”. The CPS survey provides data for each Crab Management Area. Having information at the Crab Management Area level is useful for the crab fleets during assessment and advisory meetings with DFO.

The CPS survey was designed to provide an index of residual biomass for each management area and to survey inshore areas not covered by the DFO trawl survey. The survey also uses the same gear as the harvesters in the snow crab fishery (traps not trawls). As well, the survey provides information on incoming recruits to the fishery from small mesh pots.

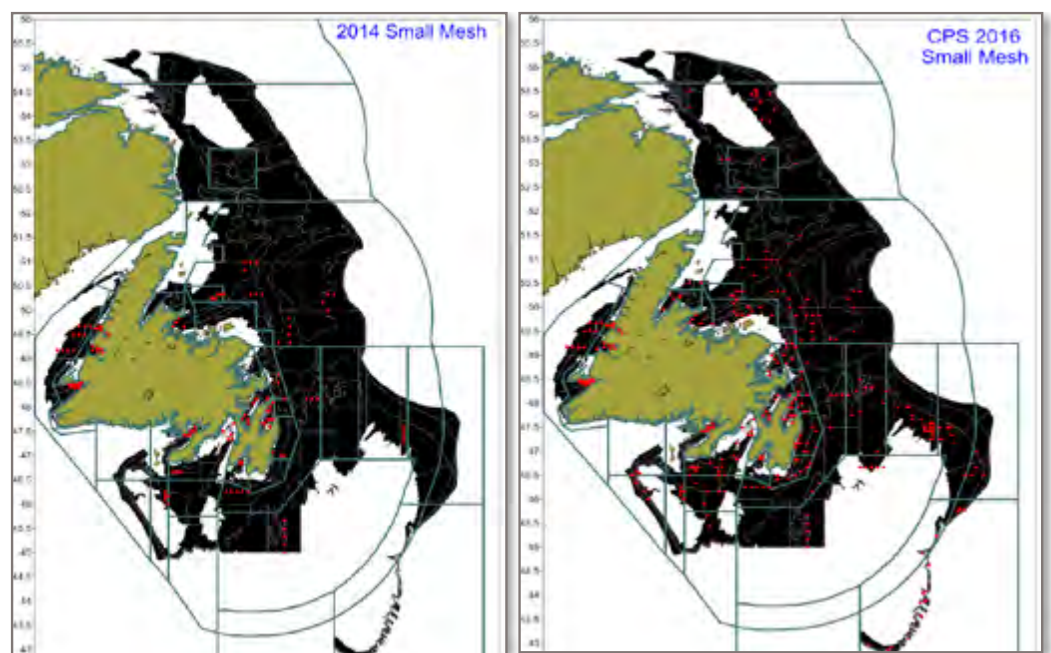
Over the years harvesters have advocated for more small mesh pots and for their broader distribution. Harvesters have also argued for the need to test whether survey pots fish differently in specific regions of the survey area. For harvesters who fish areas that were not surveyed, such as the 3N slope of the Grand Banks and in 2J, there was a need to expand the survey beyond its existing footprint.

As a result of harvester’s recommendation over

the years – and as a result of the clear need to get a handle on recruitment as groundfish stocks rebuild – we now have the opportunity to expand and improve upon the survey. In July 2016, a meeting was held between DFO and FFAW-Unifor on improving information on incoming recruits from the survey. As harvesters have been advocating for greater numbers of small mesh pots, FFAW-Unifor ordered an additional 170 small mesh pots, for a total of 304 small mesh pots to be used in 2016.

Together FFAW-Unifor and DFO addressed the key roadblock to having additional small mesh pots in the survey. Previously all catch in the small mesh pots was collected by FFAW-Unifor then transferred to DFO Science in St John’s to be measured. This year all technicians were required to measure crab claw height at-sea. Crab claw height measurements are needed to get a handle on recruits coming into the fishery. Undersized male crabs with small claws will continue to grow and will recruit into the fishery.

No crab samples from the survey were landed in



Distribution of small mesh pots during the 2014 and 2016 surveys. Maps provided by DFO Science.



Snow Crab Survey Meeting.

2016. All crabs were measured and released. There were concerns that the measuring at sea would create delays. However, initial comments from some harvesters who participated indicate that this was not an issue.

In 2016 the additional small mesh pots were broadly distributed throughout the survey area. In 2017 it is estimated that an additional 300 small mesh pots will be added to the survey, for a total of 604.

Measuring small crabs at-sea, increasing small mesh pot coverage and expanding the survey into areas that are fished but not previously covered are very important changes and have been advocated for by many harvesters.

Shifting the survey to provide an index of recruitment, as well as residual biomass, requires major changes to the survey design. The CPS survey is an industry-led collaborative survey. Harvesters must be partners in any changes to the design and objectives of the survey.

In October 2016 the FFAW held a workshop in St. John's with 22 Snow Crab fleet representatives from throughout the province. DFO Science and Resource Management as well as a representative of Newfoundland and Labrador's Department of Fisheries, Forestry and Agrifoods also contributed to the workshop. For a full summary for the workshop and list of participants, please see our website <http://bit.ly/2hsZesn>.

At the workshop there was broad agreement on the need for a recruitment index in addition to the current residual biomass index. There were, however, concerns that changes to the survey could be interpreted as changes to the resource. It was agreed that information from any additional survey stations be kept separate until the relationship between the two surveys was clear.

The most important outcome from the October 2016 workshop was our shared commitment to improve the utility of the CPS Snow Crab Survey. As one harvester commented, 'the crab fishery is the most important fishery for the province, and we must expand this survey' to know what is happening with the resource.

Going forward there was a commitment to hold a meeting in early 2017 to review the modifications to the 2016 survey and to discuss the survey design for 2017. After next year's survey is complete Snow Crab fleet representatives, the FFAW, DFFA and DFO Science and Resource Management have committed to a fall workshop to review the Snow Crab Survey. It was agreed by all workshop participants that annual reviews are crucial throughout this transition period.

The FFAW would like to thank all who made the October 2016 Snow Crab workshop a success! Together we are building an index that will provide the best possible information on this very important and valuable fishery, now and into the future.



Norwegian Delegation Meets with FFAW

Jóhan Joensen, Industry Liaison

During the week of August 22nd, 2016 a delegation representing Norges Råfisklag visited Newfoundland and Labrador. Norges Råfisklag is a Norwegian raw fish sales organization that is owned by fish harvesters. In 2015, the organization sold over one million tons of fish and handles the sales of fish from 5,000 vessels in their district. The delegation was composed of three employees of the organization and four members of the board who are also harvesters.

FFAW-Unifor hosted the delegation for a day of meetings at the Richard Cashin Building, inviting presentations and discussions from a number of stakeholders within the Newfoundland and Labrador fishing industry, such as the Fish Harvester Resource Centre, Professional Fish Harvesters Certification Board, Newfoundland and Labrador Fish Harvester Safety Association, Standing Fish Price Setting Panel and the Department of Fisheries, Forestry and Agrifoods. The delegation also had meetings at the Marine Institute.

Discussions focused on species that the regions have in common; shrimp, crab and cod. Amongst these three species, Norway has seen significant

decreases in their abundance of coldwater shrimp in recent years, while at the same time seeing significant increases in landings of crab. The Norwegian crab industry is generally pursued by vessels conducting primary processing while at sea.

Of particular interest for the delegation was the emergence of northern cod from Newfoundland and Labrador to the market. The delegation inquired about what the expected management processes would look like. The Norway-Russia shared cod stocks in the Barents Sea amount to some 1,000,000 MT.

In addition to having their various meetings around St. John's, the delegation also visited Icelwater's cod processing facility in Arnold's Cove and visited the wharf in Port de Grave. At both locations, visitors were given a tour and had valuable conversations with harvesters and plant workers.

The delegation was pleased with the results of their short visit and implored Newfoundland and Labrador harvesters to visit Norway to get an equally valuable appreciation on how the Norwegian industry is pursued and managed.



Ryan Cleary, Kevin O'Leary and Gus Etchegary: Three Peas in Pod

Greg Pretty, FFAW-Unifor Industrial Director

Ryan Cleary doesn't like unions. As a VOCCM open line moderator, he frequently took shots at NAPE, CUPE, the CAW, UFCW and other unions he viewed with his corporate lens. He often mused whether or not Unions had outlived their usefulness. So does the Board of Trade. But Ryan knew it's a sure shot way to fill the lines and needle the "regular" callers. Still is. Right Pete?

However, the FFAW was always his favorite whipping boy. Ryan's rants against the FFAW filled a lot of dead air and sold lots of hearings aids, stool softeners, colon cleansers and most importantly, it also put a few coins in Ryan's pocket.

Ryan doesn't like big Unions, he likes his Unions nice and small. And weak.

Just like the Board of Trade, just like Ocean Choice International and the Association of Seafood Producers, Bruce Chapman, and celebrity capitalist Kevin O'Leary.

Long before we were exposed to the outrageous statements by Kevin O'Leary we had our own homespun anti-union demagogue, Ryan.

He managed to tame down some, park his dislike and take donations from FFAW staff when he got the big job in Ottawa. You remember? The Renaissance Period for the NL fishery when he was an MP?

No?

Me either.

However, I digress. Ryan comes by his distaste for our union honestly. He was homeschooled by Gus Etchegary. As CEO for Fishery Products, Gus felt the

lash of the FFAW across his withered thighs many times, whether it was first time collective agreements in the plants, offshore or with negotiated inshore fish prices, strikes and lockouts. It stung. He never got over it. He wears the scars to this very day.

As Ryan likes to say, "When Mr. Etchegary speaks, I listen."

I heard Mr. Etchegary speak many times. So did our members. His days in the FPI wheel house will never be considered the "good old days" for plant workers, trawlermen, or inshore members.

But as Ryan likes to say, "When Mr. Etchegary speaks, I listen."

There were times when Gus and FPI preferred to buy fish from moonlighters rather than our inshore members.

But as Ryan likes to say, "When Mr. Etchegary speaks, I listen."

Gus fought hard against over-the-side sales for our inshore members.

But as Ryan likes to say, "When Mr. Etchegary speaks, I listen."

Our union was founded on the principles of socialism, particularly the idea that fishers and plant workers should not only benefit but share the wealth generated by the sea. That idea caught on, "like a match to a blasty bough," said Founding President Richard Cashin.

There's no law saying there has to be a union for

CONTINUED NEXT PAGE

THREE PEAS IN POD continued

fishers. Our achievements as a Union came because we were able to do something very few other fishing societies could do. Unite fish plant workers and fishers into an incredibly large army of workers thereby breaking the chains of control of the dreaded fish merchants.

Our campaigns for workers compensation, over-the-side sales, first contracts for plants and inshore followed. More recently, that incredible strength made the difference in our successful campaign against Danny Williams' Raw Material Sharing and the federal government's LIFO policy.

The Fish Merchants, who campaigned against Workers Compensation, were for RMS and quota grabs, and united to fight against increased fish, crab and shrimp prices are still here. They didn't go anywhere. Only difference is they're better connected,

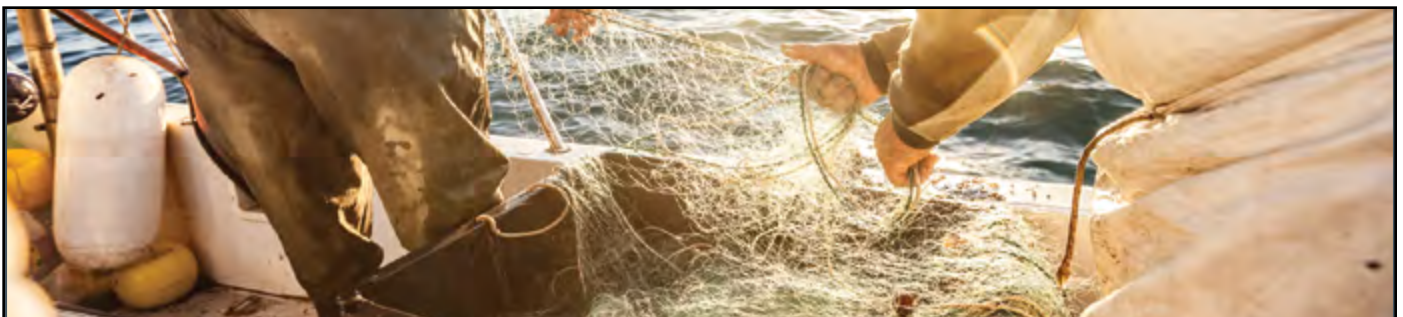
electronically and politically. They still lobby daily for the lion's share of our fish resources. They can't wait to pick you off harbour by harbour, fleet by fleet. They have much to gain by Cleary's small, underfunded Federation and fishers have much to lose.

You know, the campaigns fought for and won by our members changed the social fabric of rural Newfoundland and Labrador.

Richard's mentor was Moses Coady, educator, founder of The Antigonish Movement, a blend of adult-based education, financing and co-operatives in resource based Canadian Maritime communities. It became a global initiative.

Ryan's mentor is Gus Etchegary.

All those in favour of rolling the clock back to 1969, raise your hand.



At Newfoundland and Labrador Credit Union we understand and embrace the fact that the fishing industry is and always will be the backbone of Newfoundland and Labrador's culture and identity.

That is why we are proud to offer loans with flexible rates and terms for fishing enterprises that are planning to purchase licenses and vessels.

We live here, just like you. We know where you're coming from and we can get you to where you want to go.

1.800.563.3300 | www.nlcu.com



FFAW at the Chinese Fisheries and Seafood Expo

Jóhan Joensen, Industry Liaison

In early November, FFAW's lobster traceability project took a major leap forward. In partnership with Beothic Fisheries and Whitecap International, FFAW launched its lobster traceability tool into the Chinese market.

The Chinese Fisheries & Seafood Expo, which is held annually in Qingdao China, is the largest seafood show in the Asia, attracting 29,000 visitors over three days. China is also the largest consumer of seafood in the world and it has a ballooning middle class that is expected to grow to 1 billion people by 2030.

Buying lobster is one of the great symbols of economic growth amongst the Chinese. US exports of lobster to China have grown by 1600% in the last 5 years to over 8,000 tons annually; in Canada, lobster exports to China have grown from \$7 million in 2010 to over \$50 million in 2015. The Chinese consumer is willing to pay a premium for Canadian lobster, with per pound price of more than \$20 USD reported in 2015.

There is a great demand for NL lobster in those areas of China where we are already in the market. NL lobsters are noted for their high meat content, great taste, and beautiful red shell. But it is important for the NL harvester that we do more to stand out.

At the Chinese Seafood Expo, we introduced our traceability tool to China. Traceability starts with our bright red tag with a picture of an iceberg floating on a dark blue ocean. The tag advertises the lobster as a product of Newfoundland and Labrador and "Wild Catch Seafood."

On the back of the tag is a QR that the consumer can scan with a smartphone to access our traceability site. The site contains high quality videos on the fishery and on traceability. The site also allows the consumer to enter a unique code and find out which harvester in Newfoundland and Labrador caught the lobster. The lobster harvester is then profiled, with a picture and a biography.

The Chinese consumer loved the traceability tool. During a lobster sampling session, the Whitecap booth was full of interested visitors, scanning the various tags that we had brought with us. By the end of the expo we were out of tags but we had made our mark.

We showed consumers that we were not only selling lobster, we were selling an experience that connected them to an island in the North Atlantic, with hard working smiling fish harvesters that cared deeply about the quality of their fish harvest.



A Message from the NL-FHSA

On behalf of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA), I would like to wish each and every one of you a very Merry Christmas. I sincerely hope that the joy and spirit of the season find their way into your homes and into the homes of those you hold dear.

The holidays are a time for peace, appreciation, laughter, love, rest and celebration. It's a time to celebrate past successes. There have been many accomplishments to celebrate.

- NL operators are the best trained in the country, and the most compliant with the Marine Personnel Requirements.
- Vessels are better equipped with additional / improved life saving equipment
- Through training and drills, fishing crews are much better prepared to respond to an emergency at sea.
- Harvesters are wearing PFD's at a much higher rate.
- Harvesters are receiving more safety information than they ever have in the past.

The holiday season is also a time /opportunity to reach out to those who will find it difficult to enter into the Christmas spirit, especially those who have lost love ones at sea and harvesters who continue to suffer from serious and life altering workplace injuries.

We can honour those we have lost and who continue to suffer, by recommitting to safety - to doing all that we can to ensure harvesters return home safely to their families at the end of the fishing trip. Indeed, the number of fatalities and serious injuries demand we do more.

Fish harvesters must continue to be a catalyst for improvement, as harvesters know their industry best! For that reason, we call on all fish harvesters to take an active role, support the work of the NL-FHSA whenever possible, and continue making safety a top priority.

Remember... *Safety brings you home*

Keep your family and friends close and enjoy some much deserved rest, as we prepare to face the challenges of the new year.

Merry Christmas!

Sharon Walsh, NL-FHSA Executive Director



Recommit to safety in 2017

Register your vessel's Health and Safety Designate
with the Newfoundland and Labrador
Fish Harvesting Safety Association



NL-FHSA

FISH HARVESTING
SAFETY ASSOCIATION

www.nlfhsa.com

E: info@nlfhsa.com

T: 709-722-8177

F: 709-722-8201



Port de Grave Shines Bright at Boat Lighting Event

The 18th Annual Boat Lighting in Port de Grave took place on December 9th. Hundreds turned out on a clear night to sing Christmas carols, drink hot chocolate and watch as dozens of fishing boats covered in coloured lights lit up to decorate the harbour for the holiday season.

The celebration included performances by local youth and speeches from community leaders. Best wishes were delivered to the crowd on behalf of fish harvesters by Nelson Bussey and FFAW President Keith Sullivan. There were even a few mummers havin' a scuff. Congratulations to the community of Port de Grave on another successful boat lighting ceremony!



DFO Closure of Mackerel Fishery Hurts NL Harvesters

Jessica McCormick, FFAW-Unifor Communications Officer

Harvesters met with Department of Fisheries and Oceans representatives in October to express serious frustrations after news that DFO would not reconsider a decision to close the Mackerel fishery, despite increased catch levels this year compared to previous years.

Canada has set a much lower quota level than the United States has set for the trans-boundary stock. Newfoundland and Labrador harvesters called for a re-opening and increased access in line with the US quota.

“Harvesters were extremely concerned by DFO’s decision at a time when many could have benefit significantly from an increased mackerel quota,” said Keith Sullivan, FFAW-Unifor President.

An announcement was made that the fishery would close late on Friday, October 14. A Committee comprised of inshore Mackerel harvesters met with

representatives from DFO on Tuesday, October 18 to express their concerns and request the re-opening of the fishery with an increased quota. Since that meeting, harvesters and FFAW-Unifor representatives have raised the issue with several NL Members of Parliament, including the Honourable Judy Foote, Scott Simms and Gudie Hutchings.

Harvesters who were prevented from retrieving their catch due to Hurricane Matthew were forced to remove their nets and release the Mackerel that had been caught because the fishery had closed just before the storm hit. Those harvesters now face financial loss for something that was beyond their control.

As we prepare for next year’s fishery, FFAW-Unifor will continue to advocate for an increase in the quota set by DFO to bring NL harvesters in line with the quota set by the United States.



MERCER'S
QUALITY & SERVICE SINCE 1957

SIMRAD

Go where the fishing's good with an easy to use Simrad GO XSE fishfinder/chartplotter system

GO SERIES NOW AVAILABLE

GO5 XSE GO7 XSE

- Multi Touch display
- Built-in 10 Hz GPS
- StructureScan HD imaging
- Built-in GoFree Wi-Fi
- CHIRP fish-finding sonar
- NMEA 2000 Engine Interface

Shop online 24/7
WWW.MERCERSMARINE.COM

210 Marine Drive, Clarenville Tel: 709.466.7430



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 Stakeholder Meeting Held in September

Dwan Street, Projects Coordinator

FFAW-Unifor and the World Wildlife Fund (WWF), co-partners in the Northern Cod Fishery Improvement Project (FIP), held a stakeholders meeting and completed the next milestone in the process on September 25th, 2016. Chaired by Doug House, the meeting was an overarching success.

The FIP is a 5 year project aimed at examining the current northern cod stewardship fishery and laying out the steps and actions that are required should the fishery in the future be considered for the status of eco-label certification. Given the signs acknowledged by both harvesters and science, all involved feel confident that this 5 year window will provide ample opportunity for the return of a successful commercial fishery for northern cod.

The stakeholders meeting brought key players in the industry together for a broad overview on the future of the cod fishery and the process of establishing sustainable fisheries. Jay Lugar of the Marine Stewardship Council gave a presentation

on MSC goals and processes. This was followed by a presentation from Dr. Erin Carruthers, FFAW Fisheries Scientist, on the northern cod science work being coordinated by the FFAW and undertaken by harvesters. Next, FFAW Projects Coordinator Dwan Street followed up by presenting on the current transition in the fishing industry due to shifting environmental conditions. Lastly, Janice Ryan of WWF Canada presented on their role in Newfoundland and Labrador.

The presentations were followed by a discussion on the findings of the northern cod pre-assessment, which took place earlier in the year, and its accompanying scoping document. The pre-assessment, completed by a third part auditor, SAI Global, with the assistance of former DFO Regional Director General Jim Baird, focused on issues that must be addressed if the current fishery is to achieve certification. These issues were summarized in the scoping document, which listed acknowledged the issues and who and how they were to be addressed.



FFAW Projects Coordinator Dwan Street presents to FIP stakeholders.



FIP stakeholders gathered at FFAW-Unifor offices for a meeting on September 26.

Jim Baird gave an extensive presentation on the scoping document and the conclusions of this document. Discussion on the findings of the scoping document continued throughout the afternoon and all parties were in agreement that we are in a crucial time of transition in which important work must be completed if we are to move into a successful future groundfish industry – one where harvesters, plant workers and their coastal are provided a strong future, and where processors are able to obtain a consistent supply of high quality fish that will allow them to make the much-needed investments in processing capacity.

In addition to those already mentioned, fish harvesters were represented by Tony Doyle, FFAW VP of the Inshore Sector, Nelson Bussey, executive board member, Keith Sullivan, FFAW President, David Decker, FFAW Secretary Treasurer, and Bill Broderick,

Inshore Director.

Representing the processing sector were Beothic Fish Processors, the Association of Seafood Producers, and the Fogo Island Co-op. Representatives from DFFA, DFO (Resource Management, Ecosystems Management, Science, Oceans, and Enforcement), were also in attendance.

The next step in the FIP process is to present an action plan to industry. This document will be available in mid-December. We encourage you to check our website for important updates on this, and other projects.

The pre-assessment document is publicly available and can be found on both the FFAW and WWF Canada websites.

If you have questions about the FIP please contact Dwan Street at the St. John's office.

Believing in Cod Again

Dwan Street, Projects Coordinator

The importance of our fishery to the socio-economic wellbeing of our province has been understated for far too long. Just last year, as every news outlet and our own government preached doom and gloom in the provincial economy, the fishery contributed over \$2 billion to the economy of Newfoundland and Labrador.

In the dreary tunnel that seems to be our province's economic forecast, the fishery is the bright light.

On the northeast coast and Labrador, cod is on the comeback, and what this means for Newfoundland and Labrador is hope for the future of the province moving forward.

Even as this article goes to print, harvesters on the northeast coast are still reporting that cod are plentiful. This is good news – good news for harvesters, for plant workers, for coastal communities, and for the province of Newfoundland and Labrador as a whole.

The 2016 Department of Fisheries and Oceans stock assessment for 2J3KL cast light on what will

undoubtedly be the fishery of the future. The stock now stands at 34% of the limit reference point. If all goes as expected, the stock will continue to increase at a rate of approximately 30% over the next 3 years.

Harvesters and industry personnel alike have stressed the importance of not repeating the mistakes of the past with this historic stock. Not only are we in a period of stock rebuilding, but the industry must be rebuilt as well, as the processing capacity that exists in the province is geared towards shellfish; groundfish processing has been a minor part of the fishery for 25 years.

In the quarter-century since Newfoundland and Labrador was a key player in the white fish market, the focus of the fishery has changed. There's no longer value in focusing on quantity and supporting the makers of fish sticks. Now we need to focus on penetrating white tablecloth markets – markets that demand high quality fish in consistent supply, year-round.

CONTINUED NEXT PAGE

BELIEVING IN COD AGAIN Continued

In 2016 harvesters had the opportunity to harvest more cod over a longer period of time than at any period since the moratorium. Though we are not yet to a level where a commercial fishery can be implemented, the current Stewardship Fishery is showing that we are able to make the changes required to ensure this fishery will be successful when the commercial fishery is restarted.

What does this mean for the future of Newfoundland and Labrador?

The Federal Minister's commitment to allocate the first 250,000,000 lbs of northern cod to the inshore fleet is a clear commitment to the fishery as the pillar of economic development in coastal communities. There will be new processing plants with modern equipment that supports good paying jobs on a nearly year-round basis.

To ensure we are able to best harness these benefits, the next 5 years will be crucial. We must ensure

the fishery is managed and harvested in a manner that is responsible and sustainable, and processing companies must make the ever-important investment to increase processing capacity in the province.

Initiatives such as the 2J3KL Northern Cod Fishery Improvement Project, the Newfoundland and Labrador Groundfish Industry Development Council, the Cod Quality Project, and cod tagging are all moving forward with support and participation from harvesters and plant workers. Each initiative is an important piece of the puzzle that will produce a new cod fishery.

The most important pieces to the puzzle, however, are you - the membership. Without you there is no fishery and coastal NL would be a less vibrant place.

Fortunately, there's a lot of energy and interest from our harvesters. When asked about his views on this year's northern cod stewardship fishery, harvester Robert Robinson of Baie Verte said, "There is a future in this industry and I plan on fishing for another 30 years."



Mackay Marine Canada

St. Johns, NL **709.726.2422**
Yarmouth, NS **902.742.3423**
Halifax, NS **902.468.8480**
Quebec City, QC **418.562.6637**
Vancouver, BC **604.435.1455**

stjohns@mackaymarine.com
yarmouth@mackaymarine.com
halifax@mackaymarine.com
quebec@mackaymarine.com
vancouver@mackaymarine.com

Affordable, Reliable Internet at Sea

Cobham's SAILOR Fleet One is the ideal communication solution for small to mid-sized fishing vessels; enabling fishermen to stay in contact with family, friends, and business partners, outside of cellular coverage. Based on the well-proven SAILOR platform and Inmarsat I-4 satellites, the system is unaffected by "rain fade" and provides 99.99% reliability.

Voice Service:

- Voice Calls to landlines, cellular, and satellite phones
- Free **505 Safety Service** connects to a *Maritime Rescue Center*

Data Speeds up to 100 kbps:

- Internet Browsing and E-mail
- Download Weather Updates and Ice Charts

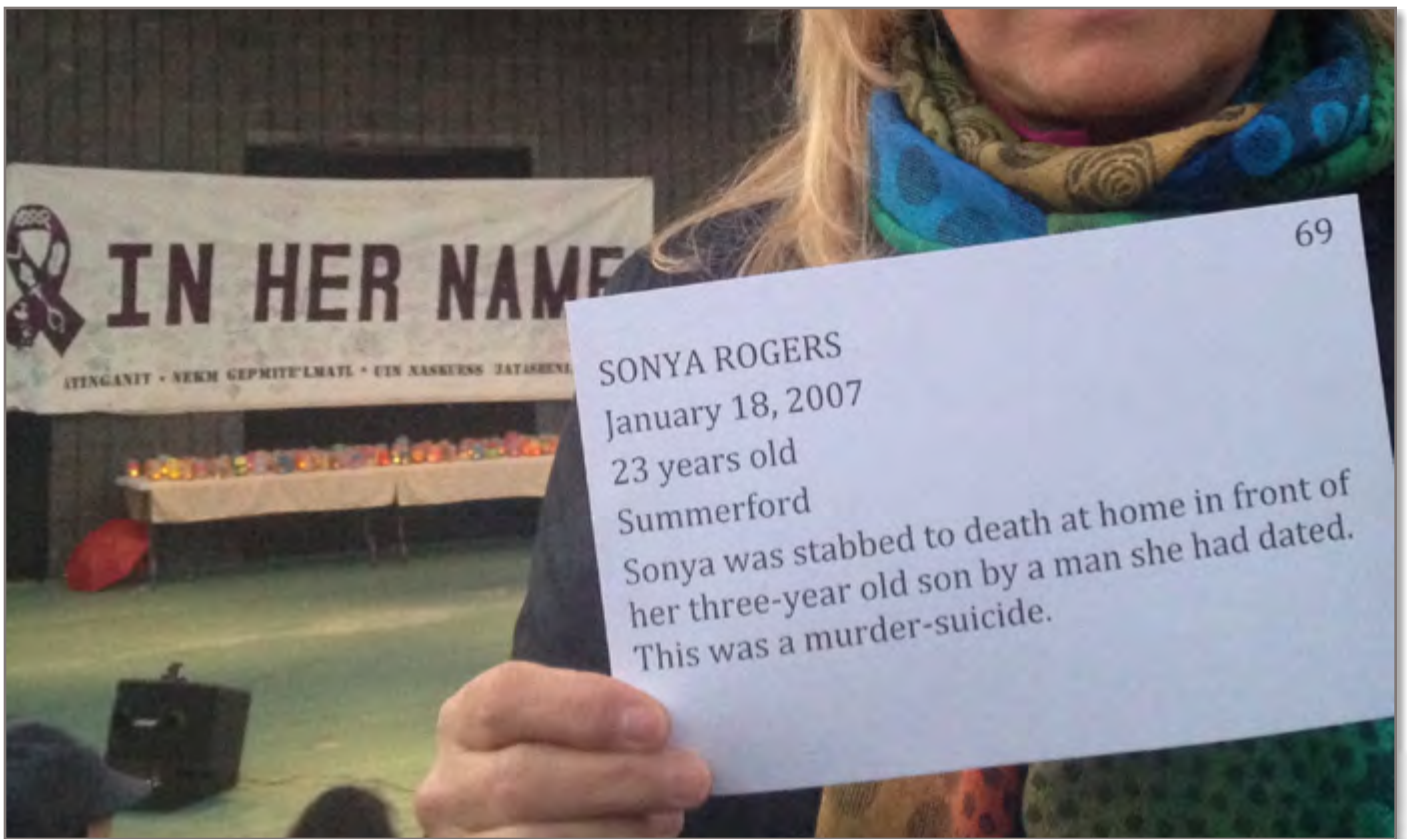
Flexible and economical airtime plans with pre-paid and post-paid options, are tailored for the fishing market and available from **Mackay Satellite Services**.

Combining **SAILOR Fleet One's** cost-effective hardware with versatile airtime options, this seamless satellite communication solution is within reach of all vessel owners!

Contact your nearest *Mackay Marine Canada* office for more details.



www.mackaymarine.com



In Her Name Vigil

Tina Pretty, FFAW-Unifor Women's Coordinator

I await my turn and mentally repeat, "speak clearly, give her a voice". When it is my turn, I approach the mic and thankfully my voice is strong and clear as I read out the card with her name and the details of her untimely and cruel death.

The 'In Her Name Vigil' took place on the evening of October 13th at the amphitheatre in Bowring Park, St. John's. This is the 4th year the event has taken place to bring awareness to the missing and murdered women and girls from Newfoundland and Labrador. A somber crowd of about 200 women, children and men took part in the event organized by the Native Friendship Centre and the St. John's Status of Women's Council.

In her introduction, Jenny Wright, Executive Director with the St. John's Status of Women's Council, tells the audience that while violent crimes are going down across the country, in this province violence against women crimes has been increasing.

Since the vigil in 2015, an additional 15 names have been placed on the list now totalling 106 women and girls who were either killed or have been reported missing.

These women and girls were from all parts of our province - rural outports, downtown St. John's, Labrador and many places in between. Some of the names were familiar, some not at all. The victims were all ages that ranged from 3 months to quite elderly. Some were names dating back to the 1700s, and two were very recent, namely 5-year old Quinn Butt from Carbonear and 88-year old Regula Schule from Labrador.

Names were read out by family members, friends, labour representatives and community activists. Vigils like the 'In Her Name' event are important because they give voice to these women and girls, the communities they called home, and the often brutal ways in which they are killed. It also says they mattered, they were loved and they will be missed.

Federation of Labour Marks 80th Anniversary

Delegates Vote to Condemn Efforts to Divide FFAW Members

Jessica McCormick, FFAW Communications Officer

Nearly 300 delegates from labour unions representing 65,000 unionized workers across the province met in St. John's from November 27th to 30th for the triennial constitutional convention of the Newfoundland and Labrador Federation of Labour. The convention marked the 80th anniversary of the Federation and included debate and discussion on a variety of issues impacting workers in the province.

The meetings began with remarks from FFAW-Unifor Staff Representative and outgoing Federation of Labour 1st Vice President Jason Spingle. FFAW-Unifor was also represented by Industrial Director Greg Pretty who delivered a presentation on Worker's Compensation and Workplace NL alongside CUPE's Dawn Learning.

Several resolutions were adopted at the convention, including a resolution to denounce Ryan Cleary's efforts to divide workers in the fishing industry. Delegates at the convention voted unanimously to condemn these efforts to divide harvesters and reaffirmed their solidarity with FFAW-Unifor members. There were many passionate speeches delivered by labour leaders and rank and file members in support of the resolution.

The convention concluded with the election of a new Executive Council of the Federation. Mary Shortall was re-elected President for another 3-year term along. Bert Blundon of NAPE was also re-elected as Secretary-Treasurer. FFAW-Unifor's Communications Officer Jessica McCormick was elected 1st Vice President.



Industrial Director Greg Pretty delivers a presentation on worker's compensation with CUPE's Dawn Learning.



President Keith Sullivan speaks in support of resolution condemning raid on FFAW members.

FFAW IN THE COMMUNITY



Keith Sullivan delivers presentation to Common Front NL on the value of the fishery to rural NL.



Vicki Morris presents donation to Cara House in Gander.



Presenting a 1500 donation to Kids Eat Smart.

FFAW | UNIFOR STAFF REPRESENTATIVES

STAFF REPRESENTATIVES

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



Will Reid
Staff Representative
Industrial/Retail/
Offshore



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



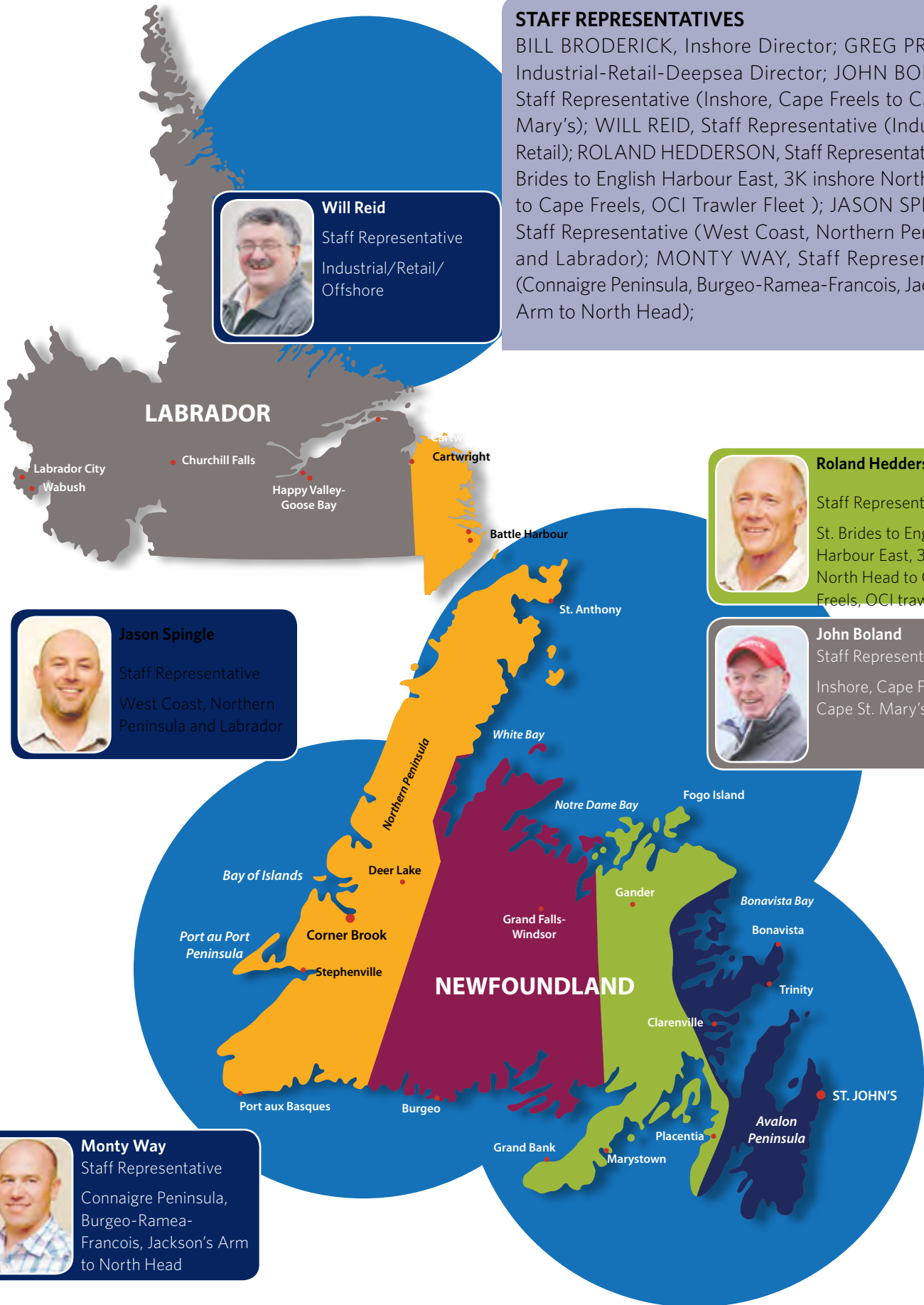
John Boland
Staff Representative
Inshore, Cape Freels to
Cape St. Mary's



Jason Spingle
Staff Representative
West Coast, Northern
Peninsula and Labrador



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



FFAW LEADERSHIP



EXECUTIVE BOARD

KEITH SULLIVAN, President; DAVID DECKER, Secretary-Treasurer; TONY DOYLE, Inshore Vice-President; ERIC DAY, Industrial-Retail-Offshore Vice President; LOOMIS WAY, Inshore (Northern Peninsula and Labrador); NELSON BUSSEY, Inshore (Avalon Peninsula); WAYNE MASTERS, Inshore (West and Southwest Coasts); GLEN NEWBURY, Inshore (Northeast Coast); JOAN DOUCETTE, Inshore (Women's Representative); MIKE NOONAN, Inshore (Crew Member Representative); KAREN CAINES, Industrial-Retail-Offshore (Women's Representative); NANCY FILLIER, Industrial-Retail-Offshore (Northern Peninsula and Labrador); PAUL KEAN, Industrial-Retail-Offshore (Northeast Coast); MIKE DEVEREAUX, Industrial-Retail-Offshore (Non-Fishing Industry Unit); CHARLES BAKER, Industrial-Retail-Offshore (South and Southwest Coasts); WARREN BRODERICK, Industrial-Retail-Offshore (At Sea)

INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

ERIC DAY (Vice-President) - Cookes Aquaculture; MELVIN LOCKYER - Icewater; PAUL KEAN - Beothic; NANCY FILLIER - Labrador Fisherman Union's Shrimp Company Ltd.; CHARLES BAKER - Clearwater; MIKE DEVEREAUX - Hotel Gander; WARREN BRODERICK - Cancrew; DORETTA STICKLAND - OCI Triton; TRUDY BYRNE - St. Anthony Seafoods; FLORA MILLS - Notre Dame Comfort Cove; VICKIE MORRIS - Labrador Choice; KAREN CAINES - OCI Fortune; PATRICIA DAWE - Fogo Island Co-op Shrimp; HUBERT STACEY - OCI St. Lawrence; GEORGE KELLY - OCI Port aux Choix; JOEY WARFORD - Molson; GARY FISHER - Offshore Shrimp; ANDY CAMPBELL - Shamut; ED ENGLISH - M&M Offshore; BARRY RANDALL - OCI Bonavista; VACANT - Offshore Tankers; LLOYD SQUIBB - Harbour Grace Cold Storage; SHARON WHITE - Deep Atlantic; VACANT - Beothic Fish Processors

INSHORE COUNCIL

TONY DOYLE (Vice-President); WAYNE MASTERS - Executive Board, West and South Coasts; NELSON BUSSEY - Executive Board, Avalon Peninsula; JOAN DOUCETTE - Executive Board, Women's Position; GLEN NEWBURY - Executive Board, Northeast Coast; LOOMIS WAY - Executive Board, Northern Peninsula and Labrador; MIKE NOONAN - Executive Board, Crew Member; JIM CHIDLEY - Pouch Cove to Point Lance; BRIAN CAREEN - St. Brides to Swift Current; ALFRED FITZPATRICK - Monkstown to Garnish; DAN BAKER - St. Bernards to MacCallum; KEVIN HARDY - Francois to Codroy; ROGER LACOSTA - Highlands to Cox's Cove; FRANK PIERCEY - Trout River to Eddies Cove West; CARL HEDDERSON - Barr'd Harbour to Noddy Bay and L'Anse au Clair to Red Bay; MICHAEL SYMMONDS - Quirpon to Englee; ALBERT WELLS - Jackson's Arm to North Head - under 40'; RANDY RANDELL - Jackson's Arm to North Head - over 40'; ELDRED WOODFORD - North Head to Point Albert, including New World Island and Twilingate Island; BASIL GOODYEAR - Gander Bay to Cape Freels, including Fogo Island and Change Islands; DENNIS CHAULK - Newton to Elliston; GILBERT PENNEY - Little Catalina to Green's Harbour; KEITH SMITH - Whiteway to Carbonear; WAYNE RUSSELL - Harbour Grace to Portugal Cove North; ALTON RUMBOLT - Henley Harbour to Cartwright; LARRY PINKSEN - Crew Member; DARRIN MARSH - Crew Member; SHELLY WHITE - Crew Member; LORETTA KELLY - Women's Position; NANCY BOWERS - Women's Position; DENISE HILLIER - Women's Position; REN GENGE - Member at Large; KEVIN BEST - Member at Large; GLEN WINSLOW - Member at Large; ANDY CAREEN - Member at Large

Placentia Bay Income Improvement/Enterprise Retirement Program Proposal Submitted to Federal Government

Robert Keenan, Project Manager

The challenges faced by harvesters dealing with the collapse of crab and cod in 3Ps are enormous. Within the span of two years, the amount landed by an average crab license in area 10A declined from 10,387 pounds in 2014 to just over 2000 pounds in 2016. This is a shocking decline, particularly when put into dollars and cents. In 2014, the average landed value of a 10A crab license (based solely on minimum prices) was \$23,980. In 2016, it is \$6093, a 75% decline. What is even more frustrating is that this decline occurred while the minimum price for crab increased from \$2.30 to \$3.00 per pound.

It is not just the smaller boats that have felt this decline. The supplementary fleet is also facing difficulties, with the per license average landed value in

2016 sixty-six percent lower than in 2014.

For the past several months, FFAW has been working on a multi-million dollar enterprise retirement proposal for harvesters in 3Ps, particularly Placentia Bay. We have discussed this proposal with harvesters and with the provincial and federal government. All agree on the need for enterprise retirement. While the proposal is being reviewed by the Minister, we will continue our efforts to lobby the federal and provincial governments to allocate the necessary funding. The provincial government has already expressed that it will support the program once federal approval is granted.

The FFAW has significant experience dealing with enterprise retirement programs, as it successfully managed the lobster retirement program from 2011 to 2013. This program was a success, with average net harvester incomes for all participating regions increasing by nearly 80%.

An enterprise retirement program is the most effective long term solution for the challenges in Placentia Bay. A retirement program will remove licenses from the fishery. It has the two-fold benefit of compensating someone for retiring an enterprise and of providing a bigger share for harvesters that remain. The most important point is that all harvesters that remain will acquire a bigger share without having to buy additional licenses or acquire additional debt. The alternative to an enterprise retirement program, such as greater combining, does nothing to alleviate the problems in 3Ps.

The enterprise retirement program that the FFAW is pushing for is the fairest, most cost effective way to build enterprise viability in Placentia Bay. The program is a solution that will benefit harvesters for years to come. The full proposal can be viewed on our website: <http://bit.ly/2gmxtRu>

DON'T MISS A THING!

CONNECT WITH US - YOUR WAY.

f FFAWunifor Like Us!

ffaw_unifor Follow Us!

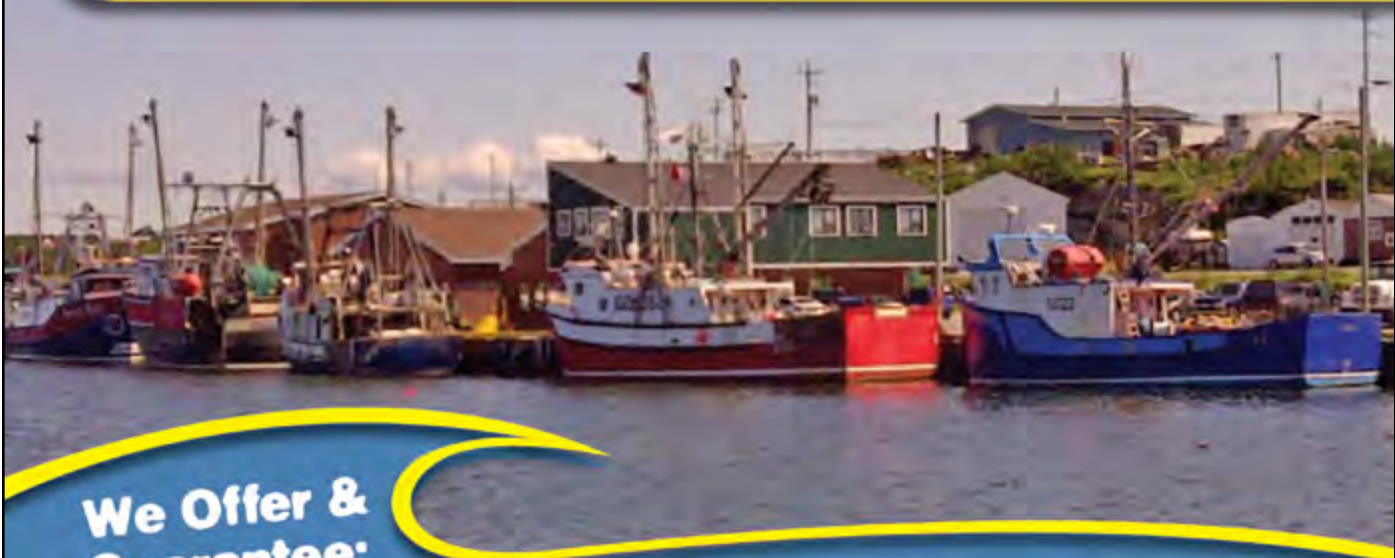
FFAW | UNIFOR — Fighting for fairness, dignity, and respect in all workplaces. —
Fish, Food & Allied Workers



115 Armstrong Blvd
Gander, NL A1V 2P2
Tel: (709) 256-8682
Fax: (709) 256-4051
Email: dsweetapple@fms.nf.net

Providing representation to the Fishing and Marine Industries for sale and/or purchase of the following items:

- Vessels (commercial & recreational)
- Licences • Businesses (shares)
- Fishing enterprises • Fishing gear
- Fishing equipment



We Offer & Guarantee:

- The lowest selling commission rate in the industry.
- Extensive knowledge of the latest fishing regulations.
- **FREE income tax planning information on selling and buying through our associated company, "Sweetapple Accounting Group Ltd."**
- Quality buyers in all fishing areas.
- Over 30 years of experience assisting fishers with business advisory services through our associated company.
- Website to advertise sales listings: www.anchorsawaymarinebrokerage.ca
- Magazine advertising in "THE UNION FORUM" to advertise all listings

Please contact our representatives for details:

DON SWEETAPPLE, FRPA (Broker and Tax Advisor): (709) 256-8682 / Cell: (709) 424-2209
LINDA SWEETAPPLE, BA (Business Manager): (709) 256-8682 / 8698

For a complete list of items FOR SALE please visit us at
www.anchorsawaymarinebrokerage.ca



Apply for the 2017 Unifor Family Education Program

Applications are now being accepted for the 2017 Unifor Family Education Program. The two sessions this summer are Sunday, July 30th to Sunday, August 6th and Sunday, August 6th to Sunday, August 13th. Act quickly, because applications are due by Friday,

March 31st, 2017. To get your application, visit www.unifor.org/education-en or email education@unifor.org for more information.

From Denise Hillier, 2014 attendee of the Family Education Program:

A Summer to Remember

First I would like to say a big thank you to FFAW-Unifor for allowing my family the opportunity to attend the Family Education Program at the Unifor Education Centre in Port Elgin, Ontario last July.

From the moment you arrive at the Unifor Family Education Centre, you are treated like family - with respect and everyone has a smile. Prior to attending this program I had only a small amount of knowledge of the broad aspect of the union, how it worked, what it was all about and the political and social issues surrounding unions.

The Unifor Family Education Program is designed to enable Unifor members and their families to understand the structure and goals of Unifor and trade unions in general.

It has given me the opportunity to get to know other union members and their families from across the country, many of whom I still remain in contact with on a daily basis. I learned more about our union, our workplaces and our communities. It was a relaxing and enjoyable time with my family.

My children, aged 8 and 12, participated in recreational programs that were run by fully trained workers and counsellors. A very privileged summer camp! Teens also had their own program designed to recognize their interest and also incorporate various issues such as social unionism.

The classroom/plenary work involved things like group discussions, case studies, video presentations and various guest speakers. It was very informative and covered various social and workplace issues.

While the classroom work was a structured part of the program the adults also had the opportunity to combine both learning and recreational activities.

Family time is also a priority for Unifor. Every day we spent time doing family activities. From enjoying the amazing beach and warm water on Lake Huron, nightly campfires, childcare provided for socials and a fully functional gymnasium, we were never bored. It was very safe and secure on these premises and the kids enjoyed it just as much as the adults. Let's not forget to mention the amazing food. Be prepared to eat plenty and grow a little.

Since attending one of the finest union education centres in the world I now have a better understanding of how the union operates and the great work it does to help thousands across Canada. It has made me participate more within my community to try and help union members with various issues that has been addressed by our union.

If this sounds like a family vacation that you would like to take please contact your local FFAW-Unifor rep in your area for application and/or more information. Or feel free to contact me at denise.hillier@yahoo.ca. EVERYONE should experience this and learn more about what YOUR union can do for you.

THANK YOU! THANK YOU! Thank you FFAW-Unifor for an experience of a lifetime. We can't wait to go back!

The Hillier Family,
Denise, Chelsea and James

FLASHBACKS



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



There was no correct guess. The prize is still up for grabs. Contact jmccormick@ffaw.net with your answer.

NORTH ATLANTIC MARINE CONSULTING SERVICES

PROFESSIONAL MARINE CONSULTANTS

Christopher Ash
President

SERVICES

All Types Of Marine Surveys
Vessel & Licence Appraisals
Marine Insurance Claims

CONTACT

Office: 709 737-2182
Cell: 709 330-2182
Suite 801 TD Place, 140 Water St.
St. John's, NL A1C 6H6
ash@northatlanticmarine.ca

Celebrating 25 Years in the Marine Business

OCEAN MARINE MARKETING INC.

Vessel Brokerage
Fishing Enterprise Brokerage
Marine Product Sourcing
(New and Used)

We have Fishing Enterprises
for sale in Fishing Areas
2J, 3K, 3L 3PS, 3PN & 4R.
(with and without vessel)

Christopher Ash
President

Office: 709 737-2182
Cell: 709 330-2182
Suite 801 TD Place, 140 Water St.
St. John's, NL A1C 6H6
ash@northatlanticmarine.ca

