

the union forum



Rita and Rod Roul:
Partners in Life
and in Fishing

**FFAW Calls for Halt to Oil
and Gas on Crab Grounds**

**Processors Coordinate
Illegal Cod Lockout**

STAND STRONG

with **Canada's Workers**

Canada's workers are under attack. That's why this election we need to stand strong against politicians who want to take away our hard won rights and protections. Help us mobilize Unifor members to get involved and to vote this October.

politicalaction@unifor.org
1-888-214-0544
uniforvotes.ca

4	President's Message
5	Historic Victory for Fish Harvesters
6	Message from the Industrial Director
7	FFAW Responds to Fish-NL Card Drive
8	Expanding Knowledge of Atlantic Mackerel Spawning Behaviour
9	Mackerel Fishery
10	FFAW Member Photo Submissions
12	Field Staff Ensure Fairness in Cod Grading
14	NL-FHSA: Safety Association Visits Beaconsfield Junour High
16	2019 Capelin Fishery a Success
17	FFAW Circulates Petition to Address Seal Overpopulation
18	Minister Announces Task Team on Seals
19	Placentia Bay Lobster Work Enters Phase II
20	Fish Harvesters Call For Halt to New Oil and Gas Developments
21	Green Crab Mitigation Continues in Placentia Bay
22	The Risks of Offshore Oil and Gas Activity in NL
23	OCI Found Guilty of Violating Collective Agreement
24	Fishing: It's a Family Affair
26	Lana Payne Elected National Secretary-Treasurer
27	Your Vote Matters
28	Steady Wave of Women Have Taken to Fishing Over the Years
30	Traceability Program Finishes 6th Year
31	Member Profile: Gerald McDonald
32	Rod and Rita Roul: Partners in Life and in Fishing
35	Science Project Explores Capelin Spawning Patterns
36	Harvester Led Cod Sentinel Project
37	FFAW Responds to Ocean Choice
38	Government Relations Update
39	Federal Government Must Follow Through on Northern Cod Commitment
40	Processors Fabricate Excuses for Illegal Cod Lockout
42	Squid Abundance Surpasses All Expectations
44	Clearwater Seafoods
47	FFAW Unifor Staff Representatives
49	FFAW Elected Leadership
50	Harvesters and Marine Institute Collaborate
50	Keith Sullivan Appointed As NAFO Commissioner
51	Flashback



Fishing: It's a Family Affair

24



Fish Harvesters Call for Halt to New Oil & Gas Developments

20



Mackerel Fishery: Premature Closure of an Abundant Stock

9

Editorial board

Keith Sullivan, David Decker,
Courtney Glode

FFAW | Unifor

P.O. Box 10, Stn. C
368 Hamilton Ave.,
St. John's, NL, Canada A1C 5H5
Tel: 576-7276 • Fax: 576-1962
Email: communications@ffaw.net
Web: www.ffaw.nf.ca

Printing Transcontinental Printing, St. John's
Design Victoria Snelgrove

FFAW-Unifor is
a member of



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.

MESSAGE FROM THE PRESIDENT

Keith Sullivan, President



Close to fifty years ago, a former Member of Parliament, a Catholic Priest, and a group of harvesters, plant workers, and trawlermen, crisscrossed their way across the province with a plan to lift thousands of Newfoundlanders and Labradorians out of poverty and to provide them with some basic

protections against a merchant class that had held them back for well over a century.

There were not many paved roads in rural NL at that time, and this committed coalition for change would arrive into communities on a cloud of dust and go door-to-door or speak to crowds in church halls, Orange Order lodges, or any other place that could accommodate the throngs that wanted to hear their message.

The message was unity. We are in this together. The harvester, who stood next to his wife and child who worked in the plant, supported each other. They all worked, one way or another, for the merchant who kept wages and prices down. The people of the fishery understood that if they acted as one, they would not be divided and destroyed.

Through years of effort, this committed coalition for change, now formally the FFAW, built a juggernaut of a labour organization that had never before existed in the province. The Union bridged religious, gender, and generational divides. It became, and remains, the

backbone upon which a huge section of rural workers rely upon to bring support, advocacy, and action.

This fall, some of you may be approached by a group that seeks to undermine the unity that has made the fisheries the economic success that it has become. This group will peddle conspiracy theories, stories that are so weak and unsubstantiated that they would blow to pieces in the smallest gale.

They'll also argue that fish harvesters are better off going it alone. But they will not be able to offer one concrete example of why that should be because that example doesn't exist. We have always been better united and we always will be. The moment we are divided, the processors win and everyone in the fishery – harvesters, plant workers, offshore workers – lose.

And they'll argue that a harvester's union doesn't need a few dozen well-trained, experienced, and educated staff to engage in the constant political, scientific, and price setting battles that define the circumstances in which the fishery is conducted. They'll say that this can be done with a barebones crew, and they'll be wrong.

A leading revolutionary of the 20th century said that, "At the risk of seeming ridiculous, let me say that the true revolutionary is guided by a great feeling of love." This is true. Those who founded this union and joined in the early years and endured the early tests were moved by love of their families and communities, and this love sustained a hope that things would be better through unity of purpose and vision. Love of our communities, our families, our industry, our way of life, of our fellow harvester, plant workers, and trawlerman is what sustained us through the moratorium, through the battles for crab and shrimp, through RMS, through LIFO, and through whatever obstacle we will face in the future.

I go to work everyday to find solutions to our challenges and to build for the future. Love of a sector, a way of life, of a membership can only be borne from the belief and work to make things better, not from the politics of the

pessimist and opportunist. That's a one-way street with a dead end.

So over the next few months, if you happen to be engaged by someone from that other group, ask yourself if you trust this group with the future of your industry and with your financial well-being and that of your family; do you trust these people to go to Ottawa, or provincial government, or DFO, or at the assessment meetings and to make the right arguments and to carry enough

influence to win the day; do they love the fisheries and their fellow fish harvester enough to persevere through thick and thin or are they moved by self-interest and a hatred of another group.

When those competing factors are put on the scales, I doubt that other group will carry much weight.

Have a safe and happy fall.

HISTORIC VICTORY FOR FISH HARVESTERS AS OWNER-OPERATOR POLICY BECOMES LAW

In June, after more than a decade of advocacy by fish harvester organizations from across the country, Bill C-68 became law. The Bill made some of the most substantial changes to the Fisheries Act since it was introduced 150 years ago. The amendments enshrine owner-operator and fleet separation policies in law, giving the federal government the power to effectively prevent corporations from holding independent fish harvesters in controlling agreements.

"These long-awaited legislative changes are the product of tremendous effort on the part of fish harvesters from across Canada who worked collectively for more than a decade to lobby the federal government to protect independent, owner-operator fish harvesters," said Keith Sullivan, FFAW-Unifor President.

Owner-operator and fleet separation policies are the only thing maintaining our access to the resources on our doorstep, safeguarding the inshore fishery in Newfoundland and Labrador and injecting significant wealth into every corner of the province.

Over the past twenty years there has been a sustained attack on these policies, primarily by processing

companies and foreign investors, that has had serious economic repercussions for the fishery and coastal regions. As a result, corporations have gained control of licenses and have siphoned the wealth and benefits of the inshore fisheries from our coastal communities, leaving enterprises with a lot less for wages and investment. Of particular concern is the impact that controlling and trust agreements have had on the cost of fishing licenses, which has made it extremely difficult for young people to enter the fishery.

"The strong legal protections introduced through Bill C-68 ensure young fish harvesters aren't pushed out of the industry just because they can't compete with a Bay Street investor who's willing to pay double the price for a license," continued Sullivan. "These historic changes to the Fisheries Act will protect our industry and our coastal communities today and for future generations."

Over the past year, the Department of Fisheries and Oceans drafted regulations associated with the amendments to the Act. Before they are enacted, these new regulations will be open for public comment through the Canada Gazette. The consultation process is expected to conclude in the fall.

MESSAGE FROM THE INDUSTRIAL DIRECTOR

Greg Pretty, Industrial Director



On September 22nd, Bill Short will celebrate his 90th birthday.

Bill was one of the first “Business Agents” of our Union.

Back in the 70’s, Bill Short thought Richard Cashin’s outrageous, mutinous, astounding plan to form Union for fishermen was so crazy and so far-fetched that it

could work. In a very biblical fashion, Bill jumped out of his fishing boat to follow Cashin’s plan to change the way fishermen and fish merchants did business in Newfoundland and Labrador.

Along with Cashin, Reg Anstey, Max Short, John Blackmore, Matt Murphy and Levi Harvey, Bill Short hit the road and through dogged determination, playing a pivotal role in the formation of our Union.

Bill started “revolutions” in countless numbers of NL communities in the seventies and eighties. By revolution, I mean pushing back against every Fish Merchant in every bay and wharf across this province.

It’s said an army marches on its stomach, and in many regards, that was true of Bill. But he also marched with a burning sense of justice and respect for fish harvesters, which he carried from community to community.

Like true revolutionaries, he would have done it for free and often did, going for months on the road without submitting his expenses and when he did, often claiming far less than he’d ever spent on gas, hotels and food. It mattered not, organizing fishermen and putting the boot to merchants was his ultimate reward.

Eventually, when all targeted areas were organized and fishermen began to reap the benefits of a union and collective bargaining, Bill went back to the only thing he loved more than organizing: fishing.

Bill was a big player in organizing fishermen into a strong provincial union that forever changed the social structure of rural Newfoundland and Labrador.

Although it was a scant 50 years ago, Bill Short fished

in a time when the merchants not only had absolute say on fish prices, they also determined which families they’d buy from and which families they wouldn’t buy from.

Imagine, in many wharfs weighing fish was unheard of. Merchants would estimate how much fishers had in their boats. (A fish merchant’s tonne, by the way, was often between 2,500 and 3,000 pounds).

In many cases, it was take what you’re given for fish and don’t complain or face being black-balled by the Fish Merchants. They often bought fish from moonlighters and flexed their muscles by refusing to buy from full-time fishermen.

Fish Merchants fought against Workers Compensation for fishermen in the 70’s. They, with FPI’s Etchegary, fought against over-the-side sale for cod, turbot and pelagics. Families went hungry and many were driven from the fishery based on the whims of feudal-minded merchant families.

It happened to Bill and his family in Riverhead, Conception Bay.

Bill and members of his family were black-balled by the Harbour Grace Merchants. Bill didn’t go silently into the night; he went head to head with them and was successful in ensuring the chains of the merchant’s mercantile slavery were broken in every community in NL.

Bill said numerous times the “merchant mentality” will never go away and predicted it will go full circle only to have to be fought all over again. This time through wealth not poverty.

He also said the merchant class will always seek to destroy the bargaining rights and the harvesting power of fishers.

Bill was right.

Fish merchants now portray themselves as friends, partners, philanthropists and supporters of fish harvesters, fish plant workers and communities. Behind the scenes, they lobby governments, including town councils, to support their quest to take away inshore quotas and reduce work content in NL plants.

Simply put, they want to return to a time when they controlled every aspect of fishery -- quota, purchasing and processing.

I'll finish with a nugget from the seventies fish harvester organizing campaign, which is as true today as it was then.

An NL fish merchant visited his fish plant in China. A genie popped out of a bottle and granted him three wishes.

"For my first wish," said the merchant, "I want all the money in the world."

"Granted," said the genie.

"For my second wish, I want all the fish in the world."

"Granted," said the genie. "And for your third?"

The merchant thought for a while and finally asked the genie.

"Do you have any more money?"

Happy Birthday, Bill. This Union stands on the shoulders of giants.

FFAW RESPONDS TO FISH-NL CARD DRIVE

Fish harvesters from across the province are calling for unity in response to a second FISH-NL campaign that will attempt to divide members of the province's largest private sector union.

"Fish harvesters want to focus on the major issues facing our industry and have had enough of the lies and misinformation spread by FISH-NL over the past two years," said Keith Sullivan, President of FFAW-Unifor. "What the inshore fishery needs right now is fish harvesters working together to take on big corporations who would love nothing more than to see our union divided. What we don't need is another FISH-NL campaign that pits harvester against harvester."

Uniting workers in the fishing industry through a single union has delivered significant benefits to both fish harvesters and plant workers in the 50-year history of FFAW-Unifor and its predecessor unions. Without this collective strength, FFAW would not have defeated the harmful Raw Material Sharing policy in 2005, ended the LIFO policy for northern shrimp, secured a commitment for the first 115,000 mt of northern cod for the inshore fishery or rolled back massive proposed cuts to snow crab quotas this year.

"What is most offensive about FISH-NL is their repeated attempts to question the legitimacy of thousands of fish harvesters in the province," said Andy Careen, a fish harvester from Branch. "The hundreds of hard-working fish harvesters in my area, whose status as a harvester has been questioned by Ryan Cleary and FISH-NL, are not willing to compromise their future by supporting this irresponsible group."

"Ryan Cleary has repeatedly attacked the good work of all the harvesters who give their time on councils

and committees. These committees make decisions based on consensus, and while the results won't please everyone, they always represent the majority. Without these volunteers giving their time, this industry would cease to function," said Nelson Bussey, a fish harvester from Port de Grave.

"Fish harvesters in my region know that FISH-NL is driven by a small group who want it all for themselves," said Nancy Bowers, fish harvester from Beachside. "The group is made up of a few individuals who failed to win elections for FFAW leadership positions and think they will be better off going it alone. They are wrong."

"Fish harvesters and plant workers share an industry; we share communities; we are family. It will only benefit the companies if we are divided," said Loomis Way, fish harvester from Green Island Cove. "We are much stronger when we work together and support one another."

"I would be shocked to see FISH-NL step foot in Labrador during their campaign after their repeated attacks on Labrador harvesters and our participation in the cod fishery," said Harrison Campbell, a fish harvester from Pinsents Arm. "Ryan Cleary must not understand the importance of northern cod to the province's inshore fishery, or he wouldn't be calling for DFO to shut the fishery down."

"When you compare FISH-NL's bare bones organization with FFAW's track record of negotiating record-high fish prices, fighting back against quota cuts and pressuring government to reverse bad management decisions, it is clear that only FFAW has the experience, resources and capacity to effectively represent the best interests of fish harvesters in the province," concluded Sullivan.

EXPANDING KNOWLEDGE OF ATLANTIC MACKEREL SPAWNING BEHAVIOUR

Dr Erin Carruthers, FFAW-Unifor Fisheries Scientist

For many years, Newfoundland fish harvesters have reported an abundance of young-of-the-year mackerel or “pencil mackerel”, which are 10 - 20 cm in length and approximately 2 to 4 months old. As it stands, the larval survey conducted by DFO is done in the southern Gulf and assumes that no significant spawning occurs outside the southern survey area. However, the abundance of these small mackerel elsewhere has led harvesters to question whether they were spawned in the southern Gulf.

Newfoundland mackerel harvesters are seeing an abundance of mackerel despite the declines in stock status shown at the assessment. Questions regarding additional mackerel spawning sites outside the southern Gulf of St. Lawrence (4T) – and whether the biomass estimates from the southern Gulf mackerel egg survey are still representative of the Canadian mackerel stock – have been repeatedly raised at assessment and management forums.

Not only do harvesters see an abundance of mackerel during the mackerel fishery but harvesters fishing in southern 3Ps fish have reported adult mackerel in the St. Pierre Bank area in May, June and July month. Mackerel spawn in May, June and July and water temperatures in southern 3Ps are suitable for mackerel spawning. The question is: Are mackerel spawning in 3Ps?

Over three dozen adult mackerel (greater than 26 cm in length) were collected from southern 3Ps in June and July by long-time fish harvester Keith Bath. Mr. Bath reported that adult mackerel were more common on the Bank in July this year, whereas last year they were getting mackerel in their nets in May. Adult mackerel samples were sent to DFO Science in Mont-Joli where their ear bones (otoliths) will be removed and their maturity stage will be assessed.

Our interest and commitment to mackerel research goes beyond sample collection. FFAW-Unifor has applied for funding to do otolith microchemistry research with



DFO Science and academic researchers. Because the centre of the ear bone shows the chemical signature of the waters where mackerel were born, if northeast coast young-of-the-year mackerel were not born in the southern Gulf, their ear bones will show it.

Finally, harvesters have seen small mackerel in turr stomachs. Fish harvesters from both Cape Freels and Fortune Bay reported seeing glass mackerel in turr stomachs when they were turr hunting. Taken together these observations suggest that mackerel are distributed in Newfoundland waters throughout their life cycle.

Our challenge is to systematically document when, where and what mackerel life stages are observed around the island. Secondly, we will need to collect more young-of-the-year or pencil mackerel this year. These mackerel are needed for the otolith microchemistry research.

The current egg survey in the southern Gulf of St. Lawrence is the basis for the Canadian assessment of this stock. Therefore, research on where mackerel were born could change our understanding of mackerel stock status. More broadly, questions about where mackerel spawn are also questions about how fish distribution and behaviour might shift with changing marine environments. These broader questions are important ones for harvesters – and fisheries scientists who work with harvesters – to ask.

MACKEREL FISHERY: PREMATURE CLOSURE OF AN ABUNDANT STOCK

Fish harvesters are calling for the Minister of Fisheries and Oceans, Jonathan Wilkinson, to take urgent action addressing the crisis in the mackerel fishery. The fishery underwent an unnecessary, early closure again this year as a result of inadequate science assessments that are not accounting for abundant mackerel on the northeast coast of the province.

“The likes of mackerel has never been seen on the northeast coast and still DFO science tells us there’s none,” said Robbie Green, harvester from Old Perlican and member of the Atlantic Mackerel Advisory Committee (AMAC). “When I attended the meeting this year and heard the technical briefing from science, I was fearful we wouldn’t even have a fishery this year. The picture they painted was so bleak and out of touch with what we’ve been seeing for the last 3 years I was



absolutely floored.”

Fish harvesters know that DFO science is underestimating the biomass of mackerel and as a result, the TAC has been set at an unacceptably low level. Harvester observations from the past number of

a years were put forward at DFO stock assessments and advisory meetings in an objective manner, yet these valuable observations have been repeatedly ignored in management decisions.

“The Department of Fisheries and Oceans (DFO) has not done the appropriate work needed to both accurately estimate the mackerel biomass and calculate commercial and recreational removals. Consequently, our members



have been being shortchanged the opportunity to harvest at reasonable levels and coastal community are losing out on millions of dollars in income,” says FFAW-Unifor President Keith Sullivan.

Green Bay harvester Brad Rideout offered media the opportunity to come out in boat with him to show the public how very wrong DFO has it.

“We have invested a significant amount of time into this process, knowing what happened in previous years with lots of fish in the water and no quota. This management regime needs to change. The experience and knowledge of harvesters has been repeatedly dismissed and that’s not something we’re willing to accept,” said Green Bay fish harvester Trevor Jones.

As a result of the gap in science, in 2018 FFAW-Unifor put out a call for small mackerel samples (under 20cm long) on the northeast coast that will help us better understand spawning distribution in this region. We continue to lead additional research on the species to ensure future assessments will reflect a truer picture of the mackerel stock.

FFAW MEMBER PHOTO SUBMISSIONS

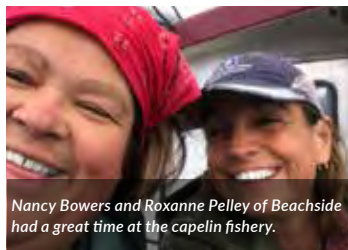
FFAW-Unifor members from across the province shared their photos from this fishing season. If you'd like to have your photo featured in the next edition of the Union Forum or on our Facebook page, email it to cglode@ffaw.net. Photo submissions are not limited to fishing! All industrial members are encouraged to submit as well.



Kai Lush enjoyed a day out lobster fishing with his grandfather Rodger Winsor! Rodger fishes out of Robert's Arm.



John Feaver of McCallum caught this 220lb halibut in July.



Nancy Bowers and Roxanne Pelley of Beachside had a great time at the capelin fishery.



Windsor Hughes of Green Island Brook submitted this photo of Lewis Hughes, Lester Hughes, Marvin Huges, and Dwight Macey with a fresh load of herring.



Lisa John and Corey Snook of Harbour Breton with an impressive halibut catch.



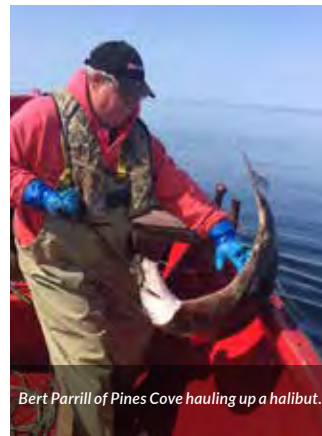
Fish harvester Stewart Rose of Sandyville busy baiting the halibut trawl with his 78 year old father.



Brendon Gould spent some time hauling lobster pots with his father Vernon Lavers this summer in Port aux Choix.



Garry Nash with his nephew Jaxon, hauling green crab pots in Sandyville.



Bert Parrill of Pines Cove hauling up a halibut.



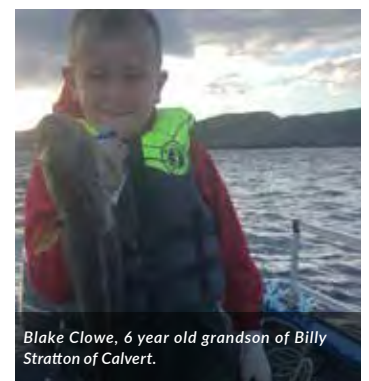
Ben Simms of Hermitage with a 152lb halibut.



Curtis Chambers of Brig Bay submitted this photo of the crew cleaning their catch.



Brittany Feltham submitted this photo of her mother Delliha Feltham who fishes with Austin Feltham off Bragg's Island.



Blake Clowe, 6 year old grandson of Billy Stratton of Calvert.



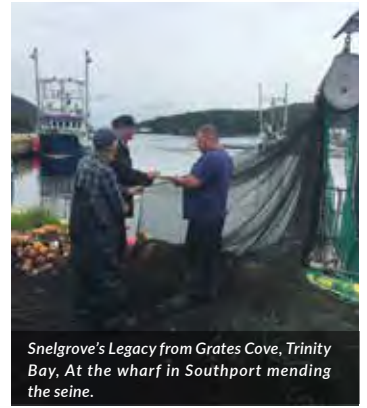
Barry Careen with a nice load of crab earlier this season.



Jim Hardy of Rencontre East with a load of fresh herring bait.



Delbert Odell and Leon Ryland of L'Anse au Loup with a load of large Labrador herring.



Snelgrove's Legacy from Grates Cove, Trinity Bay, At the wharf in Southport mending the seine.



72 year old Newman Short in his 30th Lobster season accompanied by his 65 year old wife Diane Short.



Blake Clowe and Shane Clowe of Witless Bay.



Jacob Seabright in Happy Adventure.



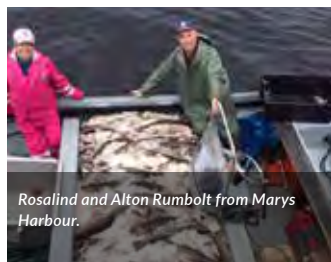
Leveson Willmott is a lobster harvester from Hermitage and an FFAW lobster science participant. Leveson fishes out of Gaultois in 3Ps.



Simone McDonald, daughter of Jason McDonald, spends day lobster fishing in McCallum.



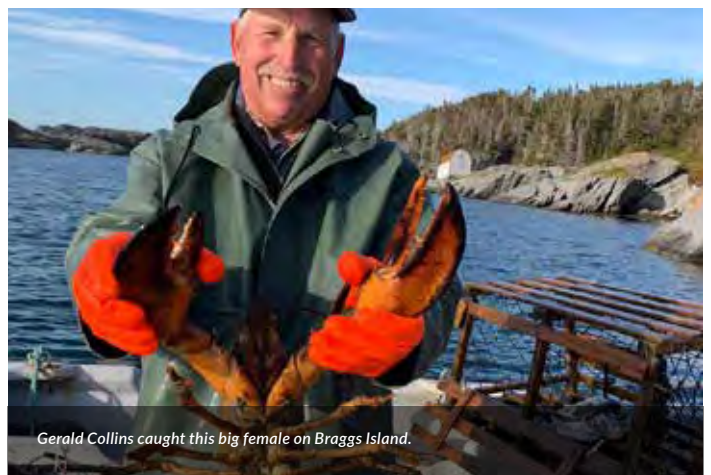
Harbour Breton fish harvester Daphne Rose with her halibut catch yesterday. Daphne fishes full time with her partner Levi Snook.



Rosalind and Alton Rumbolt from Marys Harbour.



Linda Woodford of Herring Neck.

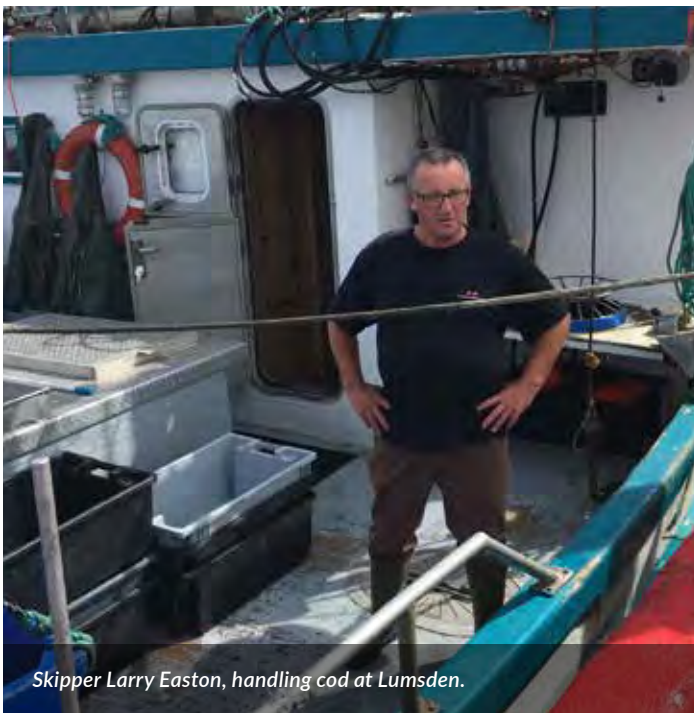


Gerald Collins caught this big female on Braggs Island.



FIELD STAFF ENSURE FAIRNESS IN COD GRADING

FFAW field staff Mildred Skinner has been working on the Cod Quality Grading Program this season, travelling between 1200-1400kms around the province each week during the fishing season. As part of this role, Mildred travels to various plants inspecting the grading process in plants on behalf of fish harvesters, ensuring harvesters receive top dollar for their catch. When she is not in plants, Mildred travels the wharves and docks, troubleshooting issues brought forward by harvesters if there is a grading disagreement on past landings. Mildred has taken many photos while on the road and shares them with us:



Skipper Larry Easton, handling cod at Lumsden.





NL-FHSA: SAFETY ASSOCIATION VISITS BEACONSFIELD JUNIOR HIGH

In May 2019, the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) in collaboration with the FFAW and PFHCB had the opportunity to speak to students at Beaconsfield Jr High School in St John's. The presentations were held over two days and informed approximately 210 grade eight students on topics such as the education and training involved in becoming a



professional fish harvester, the importance of marine safety procedures and equipment, and the value of the Newfoundland and Labrador fishery on a global scale.

Michael Torraville, a grade eight social studies teacher at Beaconsfield Jr High, stated that both resettlement and the 1992 cod moratorium is framed to teach the students about the social and cultural shifts that occurred, and the profound impact that the closure of the cod fishery had on not only fish harvesters but the entirety of Newfoundland and Labrador society. He expressed that we need to show students that the fishery has changed and there are people out there running successful businesses that they can be a part of. Embedding tradition as well as highlighting the positive story of resilience in our fishing industry through

the education of NL youth is a priceless effort. The presentations at Beaconsfield Jr High provided an added value by engaging students outside the classroom and educating them on the realities of professional fish harvesting 27 years after the infamous moratorium.

A change in perception clearly occurred when the students learned about the education and training involved in becoming a certified professional fish harvester, from apprentice to Level II status. The students were able to see the value of quality seafood harvested in the province through a demonstration of the NL seafood traceability program, which tracks NL harvested lobster and halibut to its destination in markets all over the world.

The importance of safe work practices was also relayed to the students in a demonstration of important lifesaving equipment and by sharing the role it played in the rescue of the Atlantic Charger crewmembers in 2015. Connor Fagan, a 15 year old student at Beaconsfield Jr High, voiced that although he understood the importance of safety, he did not realize the significant role it played in the fishing industry.

Mr. Torraville explained that the goal of his department is to open their students' minds to the jobs that are available and the education involved. Torraville explained that in addition to learning about the moratorium, cod is the only species that the social studies curriculum covers and does not accurately paint a picture of the number of species harvested today.

Young harvesters can also play an important part in encouraging youth to enter the fishing industry. Mr. Torraville explained that, "If we had some young fisherman in to actually talk to these kids. To say, this is what I did. This is how I became a fisherman, and go from there," it would help students see fish harvesting as a viable option for their future.

It was a pleasure to work with Mr. Torraville and Beaconsfield Jr High School to administer these presentations to a bright and energetic group of youth.

Personal Flotation Devices Save Lives: here's what you need to know:

Who should use them and when should they be worn?

Personal Flotation Devices (PFDs) should be worn by anyone who is at risk of drowning. If you're working on deck, assess the risk. Consider "what if?" something goes wrong. If there is a possibility – even a remote one – that you could end up in the water, you should be wearing a PFD. If you're in a smaller open boat, you know how quickly incidents can happen, so there's always a risk of drowning. At the NL-FHSA, we recommend that anyone working in an open boat wear a PFD at all times. Don't wait for the skipper to tell you when to wear a PFD, make the personal decision to be safe and wear one, even if nobody else is doing it. It's a decision that could save your life!

What kind of PFD should I wear?

All PFD's will greatly increase your chances of survival, there's no doubt about it. However, PFD's that automatically inflate when they're submerged are typically your best option. These PFDs are low-profile and light weight, making them easy to wear while you work. They inflate automatically, meaning you won't be in the water struggling to pull a cord. Modern inflatables also won't inflate accidentally, and required submersion in at least 4" of water to activate. This greatly cuts down on accidental inflations and the cost of re-arm CO₂ kits.

Why should I wear a PFD?

This one is simple, PFDs save lives. When you end up in the water wearing a PFD, you don't have to expend energy trying to stay afloat. You can use your energy for activating your Personal Locator Beacon (PLB), climbing out of the water, or assisting your crewmates. PFDs also hug your torso tightly, helping you retain heat in your core, and giving you extra time to get out of the water before hypothermia sets in. Modern PFDs feature high visibility colors and reflective strips when they inflate, making you significantly more visible in the water, reducing rescue time. Most importantly, when you consider why you should be wearing a PFD, think of your family, would they want you to wear one? These are the people affected most if you don't make it home safe.

PFD's vs. Lifejackets

People often believe that PFDs and lifejackets are one and the same. This is not the case. PFDs are designed to give you the buoyancy you need to stay afloat. Lifejackets will not only give you buoyancy, but also help keep your head above water with your face pointed upwards, giving you the ability to breathe even if you're unconscious. While valuable, this feature often makes lifejackets significantly more bulky than PFDs. Lifejackets are great to have on hand if you have ample warning before abandonment. You can grab it, put it on, and prepare for entry into the water. Unfortunately, most incidents at sea happen so fast that you aren't able to prepare. What you're wearing while you're working is likely what you'll be wearing in the water. This is why light weight and low-profile PFDs are so valuable. It's easy to wear while you work, meaning you're more likely to keep it on. You can wear one all the time and never worry about being unprepared should an incident occur.

Remember, PFDs don't get in the way. They keep you from drowning. Save your life – wear a PFD.

For more information on PFD's check out the NL-FHSA website at www.nlfhsa.com

2019 CAPELIN FISHERY A SUCCESS

Robert Keenan, Projects Manager

The capelin fishery is one of the more complex fisheries to set a minimum price for and to organize. With price, for many years the fixed minimum price for capelin only applied to a relatively small percent of capelin landed. This changed in 2014 with the establishment of a two-tier price system, while in 2017 a comprehensive pricing table was adopted which now sets a price for all capelin landed.

This year, the capelin fishery was provided with a significant opportunity on the global market. Norway and Iceland, which traditionally land several hundred thousand tonnes of capelin each year, had no capelin fishery. This left a huge void in the capelin market that the NL fishery was able to take advantage of. Capelin prices were eventually set by the Standing Fish Price Setting Panel, which selected the FFAW position of a top minimum price of 35 cents. This is the highest minimum price for capelin in two decades.

The capelin fishery is a sprint – it moves across the province from bay to bay over a period of five weeks. The fishery requires a lot of coordination to ensure that the capelin is in the right condition to catch, that the vessels are prepared to be in the water, and that the processing companies are able to process what is landed.

To coordinate these various moving parts, for the past few years FFAW has organized daily “capelin calls.” These calls include representatives from harvesters and processors and focus on whether the proper conditions are in place to open an area and for how long. The calls also help iron-out issues that arise as the fishery moves along. On many days, there would be over 100 participants on the call. The success of these calls and of the overall capelin fishery speaks volumes to the effort put in by those who lead the organizing efforts.

By all accounts, the capelin fishery in 2019 was a success. The price was good, and the fishery was well-organized and well-run.

A sea of opportunities.



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



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



a free service from PFHCB

www.pfhcb.com



FFAW CIRCULATES PETITION TO ADDRESS SEAL OVERPOPULATION

FFAW-Unifor launched a seal petition across the province in August asking government to address seal overpopulation. For too long, the Department of Fisheries and Oceans (DFO) has remained complacent while evidence mounts that an overpopulation of seals is having a serious impact on important fish species.

“Last month, a DFO scientist attributed the threatened extinction of gulf cod to grey seal overpopulation. We have similar concerns here in Newfoundland and Labrador regarding the impact seals have on

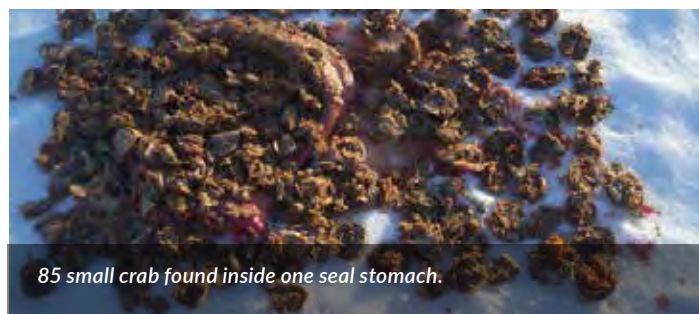


fish stocks, particularly their impact on high natural mortality rates. This lack of action is hurting fish harvesters and coastal communities,” said FFAW-Unifor President Keith Sullivan.

FFAW-Unifor is pleased with the recent announcement of an Atlantic Seal Task Team to ensure there is more research surrounding seal overpopulation, however it’s critical that this research leads to concrete action.

There are approximately 8 million seals in Atlantic Canada. An adult grey seal can consume approximately two tonnes of prey each year, up to half of which is cod. Harp seals consume more forage fish such as

capelin. The amount harvested in the small commercial cod and capelin fisheries pales in comparison to the overwhelming volume potentially consumed as prey by seals.



85 small crab found inside one seal stomach.

“Our coastal communities have strong ties to the sustainable seal hunt, which continues to make a significant contribution to the economy in rural Newfoundland and Labrador. Managed properly, our province has the opportunity to benefit further from the seal harvest while encouraging a more balanced ecosystem. More can be done to promote this industry and find new markets for seal products. It’s time for the federal government to take a stand,” said Eldred Woodford, President of the Canadian Sealers Association.

Coastal communities depend on healthy ecosystems for survival, and as groundfish recover it is of utmost importance that steps are taken to support a balanced ecosystem and a sustainable seal harvest.

Field staff are circulating the petition in communities across the province. To find out when they will be in your community or to get a copy of the petition, please call 709-576-7276.

MINISTER ANNOUNCES TASK TEAM ON SEALS

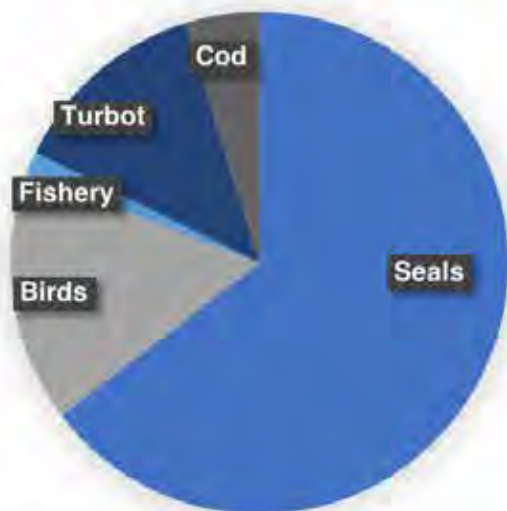
Dwan Street, Projects Coordinator

On August 14, 2019 the Minister of Fisheries and Oceans, Jonathan Wilkinson, announced that the federal government would be establishing a task team to study the various seal populations on our coasts. This was a welcome announcement to FFAW members who have long expressed concerns about both the growing seal populations as well as the effects of seal predation on important fish stocks such as capelin and cod.

This summer, FFAW began circulating a petition calling for the department to address the ever-growing problem of seals in our marine ecosystem. Harp, grey and hooded seals have been identified by our members and those who rely on our fisheries for a livelihood have said these populations have “exploded” in our waters.

We need not go further than the department’s own consumption chart on capelin to see the dire effects seal predation has on this keystone species. While many criticize the capelin fishery, the reality is the fishery removes a miniscule amount of fish that scientists have long stressed does not affect the stock; seals, however, consume an astronomical amount in comparison, as evidenced by the graph below:

Capelin Consumption Northwest Atlantic



Source: Department of Fisheries and Oceans

Equally as concerning is the role seal predation plays on the cod stocks in our waters, especially as northern cod begins its climb back to levels where we will rely on cod to help sustain our coastal communities.

In the past, DFO had measured cod consumption by seals in the Stock Status Report. In the 2003 report, the average trawlable biomass of cod in the research autumn bottom trawl survey between 1999-2002 was stated to be 28,000 t. Further, the report states, “Consumption of cod by harp seals in 2000 is estimated from diet studies to have been about 37,000 t (95% confidence interval of 14,000-62,000 t). Most cod represented in such studies are small. Harp seals also prey on large cod by consuming only soft parts, and such predation has been frequently observed.”

The report also states, “The information on feeding by seals and trends in the harp seal population indicate that predation by seals is a factor contributing to the high total mortality of cod in the offshore and the high natural mortality of adult cod in the inshore.”

This is troubling as the seal population and the cod population have both grown since these data were reported. If seal consumption of cod has simply doubled, which is likely a vast underestimation, that still leaves 74,000 t of cod being eaten by seals annually.

Seals have also been found with numerous juvenile snow crab in their gut. It is clear that seal predation must be considered as a serious factor in managing the fisheries within our ecosystem in a sustainable manner.

According to Garry Stenson, head of the Marine Mammal Section at DFO, the department currently conducts a number of surveys on various seal species. Since 1979 there have been sampling programs on harp, hooded and grey seals that examine reproductive potential, diet and body condition. As well, aerial surveys are conducted on each species, with harp having been done in 2017, grey seals every 5-6 years (the last completed in 2016) and harbour seals being part of a three year project, the latest having been done this year on the west coast/ Gulf of St. Lawrence. A Newfoundland aerial survey on harbour seals will be completed in 2021.

There will also be an assessment this year in which data on Newfoundland harp seals will be presented to the National Marine Mammal Peer Review Committee.

The Task Team will utilize these data, as well as provide a more concentrated focus on issues the growing seal population are causing in our ecosystem. The Team will be co-chaired by a DFO official from Fisheries and Oceans Canada and Glenn Blackwood, the vice-president of Memorial University for the Fisheries and Marine Institute. The Task Team will:

1. Provide input on the priorities of DFO's Atlantic seal science program;
2. Examine the application of technology advancements to seal research;
3. Increase the involvement of the fishing industry in seal science projects; and
4. Provide advice on how DFO could better communicate its scientific findings to the fishing industry

This is great news for harvesters who have felt like their

concerns have gone unheard with regards to seals.

A 2003 study document by the department states that, "In the case of marine mammal research, fisher/hunter participation in the collection of biological samples and observational data has been ongoing since 1985... determining age, reproductive status, diet and general body condition...feeding behaviour, changes in habitat use, changes in distribution and migration as well as relative abundance." Also, "there has been an ongoing marine mammal by-catch logbook program since 1990 that focuses on quantifying the number of seals."

Despite these commitments by harvesters to this work and trying to get their concerns heard, the seal population has expanded from 2 million animals in 1970 to upwards of 7.5 million.

We look forward to further details on how DFO will work with harvesters as a part of the Task Team and start to finally understand and address the issues caused by the seal populations in our waters.

PLACENTIA BAY LOBSTER WORK ENTERS PHASE II

Dwan Street, Projects Coordinator

In 2018-2019 baseline work to understand the fluctuations in lobster populations in Placentia Bay began.

Interviews took place with 17 harvesters from all around Placentia Bay. Harvesters identified changes in catch per unit effort, sightings of juvenile lobsters, size differences over time, berried females and any shifts in the environment. Traditional and present lobster fishing areas and habitat were mapped. These data have provided essential information to contribute to understand the stock and its composition as it has changed over time, as well as why these changes might have occurred.

This work is about to enter phase II. During this phase, settlement trays will be deployed in four areas of Placentia Bay:

1. Woody Island
2. Merasheen
3. Placentia
4. Lawn

These trays collect juvenile lobsters as they settle in the waters, data are collected when they are pulled in the fall and lobsters are released.

Similar work is being done in other lobster fishing areas of the island by Marine Institute.

Tagging of lobsters, consistent with protocols already established by DFO, will also take place in late fall to help understand migration patterns of lobsters.

FFAW science technicians will be recording these very important data and we hope to have data that will be useful in future assessments.

We will continue to update on the progress and results of this work.

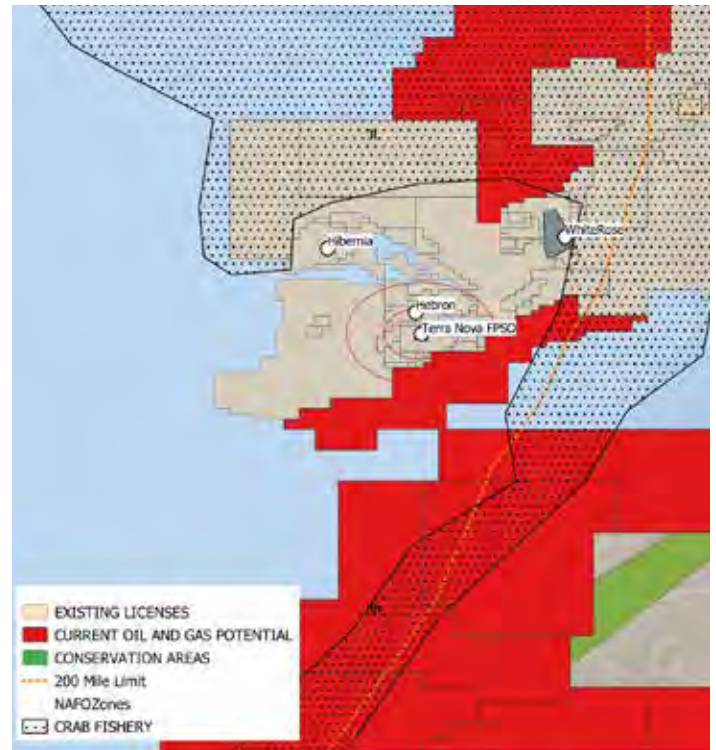
FISH HARVESTERS CALL FOR HALT TO NEW OIL AND GAS DEVELOPMENTS ON CRAB FISHING GROUNDS

The Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB) released a new call for nominations in late August for two offshore oil and gas exploration areas. In addition to the parcels located on crab fishing grounds, a second area is situated within a marine refuge closed to all fishing activity. In response, harvesters in 3L called for an immediate halt to new oil and gas developments that encroach on valuable crab fishing grounds.

“Our members were not consulted on the exploration area that is now up for nominations. We have significant concerns surrounding how this will impact fish harvesters, particularly those that participate in the snow crab fishery. Fish harvesters, who have already given up considerable fishing grounds in the name of conservation, will now potentially give up more valuable crab grounds to oil and gas companies,” said FFAW-Unifor President Keith Sullivan.

Drilling, seismic activity and exclusionary zones push fish harvesters further and further out of their traditional fishing areas. The recently announced areas could take millions of dollars in revenue away from the crab fishery and away from the rural communities who need it most.

“Each year our industry is expected to adjust and adapt to the expansion of oil and gas, but there is very little consideration for the impacts it has on the fishing industry or the marine environment. That has to change,” said Nelson Bussey, FFAW-Unifor Executive Board member and crab harvester from Port de Grave.



The fishery contributes \$1.5 billion to the provincial economy and keeps hundreds of rural communities thriving.

“This region is the most lucrative crab fishing area in 3L. It hasn’t seen any cuts in recent years compared to many other areas that have seen quota reductions, and we won’t allow it to be taken away from us,” said Glen Winslow, FFAW-Unifor Inshore Council member and Shea Heights crab harvester.

“What we need is for the government and the oil and gas industry to respect the fishery and the role we play in our province. We refuse to get out of the way, and we refuse to be ignored,” said Andrew Daley, St. Joseph’s fish harvester and chair for the 3L crab fleet.

FFAW-Unifor is calling for a joint meeting between fish harvesters, the Minister of Natural Resources, Siobhan Coady, and the C-NLOPB to outline the concerns of harvesters and ensure those concerns are heard and respected.

GREEN CRAB MITIGATION CONTINUES IN PLACENTIA BAY

Dwan Street, Projects Coordinator

The green crab mitigation ongoing in Placentia Bay is continuing in its third year. Harvesters are removing crab from seven sites. This work is a part of Marine Institute's Coastal Restoration Fund work and we are very happy to be working in conjunction with them to try and put a dent in the population of this destructive invasive species.

In 2018, the following amounts were harvested from each of these areas for a total of over 90 tonnes of green crab removed from the waters of Placentia Bay:

	Green crab (kg)	# of days	Catch/day
Baine Harbour	824.04	42	19.62
St. Joseph's	2227.21	54	41.24
North Harbour	16,549.21	63	262.69
Swift Current	49,301.13	67	735.84
NorthEast Arm	7978.68	55	145.07
Southeast Arm	11,312.47	63	179.56
Placentia Sound	1946.49	59	32.99
TOTAL	90.139.23		



North Harbour and Swift Current continue to be the areas of highest harvest this year, while Placentia Sound



Seabed before and after the invasion of green crab.

and St. Joseph's continue to show small catches.

This work will be ongoing for another two years. Meanwhile, efforts to restore eelgrass in the areas where the crabs are being removed is ongoing.

We thank all of those involved in this very important project. Your hard work and efforts will continue to contribute to the health of Placentia Bay. Further updates will be provided in later issues of the Forum.

THE RISKS OF OFFSHORE OIL AND GAS ACTIVITY IN NL

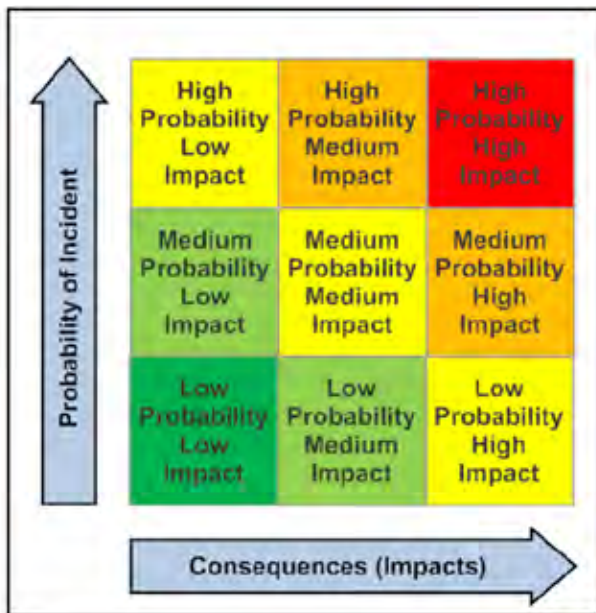
Robyn Lee, Petroleum Industry Liaison

There are considerable risks involved in offshore oil and gas exploration, development and production projects, particularly in our harsh ocean environment.

Project planning assesses risk by looking at the probability of an incident occurring versus the consequences (impacts of effects) of that incident. Risk is minimized in a given project by undertaking specific actions and incorporating mitigations, with the objective of reducing the risk.

Seismic Exploration - Mitigations

A number of mitigations are incorporated into a seismic project to minimize risk. Environmental assessments are conducted of the ocean area that a company is



interested in exploring. The types of marine life in that project area, including commercial fisheries, are identified and mitigation measures are planned to reduce or eliminate any potential impacts on the environment. These measures would include the use of a Fisheries Liaison Officer onboard the seismic ship to communicate with fish harvesters at sea during the project as well as temporal and spatial avoidance of active fishing areas, fisheries research surveys and known spawning aggregations of various species. This is all a part of a

seismic operator's authorization to explore a project area and they are held accountable to implementing the mitigation measures.

Offshore Oil Spills - Residual Risk

Three spills in our offshore in less than a year is considered unacceptable by FFAW. Government and regulators have similarly expressed their concern. Yet, the acceptance of risk of pollution by the oil industry and the same government and regulators when sanctioning these projects persists. Our province has a goal to double oil production by 2030. The risk of more spills will not necessarily double, but the risk won't dissipate.

In project planning for any offshore project, a risk matrix is often used. Once risks are identified decisions are made to determine if risks can be minimized. When assessing the risk of an oil spill, a high probability catastrophic spill would be the highest concern for prevention and preparedness. On the other end, small spills that are routine and operational would be classified as high probability, low-impact spills. The greatest concern however is for a low-probability, high impact spill event that would be classified as MEDIUM risk, such as the Deepwater Horizon spill in the Gulf of Mexico in 2010.

Whatever the risk level, the fishing industry takes little comfort in any amount of oil spilled in the ocean. The health of the ocean is critical to the sustainability of our industry. Even a small spill, can have far reaching consequences on global seafood markets that directly impact our fishing industry.

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.

There is a limited amount of oil that can be recovered during a spill response effort. Various kinds of equipment and tactics are used but in situ burning and the application of chemical dispersants may also be employed depending on the situation. The use of dispersants is very controversial. We do not know the effects of dispersants on local fish species. We do not

know what the effects of dispersants are on our marine environment. We do not know the long-term fate of dispersed oil. We continue to seek answers to these questions.

Risks to the Fishing Industry

Risk cannot be underestimated and only becomes acceptable when all reasonable measures have been taken to reduce it. We can certainly identify impacts of offshore oil and gas activity to the fishing industry - loss of access to fishing grounds, an increase in steaming times around safety zones, gear damage, navigational challenges and safety concerns with increased vessel traffic, iceberg deflection operations, concerns regarding seismic activity on fish species and fishing grounds, and an elevated environmental threat, to name a few.

But how do we quantify these impacts, their probability and, therefore, the risks when oil and gas projects as

assessed by regulators individually?

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

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

Are recent accidents a warning of more risk ahead? As exploratory drilling ramps up in the offshore it is vital that the future prosperity of the fishing industry in Newfoundland and Labrador be considered alongside the growth of the oil and gas sector in the region.

OCI FOUND GUILTY OF VIOLATING COLLECTIVE AGREEMENT ON OCEAN BREAKER

In January of 2018, FFAW-Unifor filed a grievance on behalf of workers on the Ocean Choice International (OCI) vessel, the Ocean Breaker, as a result of the company offering agreements to select individuals outside the collective agreement. On May 31 of this year, the arbitrator made the final decision finding that OCI indeed violated the collective agreement and that all individual agreements must be rescinded.

“There are 39 crew members on the Ocean Breaker seniority list, and it came to light seven of these individuals signed separate agreements with the company that provided benefits above and beyond what other crew members receive. We moved forward with this grievance because we cannot allow employers to operate in bad faith,” explains Greg Pretty, FFAW-Unifor Industrial/Retail/Offshore Director.

“We were pleased with the arbitrator’s decision to put a stop to the preferential treatment of a select few that was not afforded to the entire crew. We are all equally important to the operation of this vessel. A better solution would have been to offer everyone the same package,” says Graham Davis, who has been a crew member on the Ocean Breaker for 9 years.

The Ocean Breaker’s Collective Agreement is very clear that there are to be no individual agreements outside of the contract, and these under the table deals were hidden by the company for a number of years before they came to light. Prior to filing for arbitration, FFAW-Unifor provided OCI with the opportunity to increase pay and benefits to all crew members, however the company declined the offer.

“The preferential treatment being afforded to these select individuals was not only unfair to other crew members but was a blatant violation of the contract. It’s clear that it was the intent of OCI to weaken and destroy the collective bargaining relationship between Union and crew members on that vessel,” says Pretty.

The Arbitrator stated in their decision that, “The Employer has violated the Collective Agreement in making the individual payment arrangements with bargaining unit members... that the Employer shall rescind the individual agreements...the Employer shall refrain, cease and desist from entering into any such individual agreements with said persons or any other bargaining unit members.”



FISHING: IT'S A FAMILY AFFAIR

Neil Chubbs is a professional fish harvester living and working in the community of St. Lewis on the south coast of Labrador. Neil and his wife Cara are a young family making their living in the fishery with their three children, Madison (14), Marc (12) and Liam (9) who play



fishery, but quickly realized that was not the life for him. He struggled to return to the fishery, going from boat to boat, as fishing berths were scarce at that time.

In 2000, Neil attained his fishing Masters and became

no small role when it comes to their dad's enterprise.

Neil's father, David Chubbs, was a fish harvester, one of four families from St. Lewis, that moved their families to Spear Harbour, 10 miles north St. Lewis, each spring to prepare for the cod and salmon fishing. Neil's involvement in the fishery began at the early age of around 6 or 7 years old when he began in the stage, helping his father and crew who would return with the day's catch. By age 12, Neil was aboard the boat as a crew member until the cod moratorium hit in 1992.

Neil went away to school for some training outside the



Skipper on his uncle's 34'11 boat, fishing for snow crab out of St. Lewis. He later purchased his own fishing vessel and licenses and continues to fish today, building a successful enterprise he hopes to one day leave to his children, should they want to carry on the tradition of fishing. And right now, that future is promising.

can gut and head fish, and cut out the fish ears just as good as any man," jokes her mother Cara.

Marc battles through seasickness from time to time but perseveres to go in boat with his father to haul nets and works in the stage until the fish is done.

"Liam learned to cut fish when he was just 6 years old.



The children are eager to join their father in the fishery, getting involved in the day-to-day operations of fishing from an early age just like Neil did with his father.

Madison got her start doing the tally for sizing when she was about 6 years old. "At 14 years old now, Madison



He saw everyone else doing it and wouldn't let up until his dad showed him, too," says Cara.

Neil's parents, David and Emma, still lend a hand when fish is plentiful. The whole family chips in to help set and haul the gillnets, to clean the fish, ice and slush, and transport the catch to the LFUSCO plant in Mary's Harbour. It truly is a family effort. "Many hands make light work," as the saying goes.

The Chubbs have a long history in fishing, and if the present is any indication, they have a bright future ahead as well.

A close-up photograph of Lana Payne, a woman with short brown hair and glasses, wearing a black blazer and a red necklace. She is holding a microphone and speaking. The background is blurred.

LANA PAYNE ELECTED NATIONAL SECRETARY-TREASURER AT UNIFOR CONSTITUTIONAL CONVENTION

Jessica McCormick, Director of Public Affairs

Unifor held its third constitutional convention from August 19 to 23 in Quebec City. FFAW delegates to the convention were Doretta Strickland and Nancy Bowers, along with FFAW staff Jessica McCormick, Greg Pretty, Allan Moulton and David Decker.

preparations for the upcoming federal election. Unifor's election strategy includes a new website, aggressive advertising campaign and on-the-ground organizing to encourage union members to vote.

The Convention included many impressive speakers who inspired and informed delegates on issues of importance to working people. Speakers included Prime Minister



Prior to commencement of the Convention, a meeting of Unifor's fisheries sector council was held, which provided an opportunity for dialogue with other fisheries locals from across the country. The sector council meeting focused on new amendments to the Fisheries Act that will protect independent owner-operator fish harvesters. British Columbia fish harvesters also raised the current crisis facing commercial salmon fishers on the west coast. Unifor also welcomed fish harvesters from Quebec who recently joined the Union.

The busy Convention agenda focused heavily on



Justin Trudeau and Foreign Affairs Minister Chrystia Freeland, General Romeo Dallaire and Stephen Lewis, founder of the #MeToo movement Tarana Burke, and women's professional hockey players Marie-Philip Poulin and Kendall Coyne Schofield.

For FFAW delegates, the highlight of the Convention was seeing Unifor make history by electing Lana Payne as the first women to hold one of the top officer positions. Lana was nominated for the position of National Secretary-Treasurer by FFAW's Jessica McCormick. In her nomination of Lana, Jessica said, "During her 17

years with our local, FFAW, she helped to build a well-resourced union that created space in leadership for women like me, Doretta Strickland and Nancy Bowers. She built the reputation of FFAW as a union just as effective at lobbying government and communicating our message to the public as we are at mobilizing in the streets, because she knows that we have to use every tool in our toolbox to fight for the best interests

of workers.”

Jerry Dias was acclaimed for a third and final term as President of the Union. Regional representatives elected at the convention were Renaud Gagné (Québec Director), Linda MacNeil (Atlantic Director), Naureen Rizvi (Ontario Director) and Gavin McGarrigle (Western Director).

YOUR VOTE MATTERS

Jessica McCormick, Director of Public Affairs

On September 11, the federal election campaign officially kicked off, though as far as most candidates are concerned, the campaign has been on since the summer began.

Voters will head to the polls on October 21 and decide which candidate and party best reflects their values; who's best positioned to raise their concerns in Ottawa; who can walk the walk, not just talk the talk.

In the coming weeks, FFAW will be circulating a questionnaire to all major federal parties. Our questions will focus on the key issues our members have raised over the past few years – fair access to resources, a commitment to allocating the first 115,000mt of northern cod to inshore harvesters, reforms to Employment Insurance that ensure plant workers and fish harvesters don't fall through the cracks, and the need to take action to control seal populations, amongst other issues.

The results of this questionnaire provide valuable leverage for FFAW to use when a new government is formed. It's these commitments that back up our efforts to hold government accountable. The results of our 2015 federal election questionnaire have been used countless times in our campaigns on northern cod and access to halibut, for example. The commitment from the Liberal Party was upheld when the unfair LIFO policy on northern shrimp was eliminated in 2016 and their position on allocating northern cod to inshore harvesters was re-affirmed by successive Fisheries Ministers.

As the candidates make their way through your region, please take the time to ask them some tough questions.

There is much at stake for FFAW members in this election. It could mean the difference between continuing to advance the cause of fish harvesters, plant workers and our allies or it could result in a government that turns back the clock on the progress we've made.

Remember to think critically about what you see posted online. This election will undoubtedly include a fair bit of mudslinging and attempts to divide communities and pit voters against one another. We mustn't let the politics of division prevail. We must expect better from our candidates and political parties. And when we don't get it, we must hold them accountable.

We've often heard it said that every vote counts. This is more than just a cliché. In fact, just a few months ago, two votes for a New Democratic Party candidate in Labrador meant the difference between a minority and majority provincial government.

On October 21, consider which party has a platform that could make a difference in your life. Which party has a plan for a future that is fair for workers? Which party has a track record of fulfilling the commitments they've made to voters? Take a hard look at all of the candidates and make an informed vote – the future of our communities and our country depends on it.

Follow FFAW's Facebook page and website to track responses from the federal political parties to our questionnaire.

Don't forget to vote in advanced polls or on Election Day, October 21. Visit www.elections.ca to check or update your voter registration.



STEADY WAVE OF WOMEN HAVE TAKEN TO FISHING OVER THE YEARS

Tina Pretty, FFAW-Unifor Women's Coordinator

I was recently asked by a long-time fish harvester – who happens to be a woman - to read a local publication that talked about the “The New Wave of Women in the Fishery.” I looked up the story and the first thing I read was a caption, “Once more likely to stay ashore and handle the processing, the women of today’s fishery are just as inclined to ride the high seas with the men.” I can see why my union sister took issue with the article as women have long been fishing with their families and heading up their own enterprises, so I felt the need to set the record straight.

I did some historical research and found that women were rarely involved in catching fish prior to the 1970s. Back then women were discouraged from entering the male dominated inshore fishery and government regulations didn't help matters by deeming women who fished in the boats as “helpers,” denying them Employment Insurance benefits to the wives of fishers. However, by 1991, 11% of all fish harvesters were women. So, a significant number of women have been in the fishing boats for over four decades.

Checking with the Professional Fish Harvesters' Certification Board (PFHCB) showed that 22 years ago, when the Board was first formed, there were 2383 women registered and today there are 2089. However, women back in 1997 made up as significantly smaller percentage of the total number of registered harvesters at 14%, whereas by 2018 they make up 23%.

One long-time fisher Mildred Skinner from Harbour

Breton started fishing in 1989 with her husband Alex. She fished for 20 years and the last 10 years she has been onboard boats in various capacities, working seasonally with the union as a field/science technician. Mildred is also a former member of the FFAW's Executive Board and has met with many women fish harvesters through the years. Throughout her career she has been seeing more and more women entering the boats to fish.

According to PFHCB, in 2018 they had 119 new female entrants to the fishery. The interesting fact I found was women were coming into the fishery in all age groups. Of the new female entrants for last year, there were almost equal number of women under 30, women 30 to age 50 and over 50. This so-called “new wave” of women are not just young harvesters.

I asked Mildred what advice she would give women new to the industry. She said, “Take your right place as a crew member by learning your way around the boat, pay attention to how things work, and learn how to navigate and be safe.”

On challenges, Mildred said the weather, leaving her children at home with caregivers for long periods of time, and being isolated were her biggest ones. She has had successes as well and cited her most satisfying ones as finding her way in traditionally male dominated domain and getting involved in her union to represent harvesters in her area. She was especially proud of the skills she learned on getting around and operating the boat and how to bait and coil trawl. Mildred said she knew she had made it as a harvester one day while taking ashore lobster traps. Her brother-in-law said to

her, "You are good at this – for a woman." Mildred said some women might have taken it as an insult but she took it as a compliment.

Recently, there was a Land and Sea episode from 1977 promoted on CBC's website that featured Mary and Josephine McDonald of West St. Modest, Labrador. The two women took over their father's enterprise when he became ill. It was fascinating to watch this old footage of women fishing to help support their parents and younger siblings. The program at the time described the two women fishers as a rarity. They certainly worked



hard as they hauled gillnets, cod traps, gutted their fish, mended nets, in addition to cutting and hauling wood and tending to a garden.

I also came across a report that was published in 1994 called, *Women of the Fishery*. In it was a series of 87 interviews with female fish harvesters and plant workers that were conducted just a couple of years into the moratorium. There were quite a number of women harvesters interviewed and coincidentally, Mary McDonald from West St. Modeste was one of the women. In her interview she said she fished all her life since the age of 15. To my calculation, that put her in the boat around 1955. Other harvesters included Lillian Day of Garnish who started fishing in 1986; Marie Payne of Seldom who joined her husband in the boat in 1978, Anna Kenny of Fermeuse in 1987, Vera Abbott of Elliston in 1980 and many more examples.

According to the PFCHB, as of 2018 there were a total of 2089 women currently registered in the fishery, 55% of which are over age 50 so we have a significant number of women who have been in the industry for a long time.

Through all my research and talking to women harvesters over the years, it's always interesting as a townie to learn how many women find their work on the water rewarding. I asked Mildred Skinner what she enjoyed most about being in the boat and she replied, "I loved the sea and the feeling of freedom being out on the water."

Perhaps in another life I'll come back as someone with saltwater in their veins and enjoy the open sea and all the joys and challenges it brings. In the meantime, I hope women continue to look to the water as meaningful way to earn a good living, support their families, and keep their communities vibrant.

LANDWASH SAFETY SOLUTIONS

- First Aid Kits
- Transport Canada Required Documents
 - *Muster List, Notice to Mariners, Familiarizations & more*
 - *Professional, durable, and tailored for your vessel*

Check out some of our projects on Facebook!

email landwashsafety@gmail.com **call/text** 709-683-6421

TRACEABILITY PROGRAM FINISHES 6TH YEAR OF BUILDING NL BRAND

Johan Joensen, FFAW-Industry Liason

The Traceability Program is clueing up its 6th year, with nearly 300 harvesters now participating in the Trace Your Plate initiative that provides consumers a link to where their seafood came from. Products branded with Seafood NL tags are sold worldwide and allow consumers to read about



the harvesters and supply chain that brought them their meal as well as to interact with the harvesters by leaving messages of thanks.

Roger Keough of Parsons Pond on the Great Northern Peninsula has participated in the Traceability Program since the very beginning. "I think it is both interesting and rewarding to see how our lobsters go all over the world."



Roger Keough, Parsons Pond

Newfoundland and Labrador lobster travels all over the world. There has been lobster traceability activity from 34 different countries since May 1, however the primary markets remain Canada, United States, and China – each representing approximately 30% of the visits to the

seafoodnl.ca traceability website.

During the season it can be difficult for harvesters to closely monitor where their own product may end up. "I usually check at the end of the season," says Keough. "Over five years in the program we have seen our lobsters go to central US, Taiwan, China, and different places in Europe. It's interesting information we wouldn't have the opportunity to see if it weren't for the Traceability Program," continued



Keough.

The consumer also has the opportunity to write directly to the harvester. Roger received the following message earlier this year from Kittery, Maine.

"Thank You for your expertise in catching lobster. I realize how hard it is and at times the weather can be challenging. I was surprised finding the trace tag on my lobster and was very interested in who and where the lobster was harvested. I live in Southern Maine. I love lobster and have helped a few people catch local lobster along the southern inner coast. Thank You again it was very tasty. I support all the lobstermen the best I can realizing the cost of business."

Comments like this are part of the reward for harvesters participating in the program. More importantly, it's about building a Newfoundland and Labrador brand that will show the world our seafood is among the best. With the ongoing cooperation of lobster buyers, we will be able to expand global recognition of the Seafood NL brand. Harvesters will continue to see the benefits by building a renowned brand.

The program team is now going through the process to evaluate the 2019 season and preparing for improvement and expansion for 2020. If you are interested in participating in the project, please call 709-576-7276 or email jjoensen@ffaw.net.

FIELD STAFF PROFILE: AN INTERVIEW WITH GERALD MCDONALD

Natalya Dawe, FFAW-Unifor Science Assistant, interviews long-time union member, Gerald McDonald. Gerald has been involved with the FFAW in various capacities since the very beginning.



Natalya Dawe: Where are you from?

Gerald McDonald: I'm originally from Cul de Sac, a community about 45 miles from Burgeo. The community was resettled when I was two years old, in 1952. I've been in Burgeo ever since.

ND: How long have you been with the FFAW and in what capacities?

GM: I started working for the fish plant in Burgeo when I was going to school, when I was 13 and 14. In the afternoon we'd drop our books and go work in the plant for 3 hours, and we'd work all day Saturday. I dropped out of school when I was 15 and worked at the plant. When I was 16, I started working on the offshore trawlers. A few years later I worked in the fish plant as a relief for the trawlers.

In 1970 I signed the Union Card. We had to strike for nine months to get the plant to recognize the union. After that I helped negotiate the contract for the plant workers - our wages went up three times what they were before.

The first time I was on a union committee was as a shop steward. After a few years I became the local president of the fish plant for the workers in Burgeo. From there I was elected as a member of the Executive Board. I was also a Staff Representative on the west coast for 2 years, from around 1988-1989.

In 1992, the year of the moratorium, I went to Ottawa to lobby the Canadian Labour Congress, three political parties, and foreign ambassadors for an increase in funding for those displaced by the groundfish crisis, and to stop foreign

fishing on the Grand Banks.

I took all kinds of leadership and safety courses. I negotiated contracts, EI and workers compensation appeals. I was always a proud union man.

In 1995 I became a Field Technician with the Cod Sentinel Program. The science programs have grown since then, I've done work with halibut tagging, lumpfish tagging, lobster, and cod.

ND: What made you get into this work?

GM: All my life I was involved in the fishing industry. When I started at 15-16 years old, being in an isolated community



at the time, I didn't know much about the outside world. My father was always a fisherman, until we came to Burgeo - then he worked in the fish plant. I fished inshore by myself in the 1970s and 1980s with a groundfish licence.

It's in the blood and you like doing it so you carry on. Same for the technician position. You're always trying to help somebody and help the community; it all comes back to common sense and respect.

ND: What does a day on the job look like for you?

GM: I usually start early. I leave around 11pm-12am to drive to where I'm going out in boat the next day. I'm always there an hour before the skipper. Nobody waits for Gerald MacDonald.

ND: What do you love most about the job?

GM: A lot of it is meeting different people and seeing results from the work you're doing. You got to get good results for a good reason - doing scientific work on our fisheries is important. And I enjoy being on the water.

ND: Anything else you would like to add?

GM: Without the FFAW, the fishermen and plant workers would not have survived the heavy hand of the fish merchant this long.



ROD AND RITA ROUL: PARTNERS IN LIFE AND IN FISHING

Located at the tip of the Burin Peninsula on the province's south coast, Lawn is a small community of around 600 people. Like much of coastal Newfoundland and Labrador, it's a town with a history steeped in the fishing industry. To this day, much of Lawn and the Burin Peninsula rely on the inshore fishing industry, including husband and wife team Robert (Rod) and Rita Roul.

The Roul's come from a long line of fishing families,



Rod and Rita with their children and grandson.

and Rod himself got started in the industry very early in life. Rita and Rod had their daughter Amy in 1977, were married in 1978, followed by their second daughter Felicia in 1982 and their son Clay in 1989. Rita worked an office job while Rod fished, but in 1999 she made the jump to fish full-time.

Four years of steady sea sickness didn't deter Rita, and 20 years later she is still fishing alongside Rod.

The couple got their start in a small 20-foot open boat

fishing for lump and cod. In 2000, they upgraded to a 27-foot Manta Ray and gained a crab license. They were committed for the long haul.

Since then, they worked their enterprise, just the two of them.

"He's the brawn, I'm the brain. We work together well," Rita says.



Rod in his early days of fishing, sat on the bow of the boat.

Each spring they steamed about 20 miles to catch their crab quota, and from there they'd steam down to St. Bride's to catch their cod.

In 2010, they added a second crab license and a lobster license to their enterprise, and in 2013 a 34'11 longliner.

"It was one of the best decisions we ever made. It secured a future for us here in Newfoundland," Rita says.

Rita and Rod are the proud owners of an enterprise

that changed their lives, improved their quality of life and provided financial stability for their family. Their enterprise is their retirement plan, and one day it may allow a young person to get into the fishery themselves, carrying the industry into the future.

“There are a lot of small boat owner-operators here. Which benefits the community because they spend money here. From the fishermen to plant workers, the fishery is the backbone of our economy,” Rita explains.

The Rouls know that without the inshore fishery, there is no future for rural Newfoundland and Labrador.

“It’s very important to protect the owner-operator so that the inshore fishery doesn’t disappear. We don’t want the companies buying out the enterprises or there will be nothing left of our communities. We need fisherpersons to buy the enterprises and work them to protect the fishery for years to come,” says Rita.



Rita in her early days of fishing.



**Save up to \$8,000
On A New Yamaha Outboard**



COASTAL-VOKEY

Up To \$10,000 Off 18-23ft Boat Packages



All Yamaha Generators on Sale



2" Water Pump
MSRP: \$599

Now: \$429



Yamaha EF2000iS
MSRP: \$1349

Now: \$799



Yamaha EF72DP
MSRP: \$1999

Now: \$1299

WISEMAN'S
CONQUERING THE
OUTDOORS SINCE 1974

44 Balbo Drive, Clarenville
Tel: (709)466-7326
www.wisemansales.com

**Special
Commercial
Fishing
Prices
Available on
All Yamaha
Units**

(excluding Motorcycle & Snowmobile)



YAMAHA
Revs Your Heart

SCIENCE PROJECT EXPLORES CAPELIN SPAWNING PATTERNS

Natalya Dawe, FFAW-Unifor Science Assistant

Earlier this year, the FFAW science department conducted a series of interviews with capelin harvesters from Conception Bay, Trinity Bay, Bonavista Bay, Notre Dame Bay, and White Bay. During these interviews, we documented what harvesters had seen and experienced during the 2018 capelin season in terms of the distribution, size, and abundance of capelin.

A separate part of these interviews was focused

Now, we are building on this work. In partnership with WWF-Canada, we are starting a small project to document these off-beach spawning sites to help gain an understanding of the importance of these spawning sites for capelin.

FFAW Science Technician Dennis Ivany went out with harvesters in August 2019 to known sites where capelin spawn on the seabed in Bonavista Bay. At these locations, a camera system was dropped to look for signs that capelin used the area to spawn, such as dead capelin, live capelin, or eggs. If eggs were found,



on capelin spawning. This was done in partnership with World Wildlife Fund Canada (WWF-Canada) to document past and present sites where harvesters had seen capelin spawning on beaches, or off the beaches, on the seabed.

Many of the harvesters interviewed stated that more spawning now takes place at off-beach spawning sites than on the beaches, particularly in Bonavista Bay.

a sampling device – basically small pipe dragged along the bottom – was used to collect eggs.

Harvesters report that off-beach spawning is widespread. This project, in conjunction with research being done by academic and DFO researchers, will help document the extent of off-beach spawning along the northeast coast.

HARVESTER LED COD SENTINEL PROJECT ENTERS 25TH YEAR OF PROVIDING SCIENCE DATA

It is widely believed that the lack of consideration for fish harvesters' views played a key role in the severe declines that occurred in most Atlantic Canadian groundfish stocks in the early to mid-1990's. The devastation of the



Louise Burry and Gordon Janes handling the catch.

the province contribute vital data on catch rates, biological characteristics, geographical distribution, and more. The data collected has provided a long-term index to better understand northern cod around Newfoundland and



Lloyd Burry and Gordon Janes measuring the catch.

cod moratorium led many inshore harvesters to fight for their seat at the stock assessment table, and over two decades later harvesters continue to play an important role in fisheries science. The harvester-led Cod Sentinel Survey is now entering its 25th year of providing valuable information for the scientific assessment of the northern cod stock. The research project, which was developed by fish harvesters and FFAW-Unifor in close collaboration with DFO, represents an iconic example of incorporating the traditional knowledge and experience of fish harvesters into the DFO assessment process.

Each year, approximately 40 fish harvesters from around



Labrador and shows the critical role fish harvesters play in the processes for fisheries science.

“The success of this survey is due in large part to the dedication, commitment and cooperation of inshore fish harvesters over these past 25 years,” says Keith Sullivan, FFAW-Unifor President.

Lloyd Burry of Happy Adventure has been a fish harvester since 1972 and has been participating in the Sentinel Survey for 20 years. Lloyd says, “The fish I brought in this week was the best fish – the healthiest fish – I’ve ever seen in my life and the capelin hasn’t even come in yet. We started to see cod come back around 8 or 10 years ago, and every year it’s getting thicker. It’s wonderful to see.”

Derek St. George of Heart’s Desire in Trinity Bay has been fishing for 42 years and has been a Sentinel participant for six years. Derek vividly remembers the moratorium and the changes that have happened in the years since. “Since I’ve been at it, I’ve seen a lot of changes. The fish are getting better, thicker, healthier. In the 90s and early 2000s it wasn’t great but last 5 or 6 years, it’s unbelievable. The different classes of fish we are seeing, it’s getting better all the time. Hopefully the trend continues,” said Derek.

“The Sentinel Survey is a valuable tool that contributes

important information to the assessment process. We first saw the stock growing through the Sentinel Survey in 2J and 3K, and the survey gives us a very good idea of the availability for the fishery,” says Dr. Erin Carruthers, FFAW-Unifor Fisheries Scientist. “I believe that there is opportunity for harvesters to collect even more data that could provide additional insight and a better understanding of the northern cod stock.”

The Sentinel Survey represented the first step in the movement towards a more collaborative partnership

between fish harvesters and DFO scientists with respect to the collection of scientific data and the incorporation of this information into the stock assessment process. It also represented the first step in the development and delivery of other collaborative Industry/DFO science projects and programs such as the Industry Collaborative Post-Season Snow Crab Trap Survey, the Lobster At-Sea Sampling Program, the Green Crab Mitigation Project, projects on the reproductive potential of groundfish species and various tagging programs for cod and Atlantic halibut.

FFAW RESPONDS TO OCEAN CHOICE INTERNATIONAL AND ICEWATER SEAFOODS

Keith Sullivan, President

Following the illegal cod lockout in mid-August, Ocean Choice International Issued a press release that attempted to paint a picture of a company that has the best interests of Newfoundland and Labrador at heart. Our members – both in harvesting and processing – know that is simply not the case.

It’s disingenuous for OCI to talk about improving jobs and the economy of Newfoundland and Labrador when the company takes every opportunity to undercut the inshore fishing industry and undermine workers’ rights.

OCI uses their own factory freezer draggers to reduce work on land and ship out locally-caught fish for processing overseas. OCI and Icewater are actively lobbying the federal government to reverse the commitment to the first 115,000 metric tonnes of northern cod going to the inshore fishery.

OCI has made it their priority to undermine efforts to rebuild the inshore northern cod fishery and recent actions expose the company’s agenda of preventing capacity-building in the inshore sector so that OCI draggers can step in once the stock has grown.

OCI, supported by their processing sector allies like Icewater Seafoods, has aggressively blocked progress on the creation of a processing safety sector council which

would address health and safety issues such as shellfish asthma, an occupational illness prevalent in fish plants around the province. On top of all this, OCI was recently found guilty of violating a collective agreement with FFAW-Unifor members.

OCI has not demonstrated a commitment to Newfoundland and Labrador workers and their families. In fact, the only family that has truly benefitted from the wealth of the resources harvested by OCI off our coast is the family that owns the company. OCI has tens of millions of pounds of quota and only a fraction of this fish is processed in Newfoundland and Labrador plants.

Years of excessive processing exemptions, providing the bare-minimum number of hours of work to plant workers, all while blocking workers’ efforts to have occupational health and safety addressed is not what I would call a commitment to the people of this province.

GOVERNMENT RELATIONS UPDATE

Jessica McCormick, Director of Public Affairs

With the anticipation of a fall federal election campaign and on the heels of a provincial election, FFAW members and staff have been busy meeting with elected officials and other decision makers to discuss a variety of key issues important to our members

For the fish processing sector, the campaign for a stand-



alone sector safety council continues. On July 22, plant workers Doretta Strickland, Sheila Howell, Karen Caines, Darlane Brockerville and Flora Mill, along with FFAW's Director of Public Affairs Jessica McCormick and Industrial Director Greg Pretty, met with provincial Minister for the Status of Women Carol Anne Haley.

Minister Haley expressed support for the sector safety council and committed to raising the issue with her colleagues in cabinet.

Plant workers continue to grow frustrated with what they feel have been unacceptable delays in establishing the stand-alone council. The NL Employers' Council and the Association of Seafood Producers have used every opportunity to sideline workers' efforts and prevent the council, which would specifically focus on addressing health and safety issues in fish processing plants, from forming.

With Minister Sherry Gambin-Walsh continuing in the portfolio of responsible for Workplace NL, workers feel confident progress can be made soon.

In the inshore sector, FFAW has met with federal Fisheries Minister Jonathan Wilkinson on two occasions recently to discuss the federal government's commitment to allocating the first 115,000 mt of northern cod to inshore harvesters and Indigenous groups and to discuss the urgent situation facing mackerel harvesters in the province, who are losing out on substantial income resulting from a lack of science on mackerel.

FFAW also recently met with Members of Parliament



Gudie Hutchings, Churence Rogers, Ken McDonald, Scott Simms and Minister Seamus O'Regan to discuss northern cod and mackerel. The MPs were supportive of harvesters concerns with the management of the mackerel fishery and brought those concerns forward to the Department of Fisheries and Oceans prior to the beginning of the federal election campaign.

Finally, in light of a recent announcement by the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB) that new offshore parcels open for bids would be situated in a marine refuge and valuable crab fishing grounds, FFAW has requested an urgent meeting with the Premier, Natural Resources Minister Siobhan Coady and the Chief Executive Officer of the C-NLOPB. The message FFAW will bring forward in the meeting will be that harvesters have already given up enough in the name of oil and gas development; no oil and gas development should take place on crab fishing grounds.

FEDERAL GOVERNMENT MUST FOLLOW THROUGH ON NORTHERN COD COMMITMENT TO INSHORE FISH

Jessica McCormick, Director of Public Affairs

As the federal election campaign heats up, FFAW is preparing our questionnaire to political parties. There are several key issues that our members want raised



with the candidates. For inshore harvesters, one of the most important issues is re-affirming the federal government's commitment to allocating the first 115,000 metric tonnes of northern cod to the inshore fishery.

Over the past 20 years this commitment has been reiterated by Department of Fisheries and Oceans representatives and various provincial and federal ministers. In the 2015 federal election, this commitment was clearly reiterated by Prime Minister Justin Trudeau and was repeated by Ministers Dominic LeBlanc and Jonathan Wilkinson. Unfortunately, the commitment has not made its way into the 2J3KL northern cod stewardship fishery management approach, despite a concerted effort on the part of FFAW and inshore harvesters.

As the northern cod stock rebuilds and the promise of this commitment moves closer to reality, offshore corporate interests have begun pushing hard to have it reversed. Companies such as Ocean Choice International and their umbrella organization the Atlantic Groundfish Council have been making the rounds in Ottawa and meeting with Newfoundland and Labrador Members of Parliament and town councils to push an agenda that

would see the offshore play a much greater role in the northern cod fishery, at the expense of the commitment made to FFAW and our members.

This is why it is more important than ever to ensure federal political parties and local candidates support the inshore fishery and the longstanding commitment to the first 115,000 metric tonnes of northern cod. FFAW has increased our lobbying efforts, meeting to discuss this issue with federal minister Jonathan Wilkinson and Newfoundland and Labrador MPs. As candidates make their way through your communities, we encourage you to ask them about their vision for the future of the inshore fishery and about the federal government's commitment on northern cod.

As the ecosystem transitions from shellfish-dominated back to groundfish, northern cod and other groundfish species will once again play a fundamental role in the inshore fishery and in our provincial economy. The federal government must demonstrate its commitment to coastal communities and inshore fish harvesters by en-



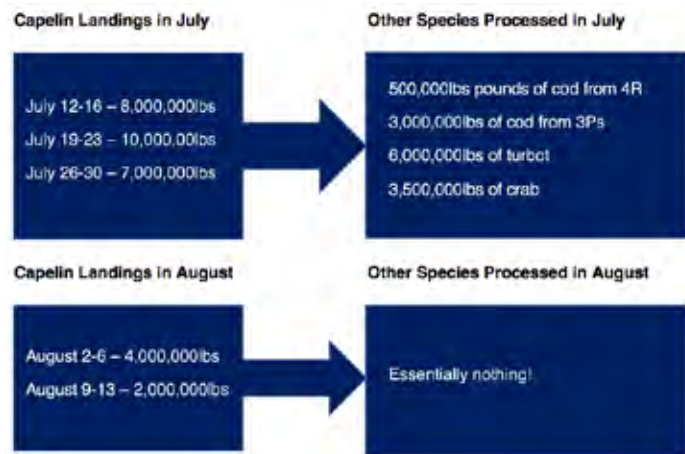
shrining this promise in the 2J3KL northern cod stewardship fishery management approach. Before you cast your ballot on October 21, reach out to candidates and find out if they will stand shoulder to shoulder with inshore fish harvesters and support our future in the northern cod fishery.



PROCESSORS FABRICATE EXCUSES FOR ILLEGAL COD LOCKOUT

Protests were held in August as a result of the Association of Seafood Producers (ASP) coordinated effort to lockout harvesters by refusing to buy cod at the season opening. ASP argued that a “postponement” of the capelin fishery resulted in plants being unable to accept cod due to capelin landings. This was categorically false.

As harvesters know, capelin does not arrive to all bays



at the same time. Various regions are opened for the capelin fishery when the capelin arrives to those areas. Opening dates are determined in consultation with both harvesters and processors on a bay-by-bay basis. At this point in the season, the capelin fishery is closed in many areas and the volumes moving through plants for processing are relatively small.

Icewater Seafoods in Arnold’s Cove accepts more cod than any company in our province and this plant does not process capelin. Despite accepting millions of dollars in government assistance on new plant equipment, it prefers to process cod frozen at sea rather than buying fish from inshore harvesters whose relatives work in the Icewater plant.

Processing plants were not busy with capelin. Processing plants were barely operating in mid-August. Royal Greenland (Quin-Sea) had very little capelin when cod opened, as the capelin fishery in that area was closed.



At the same time, workers at Ocean Choice International in Bonavista were inquiring about income improvement projects for this year because they don't expect to get enough work to qualify for adequate Employment Insurance benefits.

Workers in Comfort Cove averaged a total of 8 hours from Sunday to Wednesday prior to the lockout, and



at OCI in Triton they average was 5 hours from Sunday to Tuesday.

To put it in perspective, capelin landings in July ranged from 7 to 10 million pounds per week while processors



also accepted millions of pounds of crab, turbot and 3Ps cod. The week of August 2 to 6, 4 million pounds of capelin were landed and the week prior to the 3KL cod fishery opening just 2.5 million pounds of capelin were landed, with virtually no other species landed.



To be clear, the real issue here is a coordinated effort by processing companies to suppress the inshore cod fishery for their own greed and self-interest. Large companies would love nothing more than to prevent the inshore fishery from building capacity to harvest the promised first 115,000 tonnes of northern cod. The goal of these corporations is to step in to fish it themselves once the



stock has grown. We will not allow this to happen.

More can be done to ensure fish harvesters can sell their catch at a fair price. Fish this time of year is abundant, and the quality is good. In addition to requesting access for outside buyers, our Union also requested the issuance of new buyers' licenses within our province to address the current near-monopoly within ASP. FFAW-Unifor will continue to pursue all available options to prevent the actions of processing companies from affecting the livelihood and future of FFAW-Unifor members and of rural Newfoundland and Labrador.



SQUID ABUNDANCE SURPASSES ALL EXPECTATIONS

Robert Keenan, Projects Manager

The 2019 squid fishery is larger than any seen in Newfoundland and Labrador in a generation. At the beginning of August, huge amounts of squid began to wash up on the shores, particularly on the northeast coast. There are numerous stories of people dipping a bucket off the side of a wharf and pulling back a small load of squid.

The last time that there was a large-scale squid fishery was in 2006 when just over 6000mt were landed. This year, it is expected that we will eclipse the 2006 level and that we may even reach the 1998 mark of 12,000mt.

When FFAW and ASP met to negotiate squid prices at the end of July, neither side expected the squid fishery that developed. We were told there were good signs of squid, but the same was said for last year when we landed 1200mt.

At negotiations, the most likely scenario envisioned by the parties was that we would land enough squid to satisfy our own local bait needs, which were estimated to be at the most 4500mt. Bait has been an ongoing challenge in the fishery. Bait prices have ballooned in recent years, primarily because processors import most of the squid bait and international squid prices have been high for a few years. Nonetheless, even with an increase in local squid landings last year, bait prices did not decline and remained at \$2.10 a pound. Therefore, harvesters sold squid at \$0.85 and bought it back at \$2.10. We needed to address that inequality.

Squid negotiations ended up being settled by the

Standing Fish Price Setting Panel, whereby the FFAW position was selected – \$1.00 per pound for the first 4500mt bait fishery and \$0.75 cent for all squid landed above that level that would be exported in the food market.

Very soon after the Panel's decision was rendered, FFAW and ASP agreed on a set of quality and handling guidelines to ensure that the sector extracted the maximum value from the squid fishery. These guidelines are an important step forward for building a new squid fishery in the province.

Throughout August, harvesters landed a lot of squid. Harvesters landed millions of pounds to plants across the province and were eager to land millions more. It was now clear that the squid fishery in 2019 would not be just a bait fishery; NL would be a squid exporter in 2019 and that would require some change.

NL has not been a meaningful exporter of squid in a long time. Fortunately, the market is strong at the moment, which presents an opportunity for NL squid. Given that the squid bait need for the crab fishery is largely met, it is time to focus on how best to take advantage of the export food market. As was in the original FFAW proposal to the Panel, the price for squid is now at the food market price of \$0.75 cents per pound for the remainder of the season.

The hope is that squid will return in abundance next year, the year after that, and for many years to come. The work we will do this year on improving quality will pay off next year when we have established ourselves as a source of quality squid.



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 35 years of experience assisting fishers with business advisory services through our associated company.
- Website to advertise sales listings: **www.anchorsawaymarinebrokerage.ca**
- Magazine advertising in "THE UNION FORUM" to advertise all listings

Please contact our representatives for details:

DON SWEETAPPLE, FRBA (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



CLEARWATER SEAFOODS IN GRAND BANK

Clearwater Seafoods employs approximately 130 people processing arctic surf clams and this year processing sea cucumber as well. The plant is an economic driver for the Burin Peninsula, supporting valuable land-based jobs where employees work nearly year-round. Each summer the company holds an Employee Appreciation Lunch for workers, offering their choice of steak or lobster. Employees certainly appreciate the recognition from their employer for all their hard work and dedication!







ADVERTORIAL

5 Reasons to Wear a PFD

Because keeping it close won't save your life



- It helps you stay alive.
- It helps maintain core temperature.
- The bright colour is easy to spot in a rescue.
- It keeps you afloat if you lose consciousness.
- You return home safely.

FFAW | UNIFOR STAFF REPRESENTATIVES



BILL BRODERICK

Inshore Director



JASON SPINGLE

Staff Representative
West Coast, Northern
Peninsula & Labrador



GREG PRETTY

*Industrial/Retail/Deepsea
Director*



MONTY WAY

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



ROLAND HEDDERSON

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



JOHN BOLAND

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



SHARON WALSH

Staff Representative
Industrial/Retail/Offshore

ELECTED LEADERSHIP



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

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

EXECUTIVE BOARD

Keith Sullivan	PRESIDENT
David Decker	SECRETARY-TREASURER
Tony Doyle	INSHORE VICE-PRESIDENT
Doretta Strickland	INDUSTRIAL VICE-PRESIDENT
Loomis Way	INSHORE NORTHERN PENINSULA/LABRADOR
Nelson Bussey	INSHORE AVALON PENINSULA
Kevin Hardy	INSHORE WEST AND SOUTHWEST COAST
Glen Newbury	INSHORE NORTHEAST COAST
Mike Noonan	INSHORE CREW MEMBER
Joan Doucette	INSHORE WOMEN'S POSITION
Nancy Fillier	INDUSTRIAL NORTHERN PENINSULA & LABRADOR
Sheila Howell	INDUSTRIAL NORTHEAST COAST
Joey Warford	INDUSTRIAL NON-FISHING
Charles Baker	INDUSTRIAL SOUTH AND SOUTHWEST COAST
Warren Broderick	INDUSTRIAL-RETAIL-OFFSHORE AT SEA
Karen Caines	INDUSTRIAL WOMEN'S POSITION

INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

Doretta Strickland	VP-IRO, OCI TRITON	Eric Day	BGI, HARBOUR BRETON
Charles Baker	EXEC BOARD/GD. BANKS SEAFOOD	Flora Mills	ND COMFORT COVE
Nancy Fillier	EXEC BOARD/LFUSC	Gerard Walsh	OFFSHORE TANKERS
Sheila Howell	EXEC BOARD	Hubert Stacey	OCI ST. LAWRENCE
Joey Warford	EXEC BOARD/MOLSON	Lloyd Squibb	HR. GRACE COLD STORAGE
Karen Caines	EXEC BOARD	Maudie Maloney	SHAWMUT
Warren Broderick	EXEC BOARD	Melvin Lockyer	ICEWATER
Barry McDoland	OCI SHRIMP	Peter Winsor	BEOTHIC
Barry Randell	OCI BONAVIDA	Ruby Sheppard	FRC
Betty Brett	FOGO ISLAND CO-OP	Sharon White	DEEP ATLANTIC
Candace Francis	OCI PORT AUX CHOIX	Trudy Byrne	ST. ANTHONY SEAFOODS
Keith Sheppard	PENNECON	Vicki Morris	LAB. SHRIMP CO. PROCESSORS
Ed English	M&M OFFSHORE		

INSHORE COUNCIL 2016-2019

Tony Doyle	INSHORE VICE-PRESIDENT	Aubrey Brinson	GANDER BAY TO CAPE FREELS, INCL.
Loomis Way	N. PENINSULA & LABRADOR	Robert Robertson	FOGO AND CHANGE ISLANDS
Nelson Bussey	AVALON PENINSULA	Dennis Chaulk	CAPE ST. JOHN TO NORTH HEAD
Vacant	WEST & SOUTHWEST COASTS	Darrin Marsh	NEWTOWN TO ELLISTON
Glen Newbury	NORTHEAST COAST	Keith Smith	LITTLE CATALINA TO GREEN'S HARBOUR
Joan Doucette	WOMEN'S POSITION	Matthew Petten	WHITEWAY TO CARBONEAR
Mike Noonan	CREW MEMBER	Harrison Campbell	HR. GRACE TO PORTUGAL COVE NORTH
Jim Chidley	POUCH COVE TO POINT LANCE	Jamie Aylward	HENLEY HARBOUR TO CARTWRIGHT
Brian Careen	ST. BRIDES TO SWIFT CURRENT	Jody Seward	CREW MEMBER
Clayton Moulton	MONKSTOWN TO GARNISH	Matthew Jones	CREW MEMBER
Dan Baker	ST. BERNARDS TO MACCALLUM	Shelly White	WOMEN'S POSITION
Roger Fowlow	FRANCOIS TO CODROY	Loretta Kelly	WOMEN'S POSITION
Darren Boland	HIGHLANDS TO COX'S COVE	Nancy Bowers	WOMEN'S POSITION
Blaine Crocker	TROUT RIVER TO EDDY'S COVE WEST	Ren Genge	MEMBER AT LARGE
Carl Hedderson	BARR'D HARBOUR TO NODDY BAY & L'ANSE AU CLAIR TO RED BAY	William White	MEMBER AT LARGE
Michael Symmonds	QUIRPON TO ENGLEE	Glen Winslow	MEMBER AT LARGE
Albert Wells	JACKSON'S ARM TO N. HEAD	Andy Careen	MEMBER AT LARGE
Eldred Woodford	N. HEAD TO POINT ALBERT INCL. NEW WORLD ISLAND AND TWILLINGATE	Ivan Lear	YOUNG HARVESTER
		Jay Ryan	YOUNG HARVESTER

HARVESTERS AND MARINE INSTITUTE COLLABORATE ON REDFISH STUDY

Justin Strong, FFAW-Unifor Science Assistant

Harvesters continue to play a key role in the scientific considerations of the Experimental Redfish Fishery in the Gulf of St. Lawrence, as FFAW members and the Marine Institute (MI) clue up a recent experimental fishing project in Unit 1.

The project, based out of Benoit's Cove, tested different codends and gear modifications in a 4-panel hi-lift groundfish bottom trawl to investigate ways in which harvesters can minimize groundfish bycatch, as well as the capture of undersized redfish for current and future redfish fisheries. The codends were developed in collaboration with Hampidjan Canada Ltd. and Memorial University. The size-selectivity experiment, led by Dr. Paul Winger at the Centre for Sustainable Aquatic Resources at the Marine Institute, provided "preliminary observations telling us that T90 netting could be a promising pathway for improving the size-selectivity of trawls, leaving small non-marketable fish on the seafloor where they belong."

"Special thanks to the crew of the F/V Lisa M for helping us achieve all the objectives of our research program. Having experienced and professional harvesters from the 4R fleet ensured very few snags over the project," said Dr. Winger.



Along with technicians from MI, skipper Rodney Dredge and crew from the 4R3Pn fleet implemented the project in the Gulf over a span of 18 days. After each tow with the various gear, redfish size was investigated in both the codend as well as what passed through the codend mesh, thanks to the use of a smaller outer cover.

In all, 30 tonnes of redfish were caught with only 59 kg of bycatch. "It's important to see how we can limit bycatch and undersized catch in a future redfish fishery," said Dredge.

FFAW Staff Representative Jason Spingle agrees, saying, "Harvesters have played a large role in the scientific objectives of this experimental redfish fishery. In this case, the 4R3Pn redfish fleet and the Marine Institute have done very well in addressing some of these key issues."

The official conclusions of the study have yet to be determined, however one key results is clear; harvesters continue to do their part in developing sustainable redfish fisheries in the Gulf of St. Lawrence.

KEITH SULLIVAN APPOINTED AS NAFO COMMISSIONER

This summer, FFAW-Unifor President Keith Sullivan was been appointed as a Commissioner on the Northwest Atlantic Fisheries Organization (NAFO) as Canadian Representative. The new position is in addition to his role as president of the union.

Sullivan brings two decades of experience and expertise in the fishing industry to the international fisheries organization, including the many years spent working with FFAW-Unifor as well as on the deck of an inshore fishing vessel in Calvert.

"I am very honoured to have been chosen to represent

Canada on the NAFO Commission. This role will allow me to more directly address issues that are important to inshore fish harvesters and to have an impact on fishery allocations decisions that directly affect FFAW-Unifor members," said Sullivan.

NAFO is an intergovernmental fisheries science and management body. The Commission is responsible for the management and conservation of fishery resources for important species, such as Greenland Halibut (turbot), shrimp and cod.

FLASHBACK



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



The last photo was not identified.

NORTH ATLANTIC MARINE CONSULTING SERVICES

Celebrating 27 years in the Marine Business

SERVICES

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

CONTACT

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

PROFESSIONAL MARINE CONSULTANTS

CHRISTOPHER ASH, PRESIDENT

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

