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Fish, Food & Allied Workers

FALL 2018

the union forum

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Editorial board

Keith Sullivan, David Decker,
Courtney Glode

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
Web: www.ffaw.nf.ca

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

The Union Forum covers issues that matter to Union members - battles, victories and

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

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MESSAGE FROM THE PRESIDENT

Keith Sullivan, President



I write this in the shadow of Labour Day, a time that is often associated with the last long weekend to really enjoy summer by relaxing with family and friends. It is debatable whether that is a fitting perspective to a holiday that is a celebration of the accomplishments of workers, families, and unions to make life better for us all.

Unions have delivered shorter work weeks, improved working conditions, employment insurance, universal health care, minimum wage, parental leave, employment and pay equity. Unions have fought, struggled and strategized about how to improve and advance workers rights. The common theme through all of this is collective action and unity.

Labour Day has its beginnings in Canada, in April 1872 in Toronto when 10,000 individuals marched in support of improved conditions, including a move to a 9-hour workday (with the same pay) as the 10-12-hour day that was common at the time.

Since then there have been pivotal moments in the fight for workers' rights, such as the Winnipeg General Strike in 1919, where on May 15, 30,000 people left work and their actions changed the respect given to workers in our country for decades to follow.

While our first priority is ourselves and our families, certain pivotal moments require working together, through common vision, action, and unity. The battles

of your Union provide plenty of examples of this truth. Together we ensured the dreaded "Raw Material Sharing" for processors didn't hinder crab harvester rights; we pulled together to abolish the "Last In First Out" policy on shrimp, which helped thousands keep employment and good incomes in rural NL; and we fought against the 2016 provincial budget including "the levy."

The commonality of these accomplishments is people working together. These accomplishments should be a reminder that positive changes to our society can, and are, achieved by collective action and solidarity. Change is accomplished by the recognition of issues that unite us.

Too often there are those out to divide workers and drive wedges, including governments, employers or self-interested groups. Either way, these divisions prevent us from real progress.

It is a critical time for workers in this province, requiring a focus on important goals and how they are achieved. Governments listen to the concerns of people prior to elections; this is a fact that we see in every election cycle. Working Newfoundlanders and Labradorians will experience both a federal and provincial election in 2019.

In a sector where international corporations, like oil and gas and mineral companies, get rich, is it reasonable their workers can be dumped in 30 days? How is this fair? It is not, that is why workers must demand their provincial government do something about it. New labour legislation is needed to keep good jobs from becoming precarious jobs.

Should international companies be allowed to grow salmon in our waters and ship it out without adding value or creating good jobs? No, we must have better jobs in fish processing.

In 2018, should health and safety not be a top priority workers and employers? Of course, it must be. Workers in fish processing need a dedicated safety sector council. And if anyone doubts that, just look to the success of the fish harvesting safety sector council.

PRESIDENT'S MESSAGE CONTINUED

On the federal level, the FFAW is a leader in the Canadian Independent Fish Harvesters Federation – a coalition of more than 30 fish harvester organizations across Canada – which has forged a campaign to ensure the Fisheries Act has changes that promote and protect inshore harvesters and their communities. Again, this could not be achieved without building unity.

Our work to ensure that policies and regulations are in line with government commitments is crucial and continuous. We are thousands of kilometers from our nation's capital; our voice has a long way to travel.

Our political leaders must have a vision for our province and country that includes a real strategy for the growth of “good” jobs and not a vision based on crony capitalism where wealthy business owners pay \$500 a plate for political access under the guise of political fundraisers. We need a government focused on the needs of people and where the people are engaged in the politics of our country.

Bernie Sanders said, “When millions of people become engaged in the political process they win.”

Our secret weapon must be our collective voice!

Let's not wait until the eve of these elections to engage in the politics of making our lives, jobs and communities better. The coming months will be a time that shape the lives of you and your neighbours.

Worker rights are fought for everyday and there are always companies and employers looking to roll back the gains that have been made. In an environment where the province is headed for 20% unemployment, there will be further pressure to erode the rights of workers.

Everyday, groups like the Canadian Federation of Independent Business, the St. John's Board of Trade and the Newfoundland and Labrador Employers Council take aim on issues that are beneficial to workers, such as employment insurance, the Canada Pension Plan, a higher minimum wage and fair and reasonable access to compensation for injured workers. So, the fight for

improved working conditions and society continues with as much vigour and need as what existed in the 1800s.

As a union we must debate our priorities and how to achieve our goals, while continuing to recognize that a unified voice and action can change the world. Unity has changed our world in the past and it will continue to work, whether you work in a metal shop, a processing plant or on the Atlantic Ocean.

Sanders also pointed out, “When people stand together, and are prepared to fight back, there's nothing we can't accomplish.” In other words, “Fighting back makes a difference.”

Solidarity



Keith standing in front of the Beaumont Commander during a trip to Long Island in August

MESSAGE FROM THE SECRETARY-TREASURER CAPELIN GOOD INDICATION OF HEALTHY ECOSYSTEM

David Decker, Secretary Treasurer



This year's capelin fishery exceeded all expectations from scientists and harvesters alike – providing an excellent supplement of work to both fish harvesters and plant workers in our province this fishing season. At the same time, it's called into question the accuracy of capelin science and how we can improve current methods.

“When it comes to capelin this year it was beyond anything I could have imagined. I've seen more capelin this year than I have since I started fishing. You had to watch where you shot the seine to make sure you didn't get too much. The quality was as good as I've seen, we got top price for all we sold,” said Albert Wells, harvester from Wild Cove and FFAW Inshore Council member.

Capelin, squid and cod have all been extremely abundant so far this year, and it's a testament to how healthy the marine environment is right now.

Capelin were spotted as early as May this year, which was a pleasant surprise to many. They moved in droves in late June and remained in the bays for almost two months. From St. Mary's Bay to Labrador, capelin were observed in huge quantities and surprisingly large sizes.

Last year, Department of Fisheries and Oceans scientists warned capelin were in significant trouble and predicted the 2018 fishery to show both small quantity and small size of capelin. As many would tell



you, quite the opposite has happened.

“Based on data presented at the last assessment, the outlook for the 2018 capelin season was bleak. The 2018 capelin season obviously wasn't bleak, which means other data are needed at the assessment. For example, fish harvesters have information on the distribution and relative abundance of capelin from April through to October. These and other fishery-dependent data should be brought forward to be used in the assessment. This is one of the capelin challenges we are trying to address,” said Dr. Erin Carruthers, FFAW Fisheries Scientist.

“This was one of the better years for capelin just like years ago. We saw large capelin, and lots of them were female as you can see in the pictures. This year they came in from everywhere – from north the south where we are in Notre Dame Bay,” said Nancy Bowers, harvester from Beachside and FFAW Inshore Council member.

As a result of price negotiations undertaken by the FFAW combined with the large size of capelin,

harvesters experienced the highest prices they've ever received for this species. A daily capelin conference call allowed FFAW, harvesters and DFO to manage the small quotas as best as possible.

"We also experienced good prices this year thanks to good negotiating on our behalf of our Union. At a time when the buyers wanted to knock the price back we were able to have it maintained despite markets being down," Bowers added.

For plant workers who were concerned they would not have enough hours to qualify for employment insurance benefits, the strong capelin fishery also meant more raw material to process and was welcome news at plants.

Industrial Vice-President Elect, Doretta Strickland who works at the OCI plant in Triton said, "If it wasn't for the capelin this year nearly every single one of our workers would have been short on hours to qualify for employment benefits this year."

Without a doubt, we should not be leaving capelin in the water when there's no scientific basis to do so - it's a species that supplements the income of fish harvesters and this year especially it was the saving grace for many plant workers around the province who faced shortages due to declines in shellfish.



EMERGING FISHERIES PROCESS BEGINS FOR 3LNO SEA CUCUMBER

Dwan Street, FFAW-Unifor Projects Coordinator

The process to examine the potential for a sea cucumber fishery on the northeast coast began when FFAW-Unifor joined committee members from these areas to express interest to the Department of Fisheries and Oceans (DFO) in fall 2017. FFAW-Unifor staff and members have worked diligently with DFO since then to put the appropriate measures and work in place to ensure the potential for this fishery can be realized.

This spring and summer, DFO and FFAW-Unifor met numerous times to go through the Emerging Fisheries process. After the proposal was submitted, DFO was then tasked with identifying areas where the survey would take place. Using data from the DFO multi species survey, the Department chose areas in 3NO for the initial survey this year.

A call for expressions of interest was issued in July, and 154 applications were received. The draw took place in mid-August and 13 permits were offered for the 2018

season.

We look forward to seeing the results of this survey. Exploring new opportunities for our members is a key focus for your union as we transition through the current shifts in our fisheries.



MESSAGE FROM THE INSHORE DIRECTOR

NORTHERN COD AND THE FUTURE OF BLACK TICKLE

Bill Broderick, Inshore Director



A small community off the coast of Labrador, Black Tickle's past, present and future is rooted in the fishing industry.

I lived in Black Tickle during my formative years – from 1965-68 I fished off the coast on a long-liner when I was just a teenager, and then lived in the community for one year in 1970. Sad to say, I hadn't been back since, so it was long overdue I made a trip out there.

Located on the Island of Ponds, Black Tickle-Domino was once a thriving fishing epicentre on the Labrador Coast. But the collapse of cod saw the number of residents dwindle, to the 125 people that live there today. Save for a few pickup trucks there are no cars in Black Tickle, the mode of transportation for residents is by quad, boat, the weekly ferry from Goose Bay during summer months or by plane, which is financially out of reach for most. There is no cell service, no high speed internet access, no paved roads, and the only gas station was closed two years ago.

The community was once a burgeoning region for the Newfoundland and Labrador fishery. Its proximity to the

best fishing grounds in Labrador made it a mecca that hundreds, if not thousands, would flock to each fishing season. In the 80's, the government invested in the community during the peak of the early cod fishery. Then came the moratorium, which devastated the community and hundreds like it around our province.

But the community picked back up again as shellfish expanded, and companies made investments in the area with a crab plant that operated for about 15 years before it shut down in 2012, leaving little work for the residents who remained.

But the people of Black Tickle are proud of where they live, and had no desire to go elsewhere. I live on St. Brendan's, so I know all too well the desire to stay in your community despite the outside pressure to resettle. And with the resurgence of northern cod, it looks like a bit of work might be picking up for the residents of Black Tickle.

Shortly after the plant's closure, the Labrador Fishermen's Union Shrimp Company stepped up to the plate, opening an offloading and collection centre for the stewardship fishery in Black Tickle. The initiative has created thirteen jobs. Thirteen jobs that would not otherwise exist, and thirteen jobs to support the thirty or so fish harvesters who also fish in the region so that they may land their catch close by.

Esther Keefe works in offloading, and she told me they're very happy for the work they have now with the collection centre for northern cod. But at the same time, they're hopeful that in the future some additional work, such as processing, might take place in the community to give



Back Row L-R: Tom Dyson, Austin Keefe, Zachary Keefe, Brian Morris, Esther Keefe, Jamie Dyson
Front Row L-R: Clem Keefe, Stella Morris, Mary Keefe, Kim Penney, Charlene Morris, Ann Keefe, and Stacy Keefe

more people even more work.

While in the community, we held a meeting with the fish harvesters in the area. A total of 13 individuals attended – 7 from Black Tickle, 2 from Domino, 2 from Batteau and 2 from Spotted Islands. During the meeting we provided a cod quality workshop to the participants on best practices for handling to ensure higher grades and better prices for the harvesters. We also provided information to the workers at the offloading collection centres on how best to store the fish, such as ensuring proper slush and icing throughout the containers to maintain optimal temperatures.

Everyone was keen to adopt the new techniques, and they've already reaped the benefits. Wesley Keefe, chair of the local fishermen's committee, told me grades have improved significantly since we left Black Tickle, with some individuals having received prices for 100% Grade A product in the days following our trip.

While many young people leave the community in search of employment opportunities, the emerging cod fishery is providing opportunities for those who wish to live and work where they were raised. It's hard to say what the future holds for Black Tickle, but it's clear that the residents are there to stay.



L-R: Alex Elson, Jamie Dyson, Clyde Morris, Bradford Dyson, Norman Morris, Wesley Keefe, Albert Dyson, Paul Morris Jr, Mike Dyson, Edward Keefe, Doug Turnbull, Wade Dyson, Sam Morris



MEETING FFAW MEMBERS ON THE BAIE VERTE PENINSULA

BRENT'S COVE

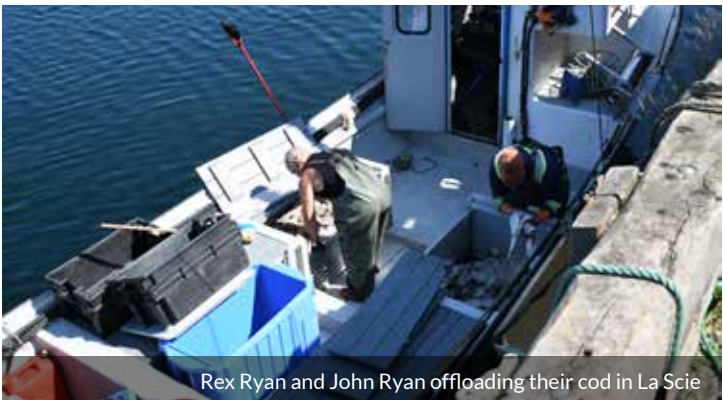


Clarence Haas speaking to Keith Sullivan in Brent's Cove



Bert Haas speaking with Monty Way in Brent's Cove

HAULING NETS IN LA SCIE



Rex Ryan and John Ryan offloading their cod in La Scie



NIPPER'S HARBOUR



Duane Shiner



Greg Shiner



Joan Shiner and Dave Perry



Joan Shiner



Lester Penney



THE NEXT GENERATION OF WOMEN IN THE FISHERY

Dwan Street, Projects Coordinator

Port de Grave has long been one of the largest fishing hubs in coastal Newfoundland. Generations of fish harvesters have relied on the vast resources on the northeast coast for survival, and the numerous species of fish in the waters have been the lifeblood of this coastal community. Fish harvesting has long been a family tradition in Port de Grave, and many of the family names on the wheelhouses of vessels have remained the same for decades.

The wharf is bustling with harvesters preparing vessels for the next day's fisheries, and the changing demographic of the fishing industry is evident as four young women stroll up the wharf to meet us on a bright summer day in August.

Melissa Norris, Stephanie Lights, Chelsea Porter and Stacey Petten are all children of the fishing industry. Their fathers and grandfathers before them fished the northeast coast, many of their grandmothers and mothers also assisting in the industry. Each woman has a story of what drew her back to the fishery – and it is clear that the industry runs in their blood.

The importance of family is clear. Stephanie is a young mother of two children. She explains, "I owned my own salon for 13 years and I wanted to be here for my family. I just wasn't feeling hair dressing anymore and, when I expressed an interest in the fishery, my dad said, 'Let's start with the cod.' Then he sold his big enterprise and bought this little one that I now fish, as a semi-retirement plan, and before I knew it I was crabbing with him, at capelin, as well as the cod. Now, here I am, one year in." Stephanie smiles as she remembers

her late father, FFAW Inshore Council member Wayne Russell who sadly passed away late this summer. "My dad has since passed. He was a huge inspiration to me."

Melissa Norris has also returned home to the fishery after spending time in another profession. "I actually worked for 7 years at Memorial University," she says. "I was doing administrative work, driving back and forth doing the hourly commute. I got sick of it. One day I was at work, my mom and dad knew that emotionally it was taking a toll on me and my dad asked me if I would like a change of career. He offered me a chance to go at the crab with him and my brother, as well as doing some administrative work for him. It's so nice to work with family. I enjoy it."

Stacey, another young mother, has also returned home to the industry that sustained her family. "In 2013 I had my son, and in 2014 we moved away to the mainland to go to Saskatoon then Fort McMurray. Even then I still came home in the summers and I began to fish with my dad in the summers. We moved home again, and dad asked if fishing was what I wanted to do. I went out and I loved it. I started out full time, fishing crab and capelin. It's just something I always did as a child, and being able to be here now, working with family – it's good."

Chelsea Porter's roots also run deep in the industry. "My whole family are fishermen. My pop owned the enterprise, and all growing up I spent my time around the wharf, helping dad to get the punt ready, mending nets, anything I could. I graduated from high school in 2013 and I went to do a pipefitting course. I never thought I would be a fisherman – it just did not seem like what I wanted. I was pipe fitting for four years and then I was laid off. When I came home, dad asked

me if I wanted to go aboard the boat and I agreed. I went out and I absolutely loved it. This is now my second year. It's in my blood; fishing is in my blood."

It is clear that each woman has returned to the industry she loves. The benefits are many, such as being able to spend winters at home with their young children as they grow. Stephanie laughs as she says, "I love the challenge too. Everyone thought I was this dainty little hairdresser, then here I am boxing up 40 or 50 boxes of crab and stacking them...it's just to challenge myself and show everybody that I can do this."

Chelsea nods and says hearing her chosen profession is not a place for a woman is something she is used to, from pipe fitting to fishing. "I absolutely love when a man says that to me. It makes me work harder!" All of the girls laugh. "I'm in the right place!"

"When I was 16 I wanted to go fishing with my dad and he said he was not taking me because taking women on the water was bad luck!" Stephanie laughs, as she reminisces about her late father and his humour. "After my first fleet of crab, and I'm trying to keep up - there's crab going everywhere! And all I can think is he must have known. I'm glad he didn't let go fishing when I was younger because if 16 year old me was down in the hole doing that I would have just come up and told dad to bring me home. Right now."

Melissa agrees on loving the challenge. "Administrative work is different than hairdressing but it's similar because I was always dressed to the tee going to work. I traded all of that for the oil gear and the big rubber boots. I doubted myself at first. I thought I would be seasick and unable to do the work. Like Chelsea said, you have to push yourself." She also has received inspiration from her father. "Dad said to me, 'Once you put your mind to it, you will do it,' and I found it is very rewarding. I love being one of the b'ys on the boat. Growing up here around the wharf and being a part of what was passed down from my pop to my dad and uncle, and being at home with my little one in the winter - on the water is where I think I am meant to be."

Being "one of the b'ys" is something Chelsea relates to and says she has never once been treated differently on the boat



because of her gender. "When I'm on the boat this is my job and this is what I have to do. Nobody goes easier on me and I don't slack off. There's nobody else on this boat that will do your job. Just because I'm my father's daughter I don't get away easy! And I work hard."

All of the women agree they have been supported in their career choice and feedback has been positive.

"I was always afraid people would look at me like I was coming to cook their lunches," says Stephanie. Melissa laughs and exclaims, "That's what everyone thought I was doing aboard the boat!" "But no," says Stephanie, "I'm down in the hole, by myself; I'm stacking all of this crab, by myself."

Chelsea agrees with receiving positive feedback, but says she has heard the criticisms that fishing is a "man's work, and what am I at that for." She credits many of the strong women in her family as also encouraging her. "My dad's sister fishes, my nan always fished, my mom fishes, and now there's me. When I am criticized it just pushes me to work harder."

Stacey reiterates the importance of family in the industry. "Working with family - especially with my dad - it's made the bond stronger."

Melissa and her brother are fourth generation harvesters in her family. "Even though my grandmother, Doreen, didn't fish, she did a lot of work in the shed and that's where I started



sewing crab jackets for crab pots. My job now is doing the bait jars. Anything a man can do a woman can do too, 110%!”

“You come to appreciate what your family has done for you all of these years,” says Stephanie, “Crab fishing is something my dad started by himself, and now that I look back through the years, especially now that I’m reflecting more where he has passed, the stuff he did and how hard he worked to do what he did for us, it really puts life into perspective.”

Chelsea chimes in, “It goes both ways. My dad was with Stephanie’s father when he passed away, and I think it has made him come to really appreciate having me on the water continuing the tradition. I’m an only child, an only grandchild, on this side of the family as well. I’m the only one who can really take over. Dad is showing that he wants me out there almost as much as I want to be there. It’s making me want to be there and to work harder to be where he wants me to be today.”

Stephanie nods. “I got to spend my dad’s last year on earth on the water with him, sharing what he loved to do. He was a totally different person on the water. He believed in me, he encouraged me to be the best I could be. I’ve learned a lot from him this past year. I’ve learned a lot about family in the fishery.”

It is clear that the concept of family in Port de Grave goes far beyond blood as Chelsea and Stephanie get emotional talking about the bond their dads had, and the bonds between fish harvesters in the community.

“We all did a trip after the funeral. All of the fishermen banded together and made sure we got an extension on our permit. We went out to get dad’s last bit of capelin for him. We were talking, reflecting, and Chelsea’s dad was saying how he hoped she would take it over, and we talked how my dad wanted the same for me. We’re all family.”

The women are entering the fishing industry during a time of transition, not only in the demographics of the industry but also in a time of environmental shift. But, despite what many might see as a challenge, their optimism is heartening.

“This is my first year,” says Melissa, “And while it seems like we picked a rough year, things have to sometimes get worse before they get better. My dad always said things come and

go, and hopefully we are going to see an upswing in our fisheries where everything comes up again.”

Stacey agrees. “The fishery is unpredictable and we come into it knowing this. Fisheries have gone down in the past, and it could be slow for the next couple of years, but I have no doubt it will come back like it was. The fishery is a cycle. Getting into this industry, for us, it’s a gamble you take and we all know this. You stick with it and it will pay off.”

“We’ll see it come up again,” says Chelsea. “We might have crab and shrimp going down, but we’re seeing more squid in the bays this year than ever before, the cod is coming back like crazy, so we are getting our earnings from new species. There are always positives.”

The women have advice for anyone who might be looking at the fishery as a profession, especially for young women.

Stephanie says, “Don’t be scared. You can do it.”

Stacey agrees. “If it is something you want to do, do not let anyone discourage you. Do not let anyone tell you it is a man’s job. Push and be strong to do just that.”

“Even though I was on the boat with the boys, and I was still a woman on a boat, I could do anything a man could do,” says Melissa. “I love it, and it works for us as young mothers and we are able to do what we love and be with our children. I would encourage everybody.”



CYRIL DALLEY: RECOGNIZING 50 YEARS OF DEDICATION TO FISHING INDUSTRY

Mark Dolomount, Executive Director, PFHCB

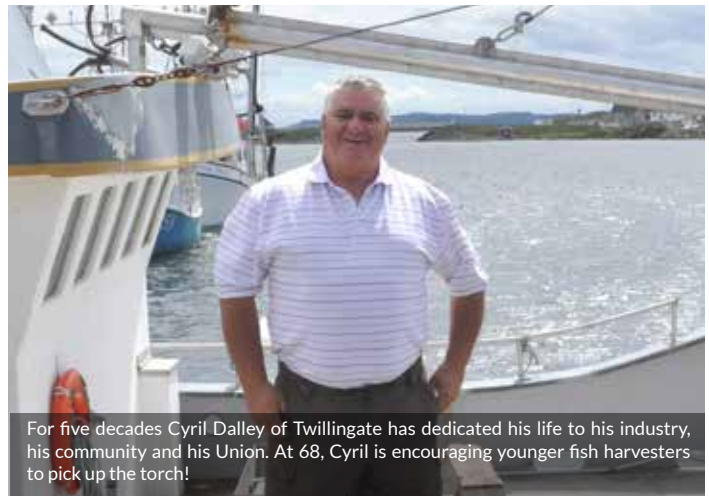
There's a famous quote that states: "The achievements of an organization are the results of the combined effort of each individual." At FFAW/Unifor, we recognize that the strength and success of our Union would not be possible without the support and dedication of our members. One such member is Cyril Dalley of Twillingate – a man who has committed more than 50 years to serving his community, his industry, and his Union.

In many ways Cyril's story is no different than most other Newfoundland and Labrador men his age whose lives revolve around the fishery. In 1962, at the age of 12, Cyril began fishing with his father. He learned very quickly that it was hard work (for modest pay) and to be successful you had to acquire unique skills; skills that came only with experience. At a young age he also realized that there seemed to be a stigma attached to those who fished for a living – you were somehow labeled as being less important and less respected than those involved in other occupations. This hit home in a big way during high school when Cyril was advised that if he didn't find another career he would end up like his father - being "just a fisherman." This statement troubled him greatly, and continues to motivate him to this day.

Despite his modesty, Cyril Dalley is not an ordinary man. His attachment to the fishery is equaled by his attachment to his community and his Union. Not only did Cyril make the decision to continue fishing with his father after graduating from high school, he also decided that he would take every opportunity available to improve the image of fish harvesters and their profession.

For these reasons, when Cyril met Union representative Bill Short at a meeting in the Twillingate Orange Lodge during the mid-1970's, he jumped at the chance to get more formally involved. Initially as a member of the Twillingate Fishermen's Committee and Fish Plant Worker's Committee, Cyril began his continuous and diverse involvement with the Union. In addition to his two terms as an elected Inshore Council member, Cyril volunteered in numerous ways ranging from negotiating teams, advisory boards, NCARP/CORE appeals, and various other Union delegations and committees.

Cyril is proud of his contributions and the many achievements of the Union, including the fight to establish universal worker's compensation coverage for fish harvesters in the 1980's, gaining access to crab for the supplementary and small boat fleets in the 1990's, and the inclusion of fish harvesters in fisheries management. However, Cyril cites the Union's role in establishing the sentinel surveys in 1994 and professional certification in 1997 as two of his most



For five decades Cyril Dalley of Twillingate has dedicated his life to his industry, his community and his Union. At 68, Cyril is encouraging younger fish harvesters to pick up the torch!

satisfying moments.

When the concept of professionalization was first discussed in the early 1990's Cyril knew immediately he wanted to be part of it. To him, professionalization represented, at long last, an opportunity for fish harvesters to finally be recognized and respected for their vast skills and experience – a passion that had remained with him from his school days. Not only was Cyril a strong vocal supporter of professionalization and creating the Professional Fish Harvesters Certification Board (PFHCB), he subsequently served five consecutive terms as Vice-Chair of the PFHCB from 1997-2013.

Cyril was equally passionate about fish harvester's knowledge of the marine environment and their industry, as well as the valuable contribution they were capable of making (but were long denied) to fisheries science. So, when the FFAW introduced the idea of Sentinel Surveys for cod in 1994, and began involving/training fish harvesters in the collection of scientific data, Cyril decided to get involved. For the past 25 seasons he has remained a strong proponent of the Union's role in science, the increased role of fish harvesters in data collection, and the expansion of the Union's science program to include other species and a variety of survey designs.

Since his retirement from commercial fishing (for medical reasons) in 1999, Cyril has been employed seasonally as a field worker/technician on the Sentinel Program. He has cherished his opportunities volunteering and working for the Union, and speaks fondly of the many friendships and professional relationships he has established throughout the years.

So why would an individual dedicate so much of his time working and supporting his industry and his Union? For Cyril the answer is simple – "Community." He sees the work of the Union as supporting a sustainable and viable fishing industry for future generations of fish harvesters. And Cyril

has always understood, and vocalized, that the fishery is the lifeblood and economic engine of his community. To that end, he played an instrumental role in bringing a shrimp processing licence/plant to Twillingate in the late 1990's, and has worked tirelessly to bring federal and provincial infrastructure money into the community for a variety of projects. Most notably, Cyril is now serving his fourth term on the Twillingate Town Council, and his third term as deputy mayor. In fact, he is currently the chair of the council's Fisheries Committee, where he brings fisheries issues to the table in his ongoing effort to ensure that the fishery continues to be a priority in Twillingate.

At 68, Cyril remains passionate about the fishing industry, his Union FFAW/Unifor, and his community. He is encouraged by some of the positive signs in the industry over the past several years. This includes what appears to be a renewed interest from younger fish harvesters, and what he sees as an increasing respect for fish harvesters and the economic contribution they make to their community and province.

In his modesty, Cyril Dalley is quick to point out that there are hundreds of other committed Union members and dedicated community-minded fish harvesters throughout the province - each individual doing his or her part to help strengthen the collective whole. As he has for the past half century, Cyril will continue doing his part. But he calls upon younger men and women to become more involved. Why? Because your industry, your community and your Union are depending on you!



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CANADIAN INDEPENDENT FISH HARVESTERS FEDERATION HOLDS 2018 BOARD MEETING

Dwan Street, Projects Coordinator

The Canadian Independent Fish Harvesters Federation met for their annual meeting of the Board of Directors in Moncton, New Brunswick on July 25th-26th. In attendance from your union were President Keith Sullivan, harvesters Tony Doyle and Mike Noonan, FFAW Staff Jessica McCormick and Projects Coordinator/CIFHF Board Members Dwan Street.

The meeting was well attended by all member organizations. Each region delivered a report on progress relating to the Owner Operator, Fleet Separation policies and PIIFCAF.

Department of Fisheries and Oceans (DFO) representatives from all regions attended and provided updates on the very important regulatory development around Bill-68 which will see Owner Operator and Fleet Separation policies become regulation, giving them the force of law. Updates were also provided on the Elson

appeal, investigations and appeals by region based on alleged violations of Owner Operator, as well as an update by DFO on developments in British Columbia on the Federation's push for a policy review in that region.

DFO Assistant Deputy Minister Sylvie Lapointe also presented on the department's measures that have been undertaken to address the deaths of right whales in the Gulf. Members expressed their frustrations around this very important subject and how their livelihoods have been affected by these measures..

The department was understanding of concerns and input from all organizations involved, as well as the importance of Bill-68 - a clear result of the Federation's hard work since its inception.

We look forward to future consultation and updates on these issues and will ensure membership are continually informed on progress.



FISHERIES LIAISON OFFICERS ON THE HIGH SEAS

Robyn Lee, Petroleum Industry Liaison

Deployment of Fisheries Liaison Officers (FLOs) on offshore petroleum industry exploration program vessels is considered a standard practice of mitigation in the Newfoundland and Labrador offshore. FLOs are key to preventing potential at-sea conflicts associated with time and space overlap between the fishing and petroleum sectors.

The FLO's primary responsibility on the exploration vessel is to communicate with fishing interests on the water. FLOs are experienced at initiating and maintaining communication with fish harvesters at-sea to gain insight on fishing activity and share details of the exploration program. Information on opening and closing dates for the various fisheries and science surveys as well as historic and anticipated fishing activity levels (if known) are also regularly communicated to the FLO from shore as the exploration programs progress.

With all of this information available, the FLO is able to collaborate with the onboard Client Representative and senior vessel crew to ensure effective planning and mitigate potential conflicts on the water.

FLOs are critical to the open communication process, reporting back to shore on a timely basis to ensure fishing-industry led monitoring and observer coverage of offshore petroleum programs.

The impacts of oil and gas related activities on valuable fish resources and fishing activities continue to be very concerning for FFAW-Unifor members. Increased seismic operations over the past few years has heightened awareness of the large footprint that the oil and gas industry occupies in the offshore. FFAW will continue to fight for the rights of fish harvesters and call for more consideration to be given to the impacts of seismic and oil and gas activity on the fishery.

The FLO Program

FFAW members participated in a Study Tour of Norway and the United Kingdom in the Fall of 2002 organized through One Ocean. They met with representatives of both the fishing and petroleum sectors to explore how similar inter-industry groups in other parts of the world operate. The group learned of the FLO program with the Scottish Fisherman's Federation and brought the concept back to this jurisdiction. The FLO program has been run through the FFAW since its inception here in the province. (The picture below is from the 2002 Study Tour).

FFAW ensure oil and gas companies have FLO services onboard of geophysical, geological, environmental and geotechnical exploration program vessels. FLOs may also be deployed during open fishing seasons for rig tows outside of the exclusion/safety zone of offshore operators.

FFAW hires individuals with appropriate qualifications, including previous fishing industry experience, to work as FLOs. FFAW-Unifor maintains a pool of qualified individuals with appropriate and valid seagoing certification.



Left to right Client rep, Captain, Party Chief, and the Flo

Interested in FLO Work?

Individuals deployed as FLOs require specific marine qualifications to board offshore exploration vessels and/or installations. Deployments can range from 1-6 weeks.

Key requirements include valid: 1) Basic Safety Training (BST) or STCW Basic Safety, 2) marine medical, 3) WHMIS 2015, and 4) passport. ROC-MC is considered an asset as communication with fishing boats at-sea is via radio.

Basic computer skills are needed as data collected offshore is entered into excel spreadsheets.

FLOs must also have familiarity with the area's fisheries and industry and a working knowledge and understanding of navigational charts and equipment. Most of the FLO's work is done on the bridge of the ship.

Questions? Contact the FFAW/Unifor office at (709) 576-7276.

2018 INDUSTRY- DFO POST SEASON SNOW CRAB SURVEY – CHANGES TO DESIGN

The 2018 Industry-DFO Post Season Snow Crab Survey is expected to start early September and continue until the end of October. Approximately 110 vessels will be on the water over the coming weeks to participate in this year's snow crab survey, which includes new changes to reflect the current needs of the industry.

In December 2017, a workshop to review the survey design was held with snow crab fleets, the Department of Fisheries and Oceans (DFO) Science and FFAW-Unifor. Two major recommendations came out of this workshop which have been implemented for the 2018 survey.

The survey footprint will be expanded to include new areas and depths not previously sampled. The survey will move outside of the commercial fishing areas into other areas and depths with the goal of improving our understanding of recruitment and distribution throughout all Crab Management Areas (CMA).

This year, 667 survey stations will be fixed for the next five years, while another 600 will be random, moving each year for the next five years, for a total of 1267 stations in all CMAs in 2018. As noted in Figure 1, the dark blue dots are random stations and the light blue dots are fixed stations.

As well, in 2018 a total of 761 fleets will have a small mesh pot, and over the next few years it is expected that all 1267 fleets will have a small mesh pot. The small-mesh pots will improve our understanding of

size distribution (adolescent crab) throughout CMAs.

The survey, which was started in 2003 and is now in its 15th year, is a collaboration between industry and DFO.

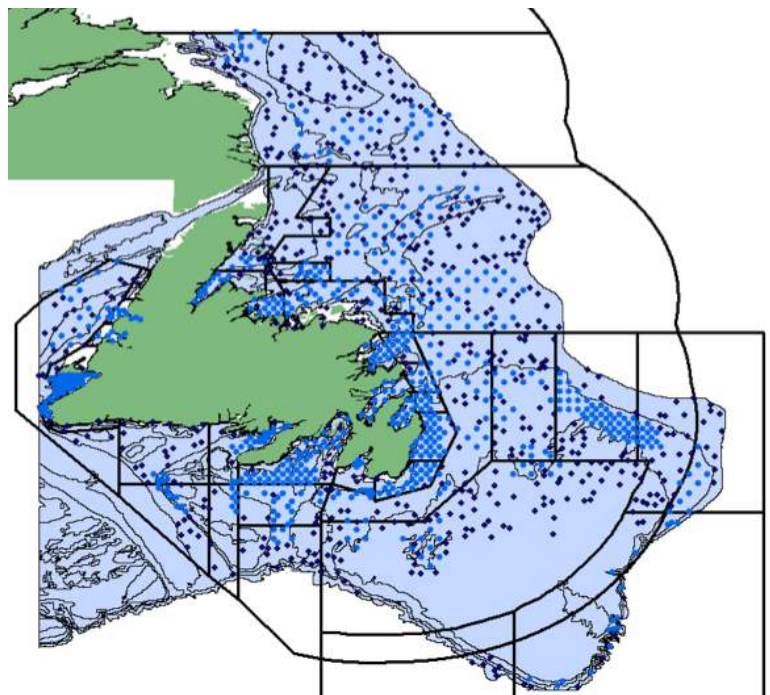


Figure 1: footprint/survey area for the 2018 Industry - DFO Post Season Snow Crab Survey. Light blue are core stations and dark blue are new 2018 random stations. (DFO Map)



GOVERNMENT RELATIONS UPDATE

Jessica McCormick, FFAW-Unifor Director of Public Affairs

Your Union was busy over the summer working diligently to advance the issues that matter most to our members by lobbying government officials here in Newfoundland and Labrador and in Ottawa.

NEW MINISTER OF FISHERIES AND OCEANS

The fishery experienced a political shake up in July with a cabinet shuffle that saw the departure of Dominic LeBlanc from the fisheries portfolio. LeBlanc's re-assignment signalled to many that the federal Liberals are shifting into high gear in preparation for the next federal election. The shuffle provides FFAW with an opportunity to get a fresh perspective and different approach to fisheries issues after a year the saw LeBlanc embroiled in ethics questions surrounding a disastrous decision on surf clam quotas.

The new Minister of Fisheries and Oceans, Jonathan Wilkinson, is the Member of Parliament for North Vancouver. Prior to his ministerial appointment, Wilkinson was the Parliamentary Secretary to Minister of Environment and Climate Change.

FFAW-Unifor wasted no time getting on Minister Wilkinson's agenda. Your union was one of the first industry stakeholders Wilkinson met with once he assumed his role. On August 14, FFAW-Unifor President Keith Sullivan, Secretary-Treasurer David Decker, Inshore Vice-President Tony Doyle and FFAW Staff Jessica McCormick met with Wilkinson and his staff in St. John's. The meeting covered a wide range of topics and was a good introduction for the Minister to

the union and the work we do.

It was clear during the discussion that Wilkinson will be very open to discussion and debate on the issues. He followed through on this commitment by convening a call with the Union in September to discuss an allocation decision on 3Ps sea cucumber (you can read more about this decision in this issue of the Union Forum).

While the signs point to a more productive and engaged relationship with the new minister, the proof will be in the decisions he makes. Your union will continue to work hard on your behalf to ensure FFAW-Unifor members are given key consideration.

AMENDMENTS TO THE FISHERIES ACT REACH THE SENATE

Landmark changes to Canada's Fisheries Act continue to make their way through the legislative process. After passing a third reading in the House of Commons



before it recessed for the summer, Bill C-68 is now in the hands of the Senate where the upper chamber's Fisheries Committee will conduct its own review of the changes.

FFAW-Unifor will be participating in lobby sessions this fall with Senators through the Canadian Independent Fish Harvesters Federation. Ensuring the legislation makes it to the finish line so that owner operator and fleet separation is enshrined in law is a key priority for the members of the Federation. New fisheries regulations are being drafted by the Department of Fisheries and Oceans in concurrence with the passage of the legislation and are expected to be published for public feedback by Winter 2018.

FFAW-UNIFOR MEETS WITH THE NL LIBERAL CAUCUS

On September 4, FFAW-Unifor President Keith Sullivan, Secretary-Treasurer David Decker and FFAW

Staff Jessica McCormick met with Newfoundland and Labrador Members of Parliament Seamus O'Regan, Churence Rogers, Yvonne Jones, Ken McDonald, Gudie Hutchings and Scott Simms. At the top of the agenda for the meeting was the misguided DFO decision to grant a sea cucumber allocation in 3Ps to a corporation – the Fogo Island Co-op in partnership with the Miapukek First Nation of Conne River. FFAW-Unifor has vocally opposed the allocation, which was approved without any consultation process and which undermines owner operator and fleet separation.

In addition to a discussion on current and emerging fisheries issues, MPs were also briefed on FFAW-Unifor's campaign calling for a 5-week extension to Employment Insurance benefits for seasonal workers. Your union will continue to lobby Employment and Social Development Canada to ensure no seasonal workers are excluded from the extension and that all those in need are able to avail of the program.

OTTAWA REVERSES CONTROVERSIAL ARCTIC SURF CLAM DECISION

Jessica McCormick, FFAW-Unifor Director of Public Affairs

The Department of Fisheries and Oceans (DFO) backtracked on a recent decision to give 25 per cent of the current quota for Arctic surf clams to new entrants to the fishery. In August, DFO announced it was reversing the decision that drew significant criticism and frustration from many, including FFAW-Unifor.

Despite the reversal, the battle to keep good jobs in Grand Bank is far from over. The federal government stated in an announcement that an independent third party will assess new Expressions of Interest and make recommendations to DFO. A process to identify a new holder for the license will launch in Spring 2019 so that a participant can begin fishing in 2020.

The fish processing sector in Newfoundland and Labrador has faced some very significant challenges in recent years due to a decline in various fish species. Arctic surf clam has played a vital role in ensuring plant workers in Grand Bank have good paying, full-time jobs—something that has been increasingly scarce in our province's fish processing sector in recent years.

Inshore owner-operator vessels are capable of being engaged in the arctic surf clam fishery. In an area like Placentia Bay that has been devastated by the decline in crab and cod, surf clams would present an excellent opportunity for rural economic sustainability in the region.



As was the case with the recent decision to award a sea cucumber allocation to a partnership between the Fogo Island Co-op and the Miawpukek First Nation of Conne River, the lack of a transparent process that provides an opportunity for discussion and feedback is vital. There is room to pursue First Nations reconciliation and rural economic sustainability simultaneously. In fact, both are intricately linked.

There is space in the surf clam fishery for good, year-round processing jobs in Grand Bank, for owner-operator harvesters, and for First Nations participation. It is only through working together, rather than pitting communities against each other, that we can achieve these goals and build strong, sustainable communities for all.



Scholarship Application Form

Ray Greening Memorial Scholarship - two \$750.00 scholarships
Richard Cashin Scholarship - two \$750.00 scholarships
Bob White Scholarship - two \$750.00 scholarships

Name: _____
Address: _____
Telephone: _____ **E-Mail** _____
Parent's Name: _____ **Member #** _____
Section: _____
(Inshore Section or Industrial/Retail/Offshore Section)

Note: One application will be sufficient to be considered for any of the six scholarships.

In order for the application to be eligible, the parent (FFAW-Unifor member) must be a member in good standing.

Applicants should supply the selection committee with the following documentation:

- high school transcript of Level I, II and III marks;
- a letter of recommendation from either of the following:
 - Principal of your school;
 - Clergy person of your choice;
 - Member of the local Union Executive or boat delegate;
- list of any scholarship(s) already received;
- an essay of at least 300 words on the fishing industry or on the industry in which your parent is now employed;
- applicants must be accepted as **first-year** students in any post-secondary institution. (Please supply letter from institution.)

The deadline for applications has been set as **October 31st**. Please return by mail, fax or e-mail by the deadline.

FFAW/Unifor
% Scholarship Selection Committee
368 Hamilton Avenue
PO Box 10, Stn. C
St. John's NL A1C 5H5

FAX: (709) 576-1962 E-Mail: president@ffaw.net

SEA CUCUMBER ALLOCATION UNDERMINES OWNER OPERATOR AND FLEET SEPARATION

Jessica McCormick, FFAW-Unifor Director of Public Affairs

In early September, FFAW-Unifor learned of a special allocation of sea cucumber in 3Ps that will go to companies – specifically a partnership of the Fogo Island Co-op and Miawpukek First Nation of Conne River.

Inshore owner operators and the Miawpukek First Nation have been the only two groups granted access to the sea cucumber fishery in 3Ps. News of an allocation to a corporation through a partnership with



an Indigenous group is a clear attempt to circumvent the owner operator policy and undermines the efforts to protect and promote the independence of inshore owner operators in the Atlantic region.

Compounding the frustration with this allocation is the complete lack of consultation on the decision. As DFO staff confirmed during discussions with the Minister and the Department, this allocation was never raised at sea cucumber advisory meetings. Advisory meetings play a key role in ensuring adequate discussion and consultation takes place in advance of any management decisions. Had these discussions taken place, FFAW-Unifor would have raised concerns with the allocation and outlined the consequences of granting an inshore allocation to a corporation.

The decline of a large variety of commercially valuable fish resources has been highlighted by FFAW-Unifor to DFO on numerous occasions. Newly available sea cucumber permits are providing harvesters in the area with a small opportunity for economic relief in the

midst of a crisis.

For several years, FFAW-Unifor has requested that steps be taken to relieve the severe financial strains 3Ps harvesters are experiencing. To date, DFO has not taken any steps to implement any FFAW-Unifor proposals for the area. A combination of short-term and long-term measures are needed in the region to ensure stable and sustainable futures for harvesters and their communities. These measures should include a Fishery Income Improvement Program, measures that ensure inshore harvesters have exclusive access to 3Ps cod below 10,000 MT as was historically the case, and the restoration of 3Ps harvesters' historic share of abundant adjacent resources, namely Atlantic Halibut.

Emerging fisheries practice and policy has never been, nor should it be, an avenue to undermine independent inshore harvesting fleets. If corporate interests are allowed in any way to get direct allocations through this process, it is most certainly the beginning of the end for coastal inshore harvesters and communities.

In a teleconference with the Minister of Fisheries and Oceans on September 5, FFAW-Unifor made it clear to the Minister that this decision is unacceptable. FFAW-Unifor is urging the Department of Fisheries and Oceans to carefully consider the implications of this decision and how corporations might use partnerships with Indigenous groups as a means of circumventing owner operator and fleet separation policies in the future.

At the time of publication, DFO was considering the concerns raised by FFAW-Unifor and other industry stakeholders but has not yet reversed the decision.



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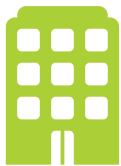
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FFAW REPRESENTED AT UNIFOR'S CANADIAN COUNCIL

Unifor held its Canadian Council from August 17th-19th, 2018 in Halifax, Nova Scotia. Representing FFAW were President Keith Sullivan, members Hubert Stacey, Melvin Lockyear and Barry Randell, and FFAW staff members Sharon Walsh, Jessica McCormick, and Dwan Street.

This year's Canadian Council celebrated Unifor's 5th anniversary. Debates were centered on important issues such as trade agreements, pharmacare, paid

domestic violence leave, the importance of supporting and maintaining local media, and other important issues facing the various sectors of the union. FFAW submitted a resolution on continuing to fight for the 5 week extension of EI benefits, a fight that has since been won.

We congratulate Unifor on 5 years of fighting for workers!



WELCOME JUSTIN STRONG TO FFAW SCIENCE PROGRAM

Justin Strong has joined the FFAW-Unifor staff team as Science Program Assistant. Born and raised in St. John's, Justin worked most recently as a wildlife biologist with the Province of British Columbia in Northern BC as the lead biologist on several monitoring and inventory programs, and has a Master of Science degree from Concordia University. He will be joining the Science team on many of our research and survey projects including the Post Season Crab Survey, Cod Sentinel Survey, Cod Quality and Lobster Science programs.

Justin loves all things music and is always interested in singing a song and playing along whenever the mood strikes.

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TANKERS COMPLETE TRANSITION TO NEW CONTRACT WITH TEEKAY OFFSHORE

June 2018 marks the completion of the transition for FFAW-Unifor offshore tanker workers and the beginning of a new era with Teekay.

When Teekay Offshore announced in June 2015 that the company was awarded a 15-year shuttle agreement to collect crude from production facilities like Hibernia, Terra Nova and White Rose and shuttle it to a transshipment terminal like the one in Placentia Bay, or directly to market – it sent shock waves throughout FFAW membership currently employed in the NL Offshore Tanker trade. As their employer had lost the contract to service the offshore – this meant, in turn, they too would lose their jobs.

The Union was not prepared to stand by and allow this to happen. FFAW wasted no time contacting Teekay to secure employment and a union contract on behalf of FFAW tanker members who had been working in the offshore since the mid-nineties.

FFAW negotiated a one-year collective agreement that guaranteed employment for our tanker members who wished to remain working in the offshore. That collective agreement also guaranteed the wages, seniority rights and benefits that members had worked hard to attain over the years. This meant FFAW members on the seniority list currently employed on offshore tankers would be hired by Teekay and maintain their seniority (built-up over years of working on offshore tankers) with the new company.

Entering into a collective agreement with Teekay ensured that the benefits bargained collectively over the years for long-standing FFAW members were maintained. In turn, Teekay maintained the locally experienced skilled offshore tanker workers.

The transition to the new company would take three years to complete and included a commitment by Teekay to renew the fleet of vessels providing the service. To date, three new vessels service the offshore. Our members proudly crew the Beothic Spirit, the Dorset Spirit and the Norse Spirit.

Since 2015, FFAW negotiating committees continue to bargain successfully for our offshore tanker workers. Over the last three years, our members have received significant increases in wages, seniority bonus and pension and look forward to further increased wage percentages over the next few years.

“I have worked hard day and night alongside our FFAW staff representatives and ships delegates to help achieve one of the best agreements in the offshore. I am proud of what we have achieved together and I am looking forward to many years of cooperation with the management of Teekay,” said Warren Broderick, FFAW Ships Delegate and Executive Board member.



FFAW Staff Rep Sharon Walsh with Teekay crew members Warren Broderick, William Keating, Jim Warren, Dean Abbott, Syrus Robia, and Bill Pike



Dan Renouf on the Teekay Dorset Spirit



Negotiating Committee member Aiden Brown



Negotiating Committee member Ken Harnum

MEMBER PROFILE

WARREN BRODERICK



EMPLOYER: Teekay Shipping Corporation

POSITION: Motorman

ABOUT WARREN: I was born and raised in a fishing family on St. Brendan's island. I presently live in Botwood with my spouse Angie and two boys.

Being raised in a fishing family meant being raised in the fishing boat as soon as I was hardy enough to go. I was always attracted to life on the water, I guess you can say it was in my blood .

After high school and some post-secondary at Marine Institute, I spent ten years as a commercial fisherman.

In 2004 after taking a marine diesel mechanics course I joined Canship Uglund as a Motorman on their shuttle tankers, servicing the Grand Banks oil rigs.

In 2017 I moved to Teekay after they won the bid to service the oil rigs with their shuttle tankers. FFAW negotiated all its members to transfer from Canship to the new company, Teekay.

UNION INVOLVEMENT: In 2007 I became the ships delegate for the crew of the MT Kometik and in 2009 I accepted the position on the Executive Board representing offshore workers. Growing up in a union family, defending others rights was in my blood too. I presently hold this position and have for the past 9 years. I'm looking forward to what the next 3 years will bring.

EMPLOYMENT OPPORTUNITY

FFAW SCIENCE FIELD TECHNICIAN



FFAW requires Field Technician(s) in various locations throughout Newfoundland and Labrador. These position(s) will be land based and at sea deployments; the main duties will be to conduct biological sampling on commercial species such as lobster, snow crab, halibut, cod, etc.

Knowledge of and/or work experience relating to commercial fishing, and the ability to work on inshore vessels and/or larger vessels inside and/or outside the 200-mile limit is a must. Commercial fishing experience would be an asset.

The ability to communicate with the fish harvesters, crewmembers, FFAW staff and the ability to work independently is a must.

Vehicle is a must as travel will be required.

Closing date for applications is October 5, 2018.

We thank all of those who apply, however, only those selected for an interview will be contacted. Thank you.

Applications may be submitted to: HR@ffaw.net



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WELCOME NEW EXECUTIVE DIRECTOR OF THE NEWFOUNDLAND & LABRADOR FISH HARVESTING SAFETY ASSOCIATION

Brenda Greenslade is a Registered Nurse, Educator and Safety Professional who has worked extensively in acute care and public health, post-secondary education, the utility industry and workers' compensation. Over the past three decades, she has applied her knowledge and expertise to the design and delivery of programs related to workplace health and safety, disability management and safety engineering. Brenda is a graduate of the General Hospital School of Nursing, Memorial University School of Nursing and McGill University.

Brenda has served on various Boards of Directors at the provincial and national levels, and sat on numerous committees related to occupational health and safety. She has been involved in several legislative reviews and numerous consultations on the development of workplace standards. She has received commendation from her employers in recognition of her work achievements and standards of excellence and in

2012 was the recipient of the Canadian Occupational Health Nurses Award for Distinction for exemplary contributions made to the practice of Occupational Health Nursing in Canada.

Brenda is a strong advocate for the industry-led safety sector model. On September 4, 2018 Brenda began working with the Newfoundland and Labrador Fish Harvesting Association (NL-FHSA) as the Executive Director.

"I am already familiar with the good work that has been carried out to date as well as the challenges facing the industry. I believe the NL-FHSA, with the support of the fish harvesters in this province, is positioned to have a genuine impact on health and safety in the industry. I am looking forward to working with the fish harvesting industry and all of its partners to advance this important work that will bring fish harvesters safely home," said Greenslade.

RESULTS OF FFAW-UNIFOR EXECUTIVE BOARD ELECTIONS

The FFAW-Unifor Elections Committee and a representative from the auditing firm Quinlan Taylor met the morning of August 9 to conduct the counting of ballots for the FFAW-Unifor Executive Board election.

Two seats were contested in the election.

Doretta Strickland from Triton was elected as Vice-President, Industrial/Retail/Offshore Division. Doretta

is the first woman to be elected to a Vice President position. Kevin Hardy of Burnt Islands was re-elected to the Inshore position of the West and South Coasts.

All other positions to the Board, including the President and Secretary-Treasurer, were elected by acclamation.

The new Executive Board will be installed at the Union's triennial convention in early November.

FFAW-Unifor Life Insurance

As of May 2013, life insurance has increased from \$10,000 to **\$15,000**. If your death is accidental, your beneficiary(ies) will receive \$30,000. All FFAW-Unifor members in good-standing are covered through Sunlife Financial and Industrial Alliance Insurance. Your beneficiary(ies) will receive a tax-free, cash benefit through this insurance policy. Since 2016, this insurance plan has helped 85 families, which amounts to more than one million dollars going to members' families. Ensure your beneficiary information is up to date by contacting our office.

frequently asked QUESTIONS

Q: How much does the insurance cost?

A: The insurance plan covers FFAW members who are in good standing. Members in good standing receive a union card that covers them from August 1 to July 31 of the next year. Being a member in good standing is based upon the payment of union dues from the previous year. Thus, union cards and Sunlife insurance coverage for August 1, 2017 to July 31, 2018 are based upon the payment of union dues for the 2016 calendar year.

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

A: Your union card is proof of your insurance. Your insurance coverage is only valid until July 31, 2018. After this date, if you have not paid your dues for the 2017 year **you will not be covered**.

Q: Am I covered only while working or fishing?

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

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

A: If you do not identify a beneficiary, the insurance benefit will go to your estate. This may complicate matters and make it difficult for your beneficiary(ies) 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 death/dismemberment insurance policy. There is a cash benefit payable for loss of limbs, loss of hearing, loss of sight, etc. due to accidents only.

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

SUPERIOR QUALITY OF NL COD RAISES THE BAR FOR OTHER REGIONS

Johan Joensen, Industry Liaison



After three years of studying and understanding the factors surrounding cod quality, the FSSSB and FFAW-Unifor developed workshops that were delivered throughout the province prior to the start of the 2018 fishing season.

Hundreds of harvesters attended these sessions and feedback was overwhelmingly positive – and the quality of landings has proved its success. The adjustments harvesters have made in their handling techniques have resulted in a larger percentage of grade A product being landed and has helped to improve the overall market for fresh cod.

With the fishing season now underway on the west coast of the island and in southern Labrador, harvesters from Newfoundland and Labrador have landed cod fish shoulder to shoulder with harvesters from Quebec. What became apparent right off the bat was that Newfoundland and Labrador harvesters were bringing a far superior product to the wharf. Harvesters also helped to educate those offloading on how to handle the product after it leaves the boat – helping to ensure the chain of custody does not impede the quality of the product.

“When we first came to the wharf in Quebec there was no slush made, and the offloading and holding of our fish was going to be with just a bit of ice thrown on top of it,” said Jarvis Walsh a harvester from Flowers Cove on the Great Northern Peninsula. “We were able to use the information from the workshops to inform Quebec

buyers on best practices in the handling of fish, focusing on all links in the chain of custody – from harvester to wharf handling to processing facility.”

The differences in quality observed by the buyers have been significant enough that buyers based in Quebec have requested that the quality workshops be delivered to Quebec-based harvesters. All indications are that the buyers are serious enough about raising the quality of fish landed in Quebec that they will not be buying product from harvesters who do not participate in the Cod Quality Workshop.

“The information provided by Mr. Walsh to the harvesters and the offloaders significantly improved the quality of cod sold to us,” said Irving Roberts of I&S Seafood. “With the information, not only did the quality become the best in years, we also received really positive commentary from the people we have sold cod fish to this year,” Roberts added.

In September 2018, Jarvis Walsh offered to deliver the Cod Quality Workshop to the Quebec harvesters. This goes to show that the positive experiences of Newfoundland and Labrador fish harvesters can reach further and be of benefit to the industry in Atlantic Canada. It holds true that Atlantic Canadian fishermen are competing in a global market. Improving the quality for all truly underscores the belief that a rising tide lifts all boats.



SQUID FISHERY PROVES PROFITABLE FOR MANY THIS SEASON

The marine environment in most areas of the province has been thriving this fishing season. This year, squid populations have been abundant; so much so that squid jiggers were sold out province-wide by early August.

Negotiations undertaken earlier this season by your Union resulted in the highest prices ever seen, and the fishery has proved to be a profitable supplementary fishery for many harvesters.



“This is the best sign of squid seen in White Bay for several years with a mixture of sizes which is a good sign. With the high negotiated price this year, fellows have done very well at the squid,” said Albert Wells, harvester from Wild Cove and FFAW Inshore Council member.

FFAW entered into negotiations with ASP in early August to determine the price for the 2018 season. The parties were not able to reach an agreement and price submissions were heard by the Standing Fish Price Setting Panel on August 16th. Your Union sought a per pound price of 85 cents, which is 11 cents higher than last year. ASP is proposed to maintain last year’s price of 74 cents. The Panel selected the FFAW’s price, which is a record high for harvesters in the province and a better, fairer price for those fishing.



We are hopeful that the large abundance of squid harvested this year will ease bait prices next fishing season.

The price of squid bait has been an ongoing frustration for harvesters for several years due to a shortage of locally sourced squid. Since 2014, the price of bait has doubled from just over \$1.00 per pound to \$2.10 per pound this year. To put this in perspective, the price of squid bait in 2018 was more than the per pound price of snow crab in 2013. The increased prices are the result of a reliance on imported squid from Argentina, which has dramatically increased in price over the past few years.

“This is the most squid we have seen for years. It’s a big help along with everything else and the price really makes it worth being at,” said fish harvester Darryl Winsor of Nipper’s Harbour.



A better squid price has evidently drawn more interest in the squid fishery, which is expected to result in far higher landings than previous years. As NL squid is also used for bait, a significant increase in landings will produce lower bait prices by reducing the need to import more expensive bait.

FFAW MEMBERS PROVIDE EXCEPTIONAL STAY TO GUESTS AT QUALITY HOTEL AND SUITES IN GANDER

FFAW held the most recent Industrial/Retail/Offshore Council and Executive Board meetings at Quality Hotel & Suites Gander (formerly Hotel Gander) in August. As always, the hospitality and service provided by FFAW members working at the hotel was exceptional. If you're looking for somewhere to stay when visiting Gander, Quality Hotel and Suites was recently fully renovated with modern and comfortable guest rooms, and now offers a complimentary hot breakfast with every stay. President Keith Sullivan took some time to speak with members during his stay at the hotel.

FFAW-Unifor members are eligible for the corporate rate when booking at Quality Hotel & Suites Gander!





UMIAK I REACHES DEAL FOR NEW COLLECTIVE AGREEMENT

After more than a year of negotiations, the crew members of the Umiak I Bulk Carrier vessel have come to an agreement on a new contract with their employer. FFAW-Unifor crew members voted unanimously in favour to ratify the new agreement.

Mike Rose, FFAW-Unifor Ship Delegate, said he and other crew members are very pleased with the results. "I really don't think our Union could have done any better for us, we are satisfied with the new benefits we negotiated," said Rose.

Some of the features of the new agreement include a \$1,000 loyalty bonus, significant wage increases, and clothing allowances.

The crewmembers of the Umiak have been proud FFAW members since 2006.

Umiak I is an icebreaking bulk carrier, one of the most powerful ever of its kind and FFAW crew members help ensure the safe and successful transport of hundreds of thousands of tons of nickel concentrates yearly between Voisey's Bay mine in the northern Labrador to its processing facilities in Long Harbour. This ship is designed not only to carry bulk concentrates, but also re-supply cargoes for the production operations. The Umiak I contends with extreme ice conditions for most of the year. Although Voisey's Bay is located just south of the 60th N parallel, it is well recognized that winter ice conditions are more demanding than those in many high Arctic areas. FFAW crewmembers are very proud of their work.



Umiak company representative Larry Moore signed the agreement with Mike Rose and FFAW Staff Representative Sharon Walsh



FFAW staff Vanessa Morris and Sharon Walsh witness the counting of the ballots by committee person Andy Linehan

MEMBER PROFILE

MIKE ROSE

EMPLOYER: Umiak 1

POSITION: Deckhand

ABOUT MIKE:

My name is Mike Rose and I am a FFAW ships delegate and a Deckhand on the Umiak I, a bulk carrier that transports raw material from the nickel mine in Voisey's Bay. The Umiak is nearly 700 feet long and can hold 30,000 tons of cargo.

I live in Burgeo with my very understanding partner and two children. I have lived here all my life. After I graduated high school, I went right to sea following in the footsteps of my grandfather who was lost on the Cape Royal dragger in 1977.

I started working with Canship in 2008 on the shuttle tankers and have worked on many of the Canship vessels over the last decade. On my downtimes, I have also worked on tugs and barges and fished with a local fisherman to help make ends meet.

I've worked on the Umiak for almost 7 years, undertaking various tasks such as maintenance, discharging cargo, steering and crane operations. Crew members don't often hope for rain, but this summer the weather was nice and as a result for most of the 7 week trip we were prepping and painting the deck. We definitely wished for rain then.

As crew members on the Umiak, we work shifts of 6 weeks at a time, with 12-14 hour days and are on-call 24 hours a day during that time. There are about 20-22 crew members on the carrier at a time; there are captains, mates, deckhands, engineers, an electrician and most importantly – the cooks.

Life on the Umiak has taken my coworkers and me all over the world, which is a nice change of scenery once in a while. Some memorable trips include going to Deception Bay in the Hudson Strait, to Huelva, Spain, and to Sweden.

Of all the jobs I have held, my work on the Umiak is the most challenging and yet the most rewarding. We have a very good crew onboard, a strong union and a solid collective agreement. I look forward to years to come.



LABOUR RELATIONS BOARD DISPUTE THREATENS EMPLOYMENT STATUS OF NL FISH HARVESTERS

Robert Keenan, FFAW Projects Manager

On August 20th, the Labour Relations Board held an important hearing in the ongoing attempt of FISH-NL to raid FFAW. This was a complex hearing focusing strictly on legal arguments. To best understand the purpose of the hearing and its implications, some context needs to be provided.

When FISH-NL launched its card drive in November 2016, it printed over 8000 cards because it understood that there were approximately 10,000 fish harvesters in the province. This belief in the approximate number of harvesters was confirmed on a number of occasions in the media by FISH-NL leaders.

In January 2017 when FISH-NL submitted its application for certification to the Labour Relations Board, it disclosed that it had just over 2300 cards signed, which showed the limited support that the group possessed. Of course, with so few cards it was not in the interest of FISH-NL to admit that there were approximately 10,000 harvesters, as to do so would result in the clear dismissal of its application. So, to avoid the embarrassment of failure, FISH-NL changed the number of harvesters to 4500, a convenient number that provided some false-respectability to its 2300 cards.

Ever since its January 2017 filing, FISH-NL have desperately sought to reduce the actual number of fish harvesters that exist in the province. FFAW was ordered by the Labour Relations Board to forward its 2015 and 2016 lists of fish harvesting members to the Board in March 2017. FFAW complied with this order and produced lists that showed approximately 9500 harvesters for those two years. FISH-NL was also asked to provide a list of fish harvesters – it has not done so and claims it does not know who is a fisher (despite having stated that there were 4500 in its application to the board).

While FISH-NL worked to deny the existence of 5000 harvesters, FFAW worked hard at providing verification of the list it provided to the Labour Relations Board in March. In October 2017, it began a months-long process of fully reviewing its membership list – linking every name on its list to a fish sale to a processor.

To be clear, FFAW does not decide who is on its membership list. The membership list is established by a declaration from the enterprise owner to the processor setting out who is to receive a share of the catch. When a harvester receives a share, union dues are deducted because FFAW represents fish harvesters. FFAW cannot add or subtract names from its list; that can only be done by the actions of a fish harvester when he or she decides to fish or not to fish. This is in compliance with the definition of fish harvester as set out in the Fishing Industry Collective Bargaining Act that has been

in place since the early 1970s.

FFAW submitted its membership review and the accompanying evidence to the Labour Relations Board in mid-January 2018 for the Board investigator to investigate. FISH-NL was aware of FFAW's submission but at this point, one year after its application, FISH-NL had yet to provide one piece of evidence in support of its assertion of 4500 harvesters.

After a few months of investigation, the Board investigator was able to definitely conclude that there were at least 9,454 individual harvesters on the FFAW lists for 2015 and 2016. The investigator could definitely state this, as he was able to confirm the names provided by FFAW with the fish processing companies that had submitted dues on behalf of individual fishers.

Of course, FISH-NL cannot accept truth and it used a statement from its friends in the processing sector to mount a counter-attack. At a hearing in February 2017, the Association of Seafood Producer (ASP) made a statement that attempted to discount the number of fish harvesters. This is a statement in the best interest of ASP, who would like to minimize the number of harvesters so as to limit their political and economic clout in battles for quota, prices and policy changes involving ASP's members.

Not understanding the implications of ASP's statement, FISH-NL was quick to adopt it as a means of proving its 4500 number. A harvester, according to FISH-NL, was not someone who received a share of the catch; no, a harvester had to meet a whole set of conditions that did not exist in legislation. Funny enough, FISH-NL admitted in a hearing in May 2018 that it had conducted its card drive with no consideration of the conditions it was now imposing on the definition of a harvester. Thus, FISH-NL has no idea if those who signed its cards even meet the criteria it now suggests should be used.

To clarify who was a fish harvester for the purposes of the FISH-NL application, the Labour Relations Board held a hearing on August 20th. The hearing involved FFAW, FISH-NL, and ASP.

Much of what was said at the hearing has already been recapped in this article. ASP re-asserted attempts to reduce the size of the bargaining unit. FFAW defended its harvester numbers and pointed out that there is no evidence that any of its members do not meet the definition of a fish harvester under the Act.

FISH-NL took a different, more disturbing approach. It does not contest the numbers on FFAW's list, it thinks instead that only 4500 people on that list should be given the right to vote if a vote is called. Those 4500 meet FISH-NL's definition of a fish harvester, and the remainder not given a vote, despite

years and thousands of dollars of dues payments by those to be excluded.

The implications of this approach are drastic. Service Canada uses the same definition of harvester for Fishing EI as the provincial legislation. If someone is not enough of a harvester to vote, will they be enough of a harvester to draw fishing EI? FISH-NL ironically claims to protect rural NL but have put forward positions that could lead to further outmigration.

What's more, FISH-NL has publicly confirmed that while it thinks only a small portion of fish harvesters should participate in a membership vote, it will gladly take the

remainder's dues and include them in their bargaining unit.

FFAW plans to fight for all of our members. FFAW members are defined by their status as fish harvesters. Period. FISH-NL have stated they don't want an inquisition as to who is a fish harvester, but that is the exact task they are now asking to be done. We will not concede an inch in our perspective.

The Labour Relations Board is expected to issue its ruling on the August 20th hearing sometime in September. By the way, as of September 9, 2018, FISH-NL has still not provided any proof of its membership number of 4500.

SCIENTISTS WORK WITH HARVESTERS TO IMPROVE COD ASSESSMENTS IN 3PS

Erin Carruthers, PhD - FFAW-Unifor Fisheries Scientist

FFAW-Unifor and the Department of Fisheries and Oceans (DFO) were in 3Ps recently interviewing long-time fish harvesters to better understand cod catch history in the region. Currently, the assessment model for 3Ps cod is based solely on data from a DFO Research Vessel survey, in part, because DFO Science is uncertain about how representative the catch data is going back in time. To use catch data in the assessment model, DFO Science would like an estimate of how certain - or not - the information is starting now and going back 10, 20, 30, 40 or 50 years.

Interviews with harvesters, plant workers and processors have been used to greatly improve the

assessment models and understanding of other important stocks, such as Gulf of St. Lawrence redfish. The interviews with 3Ps harvesters who fished gillnets, traps, line-trawl, handlines and otter trawls will help track fishing effort, catch rates and total removals. This information will help with much needed improvements to 3Ps cod assessments.

The interviews were also an opportunity to talk with and learn from long-time fish harvesters throughout the region. Fish harvesters have considerable knowledge on the history of the fishery and these interviews were a crucial step in bringing that knowledge to the assessment table.





FEDERAL GOVERNMENT INVESTS IN SMALL CRAFT HARBOURS

Seamus O'Regan, Glen Winslow, Keith Sullivan and Glen Critch

Dwan Street, Project Coordinator

In July 2018, Minister of Veterans Affairs and St. John's South-Mount Pearl Member of Parliament Seamus O'Regan announced the federal government would be investing \$40 million in Small Craft Harbours in Canada. For Newfoundlanders and Labradorians this was welcome news. Small Craft Harbours are mandated to ensure safe and accessible infrastructure that will enable a viable commercial fishery, the industry that is the backbone of our coastal communities.

Accompanying Minister O'Regan's announcement was the commitment to use a portion of this funding to expand the small boat basin at Fort Amherst/Prosser's Rock, a campaign harvesters have been fighting for years. The basin will have its size increased by approximately

30 percent, allowing 20-25 more vessels to be tied up in the harbour. This facility has long outgrown its current capacity, with 118 homeport and 138 transient vessels landing 5,518 metric tonnes of seafood last year valued at \$49.1 million.

In August, Minister of Fisheries and Oceans, Jonathan Wilkinson, who was joined by MP Ken McDonald, announced further funding for a number of facilities around the province. These included:

- Reconstruction of the main wharf at Foxtrap Harbour
- Reconstruction of the main wharf at Trepassey Harbour
- Maintenance dredging at the Branch Harbour
- Shore protection reconstruction at Calvert Harbour



Seamus O'Regan announces significant funding for small craft harbours around the province



Federal Fisheries Minister Jonathan Wilkinson in Foxtrap on August 14



Plans for upgrades to the harbour in Foxtrap

- Preparation work for the divestiture of the Small Craft Harbour site in Gaskiers
- Clean up of North Harbour in St. Mary's Bay
- Preparation work for the divestiture of Spaniard's Bay to the Town of Spaniard's Bay
- More berthing space for Harbour users in Port de Grave

“Commercial fishing continues to be the economic cornerstone of many of the coastal communities across the province, and indeed across many parts of this country,” said Minister Wilkinson at the announcement.

For FFAW-Unifor members, this announcement underscores the benefits and importance of a unified voice to fight for the industry. The funding is the product of significant lobbying and hard work by harvesters and their union banding together.

“This has been a long time coming,” says Harbour Authority member and FFAW-Unifor Inshore Council member Glen Winslow. “We have been pushing for these improvements since 2007, and we finally got it. Honestly, there has been much more gained by sitting and talking out the issues than causing a ruckus and being disruptive. We were able to sit civilly with all involved and this would have never been accomplished without everyone’s hard work.”



Coast Guard students at the announcement August 14 in Foxtrap



Unveiling of the plans for upgrades to the Fort Amherst Small Boat Basin

MUCH LEFT TO DO FOR AQUACULTURE WORKERS ON CONNAIGRE PENINSULA

Sharon Walsh, FFAW Staff Representative

Tens of millions of dollars in infrastructure have been invested into the aquaculture sector in our province over the last 25 years, yet the industry provides only precarious employment to workers. For these workers, it is an industry plagued by uncertainty and empty promises – not knowing if they will get enough hours week to week in order to make ends meet.

Despite the financial investment, the aquaculture industry on the Connaigre Peninsula struggles to provide a minimum of 40 hours of employment each week for its production and processing workers. If the industry cannot provide meaningful work, then the business model has serious flaws. Aquaculture workers, their families and communities deserve a better model. They deserve meaningful, safe employment with respectable wages and benefits.

Marine Harvest announced in July that it had recently acquired Northern Harvest. The arrival of Marine Harvest in our province presents an opportunity to do things differently. Not just the promise of economic viability, but an opportunity for responsible farming, improved safety practices, respectful collective bargaining and labour relations.

Marine Harvest is one of the largest seafood companies in the world, and the world's largest producer of Atlantic salmon. FFAW members are experienced production workers who have been employed in aquaculture farming on the Connaigre Peninsula for decades and are looking forward with caution to the potential opportunities for improvement.

So too are the more than 150 FFAW members employed

in processing work on the Connaigre who are currently on lay-off as processing plants are in shut down mode. The hope is with the arrival of the new company, opportunities for expansion combined with better regulations will result in safer farming practices and increased employment opportunities on the peninsula. When aquaculture companies are given access to the pristine waters of NL, it follows that Government should ensure that the fish grown are not shipped to other provinces for processing, but are processed by the experienced workers on the Connaigre Peninsula.

Make no mistake, our members want and deserve full-time, meaningful, safe employment. And, we are hopeful that the arrival of Marine Harvest is the opportunity to deliver. However, getting there will take some time. It will require more product, enhanced facilities and infrastructure, strong regulations and industry best practices.

In the meantime – making the employment insurance program meaningful and responsive to seasonal issues should be a mandate of our elected politicians, particularly in industries such as aquaculture, where temperature/growth/harvesting delays cause huge disruptions in workers' annual income. The program should meet the needs of workers as opposed to the current model where workers struggle in a system never intended for aquaculture. Reinstating the five



Alice Davis working on the processing line in St. Alban's Nature Sea Farms



Barry Group plant in St. Alban's



Bernadette Bowles, Karen Macdonald, Wilma Collier



Betty Howse working at Nature Sea Farms in St. Alban's

week EI Extension Program and ensuring a provincial employment program that delivers meaningful benefits is the least government can do.

Our members and their families, rural Newfoundland and Labrador deserves nothing less.



David Decker with Nature SeaFarmsplant workers Leveson Crant and Bernadette Bowles and Staff Representative Sharon Walsh



Max Bungay, FFAW Industrial Vice-President Eric Day, and FFAW President Keith Sullivan at the plant in Harbour Breton



FFAW Harbour Breton Committee member Gloria Pierce



Lillian Stewart of Barry Group in Harbour Breton with FFAW President Keith Sullivan



Marine Harvest Union Committee - Robert Marshall, Maisie Baker, and Steve Casey

EXTENDED EI BENEFITS A VICTORY FOR PROCESSING WORKERS

Jessica McCormick, FFAW-Unifor Director of Public Affairs

On August 20, the federal government announced \$189 million in funding to extend employment insurance coverage for seasonal workers. This is a victory for processing workers and FFAW-Unifor, who fought hard for these changes.

Plant workers in our province have experienced a very difficult year, resulting from dramatic declines in crab and shrimp stocks. These additional benefits will be a lifeline to many who are facing a financial crisis and will not receive enough work this year.

In June 2004, a pilot project was initiated to extend regular EI benefits by up to five weeks above the regular entitlement period. The pilot project proved to be effective for seasonal workers in this province, most of whom are subject to early spring ice conditions or ecosystem changes that affected fish harvesting over which they have no control. However, the pilot project expired in July 2017 despite its proven success in supporting workers.

A committee of FFAW-Unifor plant workers from around the province put significant pressure on government officials in recent months. The reinstated program provides for five additional weeks of employment insurance benefits for seasonal workers facing gaps in income between the end of their benefits and the start of the working season.

Drastic quota cuts in recent years have left our plants with a shortage of work and have made it difficult for many plant workers around the province to acquire the minimum qualifying weeks.

“Five extra weeks of employment insurance benefits will help plant workers to keep food on our table until work begins again next year,” said Doretta Strickland, Vice President-Elect of FFAW-Unifor’s Industrial Council and plant worker at Ocean Choice International in Triton.

If you are a worker in a seasonal industry and have established an EI claim on or between August 5, 2018, and May 30, 2020, and you live in Newfoundland and Labrador (excluding St. John’s), you will be considered eligible for five additional weeks of benefits if you meet both of the following criteria:

1. in the previous five years, you had at least three EI claims in which you received regular or fishing benefits; and
2. at least two of those EI claims started around the same time of year.

Some FFAW-Unifor members will not be eligible for these benefits, including fish harvesters and seasonal workers who filed their EI claim before August 5. This is not acceptable. Your Union will continue to lobby the federal government to ensure all those in need of the additional five weeks of benefits are eligible for the program. If you have any questions or concerns about the process, we encourage you to contact Service Canada or your FFAW-Unifor staff representative.

FFAW-Unifor WOMEN'S ADVOCATES

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
vickipaulinerussell@hotmail.com

Northern Peninsula

Candace Francis
OCI Port au Choix
709-861-8068
candacehamlynfrancis@hotmail.com

Jayne Caines
FRC Office, Port au Choix
709-847-4356, 709-847-7732
jcaines1@hotmail.com

Manette McLean
Lobster Technician, FFAW-Unifor
eldamanettemclean@hotmail.com

West and South Coast

Mildred Skinner
Harbour Breton & Area
709-885-2567, 709-571-2277
skinnermildred@hotmail.com

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

Ruby Sheppard
Supervisor, FRC
709-632-6423, 709-681-2854
rsheppard@nf.sympatico.ca

Brenda Pieroway
Corner Brook & Area
709-634-0277, 709-632-6861
bpieroway@ffaw.net

Central/North East Coast

Della Melendy
Beothic Fish and Lumsden Area
709-530-2657
della.melendy@hotmail.com

Sheila Howell
Beothic Fish and Lumsden Area
709-536-9853
howell_sheilas@yahoo.ca

Flora Mills
Notre Dame and Comfort Cove Area
peoni2000@yahoo.ca

Linda Woodford
Herring Neck Area
709-628-7825
709-884-6088
lindag.woodford@gmail.com

Nancy Bowers
Beachside Area
709-668-1576
nancy_bowers@hotmail.com

Doretta Strickland
OCI Triton
709-263-2308
doretta1958@gmail.com

Burin Peninsula

Cathy Dimmer
Burin and Area
709-277-2558
cathy.dimmer@persona.ca

Karen Caines
OCI Fortune
709-832-4719
karcaines@gmail.com

Marie Grandy
OCI Fortune
709-832-5102
mandcgrandy@hotmail.com

Bonavista Peninsula

Doreen Street (OCI Bonavista)
OCI and Bonavista Area
709-468-0066
Doreen_street@hotmail.com

Avalon Peninsula

Dwan Street
FFAW Projects Coordinator
709-770-1343
dstreet@ffaw.net

Sara Ploughman
Long Harbour Area
709-573-1467
saraploughman10@gmail.com

Maud Maloney
Shawmut Fisheries, Witless Bay Area
709-730-7559
maudiemaloney@gmail.com

Jackie Baker
FFAW Science Program Coordinator
709-764-4646
jbaker@ffaw.net

Sharon Walsh
FFAW-Unifor Staff Representative
709-769-8177
swalsh@ffaw.net

Tina Pretty
FFAW Women's Advocate Coordinator
709-576-7276, 709-728-2168
tpretty@ffaw.net

FFAW | UNIFOR STAFF REPRESENTATIVES



BILL BRODERICK

Inshore Director



JASON SPINGLE

Staff Representative
West Coast, Northern
Peninsula & Labrador



GREG PRETTY

*Industrial/Retail/Deepsea
Director*



MONTY WAY

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



ROLAND HEDDERSON

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



JOHN BOLAND

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



SHARON WALSH

Staff Representative
Industrial/Retail/Offshore

ELECTED LEADERSHIP



FFAW-Unifor is overseen by the 19 member Executive Board, which is elected every three years. Below the Executive Board, there are two councils; the Inshore Council and the Industrial/ Retail/ Offshore Council. These councils are also elected every three years. Each Council has numerous committees on various issues such as regional or species specific committees.

FFAW-Unifor is overseen by the 19 member Executive Board, which is elected every 3 years. Below the Executive Board, there are two councils; the Inshore Council and the Industrial/ Retail/Offshore Council. These councils are also elected every 3 years. Each Council has numerous committees. The next elections will take place in 2018.

EXECUTIVE BOARD

Keith Sullivan	PRESIDENT
David Decker	SECRETARY-TREASURER
Tony Doyle	INSHORE VICE-PRESIDENT
Eric Day	INDUSTRIAL VICE-PRESIDENT
Loomis Way	INSHORE NORTHERN PENINSULA/LABRADOR
Nelson Bussey	INSHORE AVALON PENINSULA
Vacant	INSHORE WEST AND SOUTHWEST COASTS
Glen Newbury	INSHORE NORTHEAST COAST
Mike Noonan	INSHORE CREW MEMBER
Joan Doucette	INSHORE WOMEN'S POSITION
Nancy Fillier	INDUSTRIAL NORTHERN PENINSULA & LABRADOR
Paul Kean	INDUSTRIAL NORTHEAST COAST
Mike Devereaux	INDUSTRIAL NON-FISHING
Charles Baker	INDUSTRIAL SOUTH AND SOUTHWEST COAST
Warren Broderick	INDUSTRIAL AT SEA
Karen Caines	INDUSTRIAL WOMEN'S POSITION

INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

Eric Day	VICE-PRESIDENT
Melvin Lockyer	ICEWATER
Paul Kean	BEOTHIC
Nancy Fillier	LFUSC
Charles Baker	CLEARWATER
Mike Devereaux	HOTEL GANDER
Warren Broderick	CANCREW
Doretta Strickland	OCI TRITON
Trudy Byrne	ST. ANTHONY SEAFOODS
Flora Mills	NOTRE DAME COMFORT COVE
Vickie Morris	LABRADOR CHOICE
Karen Caines	OCI FORTUNE

Dwayne Harnum	PENNECON
Betty Brett	FOGO ISLD CO-OP
Hubert Stacey	OCI ST. LAWRENCE
Candace Francis	OCI PORT AUX CHOIX
Joey Warford	MOLSON
Vacant	OFFSHORE SHRIMP
Barry Group	SHAMUT
Ed English	M&M OFFSHORE
Barry Randall	OCI BONAVIDA
Vacant	OFFSHORE TANKERS
Lloyd Squibb HR.	GRACE COLD STORAGE
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Frank Piercey	TROUT RIVER TO NODDY BAY & LANSE AU CLAIR TO RED BAY
Michael Symmonds	QUIRPON TO ENGLEE
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Dennis Chaulk	NEWTOWN TO ELLISTON
Gilbert Penney	LITTLE CATALINA TO GREEN'S HARBOUR
Keith Smith	WHITEWAY TO CARBONEAR
Wayne Russel	HR. GRACE TO PORTUGAL COVE NORTH
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Glen Winslow	MEMBER AT LARGE
Andy Careen	MEMBER AT LARGE



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FLASHBACK



Do you recognize these people? Who are they? What are they doing? 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 flashbacks photo was not identified.

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