

# the union forum



Groundfish  
Council  
unveils  
northern cod  
rebuilding plan

Living with the effects  
of crab asthma

Offshore must be kept  
out of 3Ps for health of  
stock future of fishery



From the Staff and  
Board of Directors of...



*Wishing all Professional Fish Harvesters & their Families, a Safe & Joyous Holiday Season*

## A sea of opportunities.



Whether you are looking to be a crew member, or you are looking for crew, visit **Crew Finder** at [www.pfhcb.com](http://www.pfhcb.com).



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

*a free service from PFHCB*

[www.pfhcb.com](http://www.pfhcb.com)

- 3 President's Message
- 5 Standing Strong for Our Communities
- 6 Prawn Forum Brings Global Shrimp Sector Together
- 10 Northern Cod Improvement Project Implementation Stage Update
- 12 FFAW-Unifor Testifies to Federal Standing Committee on Fisheries and Oceans on Marine Protected Areas Planning
- 13 MP Nick Whalen and Small Craft Harbours Hold Consultation
- 14 Oil Spills in Our Waters
- 15 Harvesters Participate in Environmental Baseline Program
- 19 Tina Pretty Appointed to Iris Kirby House Board of Directors
- 19 FFAW Women's Advocates Take Up Call to Support Women's Centre
- 20 Living Life with Crab Asthma
- 21 The Fight for Safer Workplaces
- 23 Addressing Seismic Concerns - Ongoing Initiatives
- 25 Harvester Profile
- 29 Field Tech Profile
- 30 The Need for Inshore Participation in the Arctic Surf Clam Fishery
- 31 Marine Conservation Targets and Effects on Inshore Members
- 32 NLGIDC Releases Strategic Plan For 2018-2021 at AGM
- 35 Global Atlantic Cod Supply
- 36 Gulf Halibut: 2017 Survey Needed for Fishable Biomass Estimate
- 37 DFO Aquaculture Regulatory Reform
- 38 WorkplaceNL Lowers Employer Assessment Rates
- 39 New Committee Seeks Fair Access to Adjacent Resources in NL
- 40 Safety Association Launches New Website
- 41 FFAW-Unifor Members at Beothic Fish Processors Donate
- 42 Offshore Must be Kept Out of 3Ps for Health of Stock, Future of Fishery
- 44 FFAW Members Address Challenges in 3Ps with MPP Ken Macdonald
- 45 FFAW | Unifor Staff Representatives
- 46 FFAW | Elected Leadership
- 49 Flashback



Tracking Cod Catches in the Inshore with Cod Sentinel **8**



Test Fall Crab Fishery in 3K a Success **26**



Perseverance Pays Off in Beachside **28**

Editorial board  
Keith Sullivan, David Decker,  
Courtney Glode  
FFAW|Unifor  
P.O. Box 10, Stn. C  
368 Hamilton Ave.,  
St. John's, NL, Canada A1C 5H5  
Tel: 576-7276 Fax: 576-1962  
Email: [communications@ffaw.net](mailto:communications@ffaw.net)  
Web: [www.ffaw.nf.ca](http://www.ffaw.nf.ca)

Printing Transcontinental Printing, St. John's  
Design Katja Moehl

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

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

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

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

The Union Forum  
is a member of





# FFAW/Unifor Life Insurance

As of May 2013, life insurance has increased from \$10,000 to **\$15,000**. If your death is accidental, your family will receive \$30,000. All FFAW/Unifor members in good-standing are covered through Sunlife Insurance. Your family will receive a tax-free, cash benefit through this insurance policy. Since 2016, this insurance plan has helped 71 families, which amounts to close to one million dollars going to members' families.

frequently  
asked  
QUESTIONS



## Q: How much does the insurance cost?

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

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

**A:** Your union card is proof of your insurance. Your insurance coverage is only valid until July 31, 2018. After this date, if you have not paid your dues for the upcoming year **you are not 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 will go to your estate. This may complicate matters and make it difficult for your family to receive the money in the event of your death. Protect your loved ones by filling out the beneficiary form.

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

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

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

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

## Q: Is there an age limit?

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

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

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

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



## MESSAGE FROM THE PRESIDENT

# Keith Sullivan

## Working for vibrant, sustainable coastal communities

We like to measure success in a lot of different ways, some of which are easy to understand and some of which are not (I honestly don't know how efforts to minimize the number of NL inshore fish harvesters can be seen as a success under any circumstance, but I'll leave that for someone else to justify).

One of the clearest, most unambiguous ways to measure success for your Union is to look at membership earnings over time. I sit as the FFAW representative on the province's Fishery Action Committee and at a recent meeting I was provided this graph of information from Statistics Canada.

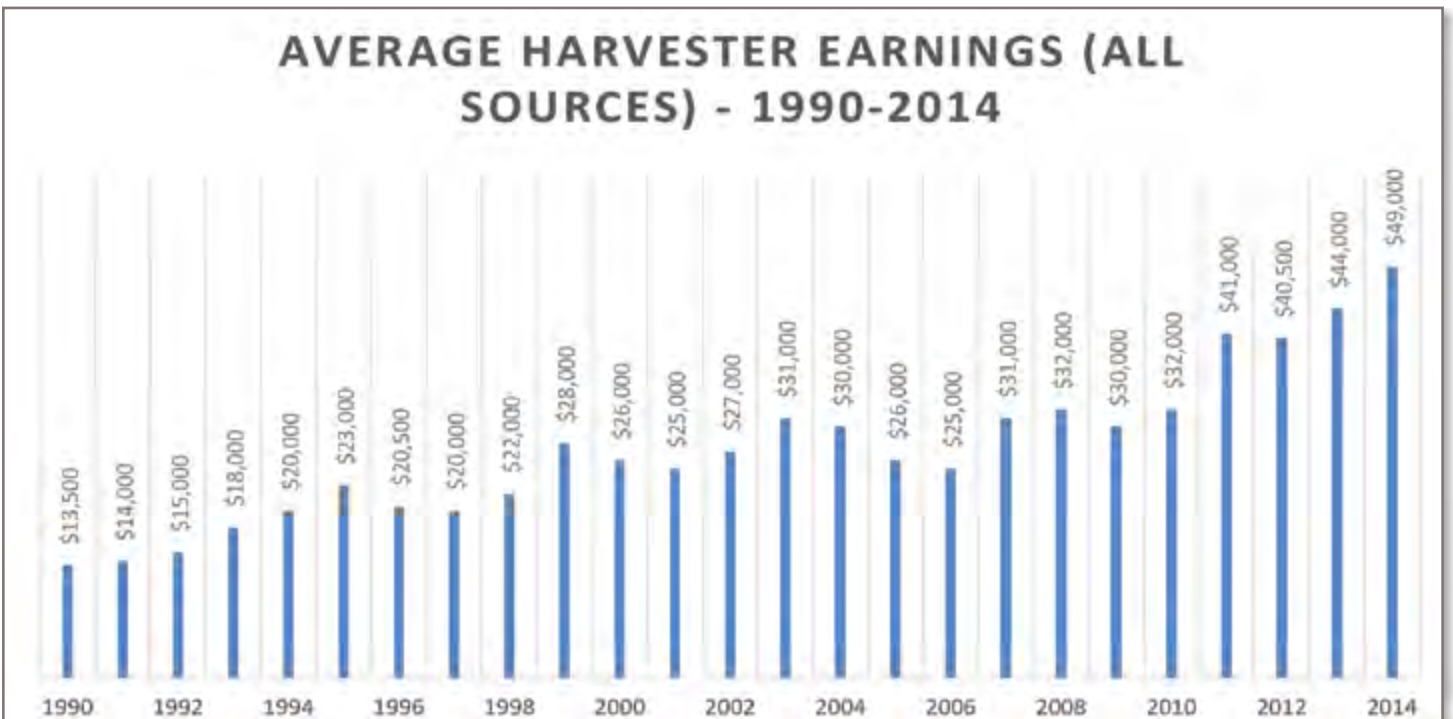
This table reflects the economic revolution that has occurred in the fishery over the past 25 years. Unseen within that chart is the incredible increase in earnings from harvesting. In 1992, fishing income represented about \$1000 of an annual harvesters earnings, or less than 10% of all earnings (It is important to note it was only \$3,000 in 1991, before the first moratorium). It is no exaggeration to say that at that time the fishery looked like it was

at its end. Fast forward 22 years to 2014, and income for fish harvesting has increased by 2200%. Overall incomes have jumped during the same time by 250%. It is likely that incomes have risen even more since 2014. It is also clear that the economic expectation from the fishery is dramatically different than 25 years ago.

Of course it is the harvesters that do the hard work and take the risks to earn the incomes that they earn. But your Union facilitates the earnings process by helping harvesters receive access and allocations to different fisheries. Think of where harvester and plant wages would be without the crab and shrimp fisheries that the Union guided into existence. Or think about how bad this year would be with no northern shrimp fishery, which would have been the case if your Union had not lead the effort to end LIFO. Or think what the halibut fishery would still be like with a derby fishery where everything was caught and landed in 24 hours.

Your Union also facilitates harvester earnings through

**CONTINUED NEXT PAGE**



## PRESIDENT'S MESSAGE continued

the important job of negotiating minimum prices. Price negotiations are one of the most sensitive and focused aspects the Union. Negotiations are high stakes affairs due to the amounts involved and the negotiating process. For those of you unfamiliar with the process, if no agreement occurs, the Standing Fish Price Setting Panel is obligated to either select the FFAW's position or the other side's position – ASP or SPONL – when conducting an arbitration. This winner take all approach applies to most species such as crab, shrimp, capelin, mackerel, lobster, halibut, squid, and lump roe. Essentially, the winner take all approach is used for almost all of our major fisheries.

It is important to understand the successes of your Union over the past several years at the negotiating table. There have been many that have greatly benefited harvesters:

In 2010 the Panel supported FFAW's lobster price formula. Subsequently, companies did not buy for the first week of the season, prompting FFAW members to rally together and organize selling hundreds of thousands of pounds themselves to force the companies to accept the price linked to the market. Since then, the value of lobster to harvesters has increased from \$11 million to \$40 million. The per pound price has more than doubled from \$3.29 per pound to \$6.89.

Since 2014, the per pound price for snow crab has increased by 88%, from 2.34 per pound to \$4.39. This is the largest multi-year jump in the history of the crab fishery in the province. Your Union's panel victory in 2017 brought an extra \$21.4 million in value to crab harvesters.

For shrimp, 2015 to 2017 has produced the highest prices to harvesters in the history of the shrimp fishery. Most of this success has come from your Union's work in front of the Panel. In 2015, our Panel victories gave harvesters an extra \$30 million in value. In 2017, despite challenging quota cuts, FFAW's success at the Panel produced an extra \$7.2 million to harvesters. The minimum prices of \$1.25 and \$1.30 achieved this year were significantly higher than prices paid in in neighbouring provinces. Again, this is value that would not have existed if the Union had not pushed for the end of LIFO.

In halibut, the change from the derby fishery allowed us to negotiate a better pricing system to capitalize on the actual halibut market. In 2013, halibut was \$3.91 a

pound; in 2017 it was over \$7.00. The halibut fishery is almost worth twice what it was in 2013 - \$5 million in 2013 and \$9 million in 2017 - despite only a small increase in quota.

There have been other successes in capelin, cod, squid, and mackerel that have all been to the direct benefit of fish harvesters. The chart at the top isn't wrong; it reflects multi-year efforts of hard work and success.

I don't do this work alone. There's a team of hundreds of people, from fish harvesters to staff, who make our negotiating and fish allocation successes happen. At times it has been thousands of people working together to improve the lives of harvesters. Collectively, we are the FFAW and our responsibility is to secure raw material and negotiate prices for our members.

Our successes on the industrial side mirror those on the harvesting side. Our members are the highest paid fish plant workers in the province, most of whom will be receiving in excess of \$15 per hour in the coming season, with some close to \$16 per hour. We supported the resolve of our members at the Ramada and were able to achieve strong wage increases.

For our offshore members, we manage to secure improvements in wages and on-ship conditions that will be important to improve the working environment for the foreseeable future. And lastly for our members with Canship we managed to navigate a change in ownership for the company, while retaining previously won pay rates and benefits.

Our industrial sector remains at the core of what we do. This sector helps show the real benefits of adjacency in fish harvesting policy. The sector also lends a lot of diversity to the work of the Union, which strengthens the collective voice of all our members.

Every member of FFAW-Unifor is a worker. That is the important bond that connects us all. We are all trying to make a better life for ourselves and each other, whether we are harvesters, plant workers, kitchen staff, or welders. Your Union represents workers doing a wide array of jobs, but our differences is not what is important. We've worked together to build a better province, and we will continue to do this work for ourselves and the next generation.

Have a happy and safe Christmas and New Year.



# Standing Strong for Our Communities

It's been a rough year. Can't wait to see the backside of 2017.

Trump, Russians, North Korea, Neo-Nazis, missiles, skinheads, taxes, power rates, the CFIB, ferries and the Employers Council all got me drove.

As we approach the Holiday Season, you have to wonder what's going on inside the noggins of St. Johns Business Organizations. It's all business this and business that and business week and business luncheons, all designed with one thing in mind. To give you the business.

Yes my friends, they are a mean-spirited group. Up until a few months ago, they were content with being the cheering section for Muskrat Falls overruns. They spent a lot of their time running around incessantly crying about paying taxes and popping an antacid every time some mentioned Federal Tax Reform. They whined about increases to minimum wage and attacked Public Service middle class jobs at every opportunity. They want you to pay for health care, they want less people working and more child poverty. They've advised the Premier to run the Province as if it was a hotdog stand.

**BUT WAIT, THERE'S MORE.**

They've launched a New Crusade.

Resettlement.

Yes my friends, they've come to the conclusion you must uproot from your communities. Not surprisingly, they have lots of support.

And for reasons only known to the anti-NL contingent at the head office of Mother Corp, our local CBC TV and Radio Stations have partnered with them. CBC now brings you day and night, word for word coverage of every town hall or right wing Think Tank utterance designed to uproot you from your home and at best, have you wind up as the token, low income Bay

Creature, living in Galway.

Nothing would warm the cockles of their heart more than to see your houses floating across the crab grounds in Bonavista Bay to get you that much closer to one of their retail establishments.

I was warned by a colleague not to pay too much attention to their constant studio interviews on the Morning Show, as she cautioned, this is the way they get themselves in the Christmas spirit, by envisioning sky high bankruptcy rates, high volume repos and surges in food bank use. In their spare time they pull the wings off

**CONTINUED NEXT PAGE**

**Safety brings you home.**

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

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

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

[www.nlfhsa.com](http://www.nlfhsa.com)



## STANDING STRONG continued

flies while writing the Telegram expressing their indignation about the thoughts of a city hall covering childcare for citizens that would like to attend council meetings.

So, in the spirit of Christmas, here's a few things you must remember to tell your MHA as you share an egg nog with him/her in the Community Hall this season.

Tell them to tell the Premier to stop allowing our fish resources to be shipped out of the country. We've become resource rich and job poor. We've lost thousands of good jobs in our communities by catering to the greed of a handful of fish merchants.

The Employers Council has some gall suggesting you should be resettled when they've participated in and supported stripping jobs from the communities. Closing both secondary and primary production plants and shifting the work and the incomes to other countries.

Tell them you built and own your own home and

you live in rural NL by choice.

Tell them you pay your way.

Tell them to remind CBC they should be reporting on the news not creating it.

Tell them you had no say in creating the Province's financial mess and you're not going to bear the burden of uprooting your families to make a tiny contribution to a financial quagmire.

Tell them nobody voted for the Employers Council or the CBC to run the Province.

Finally, tell them to start representing rural NL. Put the jobs back, create more jobs through good, sound public policy.

Fix the power rates. Make Rural Newfoundland and Labrador Work Again.

And to you and your families, all the best, Happy Holidays and Happy New Year.

---

# Prawn forum brings global shrimp sector together



Keith Sullivan, Heather Starkes and Nelson Bussey in Iceland.

The FFAW has been a key member on the organizing committee of the International Coldwater Prawn Forum for many years. Despite recent declines in quotas for our members, shrimp still had a value of approximately \$200 million over the last two years based solely on sales from inshore cooked and peeled shrimp. This is still a very important fishery for our province, and that value would have been just a fraction of that if harvesters, plant workers and entire communities didn't have their voices heard to ensure the abolishment of LIFO.

The 2017 International Coldwater Prawn Forum, held in Reykjavik, Iceland in November was attended by 200 professionals with interest in shrimp, from harvesters, to processors, to retailers and market analysts. There were opportunities to have discussions with many in the prawn (shrimp to North Americans) business. FFAW members had the opportunity to attend the Forum which had cold water shrimp markets as a main focus. There were several other meetings organized





Keith Sullivan delivering the keynote address.

with industry groups from around the world.

The starting point for the Forum acknowledged that global landings have been more than cut in half from a peak of about 460,000 MT over the last decade and one expert predicted further declines in the short term based on a number of ecosystem considerations. Many regions are seeing warmer temperatures and increased presence of groundfish like cod. This is a concerning trend for the industry but it should allow for opportunities to create a consistently higher value product.

FFAW President, Keith Sullivan, who was the keynote dinner speaker at the Forum pointed out, “we were presented with possibilities on how to get that extra value, like promoting our sustainable fisheries with exemplary labour practices or opportunities in by-products for the medical industry as one Norwegian CEO presented. There needs to be industry collaboration with harvester involvement to realize many of these opportunities.”

There are also opportunities for Newfoundland and Labrador processing plants to access more shrimp as tariffs to the European Union have dropped due to the signing of CETA. This can have a positive impact for plant workers who have suffered along with harvesters due to lower amounts of shrimp quotas in the last few years.

Much of the value from such Forums occur with the opportunities to meet with harvesting groups from other countries such as Norway, Iceland, Greenland and the United States. These meetings are an opportunity to talk about local markets and policy considerations from other jurisdictions. The FFAW has developed relationships with harvesters and their organizations worldwide and this continues to be a strength for fish harvesters in our province.

FFAW Executive Board Member, Nelson Bussey explained, “The level and depth of information you can get from meeting face-to-face with other harvesters and industry professionals does not compare to what you can get from the internet. It is important to be at the forefront of participating in such meetings.”

With leadership from Canadian members of the organizing committee including the FFAW, the next Forum will bring the leaders in the prawn industry to St. John’s, Newfoundland and Labrador in the fall of 2019!

Check out some of the interesting presentation outlines on the Forum website at [www.icwpcf.com](http://www.icwpcf.com).

# TRACKING COD CATCHES IN THE INSHORE WITH COD SENTINEL



Dennis Ivany plucking the gills of a sentinel cod.

**Erin Carruthers,**  
**Fisheries Scientist**  
[ecarruthers@ffaw.net](mailto:ecarruthers@ffaw.net)

Our Cod Sentinel program provides an over 20-year time series of inshore catch rates. The collaborative survey was designed with DFO, specifically to build a reliable catch rate series, to describe cod distribution, to collect length frequency data and biological material, and to incorporate the knowledge of inshore fish harvesters into the process of resource assessment.

Sentinel catch rate data tracked the increase in Northern Cod, with sentinel showing the increase in inshore catch rates beginning over 10 years ago, starting in 3K. These data, and others from sentinel, will be discussed at the 2018 Northern Cod assessment.



Dennis and Betty Ivany hauling back the large mesh.



Long-time sentinel harvesters Dennis Ivany fishing out of Petley and Lloyd Burrey fishing out of Happy Adventure took me aboard this past summer for an on-the-water introduction to Cod Sentinel. As the fish were coming aboard, you could also see the data come aboard. For example, cohorts of fish track first through the small mesh (3¼ inch) nets beginning at age 2 and then are followed through the 5½ mesh. Fish lengths are recorded and otoliths (ear bones) removed to track estimate ages and track cohorts of fish.

It was an opportunity to talk about the history of cod sentinel and to discuss how these data are – and could be further – used in assessments. On-the-water fisheries science discussions with long-time harvesters are best kind. As we build on the strengths of our surveys, ensuring we continue to have the data needed for rebuilding fisheries, I look forward to more of these on-the-water discussions in the coming years.



Lloyd Burry and Gordon measuring the catch.



Louise Burry and Gordon Janes handling the catch.

# Northern cod improvement proje

Dwan Street  
Projects Coordinator  
[dstreet@ffaw.net](mailto:dstreet@ffaw.net)

---

The Northern Cod Fishery Improvement Project (FIP), co-led by FFAW-Unifor and WWF Canada, has entered the implementation stage. This stage is crucial as we begin the work identified in the action plan released in December 2016.

The progress of the FIP can be followed at [www.fisheryprogress.org](http://www.fisheryprogress.org). Updates will be submitted regularly. We encourage all of our members to follow the progress of this very important project and to forward along any inquiries or input. Your participation is key to rebuilding this iconic stock, and industry, for the future.

The Northern Cod stock is under tremendous scrutiny worldwide as it continues to build itself up from the devastation of the moratorium. The commitment to the FIP, shown by our members, proves that we are determined to ensure this stock is managed sustainably and that maximum economic and social value is brought to the coastal communities that have, and will continue to, rely on it.

The recent 6 month update provided progress updates on the following action items:

## **Action 1: Improve Data on Endangered, Threatened or Protected (ETP) and Secondary Species**

Observer coverage in the cod fishery currently stands at 0.8%. A low amount of coverage has been identified as potentially insufficient for Marine Stewardship Council (MSC) certification. The level of observer coverage has been flagged as a contributing factor to a low level of confidence in verifiable information in areas such as secondary and ETP species.

It must now be determined if data requirements for information and monitoring and management are being met, or can be met, from the existing observer program. Analysis is needed to determine if additional data sources or data collection methods can be used to collect and or supplement data from the observer program.

## **Action 2: Ensure Availability of Data**

Data is often difficult to obtain due to the Treasury Board's Rule of 5 on sharing of proprietary information with the public when there are five or less data sources.

The implications of the Rule of 5 were evident during all stages of the project to date, and was an area of discussion at the stakeholders meeting. Availability of data and having confidence in data are very important as we take on areas that need attention, such as science projects under the FIP and data on ETP and bycatch species. A full review and legal opinion of the Rule of 5 policy is ongoing.

## **Action 3: Estimate Recreational Cod Fishery Removals**

It is important that we have strong estimate for all removals in the cod fishery, as this is required during assessment times. There is concern that the estimates of removals from the recreational cod fishery have been underestimated, hampering our ability to establish a reliable estimate of removals. A license and tag system for recreational harvesters was proposed as one way of addressing this concern.

DFO was identified as the lead for this issue and did undertake public consultations. In November 2016 DFO delivered a public summary document on the main findings from the public consultation process, followed by a May 2017 announcement to not to move forward with a licensing and tagging regime for the Northern cod recreational fishery in 2017. DFO are examining other options going forward for 2018.

The second round of public consultations commenced in June 2017, and the deadline for the public to submit a position and engage in the online consultation process was September 18, 2017.

## **Action 4: Harvest Control Rules included in the Integrated Fisheries Management Plan**

The development of Harvest Control Rules should be completed by the Northern Cod Rebuilding Strategy



# Next implementation stage update

Working Group and, when tested and finalized, be included in a revised Integrated Fisheries Management Plan. The DFO-led Northern Cod Rebuilding Strategy Working Group, in place since 2013, has been tasked to develop the rebuilding strategy based on DFO's Precautionary Approach framework.

FFAW-Unifor has submitted a proposal that promotes sustainability and ensures removal levels are in line with the growth of the stock as we move forward.

## Action 5: Information on Bait used in the Northern Cod Stewardship

MSC certification also requires data on bait used in the fishery, such as species used as bait, the amount and type of bait utilized, and comparisons to bait used in other MSC assessed fisheries.

FFAW, with assistance from WWF and DFO, will lead a survey on bait with our membership to help address this action item. Additionally, a workshop with our members will take place to verify information collected through the survey, which will allow for recommendations from membership.

## Action 6: Development of all Reference Points consistent with the Precautionary Approach Framework

The Precautionary Approach requires that a full set of stock reference points be developed, including an upper stock reference point and appropriate harvest control rules.

Development of the reference points harvest control rules is the responsibility of the Northern Cod Rebuilding Strategy Working Group. The priority for that Working Group is to develop milestones and harvest control rules to rebuild the stock out of the Critical Zone.

## Action 7: Continued Rebuilding of Northern Cod

The Northern Cod Rebuilding Strategy Working Group continues to make progress towards this action. There has been strong progress, for example, toward defining the Harvest Control Rules (HCRs) for 2J3KL cod. Drafting a Rebuilding Strategy is another large task for this group.

While this strategy is being developed, we are pleased the department accepted the management approach proposed by the NL-Groundfish Industry Development Council (NL-GIDC) to manage both the 2016 and 2017 2K3KL Cod Stewardship fishery.

This approach includes weekly catch limits for harvesters, with DFO having the ability implement measures to slow down the fishery should catch levels start to increase beyond a desired level. The overall management approach is based on maintaining a very low exploitation rate to ensure continued growth of the stock.

## Action 8: Timeframe for Rebuilding

A specific time-frame for rebuilding the stock is required. This is important as the stock rebuilds from the Limit Reference Point (LRP) to an Upper Stock Reference (USR) which would bring it out of the critical zone.

This also a task for the Northern Cod Rebuilding Strategy Working Group.



# FFAW-Unifor Testifies to Federal Standing Committee on Fisheries and Oceans on Marine Protected Areas Planning

On September 28th, FFAW-Unifor was invited to testify in front of the Standing Committee on Fisheries and Oceans regarding Marine Protected Area and the current planning processes. Projects Coordinator Dwan Street addressed the Committee on behalf of the Union. During the hearing, other witnesses included Dan Edwards of the Area A Crab Association in British Columbia, Todd Russell of the BC Shellfish Growers' Association and Paul Barnes of the Canadian Association of Petroleum Producers.

Street outlined to the Committee some examples of fish harvester-driven initiatives to protect the biodiversity in our oceans. The Eastport Marine Protected Area, for example, came to fruition when a group of FFAW members wanted to address a decline in their lobster catches.

In 1995, these harvesters formed the Eastport Peninsula Lobster Protection Committee. Two areas were voluntarily closed. Fish harvesters gathered data and worked collaboratively with government, community groups, academics, and scientists. In 2005 the Eastport Marine Protected Area became a reality under the Oceans Act. The lobster science program in this area is ongoing still and provides valuable input to the department of fisheries and oceans.

Street emphasized to the Committee that a collaborative approach is integral when it comes to the identification, planning and development of marine protected areas. This type of collaborative approach, one that takes into account the traditional and local ecological knowledge and experience of fish harvesters, and engages harvesters in the process, is crucial if we are to approach marine protection in a way that will benefit our ecosystem and our communities for generations.

While protection of the biodiversity within our waters is necessary and is of critical importance to the fishery, Street outlined some areas of improvement that harvesters have identified within the Marine

Protected Area process.

Marine Protected Areas must have a purpose, and there must be demonstrable evidence to support that by closing an area, we will achieve results. This must be done in a thorough, evidence-based manner that takes into account not only the scientific data but the storied experiences of those who have worked on the ocean and know the ecosystem – namely fish harvesters.

As with any form of spatial management of a mobile, living thing, there is a risk of drawing lines that come with uncertainty – but we must not be boxed in by aggressive timelines for the sake of meeting milestones. Rather, we must take the time to ensure we do it right and achieve the intended outcomes.

FFAW members have long advocated for closures that protect fish during vulnerable life stages. This would include measures such as prohibiting fishing on known, traditional areas of spawning aggregations, seasonal closures and gear restrictions. The government must also ensure there is an element of flexibility in the MPA process. The marine ecosystem is dynamic. There must be a method of evaluation and room for adjustment as changes occur.

In terms of areas closed to fishing activity, Street highlighted the importance of analyzing the socio-economic impact of the closure, taking into account historic fishing activity and reliance on species.

The conservation goals of marine protected areas can be compromised when closures are not applied evenly across sectors. We share the ocean with other fishing sectors and other industries that operate in the same ocean real estate. FFAW has been clear and consistent that there is no logic in prohibiting a fish harvester from dropping a hook while at the same time leaving the door open for a drill rig or seismic vessel to undertake activities in the same areas – processes that are destructive and disruptive to the marine ecosystem.



The Committee heard about work done on the Laurentian Channel MPA to ensure FFAW members had input and were engaged in the process. Fish harvesters, who value the protection of the biodiversity that exists in this rich area, were frustrated by the news that oil and gas activity will be permitted in 88 percent of the area.

The key message delivered to the Committee was that a healthy marine ecosystem is essential to the sustainability of coastal Newfoundland and Labrador. Many of these coastal communities have existed for centuries and almost all were founded because of the

fishery. Ensuring our valuable marine resources are protected and managed sustainably and responsibly is paramount. To do this properly, consultation must not only occur, it must be meaningful. It must be open, it must be transparent, and it must take into account the voices of those who stand to be most affected.

This testimony and subsequent questions and answers, as well as others from across Canada and reports released by the Committee, are available on the Standing Committee's website at <http://www.ourcommons.ca/Committees/en/FOPO>.

---

## MP Nick Whalen and Small Craft Harbours Hold Consultation

Dwan Street, Project Coordinator  
[dstreet@ffaw.net](mailto:dstreet@ffaw.net)

---

On November 15th, MP Nick Whalen and representatives from Small Craft Harbours held a public meeting in Flatrock to speak to stakeholders on issues surrounding ports in Whalen's riding of St. John's East. The riding currently has approximately 50 fishing enterprises, and takes in the active ports of Bauline, Pouch Cove, Flatrock, Torbay, St. Philip's, and Portugal Cove, as well as the inactive port of Biscayan Cove.

The meeting was well attended by FFAW membership from St. John's East who expressed concerns with issues of infrastructure, congestion during busy fishing times, and challenges being faced by harvesters with the return of our traditional groundfish fisheries.

Our members from Torbay spoke on how important Steel Fab's donation of a jib crane has been to their fishing season, and the necessity for the Department

of Fisheries and Oceans to recognize the infrastructure required in landing ports as we move forward in our fisheries.

We thank our members for

voicing their concerns, opinions and success stories and would like to thank MP Nick Whalen and Small Craft Harbours for taking the time to hear this important feedback.



# Oil spills in our waters

Robyn Lee, Petroleum Industry Liaison

[rlee@ffaw.net](mailto:rlee@ffaw.net)

---

In August, an American fishing vessel leaked approximately 10-15 gallons of diesel from a bilge pump after the vessel ran aground near the Witless Bay Ecological Reserve. The Canadian Coast Guard was involved and reported that they cleaned up the recoverable pollution and the remaining diesel sheen had dispersed.

This spill was relatively small in comparison to the potential of larger spills from cargo ships and tankers that operate and transit through our waters. The very recent threat of the *MV Baby Leeyn* (formerly known as the *MV Jana*) reporting engine trouble just south of Cape St. Mary's Ecological Reserve highlights the concern about these larger vessels.

An oil spill off of our coast, whatever the magnitude and source, has the potential to have significant socio-economic ramifications for our industry. Even a small spill can have far reaching consequences on global seafood markets with reports, however accurate or inaccurate, of product tainting.

Larger spills causing fisheries closures will have even further impacts on fish populations and habitat. Particularly sensitive stocks that are in recovery stages could be obliterated if even a small percentage of the population is impacted as some stocks may be dependent on one or two year classes for survival.

## Oil Spill Response Awareness

FFAW has been advocating to involve more harvesters in oil spill awareness and response activities and/or trainings in the region. We are continually discussing oil spill preparedness and response with the offshore oil industry but near shore areas with tanker and/or cargo traffic are at risk as well. Harvester engagement goes a long way to instilling confidence in the oil spill response capacity that exists in this jurisdiction.

We are optimistic about community involvement with respect to environmental response as the

federal government rolls out its \$1.5 billion Oceans Protection Plan. This national plan is designed to achieve a world-leading marine safety system and increase our capacity to prevent and improve response to marine pollution incidents.

## Oil Spill Research in Canada - New Initiative

Under the Oceans Protection Plan the federal government will announce the Multi-Partner Oil Spill Research Initiative (MPRI). By establishing an integrated research program, it is envisioned that the initiative will enhance our understanding of the fate and effects of spilled oil, how to best clean oil spills and how to minimize the environmental impacts and enhance habitat recovery. FFAW will meet with the Team Leads on this federal initiative in the coming weeks.

## Environmental Emergencies - Report Oil Spills

As we saw a few weeks ago, the threat of an oil spill is not limited to the offshore petroleum industry. Ship-source pollution from tankers, cargo ships and even fishing vessels can threaten our fisheries resources. This is important to keep in mind as we work towards a better understanding of the potential impacts of an oil spill in our waters.

If you do become aware of a potential pollution event on the water please contact a MCTS Center on VHF Channel 16 or call the 24 Hour Emergency Number at 1-800-563-9089. When reporting a spill you may be asked to provide the following information: Your name, Telephone number, Location of the spill, Quantity of the spill, Type of product spilled and On scene weather.

We will continue to keep members apprised of developments and related information as it becomes available. If you have questions please contact Petroleum Industry Liaison, Robyn Lee at the FFAW Office at (709) 576-7276.

# Harvesters participate in environmental baseline program for Placentia Bay



FFAW Inshore Council Members from Placentia Bay Brian Careen and Alfred Fitzpatrick, along with Staff Representative Roland Hedderson, met with DFO and other groups on December 8th to discuss the Coastal Environmental Baseline Program. Placentia Bay is one of six national pilot sites which the Government of Canada has identified through the Oceans Protection Plan to improve knowledge of current baseline environmental conditions.

## Annual Synergy Exercise – Video Link Now Available

The offshore oil and gas companies annually conduct an on-water training exercise called Synergy. The exercise demonstrates the abilities of vessel crews and offshore personnel to deploy the available oil spill equipment in a safe and effective manner.

There is limited capacity for observers due to accommodations for responders and regulatory and

industry participants. However, over the years harvesters have been able to offer outside observers the opportunity to participate in the exercise.

To enable more people to view the deployment of some of the oil spill equipment a video was produced of the exercise conducted on October 4, 2016. The video can be viewed on the FFAW website.





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



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

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

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

## LABRADOR

### Vicki Morris

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

## NORTHERN PENINSULA

### Candace Francis

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

### Jayne Caines

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

### Manette McLean

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

## WEST AND SOUTH COAST

### Mildred Skinner

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

### Joan Doucette

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

### Ruby Sheppard

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

### Brenda Pieroway

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

## CENTRAL/NORTH EAST COAST

### Della Melendy

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

### Sheila Howell

Beothic Fish and Lumsden Area  
709-536-9853  
Email: howell\_sheilas@yahoo.ca

### Flora Mills

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

### Linda Woodford

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

### Nancy Bowers

Beachside Area  
709-668-1576  
Email: nancy\_bowers@hotmail.com

### Doretta Strickland

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

## BURIN PENINSULA

### Cathy Dimmer

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

### Karen Caines

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

### Marie Grandy

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

## BONAVISTA PENINSULA

### Doreen Street

OCI Bonavista)  
Ocean Choice International and Bonavista Area  
709-468-0066  
Email: Doreen\_street@hotmail.com

## AVALON PENINSULA

### Dwan Street

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

### Violet Cooper

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

### Jackie Hann

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

### Sara Ploughman

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

### Maud Maloney

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

### Jackie Baker

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

### Sharon Walsh

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

### Tina Pretty

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





Tina Pretty  
Women's Coordinator/Executive Assistant  
[tpretty@ffaw.net](mailto:tpretty@ffaw.net)

If someone were to tell family members a year ago they would be involved in a vigil for missing and murdered women and girls they would have been shocked, horrified, and in total disbelief. However, there they stood in quiet dignity on the steps of the Colonial Building during the candlelight ceremony. In the clear, crisp October night, through heartbroken and emotional voices, they said the names of their loved ones and spoke the unspeakable of what happened to them.

The 4th Annual In Her Name Vigil was held in St. John's on October 4th and was organized by the four organizations: St. John's Status of Women Council, the St. John's Native Friendship Centre, the Sexual Assault Crisis and Prevention Centre and Violence Prevention - Avalon East. This event was attended by FFAW-Unifor's Jessica McCormick and Tina Pretty.

Held in conjunction with nation-wide vigils to mark the National Day of Action for Missing and Murdered Indigenous Women, the In Her Name event includes Aboriginal and Non-Aboriginal women from this province.

Approximately 300 people were in attendance representing families, anti-violence organizations, organized labour, political

parties, community groups and the general public.

One by one the names of missing and murdered women and girls were read. The list was long. A total of 117 names dating back to 1758. Earlier records didn't even record the women's names..."Name unknown. Red Indian Lake. Beothic woman murdered by..." Last year the number totalled 106 names but this event aims to find more women and girls who history may have forgotten. Some of the new additions include missing, and presumed murdered, Cortney Lake in June and Ryanna Grywacheski who died in a murder/suicide in September.

One glaring fact that spoke volumes was that Indigenous women and girls were disproportionately represented on the list. Of the 117 names, 34 or 29% were of Indigenous ethnicity when the official population count for Indigenous people is only 7%. This figure may well be higher as courts in the past did not record ethnicity.

Wrapping up the vigil, Jenny Wright, Executive Director of the St. John's Status of Women's Centre asked for a minute of silence to reflect upon the names read. She said, "By reading them, by honouring them, by remembering

**CONTINUED NEXT PAGE**





## SISTERHOOD continued



them, you really feel that this is important and that this is necessary.”

“In a way you’re letting the community know that someone here is standing guard, and valuing them, and holding up these women’s lives and their experiences and that they won’t be forgotten,” she added.

Wright also issued a call to action and demanded our provincial government immediately establish of a task force to oversee a provincial plan that would end domestic violence - and all violence - against women and girls. This plan would also need to be comprehensive and province-wide.

Government did announce the formation of a Minister’s Committee on Violence Against Women and Girls in the early days after the vigil. However, this approach was met with disapproval by

the Provincial Action Network on the Status of Women (PANSOW)

of which Wright is co-chair.

“The way in which the government has established this committee circumvents the work of a coalition of anti-violence and domestic violence experts. The government did not acknowledge PANSOW’s request or engage in any consultation on the matter. Telling organizations to wait for an invitation is not a consultation,” said Wright.

PANSOW is calling on Minister Andrew Parsons to halt the further development of this committee until his department has met with the organization and its partners.

In the days ahead women will continue to push for a comprehensive violence strategy because the death of one woman or girl to violence is too many - 117 lives lost, absolutely tragic.







Linda Woodford and Herring Neck donation.

## FFAW Women's Advocates Take up Call to Support Women's Centre

A call was sent out through the Women's Advocate Facebook page for winter coats for the St. John's Women's Centre. Women's Advocate Linda Woodford contacted the women of St. Mary's Anglican Church in Herring Neck and collected large donation for the Centre. Jenille Duval, Cultural Programs Facilitator, St. John's Women's Centre, was delighted to accept the collection on behalf of the St. John's Women's Centre.



St Johns Womens Ctr receives Herring Neck donation.



## Tina Pretty Appointed to Iris Kirby House Board of Directors

Congratulations to Tina Pretty, who was appointed to the Iris Kirby House Board of Directors this week. Tina has long been a champion for women's issues both in the workplace and in the community. Tina coordinates the FFAW's Women's Advocate Program, delivering training on women's issues and providing valued advice to union sisters. Tina has also volunteered on countless committees and events supporting women's issues in our community. We know that Tina's knowledge and passion for advocating on behalf of women will be greatly valued by the Board at Iris Kirby House.

# Living life with crab asthma

Donna Beck

My history of working with Grand Atlantic Seafoods and Ocean Choice International from 1997 to 2008.

I began working for Grand Atlantic Seafoods and Ocean Choice International in 1997 and finished in 2008. I was a very healthy individual when I went to work in the crab plant, but over time I found myself getting sick more and more often. I began feeling very short of breath, very tired and I couldn't figure out what was causing my breathing problems. At the time I wrote it off as a result of being around heavy mist in the plant.

But those conditions continued with me, and didn't improve when I began using puffers. In fact, it just kept getting worse. I took more trips to hospital because of lung infections, congestion, shortness of breath, wheezing and tightness in my chest. Many times I had to leave work to go to the emergency department. More puffers, more antibiotics, more steroids. Each time I had to take time off work to try to recover. Each day after work I had to use my nebulizer. It just kept getting worse.

I was at my doctor's so often with the same problems time after time, yet they couldn't pinpoint the cause of my illness. At that time, no one had heard of crab asthma – yet now we know this asthma is caused by exposure from working in the crab plants with no proper ventilation or breathing protection.

For 10 years I worked like this



Hubert Stacey, Tammy Stacey and Donna Beck

without realizing that I was allergic to the crab proteins released during processing. But I did know something was terribly wrong because my health was deteriorating each year. I found it so hard to get up and down the stairs to the lunch room that I spent most of my breaks outside so I didn't have to use the stairs.

Working conditions at the plant were not top notch by any means. Ammonia leaks were not taken seriously by management. The steam was so thick in the plant that you couldn't see the person across the line from you. This thick, hot steam filled with the allergens is what we breathed in, day in and day out.

At one point, a group from Memorial University came to do testing on plant workers to see if we were allergic to crab. I took part in

that test, and low and behold I was allergic to raw and cooked crab. It was then that I figured out I had to do something about this and the work I was doing was damaging my health more each day.

I was referred to a specialist who works for WHSCC. This doctor diagnosed me with crab asthma and COPD, and as a result of working in the crab plant I had developed several other allergies. I was advised to quit working at the plant immediately or I would be killing myself.

From here on out, things changed for me. I was out of work, no longer allowed in the crab plant because of the effects it had on my health. But I still had bills to pay and now had lasting health effects from my time at the plant. I was left with no other options than file for



WHSCC and CPP disability.

I was quickly approved for my Disability CPP, but getting compensation from WHSCC was a battle. Thanks to my union who fought long and hard on my behalf I finally received compensation. But since WHSCC payments are based on weekly earnings, my payments were reduced as a result of missing work due to my respiratory issues. I receive a mere \$340 bi-weekly from WHSCC, and combined with CPP Disability I am still below poverty level.

I am an injured worker, but there is no protection for me. Our government must do better to protect people like me who are chronically injured in the workplace. Processing plants must take more accountability for the

conditions we work in.

I can no longer do everyday things like walking, lifting, cleaning – small levels of exertion are unmanageable with my condition. Simple things for you could be impossible for me due to my shortness of breath. I am on oxygen 24/7 with only 25% of my lung capacity functioning. My condition continues to deteriorate. I know have to decide if I will move to Ontario to await a double lung transplant – all because of the effect the plant had on my health.

If I only knew then what I know now about the effects crab can have on lungs, things would look a lot different for me.

---

## The fight for safer workplaces



Noella Fitzpatrick passed away in on November 1st, 2017 due to respiratory failure. She was only 57 years old. Noella worked at the OCI crab plant in St. Lawrence for 15 years and, like so many others, she suffered from shellfish asthma. Noella spent each work season trying to get by with puffers and regular trips to the doctor. When it got too extreme she would only take off work for a couple of days to recover then she was back at work. Sharing puffers among coworkers was common practice, with everyone just doing their best to get enough hours in.

Noella's husband, Ralph, said that Noella was wheezing and coughing constantly after spending her days at the plant. Noella's daughter, Ashley, said that when her mom came home from work, she'd have to lie down to rest for a few hours until she built up the strength to take a shower. Noella was admitted to the hospital several times due to ammonia leaks at the plant and the effect on her health. According to her family, Noella did not have any

of these health problems before she began working at the plant.

The tragedy of Noella's death highlights the ongoing struggle to improve health and safety in processing plants. For years, processing workers, many of them women of previously good health, have spoken about the dangers of shellfish asthma. A few years ago, their concerns were finally recognized by Workplace NL and shellfish asthma

**CONTINUED NEXT PAGE**



Allan Moulton from the FFAW met with Ralph and his daughter Ashley in November after Noella's passing.



## THE FIGHT continued

was officially listed as a condition that could be covered under worker's compensation.

Workplace NL's recognition of the danger posed by shellfish asthma is only part of the battle. What is really needed is change from processing companies to make the workplace safe for all. There needs to be better ventilation, better workplace safety checks, better equipment, and a better workplace safety philosophy. This is something that FFAW has fought to achieve for years in our efforts to establish a Processing Sector Safety Council. We have submitted our business case to Workplace NL and the only response we've received from the processors is "No."

We can't continue this way, and

Noella's terrible passing at a young age should be more than enough

motivation to start the wheels of change.



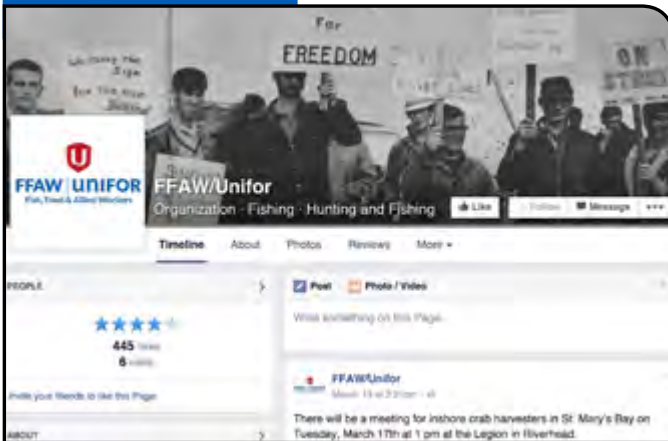
Earlier this year FFAW plant workers and Secretary Treasurer David Decker met with then provincial fisheries minister at the time, Steve Crocker to discuss issues of concern, including the critical need for a processing safety sector council

# DON'T MISS A THING! Connect with us - Your Way.



f FFAWunifor

Like Us!



ffaw\_unifor

Follow Us!



— Fighting for fairness, dignity, and respect in all workplaces. —

# Addressing seismic concerns – ongoing initiatives

Robyn Lee, Petroleum Industry Liaison  
[rlee@ffaw.net](mailto:rlee@ffaw.net)

## Meeting with Minister of Natural Resources

On Monday, October 30th, FFAW President Keith Sullivan, Executive Board Member Nelson Bussey and FFAW Petroleum Industry Liaison Robyn Lee met with Siobhan Coady, Minister of Natural Resources as well as Deputy Minister of Natural Resources, Gordon McIntosh. FFAW raised concerns about the impact seismic activity has on the fishery, fisheries science and the perceived disregard for the interests of the fishing industry during the exploration process by the oil and gas sector. Minister Coady was interested to learn of concerns from the fishing industry and committed to following up with the applicable groups to address the issues raised by our members. Minister Coady said she would follow up to further discuss how we can incorporate more harvester input in decisions around seismic plans, including having plans released earlier in the year and potentially having more input in the bidding process with consideration for prime fishing areas. Also discussed was the need for harvesters to be considered in royalty regime plans, including setting aside potential funding for research/science on the impacts of seismic activity on various fish species. FFAW looks forward to



Keith Sullivan, Siobhan (check spelling of her name) Coady, Gordon McIntosh, Robyn Lee, Nelson Bussey

working with the Minister on continued progress for harvesters.

## Harvesters Meet to Discuss Strategies

A significant amount of seismic activity took place in our waters in 2017. Its proximity to our fishing grounds raised many concerns among harvesters about the impact of seismic activity in our region, and rightfully so.

In mid-October, a group of harvesters began discussions on effective strategies to coexist with oil and gas exploration and development in the offshore. The Guidelines by which the seismic companies are authorized to operate are not clear to harvesters. They emphatically stated that crab and turbot grounds must be avoided when the fishery is open. They highlighted that future oil and gas projects must consider extended fishing seasons and “new” species. The Post-Season Crab Survey and the CNLOPB’s Call for Nominations/Bids process were also discussed. There is serious concern amongst harvesters that prime fishing grounds will be closed to fishing if significant oil is discovered. The group will continue to consider options which will be brought to fleet meetings in the winter for further discussion.



Nelson Bussey, Andy Careen, Wayne Russell, David Decker, Alvin Petten, Kevin Best, Robbie Green, Glen Winslow



## Harvesters Participate in Workshop

On November 6, 2017 harvesters participated in a workshop to discuss a collaborative approach on groundfish research and marine seismic surveying. The workshop was hosted by One Ocean and Petroleum Research Newfoundland and Labrador and it provided an opportunity to learn of ongoing research being conducted in Europe. Break-out group discussion also allowed for good conversation between the fishing and petroleum industries on a way forward. A key theme from discussions was that any research planned and conducted should be transparent and engage fish harvesters. Harvesters voiced fishing industry concerns regarding seismic activity throughout the day

A workshop is being planned in the new year by the Canadian Environmental Assessment Agency to discuss the development of a Regional Study of Offshore Oil and Gas Exploratory Drilling in the Newfoundland Offshore. This federally-led process will engage the fishing industry, indigenous groups, environmental groups, other government departments (e.g. DFO, EC) and the CNLOPB.



We will continue to be at the forefront with regulators, oil companies and government to do everything possible to best mitigate effects from the oil and gas industry on the fishing industry and fight to keep the concerns of our membership heard. We will keep members apprised of ongoing initiatives, outcomes and related information as it becomes available. If you have questions please contact Petroleum Industry Liaison, Robyn Lee at the FFAW Office at (709) 576-7276.

**SIMPLIFYING FINANCING,**  
*so you can focus on running your business.*

**FOUR PORTS**  
CAPITAL INC.

709-570-0001 | 709-771-0255  
zhoward@fourportscapital.com  
fourportscapital.com



# HARVESTER PROFILE



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



## Nancy Bowers

### HOME PORT:

Beachside,  
Newfoundland & Labrador

### YEARS IN INDUSTRY: 20

**FISHERIES:** Cod, capelin,  
crab, and lobster

**PRODUCT OF  
NEWFOUNDLAND LABRADOR**

I grew up around the fishery, and the cod moratorium greatly impacted my family. It was devastating for my parents to lose their livelihoods overnight - my father loved it on the water. Flash forward some time later, and I married a fisherman from Nipper's Harbour. I soon found my passion in fishing as well. But the fishery wasn't always a full-time job for my family. My husband had to go away for work many months a year, but the new groundfish fishery means he no longer has to go away. We are able to make a good living fishing full-time, and we see a bright future in groundfish. I am proud to serve on my Union's Inshore Council, as a FFAW Women's Advocate and now as a Deputy Mayor of Beachside. The fishery means the world to me, my family and my community.

# Test Fall Crab Fishery in 3K a Success

Monty Way, Staff Representative

[mway@ffaw.net](mailto:mway@ffaw.net)

Severe ice conditions this spring led to a very late start to the crab fishery in 3K. Harvesters took huge risks with their boats and gear trying to get out to the fishing grounds. The late start also contributed to high fishing pressure on the resource when soft shell crab is most abundant and in its most vulnerable state. This is certainly not a new issue, especially for those that fish the offshore area in 3K known as 3K4.

Harvesters have been expressing concern for years on the amount of damage being caused to the resource by fishing during that particular time of year. The committee that represents harvesters in this area have been trying to deal with this issue for several years and for the past three they've proposed a fall fishery option as a way of minimizing fishing mortality on soft shell crab during summer. There was however very little support from either DFO or the processors to pursue any type of a fall crab fishery.

The FFAW initiated numerous discussions and debates throughout the summer and fall with DFO and ASP and eventually there was an agreement to conduct a test fishery in 3K4 to look at quality including meat yield. DFO was adamant that participation must remain low. As a result, eligible harvesters had to have at least 25% of their 2017 IQ remaining. This meant only 13 vessels would participate in the test fishery. Each were issued a permit for one trip only with a trip limit of 10,000lbs. The project started November 15th and ended December 2nd.

Rick Kean, a harvester and chair of the 3k4 committee says he's glad that DFO finally decided to listen to the fishermen and get this work done. "This could be a very positive step for the fishery in this area and we look forward to getting the results," said Kean. Kean hopes that if the results are positive, DFO will be open to a fall fishery option in the future.

Participating harvesters thought the test fishery went really well and were pleased they got the opportunity to land at least some of the crab they had left in the water from the summer. "Excellent catch rates, no soft shell crab and absolutely no destruction to the



resource," said Doug Wells, a harvester from Jackson's Arm and a participant in the fall test fishery.

The Barry Group agreed to process all the crab landed from this project and Marine Institute was contracted to conduct the sampling and analysis ashore. We all anxiously await the outcome and your Union will release results as soon as they are available.



Wishing you  
and your family a  
Merry Christmas  
& Happy New Year



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



# Perseverance Pays Off in Beachside

Jessica McCormick, FFAW-Unifor Government Relations Officer



Nancy Bowers (centre) is accompanied by MHA Brian Warr (left) and MP Scott Simms (right) at the wharf funding announcement in Beachside in October 2017.

“The squeaky wheel always gets the grease.” That’s Nancy Bowers’ motto. Bowers, a fish harvester and member of FFAW-Unifor’s Inshore Council, has worked tirelessly since before the 2015 federal election to secure funding for a new wharf in her community of Beachside.

After years of neglect, the existing wharf had become a hazard, making it impossible for fish harvesters to land their catch in the community.

“The wharf is the heart of a town,” said Bowers. “I was not going to take no for an answer. If it took 20 years, I’d fight 20 years for it.”

Bowers saw the 2015 federal election as an opportunity to leverage support for funding. With politicians out in the community talking to voters about what issues matter to them, she knew the timing was right to get a commitment on the wharf. Without much experience in lobbying government, Bowers set to work meeting with her local Member of Parliament, Scott Simms.

“You don’t need to be a genius to lobby [politicians],” said Bowers. “You just need to present a sensible case and people will listen.”

Whenever Bowers heard that Simms or her Member of the House of Assembly, Brian Warr, were in the area,

she’d track them down to talk about the wharf and why it was so important to fish harvesters in the community. This fall, Bowers was elected to the town council and is now serving as Deputy Mayor, an achievement she attributes to the confidence she gained after getting more involved in her Union.

Her relentless efforts finally paid off in October when the federal government announced \$500,000 in funding to repair the wharf.

Even in these early stages of construction, the area is already bustling with activity. Dozens of community members can be found down by the wharf, looking on as construction begins.

“You can get anything done when you put your mind to it,” said Bowers, who is now more motivated than ever to improve life for the people in her community. “When we work together, we can make something great.”



# FIELD TECH PROFILE



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

**Trevor Chaulk**

## **HOME TOWN:**

Charlottetown,  
Newfoundland & Labrador

## **POSITION:**

Fisheries Liaison Officer &  
Science Technician



## **How did you get involved in this role?**

I first started in 2014 when an FLO deployment became available. At the time, I was working full time as a Fisheries Observer but luck should have it, I was home between observer trips and able to take the FLO deployment. That following spring, I went to work full-time with the FFAW.

## **What does your job entail?**

When I am working as a Fisheries Liaison Officer, my duties involves monitoring fishing and petroleum industry activities during seismic survey operations, identifying potential at-sea conflicts, building and maintaining trust between both industries, and providing feedback on fisheries issues.

When I am working as a Science Technician, my duties may vary depending on the project but basically involves working together with fish harvesters and/or other organizations to collect biological and fishery data. Some projects I have worked on include the industry post season crab surveys, a crab seismic impact project, the cod quality project, the lobster project, the Atlantic halibut tagging program, and the sentinel mobile groundfish surveys.



## **What do you love most about your job?**

The fact that I never know what I will be doing next, who I will meet, or where I will be. To be given the chance to work with harvesters and other stakeholders in the industry for the ultimate goal of ensuring that the fishery continues to be a viable and renewable resource for many years to come is also very rewarding. I am so grateful to the FFAW for the opportunity to be a part of such an important endeavor.



# The need for inshore participation in the arctic surf clam fishery

Arctic surf clams are a valuable but little discussed fishery that takes place in waters stretching to the south of Newfoundland to the coast of Nova Scotia. Since the arctic surf clam fishery opened in the 1980s, the three licenses granted for the fishery have been held by Clearwater Seafoods, which is based out of Nova Scotia. With an absolute monopoly of that fishery, Clearwater was harvesting approximately 38,000 tons of clams per year at a value of approximately \$60 million.

FFAW does not support corporate monopolies in any fishery. With that said, the arctic surf clam fishery does support valuable land-based jobs at a processing plant in Grand Bank, NL, where fellow

FFAW members are employed nearly year round. “The surf clam fish plant is the economic driver of Grand Bank and surrounding communities,” says Charlie Baker, chair of the FFAW local at the plant and a member of the Union’s executive board. “This is good work and it shows the onshore value that can exist when adjacency and historical attachment are applied.”

However, the ongoing success of the processing plant is not dependent on the Clearwater monopoly. “Inshore owner-operator vessels are capable of being engaged in the arctic surf clam fishery,” says Keith Sullivan, President of FFAW. “In an area like Placentia Bay that has been devastated by the decline in crab and cod, surf

clams would present an excellent economic opportunity for harvesters. As well, these harvesters would be landing the clams onshore, giving Clearwater the opportunity to work with inshore harvesters in this fishery to meet processing needs.”

When it was announced by DFO in September that a fourth arctic surf clam license would be issued, harvesters and the Union were initially excited. This license, it was said, would cover 25% of the total quota.

Harvesters and the Union were disappointed to learn that the owner-operator fleet was not eligible to apply new license would be reserved for a First Nations application.

“The new arctic surf clam license puts a spotlight on two very important federal government policies – First Nations reconciliation and rural economic sustainability,” Sullivan added. “In its first 2 years the Trudeau government has been very strong on rural economic sustainability in the form of progress on owner-operator and fleet separation enforcement. The federal government has also been very committed to reconciliation and has made some important steps.”

“There is room to pursue both policies simultaneously,” Sullivan added. “There is space in the surf clam fishery for owner-operator harvesters and First Nations participation.”



# Marine conservation targets and effects on inshore members

Johan Joensen , Industry Liaison  
[jjoensen@ffaw.net](mailto:jjoensen@ffaw.net)

---

The Department of Fisheries and Oceans Canada (DFO) is forging ahead with the goal of protecting 5% of marine space by 2017, and 10% by 2020. The federal government announced in October that Canada had already surpassed the 2017 target of 5%. Now protected areas that resulted in the goal being met include a marine refuge in the Pacific coast and 11 new marine refuges in the Gulf of St. Lawrence (none of which are within 4R).

In less than two years, the percentage of protected marine and coastal areas in Canada has increased from 0.9% to 5.22%. DFO has indicated that consultations, science and Indigenous traditional and local knowledge will continue to play a key role in determining what protection is needed where.

FFAW-Unifor's Inshore Council has provided feedback on a number of occasions, yet the experience is such that when new proposals are being brought forward they have an increasingly negative impact on inshore members.

At the fall Inshore Council meeting, DFO Oceans provided an overview of the activities in relation to the Marine Conservation Targets. FFAW's Inshore Council was informed that nationally 3.63% protection

was reached; harvesters asked if there would be continued pressure implement protected areas in the Newfoundland and Labrador region. DFO indicated that if 5% was achieved nationally without those proposed in Newfoundland and Labrador region, it would not lessen the pressure to get further protections in place for this Region.

The FFAW continues to have concerns about the proposed implementation of restrictions in the Hawk Channel, Funk Island Deep and what has been called the Tobin's Point closure. At the Inshore Council meeting it was recommended that the Tobin's Point closure be renamed as it is confusing to be discussing the closure with two thirds of the area being in NAFO Area 3K – Tobin's Point is in 3L.

FFAW-Unifor's Inshore Council passed a motion to send a letter to the Prime Minister regarding Marine Conservation Targets and the impacts it has on fish harvesting activities. It is crucial that any closures cannot be restricted to only fishing activities, while allowing oil and gas activity to continue. This is simply unacceptable and the government must acknowledge that allowing oil and gas and seismic activities to persist in protected areas is not providing marine protection at all.







# NLGIDC Releases Strategic Plan for 2018-2021 at Annual General Meeting

Dwan Street, Project Coordinator  
[dstreet@ffaw.net](mailto:dstreet@ffaw.net)

The Newfoundland and Labrador Groundfish Industry Development Council (NLGIDC) held its annual general meeting in St. John's at the Comfort Inn on October

25th. The meeting was an opportunity to bring together stakeholders in the groundfish industry to both celebrate the successes of the Council and to work together



NL GIDC Independent Chair Jim Baird speaking to participants.



FFAW President Keith Sullivan addressing the crowd at the AGM.

collaboratively to move into the future of the groundfish industry. Over the course of the day-long meeting, members of the Council and industry representatives took stock of the work that was accomplished in the past year and discussed how input from FFAW members helped to shape the Council's submission for the 2017 fishery. The engagement and concerns raised by fish harvesters and plant workers will continue to play a key role in developing future proposals for groundfish fisheries in the province.

More than 100 people attended, consisting of fish harvesters, plant workers, processing companies, the provincial and federal governments, academia, the ENGO community, marketing specialists, and fishing gear companies. Feedback from those in attendance was overwhelmingly supportive and indicates a strong future for the groundfish industry in Newfoundland and Labrador. FFAW members are encouraged to get engaged in the planning for the future fishery through community meetings and discussions with Union representatives in the coming year.

One of the highlights of the meeting was the release of the draft strategic plan of the NLGIDC for the next three years. The plan outlines the Council's vision, objectives and principles for a revitalized groundfish industry, strategic objectives for the fishing industry over the

2018 to 2020 period, and strategic priorities in support of the plan's objectives.

### The Plan:

- Has been developed based on industry's current understanding of the key challenges that will arise over this period;
- Is based on the expectation that the focus over the 2018 to 2020 period will be primarily (but not exclusively) on cod;
- Is an evergreen document that will be updated on an annual basis;
- Will be modified as the strategic objectives and priorities change over time.

The Plan lays out the main sustainability objectives for the Council:

- Conservation and sustainable use
- Economic viability and sustainability
- Community and social sustainability

Further, the Council will move forward over the next 3 years by following a set of core principles:

- Following the DFO Precautionary Approach Framework for fisheries management;
- Ensuring recognition and application of adjacency and historical attachment in priority access;
- That participation in the fishery benefit the independent owner-operator fleet in our coastal communities;

A "Plate to Ocean" approach that shapes the product delivered to market based on what the market demands;

Ensuring the commitment of the first 115,000 t of TAC for the 2J3KL cod fishery is allocated to the inshore fleet;

Prohibiting fishing activity during peak spawning times or on key pre-spawning and spawning aggregations.

The plan is governed by two strategic objectives:

- Catch and land a consistent supply of top quality raw material over an eight (8) to (10) month season;
- Produce prime quality fresh fish, salt fish and once frozen groundfish products for sale in international markets.

The pillars are interconnected and, though high level, must remain priorities as we move forward in growing not only a resource but an industry.

Under these pillars, nine priority issues were identified as necessary areas of focus for the next three years:



Nancy Bowers and Tony Doyle speaking with reporters at the AGM.

**CONTINUED NEXT PAGE**



# NLGIDC continued

## Strategic Objective #1 - Top Quality Raw Material

- Extended Seasons
- Fish Handling Practises
- Gear Diversification
- Fish Stowage Systems
- Strategic Objective # 2 - Prime Quality Fish Products
- Strategic Landing Ports



Assistant Deputy Minister of Fisheries, Wanda Wiseman.

- Land Port Infrastructure
- Onshore Handling and Transportation
- Processing Plant Modernization
- Product Branding

This strategic plan will lay solid groundwork as we work toward a groundfish industry that will return maximum benefits to our coastal communities and the hard-working women and men who reside within them. The key focus for the next three years will be to both address the more immediate structural and infrastructure issues that the NL fishing industry will face over the short-term, and establish a solid foundation upon which a revitalized groundfish industry can be further developed over the medium-to-long term.

To ensure we achieve these goals, collaboration and working together are necessary as well as commitment from all players and all levels of government. The NLGIDC and its successes to date are evidence of the understanding of the importance of working together toward a united goal. In doing so, our coastal communities, members, and province as a whole will all reap the rewards.

We have a bright window of opportunity ahead. We look forward to working together to ensure the future of the groundfish industry in Newfoundland and Labrador is vibrant and returns benefits to our members for generations to come.



Provincial fisheries minister, Gerry Byrne, speaking at the event.



FFAW's Dwan Street presents an update on the FIP with WEF's Janice Ryan

# Global Atlantic Cod Supply

Johan Joensen , Industry Liaison

[jjoensen@ffaw.net](mailto:jjoensen@ffaw.net)



As of November 24th there were 18,045 MT of cod landed in Newfoundland and Labrador, this includes landings from 2J3KL3Ps4R3Pn. This is a significant increase given that in 2013 this volume was only 8,585 MT. Increases in cod landings remain one of the brighter spots in our fishery when considering changing resource abundances.

18,000 MT is a volume that has not been reached in Newfoundland and Labrador in the past 5 years, however it is a far cry from the quotas available in other jurisdictions around the world.

In 2017 the quota for cod in the Barents Sea was 890,000 MT. The scientific advice for this stock was that there should be a 20% drop in 2018 - to 712,000 MT. This followed the advice for 2017, which recommended a cut in quota from 894,000 MT to 805,000 MT. In the end, the quota was only cut 4,000 MT from 2016 to 2017. In October, Russia and Norway agreed that the quota for the Barents Sea for 2018 will be 775,000 MT, a cut of 115,000 MT year-over-year.

Meanwhile, in Iceland the scientific advice would have accommodated an increase in cod quota of 6% or 13,572 MT to a total of 257,572 MT. The decision was made in Iceland to not increase the Total Allowable Catch as much as the scientific advice, in the end raising the quota to 255,172 MT. This increase in market supply from Iceland does little to fill the anticipated gap created by the decrease in quota for Norway and Russia in the Barents Sea.

All of this is to say, the Newfoundland and Labrador fishing industry has an opportunity. As our resource supply is moving in a positive direction at the same time as other jurisdictions in strong cod markets are seeing decreases in their resource availability. It is important that all participants in the Newfoundland and Labrador cod fishery continue to strive to provide the highest quality product to the market. This will ensure that the global marketplace recognizes cod product from Newfoundland and Labrador as something special and desirable to the end consumer, and we can begin to fill the gap left from quota drops in the Barents Sea.



# Gulf Halibut: 2017 First Year of the Stock-Wide Survey Needed for Fishable Biomass Estimate

Erin Carruthers, Fisheries Scientist & Jason Spingle, Staff Representative



Fish harvesters Captain Lloyd Gaslard and Gary Maclean and Memorial University researcher Arnault LeBris with a tagged halibut.



Lloyd Gaslard measures a surveyed halibut.

Throughout the Gulf of St. Lawrence halibut stock area, catch rates of Atlantic Halibut in the Gulf of St. Lawrence have increased by an average of ten per cent a year for the past 20 years.

Unfortunately there is no estimate of fishable biomass. Large halibut – commercial sized halibut – can outswim DFO's Research Vessel Trawl survey. Without an estimate of fishable biomass and exploitation rates it is difficult to track the health of the stock and what – if any – impacts from the fishery. With no estimates of fishable biomass, DFO increased the TAC slowly as the stock grew.

For these reasons, we have been working steadily over the past three years to implement a Gulf-wide longline survey and tagging program. This longline survey and tagging program will provide the much needed data – and estimates of fishable biomass – for the commercially important Gulf halibut stock.

In October 2017, the Gulf-wide halibut survey was launched with 125 stations surveyed throughout the Gulf. For the Newfoundland region the survey was advertised on our website, with five applicants selected through a random draw process.

Newfoundland harvesters surveyed 34 stations randomly distributed in water depths of 20-50 m and 100-300 m. At one station catch rates were a stunning 340 halibut per 1000 hooks! Halibut were double tagged with neon green spaghetti or floy tags.

Some select large halibut were also released with satellite tags attached, part of a collaboration with university researchers. Information from these satellite tags will be used to help evaluate halibut biology, spawning habitat and could possibly improve survey design.

Excellent work was done by all! Thank you! This is crucial piece of work needed for better management and better Gulf Halibut fisheries.

# DFO aquaculture regulatory reform

Johan Joensen, Industry Liaison

[jjoensen@ffaw.net](mailto:jjoensen@ffaw.net)

---

FFAW-Unifor was recently approached by Fisheries and Oceans Canada (DFO) to provide updates to harvesters on the current status of DFO's aquaculture regulatory reform agenda. Currently, there are regulatory reviews underway for Atlantic Fishery Regulations (AFR), Maritime Provinces Fishery Regulations (MPFR) and the Fishery (General) Regulation (FGR). There is also a legislative review to assess the possibility of an Aquaculture Act separate from the Fisheries Act – aquaculture is currently governed under the Fisheries Act.

The mandate for these reviews comes out of the Senate Standing Committee on Fisheries and Oceans report on aquaculture, tabled in June 2016. The report contained ten recommendations, including a recommendation to double sustainable aquaculture production within ten years and to develop an aquaculture act. Since the report was issued, the federal government has committed to exploring options for legislative reform including the possibility of developing an aquaculture act.

The MPFR and AFR have both been developed with a focus on managing wild capture fisheries and do not accommodate shellfish aquaculture activities. Therefore, DFO is looking to amend both sets of regulations to no longer apply to any species of clam, oyster, mussel, or scallop listed in the regulations if they are cultured. The aquaculture stocks will continue to be regulated under all relevant federal and provincial acts, regulations, and licence conditions – i.e. Introductions and Transfers, Health of Animals Act and regulations, and provincial aquaculture licences, etc. This will enable the aquaculture industry to streamline some of their activities, and remove some of the existing red tape requiring DFO to issue variation orders anytime cultured clam, oyster, mussel or scallop are harvested – or any movement or other work is being carried out.

The intention of DFO is that these amendments will ensure the protection of fisheries, while enabling sustainable shellfish aquaculture. This is supposed to provide more regulatory certainty for the aquaculture industry. There is precedent in the regulations, AFR already excludes cultured Atlantic salmon and the MPFR already excludes all cultured fish, except oysters.

The intent of the proposed FGR amendments is to reduce federal policy overlap regarding the assessment of disease risks for proposed intentional movement of live aquatic animals. The aquaculture industry is seeking clarity on the roles and responsibilities of DFO and Canadian Food Inspection Agency (CFIA) with respect to the management of disease, which is a common theme in discussions with all stakeholders.

The National Aquatic Animal Health Program (NAAHP) was fully implemented on December 31, 2015. Through this CFIA is now the federal lead on fish health in each province and territory. Changes to the FGR aim to address duplications that exist with the full implementation of NAAHP, where both the CFIA and DFO have a mandate to issue permits or licences for movement of animals. Updates will recognize the CFIA as the federal lead on disease risk assessments and control, with DFO focusing on genetic and ecological risk.

The final consideration is the possibility of an Aquaculture Act separate from the Fisheries Act. Aquaculture is a growing industry in Canada. As the industry evolves, DFO is looking at how their regulatory system should adapt. There is intent to improve the regulatory system in ways that best support the protection of the environment, strengthen the aquaculture industry, and provide employment opportunities for thousands of Canadians.

Harvesters were categorically told that an Aquaculture Act is not imminent and would be a long and arduous process. Harvesters were also told that there would be time for further consultations before DFO pursues a stand-alone Act.

Further information on the current Aquaculture Regulatory Reform is available from <http://www.dfo-mpo.gc.ca/aquaculture/management-gestion/regs-reform-eng.htm>

To date FFAW-Unifor has arranged meetings between harvesters and DFO-Aquaculture on both the Burin Peninsula and the Coast of Bays region. If there are other areas that would be interested to get involved in this process, please contact the office in St. John's at 709-576-7276.



# WorkplaceNL lowers employer assessment rates as injured workers continue to suffer

Jessica McCormick, First Vice-President, Newfoundland and Labrador Federation of Labour

---

On Thursday, November 23, WorkplaceNL announced it would once again lower workers' compensation assessment rates for employers, showing no signs that it will increase the percentage of earnings benefits for injured workers.

Despite consistent advocacy by workers calling on the provincial government to act on the recommendations of the 2013 Statutory Review of Workers' Compensation, especially the recommendation to increase injured workers' compensation benefits to 85 percent, the government instead chose to side with employers by lowering their assessment rates.

For five consecutive years, employers' fees have been reduced substantially while injured workers continue to suffer with reduced benefits, despite the fact that they have been shouldering a greater proportion of the deficit at WorkplaceNL resulting from a funding shortage in the early 1990s. While the injury fund is 126% funded, Newfoundland and Labrador compensation rates for injured workers remain the lowest in Canada.

The Newfoundland and Labrador Federation of Labour (NLFL) says it's time workers' compensation focused its attention on injured workers who continue to be victimized by the same system that is meant to protect them.

In a release issued on November 24, NLFL President Mary Shortall said, "For far too long, WorkplaceNL has acted like a private insurance agency concerned more about managing claim and lowering assessment rates than putting workers' well-being at the heart of the system."

The NLFL has met with multiple government Ministers responsible for WorkplaceNL to request

legislative action on the recommendations of the 2013 Statutory Review, especially those dealing with injured workers' compensation benefits. Minister Sherry Gambin-Walsh, like all previous ministers, has said government is considering the recommendations, but to date, there have been no legislative changes put forth.

WorkplaceNL's 2016 Annual Report highlights that the lost-time injury rate is at an all-time low, but acknowledges that, "Despite the historic increase in safety performance, on average 14 workers are injured at work every day in Newfoundland and Labrador (NL) - and one of these workers will likely sustain a permanent injury."

Across Canada there are six jurisdictions (provinces and territories) that provide 90% of net earnings to workers' compensation claimants. Two other provinces provide 85% of net earnings. Newfoundland and Labrador has the lowest income replacement rate, at 80% of net earnings.

"No one goes to work thinking they will get injured or sick. However, the reality is that over 200 workers in our province are seriously injured each year. These workers, and their families, are forced to rely on Workers Compensation to provide adequate compensation, and to help them recover and return to work. They deserve to be treated and compensated with dignity and fairness no matter what province they live in, but in fact, here in NL, they are sinking further into poverty," said Shortall.

FFAW-Unifor and the NLFL, representing 65,000 workers and their families, will continue to make this a political issue until injured workers in this province receive the compensation that the Workers' Compensation System was designed to provide.



## New committee seeks fair access to adjacent resources in Newfoundland and Labrador

FFAW-Unifor is pleased to announce the formation of a new fisheries committee focused on securing fair access to the growing groundfish resource in the waters adjacent to our province. The 2J3KLNO/NAFO Fair Access Working Group will seek fair and reasonable access to fish species for the traditional, adjacent, inshore owner-operator fleets of Newfoundland and Labrador.

The Fair Access Working Group will focus primarily on groundfish species, such as greysole and turbot, where inshore owner-operator access has been unfairly denied or limited. The quotas for many of these emerging groundfish species are managed by the Northwest Atlantic Fisheries Organization (NAFO), an international body of representatives from countries all over the world, from Japan to Cuba.

The Working Group will be composed of approximately 20 members, mainly inshore fish harvesters. “The working group is the front line of our efforts for fair access,” said FFAW-Unifor President Keith Sullivan. “Access for the inshore owner-operator fleet means work for fish harvesters and plant workers, as well as the spinoff opportunities that arise under conditions of real economic development,” Sullivan added.

“We must ensure the voice of Newfoundlanders and Labradorians is well-represented at the international level when it comes to Canada defending our historical right to the resources in our waters,” said Tony

Doyle, a working group member and Vice-President of the inshore sector.. “By working together on behalf of our communities that depend on the fishery, we will advocate for access to the resources we’ve depended on for generations,” Doyle said.

The Committee’s mandate is to secure fair access for inshore harvesters in the growing groundfish fishery including access to redfish, greysole, American plaice and turbot. They will work towards achieving adjacency as a primary fisheries management principle and to secure value for the independent inshore owner-operator fleet which is the basis for a vibrant rural economy in our province. The committee will also work to obtain investment in marketing and infrastructure needed to grow a fishing-based economy.

“Together, our voice represents rural Newfoundland and Labrador and by working together we can give our communities a vibrant and sustainable future,” concluded Sullivan.



**Lorraine  
Michael MHA**

**St. John’s East – Quidi Vidi**  
Phone: 709-729-3709  
Fax: 709-576-1443  
lorrainemichael@gov.nl.ca





# Safety Association Launches New Website

**NL-FHSA**  
FISH HARVESTING  
SAFETY ASSOCIATION

HOME ABOUT TRAINING/RESEARCH SAFETY RESOURCES STATS/REPORTS REGULATIONS CONTACT

**SAFETY TIPS** **NEW TC SAFETY REG SUMMARY** **BECOME A SAFETY DESIGNATE** **WorkplaceNL INJURY STATISTICS**

**WELCOME TO THE NL-FHSA WEBSITE!**

The Newfoundland and Labrador-Fish Harvesting Safety Association (NL-FHSA) is an industry-led Fisheries Safety Association helping reduce injuries and save lives at sea. It encompasses a fervent and industry-driven effort with a sole mandate to improve fishing vessel safety. The NL-FHSA's primary focus is on prevention, promoting and developing a positive industry-wide safety culture. Learn more about the NL-FHSA in the [ABOUT](#) section.

This website is intended to be a safety "tool box" for fish harvesters and those interested in fishing industry safety. It includes information on all areas of fishing industry safety, including applicable regulations, training, safety alerts, safety tips, safety research, relevant reports, industry injury statistics, best practices, safety promotion, and more.

If you have questions about any of the information on this website, or have suggestions on information or resources that you would like to see added, please reach out to us using the [CONTACT](#) section above. Enjoy!

As part of its ongoing effort to more effectively distribute safety related information to fish harvesters throughout the province, the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) has recently launched its new website at [www.nlfhsa.com](http://www.nlfhsa.com).

This new website, which is designed to be user friendly and easy to navigate on a desktop or mobile device, is intended to be a safety "tool box" for fish harvesters and those interested in fishing industry safety.

It includes information on all areas of fishing industry safety, including applicable regulations, training, safety alerts, safety tips, safety research, relevant reports, industry injury statistics, best practices, safety promotion, and more.

If you have questions about any of the information on the website, or have suggestions on information or resources that you would like to see added, please reach out to us using the [CONTACT](#) section of the website. Enjoy!

# FFAW-Unifor Members at Beothic Fish Processors Donate to Women's Shelter

FFAW-Unifor Women's Advocate Della Melendy has pulled it off again. Despite serious health issues she was back working at Beothic Fish Processors for the season and collecting for her local women's shelter. With the help of her union sisters, Women's Advocate Sheila Howell, and coworkers Maggie Hawkins and Bonnell Moulard, they collected enough money from members at her local to buy 43 gift cards, totalling \$1075. Della presented the donation to Cara House in Gander on November 9, 2017.

The Executive Director of Cara House, AnnMarie Connors, accepted the gift cards and said, "We are once again overwhelmed with the generosity of your donations and amazed by the efforts of your collection!"

The cards will be given to women and their families who are in the process of settling into a new life. Some of the cards will be used to support families in the shelter, while others will support women as they move on to start a new life. AnnMarie added, "Many of the families we serve leave everything they own behind, in search of a life free from violence. Your donations will make that journey that much easier."

For Della, who has been spearheading the collection drive for many years, it's something she is passionate about. She says:

"Being a Women's Advocate has opened my eyes to the serious

issue of violence women that occurs in our homes, communities and workplaces. When a woman leaves the shelter she is presented with a Basket of Courage which contains household items, toiletries, monetary donations or gift cards."

In talking about the support she enjoys from her Local, she says:

"On behalf of my coworkers and myself, we feel honoured to present these gift cards to our local shelter. I must say, the support from

our local is awesome. On Fridays I go around collecting a dollar from my coworkers and most Fridays some of my coworkers have my little container placed on my lunch table reminding me that it is Cara House Day."

Congratulations to Della and members of her local at Beothic Fish Processors. What starts off as a dollar here and there, it certainly adds up. The end result is a lot of support for women and their children when they are most vulnerable and need help the most.





# Offshore must be kept out of 3Ps for health of stock, future of fishery



Inshore Council member Alfred Fitzpatrick speaks to media last year in Grand Bank

For several years, FFAW-Unifor has raised concerns about the fishing methods and presence of corporate-owned offshore vessels in the 3Ps cod fishery. As harvesters in the area know well, the cod fishery in 3Ps has been in a state of decline for nearly a decade and this year the quota was set below 10,000 mt for this first time since 1997.

Corporate-owned offshore vessels are known for fishing cod who are massed in spawning and

pre-spawning aggregations. Fishing in this manner is done in pursuit of higher catch rates, though the impact of this fishing on the health of the stock is thought to be dire. After all, these fish are grouped together to reproduce and are caught before they have the opportunity to do so.

Despite repeated protests against this harvesting method, the offshore vessels continued their activity. It is no coincidence that the cod stock has continued to decline. Placentia Bay is experiencing different trends than other areas of the province, and it is more critical than ever that stocks be managed according to adjacency and sustainability with our communities in mind.

Inshore Council member Alfred Fitzpatrick is a fourth generation fish harvester from Garnish on the Burin Peninsula. He took over his enterprise in 2001 and now fishes for groundfish, snow crab, lobster and whelk.

Fitzpatrick says, "Cod was and is a very important part of our enterprise, as it is for many inshore harvesters in Placentia Bay. We cannot allow draggers to jeopardize the future of industry."

With the annual quota moving below 10,000mt, your Union worked hard to ensure more sustainable treatment for the stock by seeking the removal of the offshore from the 2017-2018 fishery, letting the entire stock be harvested by the inshore that does not depend on spawning ground harvesting. FFAW's argument to remove the offshore with the quota below 10,000mt was in line with historical precedent – in 1997, the offshore vessels did not take part in the fishery as the quota was below the 10,000mt threshold.

Initially, your Union's efforts to remove the offshore were successful, as an allocation for the offshore fleet was not included in the season's quota announcement. Inshore harvesters saw decent catches in 2017 and many relate that to an increased amount

of bait available in some areas.

However, harvesters warn that targeting aggregating fish in a vulnerable stock is foolish, citing the fact that we have learned nothing from the past.

Brian Careen, Inshore Council member from Saint Brides has been fishing groundfish in 3Ps for over 30 years. According to Careen, “The offshore companies need to look at the big picture and long term viability of the stock. They will wipe out cod and with that goes the inshore fishery.”

Unfortunately, the influence of the corporate-owned offshore fleet remains strong. In early November, the offshore fleet was again granted access to fish cod in 3Ps. This is a decision that defies common-sense and numerous warning signs – the strong possibility of the stock falling into the critical zone and the removal of MSC certification from the 3Ps fishery. “Fisheries science and old fashioned common sense are telling us that real conservation and sustainability measures need to be enacted for this stock,” says Keith Sullivan, FFAW President. “Offshore corporate interests must not be allowed to trump all other considerations.”



FFAW members from 3Ps rallied last year in Grand Bank against an extension granted to the offshore by DFO.



Axel Helgason, chairman of NASBO, the Icelandic Inshore Fishermen’s Association met with FFAW president Keith Sullivan while travelling in our province. The leaders shared ideas about advancing interests of inshore harvesters in their respective countries



# FFAW members address challenges in 3Ps with MP Ken Macdonald

Earlier this month, FFAW members met with Avalon MP Ken McDonald to highlight issues important to harvesters, with a focus on challenges in 3PS. Firstly, the concern over the 3Ps cod resource and its importance to inshore harvesters was emphasized. FFAW members highlighted that offshore draggers targeting vulnerable aggregations of fish must stop immediately. McDonald and his government can still act to halt the offshore dragger fishery and ensure the stock remains sustainable. The offshore fleet did not fish 3Ps the last time the TAC was below 10,000 MT.

In 2015, the Liberal Party of Canada acknowledged that harvesters in 3Ps traditionally harvested over 6% of the halibut quota, yet the government is allocating less than 3% to harvesters. The stock is healthy and valuable and 3Ps harvesters need a fair share! It was stressed that a solution to this issue must be found.

It was acknowledged by Mr. McDonald that 3Ps has



seen difficulties in recent years, with 50% declines in key species like crab and cod. Therefore, it is time to act on the FFAW proposal for investment in a program that would allow voluntary retirements while allowing remaining harvesters a viable enterprise. He acknowledged this would need to be a whole of government approach and committed to get back to the FFAW with updates.



Wishing you a safe and happy holiday season.

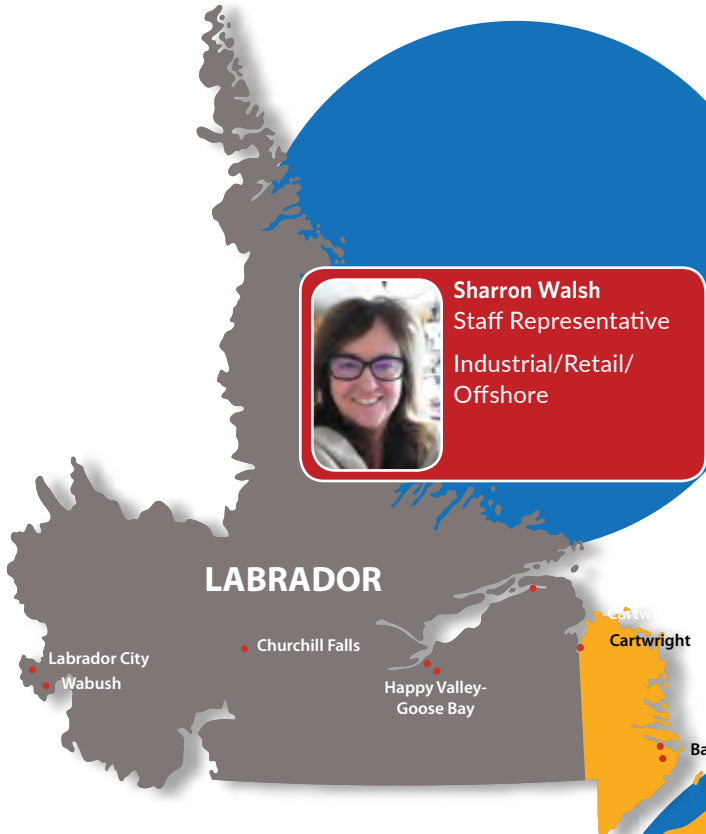


**NL-FHSA**  
FISH HARVESTING  
SAFETY ASSOCIATION

[www.nlfhsa.com](http://www.nlfhsa.com)

# FFAW | UNIFOR STAFF REPRESENTATIVES

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



**Sharron Walsh**  
 Staff Representative  
 Industrial/Retail/  
 Offshore

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

**Jason Spingle**  
 Staff Representative  
 West Coast,  
 Northern Peninsula  
 and Labrador

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



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





# ELECTED LEADERSHIP

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

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

## EXECUTIVE BOARD

Keith Sullivan PRESIDENT

David Decker SECRETARY-TREASURER

Tony Doyle INSHORE VICE-PRESIDENT

Eric Day INDUSTRIAL VICE-PRESIDENT

Loomis Way INSHORE NORTHERN PENINSULA/LABRADOR

Nelson Bussey INSHORE AVALON PENINSULA

Vacant INSHORE WEST AND SOUTHWEST COASTS

Glen Newbury INSHORE NORTHEAST COAST

Mike Noonan INSHORE CREW MEMBER

Joan Doucette INSHORE WOMEN'S POSITION

Nancy Fillier INDUSTRIAL NORTHERN PENINSULA & LABRADOR

Paul Kean INDUSTRIAL NORTHEAST COAST

Mike Devereaux INDUSTRIAL NON-FISHING

Charles Baker INDUSTRIAL SOUTH AND SOUTHWEST COAST

Warren Broderick INDUSTRIAL AT SEA

Karen Caines INDUSTRIAL WOMEN'S POSITION

# INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

Eric Day VICE-PRESIDENT

Melvin Lockyer ICEWATER

Paul Kean BEOTHIC

Nancy Fillier LFUSC

Charles Baker CLEARWATER

Mike Devereaux HOTEL GANDER

Warren Broderick CANCREW

Doretta Strickland OCI TRITON

Trudy Byrne ST. ANTHONY SEAFOODS

Flora Mills NOTRE DAME COMFORT COVE

Vickie Morris LABRADOR CHOICE

Karen Caines OCI FORTUNE

Dwayne Harnum PENNECON

Patricia Dawe FOGO ISLD CO-OP

Hubert Stacey OCI ST. LAWRENCE

Candace Francis OCI PORT AUX CHOIX

Joey Warford MOLSON

Vacant OFFSHORE SHRIMP

Maudie Maloney SHAMUT

Ed English M&M OFFSHORE

Barry Randall OCI BONAVIDA

Vacant OFFSHORE TANKERS

Lloyd Squibb HR. GRACE COLD STORAGE

Sharon White DEEP ATLANTIC

Leonard Norman BEOTHIC FISH PROCESSORS

Ruby Sheppard FRC

# INSHORE COUNCIL

Tony Doyle INSHORE VICE-PRESIDENT

Loomis Way N. PENINSULA & LABRADOR

Nelson Bussey AVALON PENINSULA

Vacant WEST & SOUTHWEST COASTS

Glen Newbury NORTHEAST COAST

Joan Doucette WOMEN'S POSITION

Mike Noonan CREW MEMBER

Jim Chidley POUCH COVE TO POINT LANCE

Brian Careen ST. BRIDES TO SWIFT CURRENT

Alfred Fitzpatrick MONKSTOWN TO GARNISH

Dan Baker ST. BERNARDS TO MACCALLUM

Kevin Hardy FRANCOIS TO CODROY

Roger Lacosta HIGHLANDS TO COX'S COVE

Frank Piercey TROUT RIVER TO NODDY BAY &  
L'ANSE 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 TWILINGATE

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

Wayne Russel HR. GRACE TO PORTUGAL  
COVE NORTH

Alton Rumbolt HENLEY HARBOUR TO  
CARTWRIGHT

Larry Pinksen CREW MEMBER

Darrin Marsh CREW MEMBER

Shelly White CREW MEMBER

Loretta Kelly WOMEN'S POSITION

Nancy Bowers WOMEN'S POSITION

Denise Hillier WOMEN'S POSITION

Ren Genge MEMBER AT LARGE

Kevin Best MEMBER AT LARGE

Glen Winslow MEMBER AT LARGE

Andy Careen MEMBER AT LARGE





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

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

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



## We Offer & Guarantee:

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

### Please contact our representatives for details:

DON SWEETAPPLE, FRPA (Broker and Tax Advisor): (709) 256-8682 / Cell: (709) 424-2209

LINDA SWEETAPPLE, BA (Business Manager): (709) 256-8682 / 8698

**For a complete list of items FOR SALE please visit us at**  
**[www.anchorsawaymarinebrokerage.ca](http://www.anchorsawaymarinebrokerage.ca)**





# FLASHBACKS



Do you recognize these people? Who are they? What are they doing? What was the name of the group they were a part of? If you know the answers please send them to [cglode@ffaw.net](mailto: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.



Last edition's flashback photo was not identified.

# NORTH ATLANTIC MARINE CONSULTING SERVICES

*Celebrating 27 years in the Marine Business*

## PROFESSIONAL MARINE CONSULTANTS

### SERVICES

All Types of Marine Surveys  
Vessel & License Appraisals  
Marine Insurance Claims

**Christopher Ash, President**

### CONTACT

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

# OCEAN MARINE MARKETING INC.

***Vessel Brokerage***

***Fishing Enterprise Brokerage***

***Marine Product Sourcing (New and Used)***

***We have Fishing Enterprises for sale in  
Fishing Areas 2J, 3K, 3L, 3Ps 3PN & 4R.  
(With and without vessels)***

**Christopher Ash  
President**

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

