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Grows at Nickel Plant
in Long Harbour**

**Agreements Ratified
With Beothic, OCI and
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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



In the fifty-nine year history of your Union, we've experienced the rewarding challenge of building a union through nothing but hard work and commitment, the gut wrenching difficulty of the moratorium and out-migration, the rebuilding of our fishery through shellfish, the building and then

closure of plants, countless tie-ups, and battles with the provincial and federal governments. All the while we have branched out to different sectors, organizing hotel workers, steel workers, technicians, brewery workers, and tugboat operators. This is to say nothing about the deaths of co-workers, crewmembers, skippers, and loved-ones that leave heartache and memories that never disappear.

Your Union has lived a lot in fifty-nine years, and in many respects it has lived many different eras, each with their own circumstance, setting, challenges, goals and successes.

It is likely that we are about to embark on another era for you and your Union. This life will bring about new challenges, a new economics, and new opportunities, that will be different from the past. This new era will not be divorced from the past – there are many positive changes of the last 20 years that must continue – but the constants of the past two decades will likely be no more.

As I embark on another three year term as President of your Union, it is important to set some markers as to where we want to be three years from now. We have discussed the challenges and the solutions, now it is time to sketch what that future should be.

In three years time controlling agreements should be formally illegal. There will be real and significant consequences for processing companies seeking to control quota by wrecking the financial basis of the fishery and compelling harvesters to participate in illegal schemes that rob the harvester of all control and rights. The punishment for entering into a controlling agreement will be defined and not subject to the uncertainties of judicial discretion.

In three years time the difficulties posed by controlling agreements will not be resolved. Some of these agreements have been in place for decades and are hid behind the barriers of lawyer offices and deep pocketed corporation. Most importantly, untangling the web of controlling agreements should minimally impact harvesters. The elimination of controlling agreements will not mean the end of harvesting jobs and the overall loss of licenses. The goal of members in getting rid of controlling agreements is to strengthen harvester autonomy.

In three years time we will have a substantial ground fisheries including increased opportunities in cod that harvesters will rely upon for an ever-growing proportion of their annual catch and earnings. This goal may seem bold in light of the challenges faced this year, but I do not believe that a one-year decline reversing the trend of healthy growth in the stock that has been ongoing for the past decade. There will be a strong cod fishery in three years time, that will operate over much longer season and that will land a quality product that is as good or better than that which is landed in Iceland and Norway.

In three years time we will have initiated a valuable redfish fishery in the Gulf with potential to support dozens of enterprises and over a hundred harvesters. This fishery will be sustainable, free of corporate con-

PRESIDENT'S MESSAGE CONTINUED

trol, and provide harvesters in this province with a fair share of the resource.

In three years time there will be new fish processing plants either newly built or in the process of being built at a variety of locations in rural NL. These new plants will provide important and safe work for rural communities. These plants, along with the inshore owner-operator fleet, will ensure that those who live closest to the resource will receive the maximum benefit from the harvesting of that resource.

In three years time we will have a stronger understanding of what a sustainable crab and shrimp fishery will look like in a groundfish dominant marine environment. These two fisheries saved rural NL in the years after the moratorium and we do not foresee them disappearing with the return of cod. While the fisheries for both has clearly declined in recent years, an inshore crab and shrimp fishery will continue to exist and be profitable for years to come. What will change is the scale of the fishery, and right now it is difficult to determine what they will be.

In three years time we will have a more formal understanding from DFO on the tremendous impact of predators on the fishery and plans will be developed on a sustainable solution. On a social, economic, and political grounds, Canada cannot continue to willfully look away while seal populations explode and do ever more harmful damage to our fisheries and the marine environment. It is alarming to see pictures from harvesters of seal bellies showing huge amounts of capelin, cod, and crab inside. The evidence of the impact of seals is clear; if only the federal government took the time to look The images presented by anti-sealing protesters cannot triumph over the challenges faced by coastal areas when harvesters return with next to nothing in their nets and pots.

In three years time the lobster fishery will be maintaining year-over-year growth in landings and the lobster fishery will continue to grow in terms of landed value, in the province. NL lobster will be better recognized as the best lobster in the world and your Union's trace-

ability program will serve as an identification card for buyers and consumers.

In three years time the NL brewing protections in Canada's Agreement on Internal Trade will remain in place, protecting the scores of good paying brewery jobs already in this province while denying large corporations to establish more profits on the backs of the worker.

In three years time our steel fabrication workers will be enjoying more employment and better respect in terms of securing projects. Adjacency not only applies in the fishery; it applies for all our natural resources and major projects. Our steel fabrication workers have been let down by the promises of the Atlantic Accord, and this must change.

In three years time the NL tourism sector will be as strong as ever, and this will benefit our hospitality workers, upon whom tourists depend for a good experience and a smile. Our workers in hospitality sector must enjoy a financial share of the industry that helped build and constantly support.

In general, in three years time I want to see your Union grow. We have interrelated economic and demographic challenges, but they are not insurmountable. There are young people who still crave a regular, good paying job that provides dignity and purpose. There are always new opportunities to build wealth, security, and workers rights. Our future is not yet written; we still hold the pen.

Lastly, in three years we will have bridged some of the gaps that have emerged over the past few years. As I've said in the past, we are a Union that has grown from debate and different ideas. We want to encourage discussion, and not descend to derision. We want passionate responses mixed with empathy for our fellow Union members; and not insults and rigid divisions. We are stronger together; that's not a belief, that's a fact.

This is part of my vision, based on the practicalities of the present and the opportunities of the future. This vision will require a lot of work, but there is no better use of our time and effort.

MESSAGE FROM THE SECRETARY-TREASURER

David Decker, Secretary Treasurer

It's been said that we cannot seek achievement for ourselves and forget about progress and prosperity for our communities. Since the founding of our union, this idea - that we are stronger as a people and as a province when we lift everyone up and build vibrant, sustainable communities - has been the cornerstone of the work we do.

Over the past year, we've faced many challenges - in the ecosystem, at the bargaining table and even within our union. Through it all, we have remained steadfast in our commitment to working in the best interests of our members, your families and your communities.

As I look ahead to the next chapter for our union, I know that we will face many more challenges. Our ecosystem is changing and so is our economy. From the decline of shellfish in our ocean and a lack of raw material to process on land, to new tariffs and the threat of a trade war with our American neighbours. These are serious and significant issues for FFAW-Unifor members and we will need to tackle them head-on, with new ideas and new approaches that are strategic and that are long-term.

One of the biggest challenges we faced this year was the continued decline of shrimp and crab. While strong prices have helped, significant quota cuts have had a major impact on harvesters. On top of this, recent DFO decisions on the management approach for Northern Cod could mean serious setbacks in rebuilding the groundfish fishery.

On the processing side, once again this year many plant workers are struggling to get enough work. There is much uncertainty and little reassurance from processors that things will improve. In response to this, we are launching a campaign to lobby the provincial and federal government to introduce programs that will support plant workers and the dozens of coastal communities they live and work in. Existing programs just don't cut it when it comes to addressing the transition happening in today's fishery. It will require thinking outside the box in order to maintain the rural economy and support the processing workers at the foundation of that economy in many communities.

A bright spot in the future of the fishery is redfish. In recent years there has been an absolute explosion in the biomass of redfish in the Gulf of St Lawrence and potential for substantial at-sea and onshore employment in the coming years.

In order to prepare for those opportunities, and to ensure

the inshore fishery is well-positioned to take advantage of them, our union is leading the way. Our field technicians are working to estimate species split in order to separate catch levels of the two different redfish species. We're also seeking funding to support innovative gear technology to prepare for a fishery that will look much different than the fishery of the past.

Armchair critics of the fishery have said over the years that they believe FFAW-Unifor is "anti-conservation" when we fight for increased access to fish resources or when we take a stand against quota cuts that will severely impact our members. This couldn't be further from the truth. Fish harvesters and plant workers understand the importance of a sustainable fishery because their livelihood depends on it. Our union is not anti-conservation. We are pro-worker and pro-community. Every position we take is done with careful consideration for the impact on the resource and with consideration for our members and their ability to pay the bills, put food on the table and support their families.

While it might be politically expedient for government to slash and burn quotas in order to quell rumblings from conservation groups in downtown Toronto, what's much more difficult and necessary is making a decision that balances conservation with the best interests of working people in coastal communities. If our union doesn't take a stand in the interest of our members and rural Newfoundland and Labrador, we wouldn't be doing our job.

Whether you're working in the fishery or in the industrial-retail-offshore sector, it's clear that there are no quick fixes to the issues we face. We must take a long-term view and develop new, innovative strategies.

It's been more than twenty years since I started out with our union. There having been many changes over the years. And while the way we approached things in the past may not be the way we approach them in the future, one thing that must remain consistent is our unity and our ability to bring our members together, as a collective, to get the job done. On this, we must be unwavering. For our community's sake and for our own.





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MESSAGE FROM THE INDUSTRIAL DIRECTOR

THE RISE OF THE RIGHT & OTHER SUMMER MUSINGS

Greg Pretty, Industrial Director

So, you thought you were well insulated from the horrific political activities in the United States.

You thought, like me, in time, the Republican Party would clamp down on the President and make him heel.

We were wrong. Very wrong.

The Ontario Provincial Election is a wake-up call for caring, thoughtful Canadians from sea to sea to sea.

Similarities between the Trump and Ford election are at best, troubling.

Both squared off against intelligent, dedicated women. Both women were rejected by business and working classes. In the days prior to the Ontario Election, Ford didn't have a political platform. Typically, this approach was lethal to any political campaign of the 20th century, but not today. Make it up as you go placates the majority.

Ford had simple, base messaging very similar to Trump's. Although somewhat Canadianized "Cheap Beer and Lower the Minimum Wage" was the equivalent of "Make Ontario Great Again." It worked. It struck two distinct chords in the Ontario psyche. Beer and small-minded business.

In return for the promise of cheap beer, the populace, for the most part, unwittingly voted to sacrifice the incomes of the working poor, students, and single parent families.

Time will tell if they will ever see one-dollar beer but one thing is guaranteed.....the working poor and lone parent families in the service industry will make less money. Families will be poorer and child poverty will increase.

Let's put that into perspective.

Federal Finance Minister Bill Morneau's district of Toronto Center boasts a child poverty rate of over 40%. These rates can only increase if Mr. Ford satisfies the appetites of employer groups such as the Canadian Federation of Independent Business (CFIB).

Toronto Center could double these child poverty rates if Ford bows to the rabid Employer Representatives.

One thing for sure, those Right-wingers are tough on children.

Could the Right-Wingers win here?

You can bet your Big Stick they can.

The same political forces directing the Ford machine are actively engaged in the same campaign in NL.

You hear it every day. The CFIB lobbies our politicians to do exactly the same thing to NL workers in the guise of stronger, healthier trade markets.

Luckily there's only a handful of them. The employer groups always need workers to buy into their agenda of low wages and little or no benefits.

They pit workers against unions, men against women, the ignorant against immigrants, their own under paid employees against public service workers.

They want less regulations, less education and less health care and their all-time favorite tune, less tax, in good times and bad.

Just like their Ontario counterparts, these employers want less for workers in NL.

The Right has its federal hero in waiting, Federal Opposition Leader Andrew Sheer.

In 2016 Scheer described US Republican Senators Ted Cruz and Mark Rubio as strong Conservative voices. Oh dear.

Just last week, Scheer's Conservatives won a Quebec by-election, a frightening political harbinger for those who thought we were far removed from the Rise of the Right.

We should watch carefully how closely Ches Crosbie aligns himself with Scheer and the Right-Wing Bay Street philosophers.

So, be vigilant. Weigh their words carefully. Their view of Canada is not your view of Canada. Their view of NL is not your view of NL.

I will leave you with this nugget, with apologies to Kipling.

"For all we have and are

For all our children's fate

Stand up and take the War

The Right are at the Gate".

Until the fall my friends, have a great, safe summer.





INTERNATIONAL CONFERENCE ON FISHING SAFETY HELD IN ST. JOHN'S

Bill Broderick, Charles Coady, Loyola Power, Sharon Walsh, Robert Keenan and Mark Dolomount

From June 10 to 13, Memorial University hosted IFish-5, the largest international gathering of fishing, aquaculture, and seafood processing safety and health professionals. This conference was an important venue for discussions within the fishing industry as it explored current fisheries research, safety policies and regulations, and highlighted best practices for keeping workers safe and healthy.

Speakers from around the world provided an overview of recent advances in occupational health and safety, identified priorities for the future, and presented success stories in research, training and industry collaboration.

FFAW-Unifor staff representatives were in attendance throughout the four-day event, presenting and participating in a variety of panel discussions. It was a unique opportunity to tell our story and share our successes with the international fisheries community, including our nearly 50 year history of representing fish harvesters in collective bargaining, our achievements in securing universal workers' compensation for fish harvesters, our success in maintaining the cur-

rent owner/operator and fleet separation policies, 20 years of professional certification of fish harvesters, and more recently in establishing the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA). We were applauded for our strong organizational model, our unwavering commitment to the safety of our members, and our resilient approach to sustaining our fisheries resources and coastal fishing communities.

The conference also provided opportunity to showcase current NL research projects to assist in the areas of vessel stability, noise and risks associated with weather and provided insight into shellfish asthma in processing plants. With international attention, it was a great opportunity for FFAW-Unifor representatives to shine a light on the need for a sector safety council for the fish processing sector.

While we have worked hard to advance safety in the harvesting and processing sectors, there is no doubt continuous effort will be required to ensure the prevention of workplace injuries, occupational diseases, and fatalities.

FFAW PRESIDENT PARTICIPATES IN TRUDEAU FOUNDATION PANEL ON OIL AND GAS

On June 6, Keith Sullivan participated in a Pierre Elliot Trudeau Foundation Panel in St. John's. Panel members included Angela Antle (CBC), Paul Barnes (CAPP), Maureen-Murphy Rustad (One Ocean) and Keith Sullivan (FFAW). Discussion focused on the dynamics between the fishery and the offshore oil and gas industry.

Sullivan provided perspective on areas of cooperation as well as conflict. He addressed the critical need for governments to consider the impacts of offshore oil and gas expansion on the fishery and work to create policy to protect the long term sustainability of the fishing industry.



ATLANTIC HALIBUT QUOTAS UNJUSTIFIED, DISAPPOINTMENT TO HARVESTERS

Earlier this month, DFO announced the Total Allowable Catch (TAC) for the 2018 Atlantic Halibut in the Gulf of St. Lawrence (4RST). The TAC will remain the same this year, despite requests by harvesters for an increase justified by recent scientific surveys. FFAW-Unifor is urging Minister Leblanc to reconsider this decision before the season opens next week.

“Atlantic halibut presents an opportunity for harvesters who are seeing declines in other resources. Harvesters in the area requested a reasonable increase to the TAC this year, yet DFO dragged their heels with a late announcement of the status quo despite strong evidence of a flourishing stock,” said FFAW-Unifor President Keith Sullivan.

In recent years, harvesters throughout the west coast of Newfoundland and right up to non-traditional areas like the tip of the Great Northern Peninsula and even the Labrador Straits have witnessed the absolute explosion of the halibut resource. After years of work led by FFAW-Unifor, a gulf-

wide comprehensive post-season long-line tagging survey was completed in 2017 and the results confirmed the high abundance of the Atlantic halibut in the region.

“The union has worked with many harvesters throughout the Gulf in order to get the science DFO required. Harvesters must now see the benefits of their efforts,” said Sullivan.

The bi-annual increases to the TAC in recent years have been ultra-conservative with catch rates and scientific surveys continuing to show unprecedented values. This year’s implementation of the status quo is not in line with the biomass estimates and must be reconsidered.

“Harvesters are being reasonable to ask for a modest increase to this year’s TAC despite an even higher increase being warranted. We urge Minister Leblanc to reconsider this decision,” said inshore harvester and FFAW Executive Board member Loomis Way.

FFAW-UNIFOR MEMBERSHIP GROWS AT NICKEL PLANT IN LONG HARBOUR

In May, FFAW-Unifor President Keith Sullivan visited Vale’s nickel processing plant in Long Harbour. Sullivan toured the facility with Pennecon local chair Dwayne Harnum and Allan Moulton, staff representative.

FFAW-Unifor now has approximately 150 Pennecon members at the Long Harbour facility who provide the majority of maintenance services to the nickel plant.

“It was a real pleasure to tour the facility with Dwayne. Vale has a massive operation underway in Long Harbour, and our members with Pennecon provide a huge contribution to the success of this work,” said Sullivan.

Industrial Director Greg Pretty and Staff Representative Allan Moulton are in regular dialogue with the local union membership and the company concerning issues that arise on day to day basis.

FFAW-Unifor continues to work on the first collective agreement for employees of Provincial Ready Mix, the cleaners at Long Harbour.

“This three-year ongoing battle has been very challenging for workers and we are hopeful the fight will come to successful conclusion soon,” said Pretty.



COD TAGGING WORKSHOP

Dr. Erin Carruthers, FFAW Fisheries Scientist

Harvesters in the Northern Gulf have reported high catch rates of Atlantic Cod in the fall of the year. The question is, are these Gulf Cod or Northern Cod? One of clear ways to answer this question is with acoustic or pinger tags, which would track cod as they move through the Strait of Belle Isle. These cod pingers would also track if the fish tagged in the Northern Gulf move into range of the acoustic receivers along the Northeast coast of Newfoundland. DFO and FFAW



staff will be tagging cod in the Strait of Belle Isle this fall.

One of the first steps is to understand the tagging process. To that end, FFAW and DFO from the Quebec Region organized an introduction or refresher course for cod tagging with Dr. John Bratley, a recently retired DFO cod scientist. It was an excellent, hands-on introduction for FFAW science staff and technicians as well as technicians from DFO in both the Quebec and Newfoundland regions.

Thanks to John for a thoughtful and thorough introduction to cod tagging.

FROM OCEAN TO PLATE – FOUR YEARS INTO NL SEAFOOD TRACEABILITY

Johan Joensen, FFAW Industry Liaison

The traceability program is now in its fourth year. FFAW-Unifor started the program to ensure our proud members were being recognized for their hard work by the end consumers who enjoy the product harvested from our waters. By having traceability in the hands of fish harvesters, consumers are able to see your communities, your vessels, your hard work – and thank you for doing so.

Traceability continues to be a strong strategy in the global marketing of sustainably harvested seafood. The program encourages transparency and responsibility along every step of the chain of custody - from ocean to plate - and provides a link between the harvester and consumer.

Consumers are given peace of mind that the product they purchase has been harvested in a responsible manner and they are able to put a face to the product, while harvesters can see where their product travels and receive feedback from consumers.

Consumers scan the QR code or go to the website and enter the unique identifying number that shows the harvester's profile with a photo, some information provided by the harvester, where and when it was landed, as well as gear type and other useful information.

Traces are coming in worldwide, from the United States, United Kingdom, China, Africa and Europe.

"We purchased lobsters at Price Chopper in Catskill, NY, USA last week, and found the tag with a QR code attached, so I scanned it, and found out where the great lobster's originated! Thanks for providing us with quality seafood, which can sometimes be difficult in upstate NY!"



Photo from David Allen

I lived in Boston for several years, have been to Maine more times, and it was funny that we just happened this weekend to see an episode of Anthony Bourdain's Parts Unknown on CNN and he visited Newfoundland. PEI and NL are on my bucket list!

As a self-proclaimed chef and foodie, I truly enjoyed knowing exactly where my food originates. In the future, we will look for your tags and thanks to Price Chopper for providing quality seafood!" Best, David A. and Ava B.

In a global marketplace that continues to demand increased stewardship in its fish harvesting, we are ensuring Newfoundland and Labrador harvesters are leaders in putting a sustainably harvested, traceable product into market. Together with this effort the tag design highlights catch as a "Product of Newfoundland and Labrador", so the next time you sink your teeth into some of the world's most sustainably harvested, delicious seafood – look for the tag!



ANNUAL GRAND BANK SEAFOODS EMPLOYEE APPRECIATION LUNCH

Allan Moulton, Staff Representative

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

working to acknowledge the hard work of their employees. It is our hope that other employers will follow suit - showing appreciation for workers goes a long way.





IT'S IN MY BLOOD TO BE A FISHERMAN

Brandon Bennett lives in St. Paul's, a small fishing town on the northern peninsula of Newfoundland. At 24 years old, he is a hard-working fish harvester, enjoying his first year as an enterprise owner in the fishery.

"I grew up with my father being a fisherman," Brandon says. "Everyone around me was into fishing, so I guess it is just in my blood to be a fisherman. It's where I love to be."

With two twin baby boys who just turned 1 year old in May, Brandon admits it has not always been easy. But, he is home.

"I graduated from high school and then went away to work on a fly in-fly out job in Labrador for 5 years. There was not a day that passed by while I was gone that I didn't think about how the boys back home were doing with fishing."

After five years, Brandon made the decision to come back home and follow his passion for fishing.

"After five years, I realized I'd had enough. The work I was doing wasn't really for me. I decided I wanted to go fishing and, after growing up aboard a fishing boat since I was old enough to walk, that is where I wanted to be. I headed back to school for the winter, got my fishing masters, and it all began from there."

After finishing his fishing masters, Brandon began his road toward being an enterprise owner.

"A buddy of mine was looking for crew in Cow Head, not far from my home town. I went fishing with him for the year. Fishing went well so I decided I needed to find a way to get my own license and enterprise. I'm young, and I knew that with hard work I could do it and pay for it in my early years."

Brandon sees a future in the fishery for young harvesters.

"Looking back ten years ago when my father was hard into fishing, lobster was very scarce and there wasn't very much out there for young folks to be at. Halibut stocks were down, but now we're seeing a really big amount of both halibut and lobster since then. In the offseason, when you wake up every morning knowing that next spring I'm going back aboard the fishing boat – that's a really good feeling."

Brandon also has some words of advice and encouragement for young harvesters who are considering fishing as a career, or who may be new to the industry:

"Any of you young fishermen out there, the same as myself, remember – if it's what you want to do, then do it. I think there's a bright future out there for us as there are not half as many fishermen as there once were. If you believe in what you want to do, then just work hard at it and it will happen."



GULF OF ST LAWRENCE REDFISH: BUILDING A NEW SUSTAINABLE FISHERY FOR HARVESTERS IN THE GULF

Dr. Erin Carruthers, FFAW Fisheries Scientist

Redfish in the Gulf of St Lawrence had been at exceptionally low levels since the 1990s. However, over the past few years – thanks to a few phenomenal recruitment events – estimated biomass is currently equal to levels seen in the



What species is it? *Sebastes fasciatus* or *Sebastes mentella* (Photo: DFO Science)

mid-1980s. Most of these redfish are undersized but are expected to grow into the fishery in the next few years.

Historically, redfish were landed wet, iced fresh in the hold, with onshore processing operations in Fortune, Harbour Breton, Gaultois, Ramea, Rose Blanche and Port aux Basques, to name a few.

Eric Day, Vice-President of the Industrial-Retail-Offshore Council, remembers working on redfish at the Harbour Breton plant. As Eric said, “We got a lot of work out of redfish. Redfish was the mainstay of our plant for 6 or 7 months of the year in the 1980s and 1990s and there were plenty of other plants processing redfish. I would like to see redfish in the plants again.”

There is incredible potential for a redfish fishery, with substantial at-sea and onshore employment opportunities for Newfoundland and Labrador. There are, however, key issues we need to resolve while developing a full-scale redfish fishery in the Gulf.

First, the Gulf redfish fishery is based on two different species that have different levels on incoming recruitment, growth rates and therefore sustainable fishing levels. If the catch is not separated, TAC levels will be set for the less productive species. Projections provided by DFO Science show that the ability to identify the catch by species and the ability to maintain catch levels for each species could result in a doubling of the TAC for the Gulf; sustainable TACs of 60,000 t could become 120,000 t with catch that is separated and

tracked by species.

Fortunately, this can be done. The species split can be estimated by counting the soft fin rays. FFAW field technicians are counting fin rays of redfish captured in our programs. We are working on sampling protocols with DFO Science.

Second, there is the issue of bycatch. Given the expected magnitude of the new redfish fishery, bycatch of other commercially important groundfish, such as halibut, turbot and cod, must be kept as close to zero as possible. The FFAW members are seeking funding to test trawls and grids that would let other groundfish species escape at depth. This gear – designed by long-time trawl captain Ren Genge – would also let small, undersized redfish escape. As many of you know, redfish do not survive

being brought up from depth so any efforts to separate out undersized fish must happen at depth. As Ren said, “We can’t fish redfish like we always used to fish: because we can’t cover the bycatch and because it makes no sense to discard the next year classes coming in.”

Ideally, we will be able to build a long-term sustainable fishery, one that does not harm existing fisheries in the Gulf and one that provides well-paying at-sea and onshore employment opportunities. The FFAW is committed to working with harvesters to build a sustainable redfish fishery in the Gulf.



Ren Genge, Jason Spingle, David Decker and Erin Carruthers participate in the Redfish Advisory meeting in Halifax.

THE MCLEAN FAMILY & TRADITIONAL FISHING IN SALLY'S COVE

Monty Way, Staff Representative

If you have ever travelled the Northern Peninsula, you've likely noticed the boats, sheds and fishing gear along the beach in the tiny community of Sally's Cove.

With no wharf to tie onto and an exposed shoreline, the harvesters of Sally's Cove still pursue a very traditional way of fishing. They all fish from homemade flat bottom boats that they have built and fiber glassed themselves, and use homemade "launchways" or "slipways" constructed from round sticks that they cut during the winter. They use flat bottom boats because they are easier to haul up and need less water to float compared to a round bottomed boats. The launchways are built on the beach near their fishing sheds with each harvester having their own little spot to haul their boats ashore. The launchways need to be built each spring as the sea and ice destroys them throughout the fall and winter.

To anyone not used to fishing this way it may seem a bit overwhelming to have to haul your boat ashore each time you come in and push it in the water each time you go out but the harvesters of Sally's Cove don't mind and are quick to point out all the advantages of doing so.

"I don't have to worry about the boat when the weather is bad, I knows she's ok, she's on the bank and it's easy to put stuff aboard the boat or offload, you can back the truck right out to her," says Keif Way, a long time harvester of Sally's Cove.

Lobster and halibut are the only species fished from Sally's Cove these days but this wasn't always the case. Around 1980, Eldred "Elder" Mclean and his wife Lydia, both fish harvesters from Green Island Cove stopped at Sally's Cove on their way home after fishing herring in Stephenville.

The Mcleans were told by some of the locals that it was a good place for herring so they decided to put out herring nets for a try. While there was no wharf, local fishermen allowed Elder to use their slipways to launch his boat. After setting their nets, Elder and Lydia went on to Green Island Cove to get a camp to stay in that Elder had made some years earlier when he fished on the Labrador. This camp was constructed from plywood and made with hinges so it could be put up and taken down very easily and quickly. It was certainly not meant for anything long term but did the job at the time.

This was the beginning of the Mclean's history in Sally's Cove - little did they realize they would still be there forty years later.

It turned out that Sally's Cove was indeed a good place for



herring and the Mcleans stayed there for the summer fishing herring and cod. This went on for a couple of years when Elder decided to focus more on cod and along with Lydia, his brother Selby and his wife Cicely, put out three cod traps. Selby and his wife had come to Sally's Cove a year or two before to also fish herring, cod and lump as his brother did.

"We set traps at Green Point, Little Brook and The Bar, the next morning we had a full load of fish from the trap at the bar," says Elder. Turns out Sally's Cove was a good place for cod, too.

Back in that time, most of the local harvesters from Sally's Cove fished lobster but after seeing the success the Mcleans were having with cod traps, they began using them as well.

From then on, every spring the Mcleans, Elder, Lydia, Selby and Cicely, would leave their homes in Green Island Cove and go to Sally's Cove to fish, eventually bringing along with them their sons. They settled in quite well and built comfortable fishing cabins to stay in. Even though they were not residents of the area, they did manage to get lobster and crab licenses as well. While they continued to fish other species, lobster and crab became their main fisheries.

Elder's son Rod and his son-in-law Keif, both have a long history fishing in Sally's Cove. "I knows I have been coming here for almost forty years and Keif been here for over thirty," says Rod. Selby's two sons also spent quite a bit of time over the nearly forty years fishing with their father from Sally's Cove.

A few years ago, both Elder and Selby retired from fishing but the tradition continues. Elder's son Rod and son-in-law Keif continue to fish Elder's enterprise while Selby's youngest son Todd fishes his father's. For the past couple of years, Selby's grandson David has been fishing with Todd as well.

It certainly doesn't look like the Mcleans are pulling out of Sally's Cove any time soon. A very modest crew, they don't say much about how well they have done over the years, "we're working away and we are making a living," says Keif.



Todd Mclean, Keif Way, Rod Mclean and David Mclean



Paid Domestic Violence Leave

makes escaping possible

PERMANENT JIB CRANE INSTALLED FOR HARVESTERS IN TAPPER'S COVE

FFAW President Keith Sullivan was in Tapper's Cove on May 4 for the official unveiling of the permanent jib crane. Harvesters in the area are very pleased to have the piece of equipment in place before the start of the fishery.

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

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





FFAW DELEGATION ATTENDS UNIFOR ATLANTIC REGIONAL COUNCIL

Dwan Street, Projects Coordinator

A delegation of representatives from FFAW attended Unifor's Atlantic Regional Council from June 1-3 in Moncton, New Brunswick. Delegates included Doretta Strickland (OCI Triton), Nancy Fillier (Labrador Fisherman's Union Shrimp Company), Charles Baker (Clearwater Seafoods, Grand Bank), Betty Brett (Fogo Island Co-op), David Decker (Secretary-Treasurer), Sharon Walsh (Staff Representative) and Dwan Street (Projects Coordinator, Unifor Atlantic Regional Council Executive Board).

Delegates discussed the importance of paid domestic violence leave legislation, respectful and harassment free workplaces, and the need for new labour legislation in Newfoundland and Labrador to help avoid situations such as the ongoing lockout experienced by DJ Composites (Unifor Local 597).

Member Charles Baker spoke on a resolution regarding arbitrations and cautioned delegates on ensuring contracts are carefully worded and not selective in limiting arbitrators. Doretta Strickland spoke on the importance of ensuring your union is represented in investigations should allegations of workplace harassment and bullying come to light.

It was a powerful weekend of solidarity and meeting representatives of other locals across Atlantic Canada. Many thanks are extended to Unifor Atlantic Regional Director, Lana Payne, and the Atlantic Regional Council Executive Board for organizing a wonderful Council weekend for all.

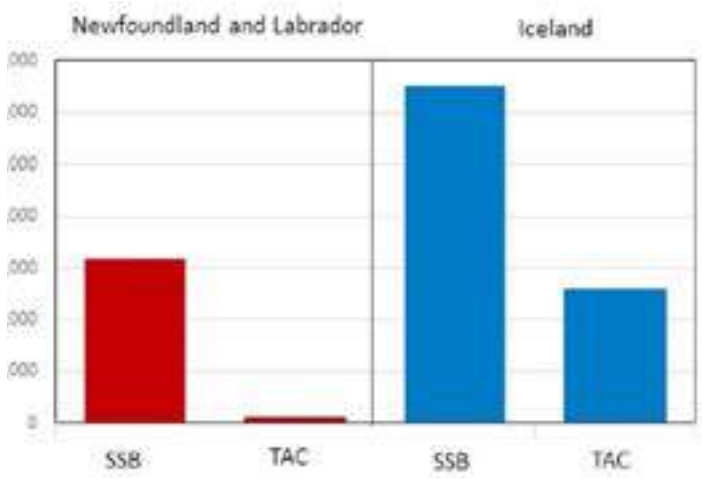




NORTHERN COD MANAGEMENT PLAN THREATENS FUTURE OF INSHORE GROUND FISH FISHERY

Earlier this month, the Department of Fisheries and Oceans Canada (DFO) released the management plan for this year's Northern Cod stewardship fishery. While the most recent stock assessment showed that the modest stewardship fishery had no impact on the trajectory of the stock, the federal government has set the quota at 9500 tons, a dramatic reduction of 25% from last year's fishery.

"This decision ignores socio-economic considerations for hundreds of communities in our province and the thousands of people who rely on coastal resources. It also runs counter to the federal government's own proposed amendments to the Fisheries Act, which explicitly add the need for socio-economic considerations in fisheries management decision-making," said FFAW-Unifor President Keith Sullivan.



The inshore northern cod stewardship fishery is sustainably fished, with an extremely conservative harvest rate of less than 3%. By comparison, Iceland's spawning stock biomass (SSB) for cod is just over double that of the 2JK3L fishing area, yet their harvest rate in relation to the SSB is 26% - over 27 times that of Newfoundland and Labrador.

"Coastal communities in Newfoundland and Labrador rely on the inshore fishery. Without it, outmigration will continue and rural life will be a thing of the past, with no industry

to support it. Northern Cod, if managed responsibly and collaboratively, represents a significant opportunity for a viable and sustainable fishery of the future," said Nancy Bowers, fish harvester and deputy-Mayor of Beachside.



The 2018 stock assessment indicated that fishing mortality rates in the most recent years are among the lowest levels observed in the 35-year time series for this resource and would not impede stock rebuilding. In contrast, natural mortality rates are said to be at a high level and it is imperative that more research be done to understand the causes, particularly with regards to predation by seal populations.

Earlier this year, the Newfoundland and Labrador Groundfish Industry Development Council (NL-GIDC) submitted a proposal to DFO to scale back the already ultraconservative fishery. The modest proposal would have reduced weekly catch limits and reduced the number of weeks the stewardship fishery was open. DFO has gone a step further by reducing the total stewardship fishery quota to 9500 tons.

"As northern cod rebuilds, very modest increases in the stewardship fishery can simultaneously build capacity on land without having any significant impact on the trajectory of the stock. As it stands, this management plan will leave the inshore harvesters and coastal communities shut out of the fishery of the future," concluded Sullivan.

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Brittney Nickerson

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I hail from a small fishing community with a deep family connection to the ocean. Growing up, I would be awakened by the sound of diesel engines rumbling as vessels steamed out of the harbour, on their way to the fishing grounds. I would await Dad's arrival home, as he always brings me the first lobster of the season.

Beginning in 2011, I was hired as an At-Sea Fisheries Observer, and from the time I spent on numerous vessels in various fisheries, I took in many experiences, some good and some bad, in which I still carry with me today. Seeing a young person being Medevac'd off of a vessel in the middle of the night is a memory that never really leaves you.

A few years later, I was hired as a Project Coordinator in Labrador for a construction company, and then gradually took on the role of our Site Safety Designate. From there my passion for safety started and my career path veered off in a new and challenging direction, which I faced with determination and a smile. I obtained further education in the field of Occupational Health and Safety while working on a construction site, and this gave me an invaluable learning experience when it comes to managing and building a positive safety culture. I could see that my aspirations of making a difference in someone's life were achievable for me with this career, and this is what I aim to accomplish in my new position as Health and Safety Coordinator with the Newfoundland and Labrador Fish Harvesting Safety Association.

Over the past several months the Safety Association has made progress with our great initiatives, and we have been able to start developing numerous Safety Management Tools for fish harvesters. These tools will assist harvesters in developing the specific Safe Work Procedures tailored to their vessel, which are required by Transport Canada Small Fishing Vessel Regulations, and Provincial Occupational Health and Safety Regulations. These tools also include many safe work practices, general guidelines on how to work safely on your vessel, safety moments, forms and required documentation templates.

My goal in this position is, as our mandate states, to improve fishing vessel safety and I hope to do just that through raising awareness, educating, coaching and training.

We have engaged with numerous harvesters to obtain their feedback through the development stages of the Safety Management Tools. Working with these professionals and listening to their experiences and concerns, we have been able to gain insight into fishing vessel safety, and through their knowledge and experience have gained further understanding of industry needs.

We have several upcoming events in which the NL-FHSA will be present for; iFish5, the Fish and Work Boat Show, and a Safety Symposium in the fall. The Symposium this year will see speakers from various organizations and research initiatives discussing topics relative to the fishing industry, and we look forward to all of this year's events!

We are here as a resource for all harvesters.

Keep on the lookout for more news and events as the tide brings them in.

TACKLING SEXUAL HARASSMENT IN THE WORKPLACE

Unifor member and NTV News reporter Heather Gillis just finished interviewing a St. John's city councilor in April 2017 when a stranger drove by and yelled a vulgar verbal assault, repeating the "FHRITP" phrase that has been hurled at far too many reporters while on the job.

"This has actually happened to me six or seven times. It's humiliating and interrupts my ability to do my job," said Gillis, in a keynote speech to Unifor's media council in Kelowna this past May.

The Local 915M member called out the driver on twitter, and her photo of his truck lead to his arrest. He wasn't convicted but her case highlights just one kind of workplace harassment that media workers face.

STATS TELL THE STORY:

- ¼ of women media workers have experienced physical violence
- ½ of women media workers have experienced sexual harassment
- ¾ of women media workers have experienced intimidation, threats and abuse

Source: International Federation of Journalists.

While workers in all sectors are saying #MeToo, those in the media sector are paying close attention to sexual and gender-based harassment said Unifor's Women's Director Lisa Kelly, at a media council workshop to empower and educate members.

"It's time to get uncomfortable with this conversation. By recognizing the systemic and personal elements that support harassment, we can identify effective strategies," said Kelly.

Delegates explored ways members can intervene, de-escalate and prevent sexual harassment.

The power dynamic in many newsrooms has older white men in charge of young temporary employees who may not want to speak up, said video producer, Angelyn Francis in a Unifor video played for delegates.

"It matters just as much what you do when you observe it

as when it is being done to you...so always speak up," said Francis, Local 87-M member at MacLean's magazine.



After hearing stories of unwanted advances, unwelcome comments and even physical assaults in newsrooms, film sets and studios, Alex Kassies from CKBG News in Prince George, Local 1010 called the workshop "eye opening."

"It's important, as men, that we step up and say it's not okay," he said.

Unifor has been proactive on the issue of workplace harassment by negotiating the inclusion of women's advocates into more than 350 workplaces across Canada. Anti-harassment policies and joint investigation processes have also been bargained into contracts to make workplaces safer.

The Atlantic Regional Director, Lana Payne said, "Tackling harassment is a collective responsibility for the union, both men and women, and it is necessary to have these difficult conversations to move forward."

To address workplace harassment the union encourages all members to speak up about individual behavior and consider the way decisions are made in the workplace. Raising awareness of gender-based harassment is essential to effective solutions. Ultimately it is employers who are responsible to prevent workplace harassment and mitigate risks to avert physical and psychological injuries.

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

STANDING OUR GROUND AGAINST BIG OIL

Healthcare costs, potholes, Muskrat Falls...there is no doubt our tax dollars are not enough to keep up with the demands for spending money in our "have" Province. Our future prosperity seems dependent on oil and gas royalties. It's not surprising the new plan forward includes a vision to drill 100 new offshore wells by 2030.

This approach however is becoming increasingly frustrating to the fishing industry. "It seems that anything oil and gas related is just given the green light," says Robbie Green, 3L fish harvester. "Seismic is happening everywhere and now drilling is ramping up. Fishing grounds are being lost to the oil and gas industry bit by bit and we're being forced to move aside."

Several companies are proposing to drill wells in the coming years. It is very problematic that individual projects are reviewed in isolation. Each separate project concludes that there will be little to no impact on fisheries and the people who depend on them. But what about all of these projects collectively?



Fishing activities have been forced to change due to the various oil and gas developments in the offshore over the years. Loss of access to fishing grounds, increases in steaming times, gear damage, navigational challenges and safety concerns with increased vessel traffic, iceberg deflection operations, concerns regarding seismic activity on fish species and fishing grounds, and an elevated environmental risk due to spills and discharges are everyday threats the fishing industry faces.

The oil and gas industry is not required to alter their activities to avoid fishing grounds, only mitigate potential issues identified in their Environmental Assessment. "It is unbelievable that there is no lawful consideration factored into these big oil projects to compensate fish harvesters' displacement from fishing grounds," says Nelson Bussey, 3L

When a safety zone is designated around a drill rig, the loss of fishing access appears as a small dot on the map. However, activity in the vicinity of that "dot" may continue to develop over the years and the exclusion zone to fishing may grow larger. Over time, the acreages of exploratory licences, significant discovery licences and production licences have amounted to considerable land "ownership" on the Grand Banks. This acreage is expected to expand with the attention on exploration through the C-NLOPB's Land Tenure System and planned drilling projects on the books for 2019 and 2020.

Once wells have been drilled and abandoned the locations are provided enabling harvesters to avoid these locations. Due to the nature in which fishing gear is set it is challenging to avoid a particular location. What most often results is the avoidance of a larger area in order to stay clear of one particular coordinate.

There are a considerable number of wells proposed for the NL offshore in the next decade which could amount to considerable avoidance, i.e. less fishable area, in the foreseeable future.

Fish Harvester and One Ocean Director.

It is not acceptable to the fishing industry to simply identify mitigation measures to minimize environmental effects. Ongoing and future planning must be considered in light of the rapid expansion of the petroleum industry in offshore Newfoundland and Labrador.

In the bigger picture, 3L Fish Harvester Glen Winslow is exasperated with the overall lack of respect and support for the fishing industry conflict with the oil and gas industry by both Provincial and Federal Governments. "There is no real recognition of the important economic contribution of the commercial fishery in this province. The money earned by fish harvesters and plant workers is spent in this province and provides huge economic benefit to other local businesses like grocery stores, fuel companies, welding shops and electronic companies. And jobs!"

The fishing industry employs over 15,000 people directly (and thousands more indirectly) whether they are fish harvesters, offloaders/dockside workers, buyers, truckers, graders, plant workers, etc. All of these people are tax-

paying citizens of Newfoundland and Labrador. The oil and gas industry may provide more of a contribution to the GDP and those royalties that the province can't get enough of but the bulk of the profits from the oil industry get spent outside of our province. The majority of our fish is exported and therefore the money made from our fishery is new money being brought into this province. The biggest contrast is the money made within the inshore fishing industry stays in Newfoundland and Labrador.

Our fisheries resources are renewable and will be a vital part of the economic future of Newfoundland and Labrador for many years to come. Recent comments from MPs and inaction with respect to allowing oil and gas in the Northeast Slope Marine Refuge while the fishing industry is completely shut out speaks volumes as to the governments' bias towards the petroleum industry.

The FFAW continues to demand federal and provincial governments consider socioeconomic impacts of offshore oil and gas activities on the fishing industry when reviewing proposed petroleum projects. "It is time for government to stand up for the people of our province who depend on the valuable and sustainable fisheries resources off our shore," reminds Keith Sullivan, FFAW-Unifor President.

If you have questions related to offshore oil and gas activities please contact Robyn Lee, Petroleum Industry Liaison at the FFAW-Unifor Office at (709) 576-7276.



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IN MEMORY OF LEONARD NORMAN

APRIL 7, 1956 - MARCH 25, 2018

It is with great sadness that we announce the passing of FFAW IRO Council Member, Leonard Norman, who represented the workers from Beothic Fish Processors in Valleyfield.

As a long standing Beothic employee, Leonard embodied the spirit of hard work and diligence. In his union position as Beothic Union Chair, he gave freely of his time to resolve his members' concerns and issues. Leonard was a strong union advocate for workers and a dedicated and loyal employee. He will be sadly missed.

Leonard is seen here at Beothic's 50th anniversary celebration at the Valleyfield plant in September. L-R are FFAW Staff Representative Sharon Walsh, Beothic Vice-President Paul Grant, Beothic President Scott Boland and Leonard Norman.



FFAW MEETS WITH MINISTER SHERRY GAMBIN-WALSH ON SEAFOOD PROCESSING SAFETY SECTOR COUNCIL

Tina Pretty, Executive Assistant

A delegation from FFAW-Unifor met with Minister Sherry Gambin-Walsh, Minister Responsible for Workplace NL on April 11, 2018 to press for a stand-alone Seafood Processing Safety Sector Council. The group also discussed health and safety issues in the seafood processing industry with her and officials of Workplace NL.

Concerns were raised that the fish processing industry could be lumped in with a manufacturing processing safety sector council. While FFAW supports the creation of a Manufacturing Safety Sector Council (as FFAW represents brewing, steel fabrication and some workers at VALE), the Union does not feel the interests of processing workers would be best served in that particular Council.

Health and safety issues related to the seafood processing industry are unique to that sector and includes geography (rural and remote plants); Occupational Shellfish Asthma, ergonomics, cold and damp workplaces, wet and slippery floors, sharp knives, etc.

The Minister was given a summary of the 2004 research study, Report on the SafetyNet Snow Crab Occupational Asthma Study, Dr. Barb Neis and Andre Cartier, et al. Despite the fact that the study was published 14 years ago, Shellfish Asthma continues to be a health risk in our plants and the fight for a Safety Sector Council for this industry is now a decade old.

Shellfish workers continue to have their health compromised

by unsafe workplaces. Workers in attendance at the meeting gave the Minister personal stories of working conditions and the impact on their lives and the lives of their coworkers. There were examples of workers not being believed when complaining about breathing difficulties, of companies using consultants to intimidate/persuade workers into not filing WCC claims, or blatantly not filing incident reports so workers were denied WCC benefits. Workers told the Minister how they pay for inhalers, steroids and nebulizers out of their own pockets, as well as filters for safety masks just so they can continue to work and make a living. Despite the declines in shellfish stocks, this issue will not be going away anytime soon, as emerging fisheries such as sea cucumber and whelk have also affected workers in similar ways, with breathing difficulties and skin irritations.

The Minister recognized that this situation cannot continue and solutions were needed. The biggest barrier to moving forward with solutions continues to be the processing companies, who refuse to support a standalone safety sector council. FFAW will be following up with the Minister and will continue to lobby for a Council and for changes within the industry that put worker safe at the forefront.

FFAW Delegation included: Jessica McCormick, Allan Moulton, Tina Pretty, Doretta Strickland, Tammy Stacey, Darlene Brockerville, Flora Mills, Della Melendy and Sheila Howell.





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THERE IS A FUTURE IN OUR FISHERY: A CONVERSATION WITH LEE TREMBLETT

Dwan Street, FFAW Projects Coordinator

Lee Tremblett, 42, is a 4th generation fisherman and father of two from Bonavista.

Lee operates a multi-species inshore enterprise, fishing primarily crab, cod, and lobster, with other species like capelin, herring, mackerel, and squid when they are available. The question of when and how his interest in the fishing industry developed was an easy one for Lee to answer.



“I think my interest in the fishery came early, at around age 10 or 12. It was then that I started going to haul cod traps with my dad and grandfather. Getting seasick daily, I still enjoyed the water and seeing what we caught. Hanging around my pop had a big influence. Whether he was building boats or mending nets - whatever he was doing, I was there. He always told me there were a lot of hard times for them living on bare minimum some years, but life was good. You could make a decent living, you were working outside, and in tough times you made do with what you had but still survived.”

“My father also fished, and did so during the 80’s when cod was a booming fishery. People were doing well in the fishery, so he invested big. He kept going even though there were a few bad years after the cod moratorium in 1992, with a big investment in a new boat and cod traps.”

Lee’s father invested in a new fiberglass 35 footer in 1990. His father said it was a lifetime boat for Lee if he ever wanted to keep it going. There was far less maintenance than the previous wooden trap skiff that required oakum in the seams and yearly paint jobs.

“He named her High Hopes, which was extremely fitting at the time. Still is,” said Lee.

When asked about growing up in the fishery, Lee jokes, “Both

my grandfather and father always said, ‘Don’t go at this racket, my son,’ and, ‘Get your schooling.’ They always knew I didn’t listen well.”

Lee’s family history in the industry has clearly had a positive impact on his choice to be a fish harvester and to carry on the tradition. It is clear those family traditions, experiences and tragedies shape how one views the industry.

Lee’s grandfather fished in the summer and worked the lumberwoods and heavy equipment in the off season. When he got older, he passed this fishing tradition to Lee’s father and uncle. In 1985, they experienced a tragic accident on the water while fishing herring.

“My father spent 3.5 hrs in the water and my uncle passed away from the cold. Strangely enough, my uncle was the one who could swim really good; my dad couldn’t,” Lee said.

“My father didn’t quit then, although he was far more cautious with the weather after that,” he added.

Lee’s father was involved with various committees and the FFAW throughout his fishing career, always trying to find ways to be a voice and make positive change for the fishery and his fellow harvesters. He was also one of three friends who came up with the idea of a Fisherman’s Memorial for Cape Bonavista. They raised the majority of the funds required through card games and a call for donations.

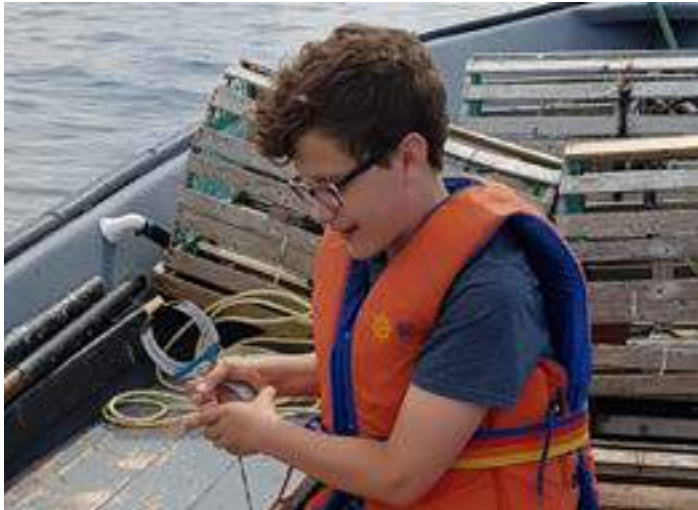


Lee said of his father, “he always felt he was lucky, I guess, that his name wasn’t there, but respected the countless other friend’s names that were.”

Tragically, Lee lost another uncle a few years ago while he was hunting ducks on the water. “He too was a good hand on the water, carrying on the family tradition, but his time was

just up, I guess,” said Lee.

But still, his father did not give up. “I think my father looked at it like if he were to quit at that time, I wouldn’t have been able to keep the boat going as a young feller myself, not knowing



all the ropes at the time,” said Lee.

Sadly, Lee’s father endured a long battle with cancer a few years back and ended up in a wheelchair for a year. “That was hard for him not being able to get on the boat. In the end he was happy I was there to keep the enterprise going for myself and my kids if they ever wanted to get into the fishery,” recalled Lee.

In this transitional time in our industry, it is clear that young harvesters face numerous challenges.

“I feel there are a lot of challenges for young people in the fishery,” says Lee. “Keeping up with required training and new regulations being the main one, as we need to keep on top of our profession and new regulations and policies coming down the pipe. Getting these courses offered locally and at a good time is a challenge and the cost associated with them is also a factor when travel is concerned. As the owner of a small boat enterprise, it always feels like we’re competing with bigger operations and under tight timelines to fish during a good weather window. We’re also facing declining quotas, so that has a big effect on how much you’re able to invest in your enterprise to improve safety and to get more quota.”

Despite challenges, Lee is always optimistic and sees a bright window ahead.

“I feel there is a good future in the inshore fishery for a small multi-species operation such as mine. You can never put all your eggs in one basket, so they say. Cuts in crab quotas and limited cod to catch means we need to be diverse and pursue other lesser known fisheries like whelk, toad crab, and lumpfish. The lobster fishery also seems to be increasing because of the v-notching harvesters have been doing, and other species are being managed and remain steady. I believe there’s a good future in seals also. Seal meat is gaining popularity in other places and the fur is a wonderful product,” Lee explains.

Lee also adds, “Our fish is often far superior to other products

you see in the stores. We have worked hard to ensure our product is of high quality. Maintaining quality will only pay if the processors recognize what we are doing and follow suit.”

Lee also says that a buyback program would go a long way to increasing the viability of existing enterprises, making it more worthwhile for those who want to stay in the fishery.

As a father of two young children, Lee’s children have clearly inherited the family tradition of life on and from the ocean.

“My kids love it on the water,” Lee says, and jokingly adds, “I’m sure they would like it more if it paid them a day’s pay right now!” He continues, “They aren’t quite aware of our heritage connected to the fishery, but I try to teach them the few skills they can learn at their age. Being a teenager around here there are a lot of other things on their minds. I make sure to involve them in cutting up bait or filling needles with twine while they watch YouTube or Netflix. My daughter is a skilled young girl who loves crafting and helping out dad when I need it. She would make a fine skipper one day. My boy likes chopping up the bait and would have no problem getting his hands dirty, that’s for sure.”

Lee has some advice for the younger generation of fish harvesters:

“The only real advice for the rest of the younger folk is to diversify with different methods and species, and get all the training you can. It may not pay off in the beginning but you’ll be happy you did it down the road. There are lots of ups and downs when you’re on a fishing boat. Anyone getting into this industry these days will need quite a bit of investment to keep up with the rising prices of boats and gear. We need to keep pushing for fair prices for our product. If seafood prices



don’t rise with the cost of operating, you will need something to fall back on. Not every year is going to be a good one.

Younger generations are more in tune with the environment and would do nothing to harm it, unlike the mentality of some of the older generations. They are great stewards of the resource.

There is a future in our fishery. People need to realize it’s a true profession...not just a job.”



OCEAN CHOICE INTERNATIONAL IN TRITON

FAW Communications Officer Courtney Glode visited the OCI Plant in Triton in early June, where crab processing was in full swing. Crab quotas continued to decline this year which affects many plant workers in our province, but workers in Triton are staying optimistic that they will get through this season.

According to Industrial Council member and plant chair, Doretta Strickland, as of June 15 the plant was in its seventh week of operation and had completed around 250 hours

of work up until that point, with the crab season beginning to wind down. Workers at the plant are still in need of an additional seven weeks of work and are hopeful that there will be capelin to get them through the season. “Although we still need a lot more work to get our hours, we are lucky to have this much work because there are a lot of plants who are not as fortunate. This year we are depending on the capelin to pull us through,” said Strickland.



Danny Vincent



Paul Evans, Max Anthony and Michael Anthony



Wilbert Heath



Chad Roberts, Rodney Bridger and Wavery Noseworthy



Diane Hibbs



Jimmy Roberts and Nathan Simms



Amanda Peckford



Glen Winsor



Triton Chairperson and Industrial Council Member, Doretta Strickland



Reuben Roberts

MELISSA GRANDY: 20 YEARS FISHING AND COUNTING...

Melissa Grandy, Garnish, NL

My first job was on a boat with my dad. I had to learn how to gut a lumpfish to collect the roe in a bucket. I didn't get it my first try, but I did get it by half way through the day!

After graduation I went fishing full time. Other jobs in the area were already filled. I had plans to be a nurse, to be honest, but I was not able to go. As a result, a new plan had to emerge. It was then that my dad offered me a position on his longliner but made it clear that I had to earn the position in order to stay. I was told, "If you can't do the job, I won't be keeping you."

That was in 1998-99. Boat jobs were highly sought after by men at that time. Crab quotas were at their highest and, if I remember correctly, were somewhere around 90-100,000 lbs.



I must have done something right, because I was on that boat until 2004. We worked hard and had long hours. I was given the job in the fish hold alongside my older sister, and we were the shortest of the crew. I wonder if that's why that was our job, or maybe they knew we would be more particular over the crab and ensure they were packed better. Either way, we did our jobs and worked hard.

It wasn't always easy. Crab would come in thick and fast. I can't remember us taking many breaks while we hauled as you just did not have the time. Crabs would fill up the table faster than we could get it in the pens!

And oh my goodness, did I ever get seasick in that hold. I literally lived on water. There would be a 4L jug of water by my side at all times and a salt beef bucket to throw up in. That's how I did my job for years. If you've never been seasick be very thankful. It is easily one of the hardest sicknesses to go through.

Life on a longliner certainly wasn't glamorous. There was a bathroom but no shower, so a good ol' sponge bath was your best friend. The boys would let the girls go first as there were two of us. Ponytails were our look of choice and, after a few days, you couldn't wait for a hot shower.

The girls did most of the cooking and cleaning while the men baited up and scrubbed down the deck. Everyone loved when we BBQ'd – sick or not!

I remember one summer we only got on land for 36 hours in one week. The boat was full steam at the crab and the competitive cod. If you ever wanted to see flying fish, those were the trips you needed to see. We hauled 10,000 lbs of fish out of a few nets. We had comments from vessels close by saying that it was the fastest they had ever seen nets hauled and picked. Those were the good ol' days, and sadly I miss them. I am, however, very happy to be where I am now.

In 2004 I split my time offshore and inshore. Our family had purchased lobster licenses by then and those boats needed crew. When the big boat docked we hopped aboard the 27 footer to haul pots. I started out just baiting the skivvers and banding the lobsters. As years went by I advanced to the hauler/girdy and pulling in pots. Lobster fishing was a lot easier and I didn't get sick. Guess where I went then? Offshore had slowed, quotas were being cut. It was an easy choice to make for a newlywed woman.

When 2010 rolled around myself and my husband, Darren, had a long conversation about the fishery and if I should pursue something on land. I didn't want to give up what I loved doing. It was then that we decided to purchase our own enterprise. I had reached status to go on my own, so it was now or never. I purchased an enterprise, and it was from my own parents – keeping the enterprise in the family. Their years were slowing down and upon my leaving the crew was going too. I am now an enterprise owner, and among some of





the youngest in my town.

My biggest pet peeve is being asked if I am actually in the boat. Some days I say to myself, "No b'y, I sit home on my arse pretending." I would never say that out loud to someone as I have long been taught to have a wise tongue, not loose lips. Some days when the wind is blowing hard I wish I wasn't out there, but that's it.

We run the enterprise as a team, my husband and I. No crew members. If our boat doesn't leave port we do not make an income for our family. We are totally reliant on the fishery.

My biggest role model in the fishery has been my dad. I have

never seen him give up on anything in his life and he worked hard all the time. 20 years ago, if dad yelled, we listened. Now I sit back and smile - my respect for him and how he taught us to work hard for everything we have, never accept handouts unless you could do something in return. He worked hard until he could not. After years of wear and tear and being too stubborn to get help it took its toll. If I could work half my life as hard as he has, I will know I did a good job.

The fishery itself, in my area, feels bleak sometimes. Quota cuts, stock depletion and over-fishing aren't helping. There are quotas our province bargained away decades ago and I feel we need to fight to get those back. We also need to keep fighting for more involvement in science.

Seeing more women getting into this industry makes me proud. We no longer sit home and care for the homesteads. We work alongside our spouses to help bring home income for our families, we teach our children how to help. Just last week my 13 year old was out chopping bait with me. He also goes with his dad and me to fill up gas cans for our boat.

Like my dad, I refuse to hand anything to my kids on a silver platter. If you want something you must earn it. Teaching them this early in life is never a bad thing.

My best advice to anyone wanting to start out in the fishery is just go for it. Nothing in life is guaranteed so give it all you've got, male or female. Always know that anything worth having is worth fighting and working hard for.

NEW AGREEMENT REACHED FOR WORKERS AT BEOTHIC

Employees of Beothic Fish Processors Ltd. in Valleyfield, Musgrave Harbour, Greenspond and Bridgeport voted to ratify a new agreement yesterday evening. Over 350 people are employed by Beothic, the majority of which are located at the company's headquarters in Valleyfield.

This new contract saw gains in protected clothing and safety equipment provided to employees, wage increases over the next three years, overtime increases, and additional benefits for temporary workers.

"These are no doubt challenging times in the fishing industry. The bargaining committee worked hard to bargain a progressive tentative agreement which improved the incomes and working conditions of our members at Beothic," said FFAW-Unifor Staff Representative, Sharon Walsh.

Workers at Beothic Fish Processors have been Members of the FFAW since the mid '80's and continue to enjoy one of the best collective agreements in the fishing industry in Atlantic Canada. We congratulate both the company and the bargaining committee on achieving a meaningful 3 year agreement.



Members of the bargaining committee were Della Melendy, Sheila Howell, Peter Winsor, Charles Norris, Lloyd Sheppard and Gord Brown.

FFAW SUPPORTS KIDS EAT SMART

FFAW is proud to partner with the Kids Eat Smart Foundation in helping to provide 29,000 meals every school day to children in our province. Celebrating 25 years in 2018, the Foundation was created to provide nutrition to school-age children and currently operates out of 254 clubs across Newfoundland & Labrador - that's 90% of all schools! They also have Kids Eat Smart clubs in 22 community centres.

FFAW President Keith Sullivan attended the Partner Recognition Break on June 7th at St. Teresa's Elementary School in St. John's. During the event, school Principal Kyran Dwyer spoke of benefits of the program and the difference it makes in student learning outcomes. He added there are a lot of children who come to school hungry and are thankful for the nutrition provided.

In 2018, the Foundation served a total of 5.1 million meals utilizing 6,100 volunteers. The program continues to grow with 12 new Kids Eat Smart clubs starting up in the past year.

FFAW President Keith Sullivan said, "the wonderful thing about this program is that it is province-wide, is non-stigmatizing, and reaches schools in both urban and rural communities. It brings much pride to our organization knowing that we are able to make a difference at such a fundamental level so children can concentrate on learning instead of empty stomachs."



HAPPY ADVENTURE SEAFOOD PROCESSORS RATIFIES NEW COLLECTIVE AGREEMENT

On June 6, 2018 FFAW members employed at Happy Adventure Seafood Processors ratified a new collective agreement that will provide additional benefits over the next three years.

"These were tough negotiations and the committee fought hard to ensure the tentative agreement included improvements to workers incomes and working conditions. In these difficult times, it's even more important to recognize the hard work of our bargaining committees," said Staff Representative, Sharon Walsh.

In addition to wage increases, this new contract achieves advances in protective clothing, domestic violence leave, and additional benefits for temporary workers. The contract also ensures the introduction of the FFAW-Unifor Workplace Women's Advocate Program.

Congratulations to our bargaining committee and the company on achieving a progressive 3 year agreement. Members of the bargaining committee were Karen Powell, Matt Brown and Shelly Williams.



NOTICE OF ELECTIONS

Nominations for the FFAW-Unifor's 16-member Executive Board, including the positions of President and Secretary-Treasurer, closed Monday, May 28th.

Two seats have been contested in this election. Below is a full list of candidates and the positions in which they are running.

Ballots will be mailed to all union members in good standing later at the end of June and must be returned in care of the FFAW-Unifor's Elections Committee by July 25. The new Executive Board will be installed at the Union's Constitutional Convention, scheduled for November 4 to 6 in Gander, NL.

For more information contact the FFAW office at 576-7276.

EXECUTIVE BOARD POSITION	CANDIDATE	
PRESIDENT	KEITH SULLIVAN	ELECTED BY ACCLAMATION
SECRETARY-TREASURER	DAVID DECKER	ELECTED BY ACCLAMATION
VP - INSHORE	TONY DOYLE	ELECTED BY ACCLAMATION
VP - IRO	ERIC DAY DORETTA STRICKLAND	
INSHORE - AVALON	NELSON BUSSEY	ELECTED BY ACCLAMATION
INSHORE - NE COAST	GLEN NEWBURY	ELECTED BY ACCLAMATION
INSHORE - N. PEN/LAB.	LOOMIS WAY	ELECTED BY ACCLAMATION
INSHORE - W & S COASTS	CLAYTON MOULTON KEVIN HARDY	
INSHORE - WOMEN'S	JOAN DOUCETTE	ELECTED BY ACCLAMATION
INSHORE - CREWMEMBER	MICHAEL NOONAN	ELECTED BY ACCLAMATION
IRO - CAPE FREELS SOUTH TO CAPE PINE	SHEILA HOWELL	ELECTED BY ACCLAMATION
IRO - CAPE PINE WEST TO COX'S COVE	CHARLES BAKER	ELECTED BY ACCLAMATION
IRO - LAB., NORTHERN PEN & NE COAST	NANCY FILLIER	ELECTED BY ACCLAMATION
IRO - NON-FISHING	JOEY WARFORD	ELECTED BY ACCLAMATION
IRO - OFFSHORE	WARREN BRODERICK	ELECTED BY ACCLAMATION
IRO - WOMEN'S	KAREN CAINES	ELECTED BY ACCLAMATION



WORLD OCEANS DAY

Johan Joensen and Roland Hedderson show off a lobster to an attendee

On World Oceans Day, people around our blue planet celebrate and honor the ocean, which connects us all. For many FFAW members the ocean is celebrated every day, as it is the resource that provides their livelihood for generations past and for generations to come.

For the past several years, FFAW-Unifor has participated in World Oceans Day celebrations and this year was no exception. This year's event took place on June 2nd at the Fisheries and Marine Institute in St. John's. A free family educational event, the event featured touch tanks, interactive booths, music and stories with approximately 2,200 people attending this year.

As with previous years, the FFAW-Unifor booth told the stories of a couple of projects that our members are involved in.

One piece of the booth involved a life-sized leatherback turtle replica, created in collaboration between FFAW-Unifor and Fisheries and Oceans Canada. This work was done to investigate methods in which harvesters can free the turtles when they are tangled in fishing gear. Guests were provided with information about the work done with the leatherback turtle model, and they were also able to see the model up close as it was on display at the World Oceans Day.

FFAW-Unifor also featured the Traceability Program for Lobster and Halibut. Traceability has become a strong strategy in the global marketing of sustainably harvested seafood. Guests were introduced to two live lobsters with traceability tags and given illustrations on how easy it is to trace a lobster.

The project encourages transparency and responsibility



along all steps of the chain of custody, from ocean to plate, and provides a meaningful link between the harvester and the consumer. In a global marketplace that now demands increased stewardship in its fish harvesting, we are ensuring Newfoundland & Labrador harvesters are leaders in putting a sustainably harvested, traceable product to market.

FFAW-Unifor has been part of the organizing committee for World Oceans Day for several years along with Fisheries and Oceans Canada, Parks Canada, the Department of Fisheries and Land Resources, the Marine Institute, World Wildlife Fund – Canada, and Canadian Parks and Wilderness Society.



Roland Hedderson and Courtney Glode explain the traceability program on a pair of live lobster at the World Oceans Day event



DECLINES IN GULF SHRIMP HURT HARVESTERS, PLANT WORKERS AND COMMUNITIES

Jason Spingle, Staff Representative

The decline of Gulf Shrimp in the Gulf of St. Lawrence and northern shrimp has been a significant issue in recent years due to continuous and significant cuts to quotas.

In 2018, Newfoundland and Labrador harvesters experienced a further 15% cut, and those cuts were much greater for harvesters in Quebec and New Brunswick. Northern shrimp (Area 06) saw a decline of 16%. These cuts are now to the point where they are already experiencing difficulties maintaining their enterprises. Furthermore, with an explosion of Redfish in the Gulf of St. Lawrence, predation on the shrimp resource is predicted to increase significantly in the coming years.

On the processing side, FFAW members at Notre Dame Seafoods in Twillingate had their plant close in 2017 due to a lack of raw material. They are now facing a permanent closure

this year. Our members in St. Anthony are also seeing far less work this year, noting there is less raw material for all plants. All of this means millions of dollars in lost economic opportunity in coastal communities and more dire situations facing fish harvesters, plant workers and their families.

Both provincial and federal governments have a responsibility to make decisions and provide assistance to support workers, their families and their communities. FFAW will continue to call on government to provide exclusive access to Area 06 for the Inshore Fleets, primary access of Gulf of St. Lawrence Redfish to Gulf of St. Lawrence to the Gulf-based Inshore Fleets, and enhanced support programs for displaced plant workers and those who have limited hours of work resulting from a lack of raw material.

PRICE NEGOTIATION UPDATES

Price negotiations for several species took place over the past three months. The following is an overview of the outcome of those negotiations and any decisions made by the Standing Fish Price Setting Panel. FFAW-Unifor thanks the many negotiating committee members for their hard work and dedication throughout this year's negotiations.

CAPELIN

The Standing Fish Price Setting Panel released its decision on capelin on June 14 and it selected the price position of FFAW.

The 2018 capelin price will be a rollover of the 2017 price and it will now include the price table developed last year by the parties. This table provides a fixed minimum price for a broader range of capelin that will allow harvesters to better understand the value of their catch and avoid the uncertainties of negotiating at the wharf. The price table will be available on the FFAW website under the capelin price page.

Overall, it is expected that the capelin market will be down this year. Maintaining last year's price increases and new price approach is a good outcome for harvesters.

COD

The Standing Fish Price Setting Panel released its price decision for cod for 2018-2019 on May 18, and it selected the position of ASP. As such, cod prices for 2018-2019 will remain the same as 2017-2018. Prices are:

	SUMMER	FALL (effective July 29, 2018)
GRADE A	\$0.75	\$0.83
GRADE B	\$0.38	\$0.40
GRADE C	\$0.20	\$0.20

FFAW is deeply disappointed in the Panel's decision, as it ignores all evidence of strong global cod prices and accepts the premise the NL cod is not subject to global cod market changes. In fact, it appears that the Panel is more concerned with maintaining the margins of processors than providing a fair price to harvesters.

LOBSTER

The current lobster price formula remained in place for the 2018 season, as the Panel rejected SPONL's attempts to enact a radical price reduction through the Price Setting Panel process. This is a significant victory for lobster harvesters,

who had much at stake during this year's negotiations.

We anticipate another strong lobster season in 2018 that will help build economic sustainability for harvesters on the south and west coast of the province.

While FFAW's victory at the Panel is important, we expect similar challenges in the future. It is important for harvesters to speak with their buyers/processors and explain to them how important the formula is for the success of the fishery and that any new formula needs to be built on consultation, collaboration, and transparency.

LUMP ROE

The Price Setting Panel selected ASP's price of \$1.20 per pound with a fall rebate being triggered if the market price per barrel exceeds \$750 per barrel.

NORTHERN SHRIMP

An agreement was reached with ASP on the Summer 2018 price for northern shrimp. The price table in effect for the spring fishery will carry-over to the summer fishery.

Shrimp Price, Summer Fishery 2018 - This price shall be effective from June 24 to September 8, inclusive.

SIZE CATEGORY	PRICE
2.0 - 2.9	\$0.575
3.0 - 3.9	\$0.974
4.0 - 4.9	\$1.189
5.0 - 5.9	\$1.406
6.0 - 6.9	\$1.656
7.0 - 7.9	\$1.775
8.0 - 8.9	\$1.901
9.0 - 9.9	\$2.082
10+	\$2.139

SNOW CRAB

In April, the Standing Fish Price Setting Panel set the minimum price for crab for 2018 at \$4.55 per pound, accepting the price position of ASP. At the time of this decision, FFAW-Unifor voiced our strong disagreement with the Panel's decision, noting that it was based on market conditions that would not reflect reality.

Under the Panel rules, FFAW is entitled to one reconsideration on crab each year and that reconsideration has to be

based on substantial changes in the market or currency. As we only get one chance to change a previous decision, it was essential to wait until we had definitive evidence of a change in market to present to the Panel.

In early May we received our first official market return information on NL snow crab. That market information showed the market price to be up significantly from the market upon which the Panel based its decision. Harvesters are not receiving a fair price for their product. As the crab season began there were reports of a very strong market and high demand for crab, two things we made very clear in our original submission.

FFAW-Unifor and ASP presented our cases for the reconsideration on Tuesday, May 15.

Two decisions were made by the Panel. First, the Panel decided whether or not to accept the proposal for reconsideration. ASP argued that the application for reconsideration should be dismissed and the price should remain at \$4.55, despite market information clearly showing otherwise.

We are pleased to say the Panel rejected ASP's request and that the request for reconsideration was accepted.

Second, the Panel had to then choose between either the FFAW's final offer of \$5.05 or ASP's final offer of \$4.90.

The Panel accepted ASP's final offer of \$4.90. This is an additional 35 cents per pound than the previous price. This new price means that based on quota that has not yet been caught, an additional \$13 million will go directly to the in-shore fishery and the coastal communities that rely on it.

As of May 15th, when the Panel made their decision, approximately 37% of the quota had already been landed. Buyers have made significant financial gains as a result of the strong market for snow crab, and in fairness these companies should pass on those benefits to harvesters. FFAW-Unifor called on buyers to provide retroactive price adjustments to harvesters who have already sold their catch at an undervalued price.

INTERNATIONAL WOMEN'S DAY BREAD AND ROSES BRUNCH

Each year on March 8, women around the world come together in solidarity to celebrate women's struggle for equality. International Women's Day is a time to reflect and take stock of women's accomplishments in the year gone by and to review our commitment to push for progress.

On Sunday, March 4 nearly 300 people gathered at the Holiday Inn in St. John's for the annual Bread and Roses Brunch to celebrate International Women's Day. FFAW-Unifor was well-represented at the event with several staff members from the St. John's office in attendance, including President Keith Sullivan.

The theme for this year's brunch was "Push for Progress" and it featured a keynote address from El Jones, a poet laureate, educator, journalist and community activist from Nova Scotia. Jones delivered several fiery and passionate spoken word poems that highlighted the struggles women face on a daily basis.



All proceeds from the event go to the St. John's Women's Centre, which offers valuable programs and services to women in the community year-round.

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

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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
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Brian Careen	ST. BRIDES TO SWIFT CURRENT
Alfred Fitzpatrick	MONKSTOWN TO GARNISH
Dan Baker	ST. BERNARDS TO MACCALLUM
Kevin Hardy	FRANCOIS TO CODROY
Roger Lacosta	HIGHLANDS TO COX'S COVE
Frank Piercey	TROUT RIVER TO NODDY BAY & LANSE AU CLAIR TO RED BAY
Michael Symmonds	QUIRPON TO ENGLEE
Albert Wells	JACKSON'S ARM TO N. HEAD <40'
Randy Randell	JACKSON'S ARM TO N. HEAD >40'

Eldred Woodford	N. HEAD TO POINT ALBERT INCL. NEW WORLD ISLAND AND TWILLINGATE
Basil Goodyear	GANDER BAY TO CAPE FREELS, INCL. FOGO AND CHANGE ISLANDS
Dennis Chaulk	NEWTOWN TO ELLISTON
Gilbert Penney	LITTLE CATALINA TO GREEN'S HARBOUR
Keith Smith	WHITEWAY TO CARBONEAR
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Denise Hillier	WOMEN'S POSITION
Ren Genge	MEMBER AT LARGE
Kevin Best	MEMBER AT LARGE
Glen Winslow	MEMBER AT LARGE
Andy Careen	MEMBER AT LARGE

SEISMIC RESEARCH ON SNOW CRAB YIELDS INTERESTING RESULTS ON CRAB MOVEMENT

The three-year study on effects of 2D seismic work on the snow crab fishery has concluded. An additional field season in 2018 will focus on impacts of 3D seismic work on the crab resource. Research efforts to date have tagged crab in the experimental site of Carson Canyon and the control site of Lilly Canyon. Harvesters have been instrumental in returning these tags to provide fascinating information on crab movement.



DFO Scientist Dr. Corey Morris led this project and notes, “Interestingly the crab tagged at Carson Canyon moved north but the ones tagged at Lilly Canyon did not move as far, and probably a bit south.”

Crab were tagged and released in about 80 fathoms of water. When recaptured most were at the same or similar depth range, suggesting that crab tagged at Carson Canyon followed along the 80 fathom contour northward. Crab were tagged in September of 2015/2016/2017, and the fishery recaptured crab during the spring/summer. Most crab on the edge of the Grand Banks moved about 25-35 nautical miles over a six month period during Fall and Winter. Crab recaptured two or more years after being tagged moved the furthest; as much as 100+ nautical miles.

Dots on the map are the recapture positions from tags captured and returned by harvesters. The release location at Carson Canyon and Lilly Canyon of the tagged crab, as well as St. John’s and Hibernia for reference, are also shown on the map.

“Of course more information would be great to have,” says Morris. There were 35 tags returned prior to the



2017 fishing season, of a possible 175 crab that were tagged up until 2016. In fall 2017, 142 more crab were tagged and it is expected that at least 30 of those animals should be captured this season. Furthermore, perhaps 20 or more crab that were tagged in the previous two years (2015/2016) should also be caught this year. Overall they are expecting about 50 tagged crab to be recaptured in this year’s fishery.

If you have caught a tagged crab please record the information on the tag and keep the tag. Contact Corey Morris directly or the FFAW Office to let us know you have a tag. The data will help fill in the map more and provide additional information on how fast and far crab can move in this area.



Dr. Corey Morris (centre) chats with 3L harvesters Robbie Green (left) and Glen Winslow (right) about upcoming field work and potential projects.

FLASHBACK



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



This photo was correctly identified by Nicole Crocker and Blaine Crocker – the photo is of Ralph Crocker of Trout River. The identity of the young boy is unknown.

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