

# the union forum



## Federal Court Decision Upholds Owner-Operator Protections

**Labrador Invests in  
Future of Groundfish**

**Carbon Monoxide Sends  
Fortune Workers to Hospital**

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

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

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

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# MESSAGE FROM THE PRESIDENT

**Keith Sullivan, President**



One of the most important aspects of my role as President of your Union is going out into the community to meet with members and hear your views and concerns. Since the beginning of 2019, I have spent weeks travelling all over the province talking to harvesters. Our meetings covered a wide range of issues and there was great discussion. It is truly humbling to see the effort that our members put in to make the fishery work and to help sustain rural Newfoundland and Labrador. This work requires dedication, resolve, passion, and ingenuity; traits that our members have an abundance of.

There is an acknowledgement among harvesters that many things have improved in the fishery over the years. Incomes have increased, evidenced by the last 4 years being the highest value the fishery has ever been in our province.

Two main themes were consistent through every meeting – What will the future look like for our fishery and our communities? How can harvesters get more respect and further access to fish species that are abundant and available?

Harvesters feel that the fishing industry is not getting the respect it deserves. This is an issue with DFO, but also with other sectors like oil and gas. When up against giant oil and gas companies and

governments that are promoting oil development, the livelihood and interests of harvesters is given very little thought. A renewable industry that is the backbone of our rural economy requires more respect, attention and investment.

In recent years, DFO has distanced itself from harvesters, and the fishing industry is worse off for it. This year harvesters have been asked to accept incredibly important decision on the precautionary approach to crab, capelin quotas, and cod quotas without any meaningful consultation. This approach is not just disrespectful, it is also nonsensical. Harvesters have such a vast amount of knowledge and an incredible interest in the results that to not be properly consulted exposes a deep flaw in the processes of DFO science.

Harvesters also feel that they are not given the proper conditions to succeed. For example, there has been staggering growth in Northern cod - from 10,000 MT to greater than 300,000 MT mature biomass. At the same time, we are harvesting a lower percentage (less than 2%) than at any other time in history. Halibut populations are growing rapidly, but there have not been corresponding increases in quota, especially to adjacent harvesters. Abundances of redfish and mackerel in areas not surveyed by DFO can support larger inshore fisheries, but DFO insists that we need to wait. Harvesters have taken cuts when species decline but we need to be able to harvest sustainably when stocks increase.

Newfoundland and Labrador harvesters fish, or want to fish, a variety of species. This is what fuels the coastal economy. Now this industry is threatened, not by a lack of fish, but by a lack of opportunity to fish.

Restoring respect and focusing on providing new opportunities for harvesters would be the first step to dealing with the second theme from my meetings with harvesters – what does our future look like?

The fishery is not much different than other professions in the province – our population is aging.

Even though progress has been good on incomes, we must continue to improve. The good news is, inshore harvesters provide high quality, wild harvested sustainable seafood, that is desirable worldwide. The potential for success exists off our coasts. We just need the opportunity to harness it.

FFAW-Unifor and partner inshore harvester organizations all across Canada lobbied hard to ensure there is legislation to make controlling agreements illegal. The government introduced Bill C-68, the new Fisheries Act - a step in eliminating these agreements that will take companies out of the competition for inshore fishing licenses - which helps usher in the next generation of harvesters.

Because we can't just talk the talk, we need to walk the walk, our last convention ratified the addition of young harvester representatives on our inshore council. This will bring young harvesters into the conversation about how to continue increasing the values and building a fishery of the future.

The discussions I have had with our members these past few months were encouraging. FFAW members remain focused on finding ways to advance as industry. One thing is clear, it will take all of us working together.

## GOVERNMENT RELATIONS UPDATE

**Jessica McCormick**, Director of Public Affairs

Your Union continues to have a strong presence in the halls of Parliament and the Senate as we advance our lobbying efforts on a variety of policies that impact our members.

Bill C-68, the amendments to the Fisheries Act, is still moving slowly through the Senate. The Bill is currently before the Fisheries Committee, which is chaired by Newfoundland and Labrador Senator Fabian Manning. At the time of publication, the Committee had not yet begun study of the legislation. FFAW has requested to appear before the Committee to speak to Bill C-68 and the importance of protecting and promoting independent owner operator fish harvesters through enshrining the owner operator and fleet separation policy in law. There are some concerns that the legislation may not move through the Senate before an election is called. FFAW will continue to emphasize the importance of this legislation in protecting the inshore fishery.

With two elections scheduled to take place in the next 8 months, there is no shortage of work to be done on the government relations front. FFAW will

be coordinating Get Out the Vote campaigns for both the provincial and federal election. FFAW will be calling on provincial and federal candidates to make commitments on issues of critical importance to our members, including fisheries issues, reforms to employment insurance, the need to end contract flipping, and many other issues identified by our members that will influence how you may cast your vote in the Fall.



Keith Sullivan with federal fisheries minister, Jonathan Wilkinson

# MESSAGE FROM THE INDUSTRIAL DIRECTOR

## THE PERSISTENCE OF FOOD POVERTY POLITICS & HOW TO FIX IT

**Greg Pretty, Industrial-Retail-Offshore Director**



If you weren't paying attention, the devastating fire at the Community Food Sharing Association in St. John's recently was a real eyeopener. Many people were unaware the CFSA helps stock the shelves of most food banks throughout our Province. The usage statistics are particularly disturbing.

In March 2018, there were twenty-eight thousand visits to food banks in NL and it's steadily increasing. Thirty-eight percent of the total people served by food banks are children. Thousands of seniors and individuals on income supports are also heavily dependent on food banks.

Sadly, many full-time workers in the service industry, single parents and, the working poor have become more dependent on food banks. Their incomes, usually low wage times 32 hours a week, leave them with no choice but to seek food.

The crisis here is not the fact we lost a warehouse to a fire. It's the alarming statistics on food bank usage in our province in 2019.

When I was a kid growing up in downtown St. John's there were no food banks. Churches often assisted needy families. School kids through a church initiative were instructed to collect money, not for local families but for impoverished kids in, of all places, Monsefu, Peru.

And off we went. We begged daily for weeks, door to door, for pennies in a penniless neighborhood. The image of sneaker soles, flapping and fluttering with every step on every door step pretty well killed any thoughts I had of a future sales career in encyclopedias.

It was hard to imagine the crew in Monsefu being more poverty stricken than we were. Imagine, the poorest of the poor in downtown St. John's collecting money for the poorest of the poor in Monsefu Peru.

Fast forward 50 years. We are now collecting for ourselves.

How did we get here?

By happenstance or design?

Was there a plan?

There was for many business groups.

Their never-ending crusade against increases in minimum wage, a living wage and their stick-handling around minimum employment standards in this Province is, to a great degree, responsible for the obscene levels of child poverty in our Province.

The recent CFSA warehouse fire showed the incredible spirit of our citizens who rapidly donated hundreds of thousands of kilos of non-perishable food and tremendous cash donations. We, collectively, should be just as aggressive in dealing with the roots of the problem.

The fire also showed that, incredibly, employers are being subsidized by the generosity of the general public when it comes to feeding their employees and families. Employers, being photographed throwing cans of waxed beans into a bin, will often provide a few fleeting, fuzzy, moments of personal redemption. Depending on your persuasion, it also might knock a few thousand years off their stint in purgatory. But it's hardly a template for Public Policy.

We, collectively, should be just as aggressive in dealing with the root of the problem. We need to improve the lives of the poor and working poor through collective agreements and appropriate labour legislation.

We need aggressive pay equity laws.

We need to revise labour standards and increase protection for workers from unscrupulous employers.

We need affordable childcare.

We need to end anti-Union, anti-worker contract flipping which puts downward pressure on negotiated wages.

We need a \$15 minimum wage.

We need a PharmaCare Program.

We need to work towards a Living Wage.

We need to reform the Employment Insurance Act and drag it into the 21st century.

The CFSA is an incredible organization. Eg Walters and crew continue to do phenomenal work in the most trying of times. So, let's make it a lot easier for Eg and his valiant band of volunteers. Let's work towards fixing the fixable problem of food poverty in NL.

# MESSAGE FROM THE UNIFOR NATIONAL PRESIDENT IN THE STREET FOR WOMEN'S RIGHTS FOR MORE THAN A CENTURY

Jerry Dias, Unifor National President



Any day now, thousands of Indian women will march into Delhi, completing a 10,000-kilometre trek from Mumbai that began in December, wound its way through 200 districts in 24 states across India and picked up more and more participants along the way.

The women are marching to raise awareness about the prevalence of rape in their country. The Dignity March, as it is so appropriately named, includes sexual assault survivors, their families and activists determined to push back against a culture of tolerance for sexual assault that allows men to get away with their crimes.

The march is coming to its conclusion just days before International Women's Day on March 8, which itself began as a march in New York City more than 100 years ago demanding economic and political rights for women, and honouring a similar march half a century before.

Days later, a fire ripped through the Triangle Shirtwaist Factory killing 146 women workers, most of them immigrants, and the link between women's rights, workers' rights and the rights of immigrants was forged. More marches followed, and laws were changed to protect the health and safety of all workers.

I mention all this because it shows that getting out into the street and making voices heard is such an integral part of making progress on women's rights in Canada, and around the world.

Again this year, there will be marches around the world and across Canada to mark International Women's Day. Again, we will celebrate the victories of the past century, and commit to making more progress as we go forward.

I am proud to say that the labour movement has been an integral part of the advancement of women's rights from the Triangle Shirtwaist fire to this day.

It was a 1981 strike by postal workers, after all, that cemented the right of women in Canada to leave their jobs after having a baby, secure in the knowledge that they could return to their jobs afterward and not suffer undue economic hardship in the meantime.

What began as a contract dispute in one workplace is now commonplace across Canada, and has expanded to include fathers and adoptive parents, as well as mothers.

Similarly, unions across Canada began negotiating collective agreement clauses to allow women to take paid time off to escape domestic violence, and have led the effort to get governments to pass laws extending that right to all Canadians.

But while should and will celebrate such advances, we cannot forget that much work still needs to be done here and around the world. The 10,000-kilometre march in India is evidence of that.

Here in Canada, while there has been progress on domestic violence leave, there are still too many women whose provincial governments have not yet passed such laws. Women continue to make less money than men, and poor access to affordable daycare limits women's full participation in the economy, to mention just a few concerns.

To me, women's rights are human rights. Whatever the issues we face as a society, it seems that women often bear the brunt of their worst effects, from climate change to precarious work.

Given that, it seems obvious to me that we cannot as a society begin to address such issues without first addressing the needs and rights of women and girls.

On International Women's Day, we will march again as we have so often before, we will make our voice heard and we will continue the fight for progress even as we celebrate the victories of the past.



## PROJECT UNDERWAY TO STUDY CHANGES IN PLACENTIA BAY LOBSTER

**Dwan Street, FFAW-Unifor Projects Coordinator**

FFAW is currently conducting a project under the Coastal Environmental Baseline program that will examine changes in lobster populations in Placentia Bay.

For years harvesters have been expressing concern with a significant decline in lobster populations in this area. This project will carry over three years. The first stage, beginning February 2019 and into March will consist of a series of interviews with fish harvesters.



The purpose of these interviews is to build an understanding of the changes to the distribution, abundance and sizes of lobster throughout Placentia Bay and adjacent sites. Harvesters will be able to explain and indicate changes they have seen over their careers.



The information provided by these harvesters will be used to build an understanding of the timeline and extent of changes to the distribution, abundance and habitats of lobster in Placentia Bay and adjacent areas.

The following two years will take the knowledge gathered from these interviews and look further into the indicators that seem to have contributed to the decline, and allow us to examine how to potentially address them.

We look forward to seeing the results of this study and working with harvesters in the area to get a better understanding of our lobster population.





## FEDERAL GOVERNMENT ALLOWS BACKDOOR ACCESS FOR FOREIGN FLEETS

Just weeks after a Federal Court of Appeal decision prevented corporate fishing companies from using the backdoor to access inshore fishing licenses, the federal government has rubber-stamped a deal negotiated by Canadian offshore fishing companies that gives foreign fleets a backdoor to Canada's jurisdiction.

In a deal negotiated by the Atlantic Groundfish Council, a coalition of the largest corporations operating offshore trawlers, Japanese turbot quota managed through the Northwest Atlantic Fisheries Organization (NAFO) is set to be harvested within Canada's 200-mile limit. Inshore fish harvesters in Newfoundland and Labrador, who have continually had fishing rights and opportunities removed, were given no consideration to access this valuable Turbot quota that will be harvested on their doorstep.

In 1977 Canada expanded its exclusive economic zone to 200 miles in order to protect adjacent resources and keep foreign fishing companies out of Canadian waters. Newfoundlanders and Labradorians cannot accept a deal that would set a dangerous precedent and erode progress made over the past 40 years to safeguard Canadian resources.

What is most troubling about this deal is the absence of the federal government in negotiating such a transfer. Historically, NAFO quota transfers were negotiated on a country-to-country basis. This is a

much more transparent approach to managing public resources than allowing private Canadian companies to dictate terms with private foreign businesses.

While the inshore fishery remains a key economic driver of rural Newfoundland and Labrador, corporate offshore fishing trawlers provide very limited benefits and wealth to adjacent coastal communities. Ceding the responsibility of negotiating and managing Canada's fish resources to corporations is not in the public interest and sets a dangerous precedent.

All options for harvesting quota should be pursued with adjacent inshore harvesters. The Atlantic Groundfish Council did not approach domestic fleets for consideration in this transaction.

It is unacceptable to have foreign fish harvested inside Canadian boundaries while Canadian inshore fish harvesters have to fight to maintain limited access to species like Turbot and Yellowtail. If the federal government is truly concerned with protecting and promoting the independence of the inshore owner-operator fishery, they should reverse this decision and adopt a more equitable and transparent process for negotiating NAFO quota transfers that is not dictated by corporate interests or foreign fishing companies.



## CLOSE CALL AT OCI FORTUNE: EXPOSURE TO CARBON MONOXIDE HOSPITALIZES 4 WORKERS

On January 15th, four workers at the OCI plant in Fortune were taken to hospital with what was identified as carbon monoxide (CO) poisoning.

All four workers were released from hospital on the same day but one continued to suffer from CO symptoms into the second day. The Union alerted the Occupational Health and Safety Inspections Branch, and Officers were dispatched to the plant.

Workers were informed OHS officers issued a Stop Work Order on a poorly functioning propane forklift spewing excessive exhaust. The plant was also found to be poorly ventilated and did not have a proper carbon monoxide detector to protect workers lives. A total of nine safety directives were issued to the Company.

“This incident shows that despite the current OHS regulations and advances in technology readily available to reduce or eliminate workplace hazards, many companies are content to ignore regulations and continue to endanger the lives of NL workers,” said Industrial Retail Offshore Director Greg Pretty.

“The seafood processing industry still has a lot of work to do to ensure their employees and our members come home safely at the end of each shift,” said Pretty. “Carbon monoxide is a silent killer and it was just luck and luck only the workers had the wherewithal to escape with their lives.”

FFAW reminds all Industrial Locals to double check

ammonia and CO detectors and most importantly ensure you have a functioning OHS Committee. Companies ignoring safety regulations should be reported and OHS inspections ordered without delay.

“Each year we see accidental deaths occurring in residences, cars and cabins as a result of CO poisoning. It’s unacceptable to have a CO poisoning in an industrial setting when laws and regulations, which have been in place for decades, exist to prevent these outrageous incidents,” concluded Pretty.

The Union intends to follow up with Occupational Health and Safety Enforcement Officers on this incident and request an audit on CO protection in our members’ workplaces.

### LANDWASH SAFETY SOLUTIONS

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## EXPERIMENTAL REDFISH FISHERY BRINGS HOPE TO GULF OF ST. LAWRENCE HARVESTERS

**Rendell Genge, FFAW-Unifor Inshore Council Member**



Along with other species of groundfish, redfish is a species that is making its comeback in the Gulf of St. Lawrence. Redfish is a lesser known species but it meant a lot to our communities in the 80's and 90's for fishermen and plant workers alike. It's also a promising opportunity for fish

harvesters like myself who have been badly impacted by the declines in the northern shrimp fishery.

It was the good signs of recruitment that led me to reach out to the FFAW with an idea to prepare for a new redfish fishery using new methods. Like cod, a new redfish fishery will look very different than it did three decades ago. Using sustainable methods to reduce our levels of bycatch and undersize fish we have a unique opportunity here to build a sustainable fishery from the ground up.

The species of redfish we want to target is called mentella. Our union discussed the issue in detail during three 4R3Pn Mobile Fleet meetings since

early in 2018 including a presentation by DFO Redfish Biologist Caroline Senay last summer. All 4R3Pn license holders had an equal opportunity to apply unless they applied individually, and some chose to make investments in new gear as testing different gear was part of the project. Part of the funding rules is that each organization and harvester contribute to overall program costs. There ended up being a total of three license holders that applied to participate, myself included.

This initial test fishery is at a time when redfish are still small in size and it's unknown what kind of prices will be paid and what fish will be available. It's for that reason that the FFAW has the use of fish quota for the experimental fishery and harvesters will be paid a guaranteed charter payment regardless of the price or availability of fish. Anything made on the fish sales will be covering costs for project that the union is paying for up front.

The experimental test fishery gives us a chance get this fishery off on the right foot. It will be a few years before we may see a commercial redfish fishery, but with fish harvesters as stewards of our resource, we're determined to do it right.

# FFAW-UNIFOR MEMBERS AT WORK PHOTO CONTEST:

Thank you to all members who submitted photos for our contest! The winner is Bonnie Hatcher of Ramea. We are always looking for photos of FFAW members on the job, and submissions are welcome all year long. If you have a photo you'd like to share, please email it to [cglode@ffaw.net](mailto:cglode@ffaw.net) in high resolution format.



Submitted by Melissa Chippett, Leading Ticksles



A great day on the water, from Sheldon Humphries, Hare Bay



Derrick Brown's 16 year old daughter Lisa, of Summerford



Submitted by Elaine Alcock, Botwood



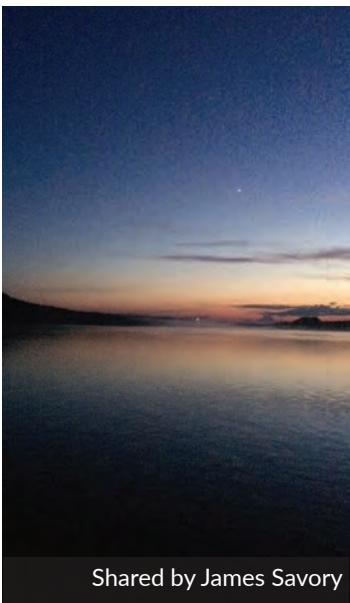
A sleepy castaway, shared by Melissa Grandy, Garnish



Congratulations to our winner Bonnie Hatcher of Ramea!



Submitted by Nancy Bowers, Beachside



Shared by James Savory



Jamie Barnes, Old Perlican



Submitted by Carol Ann Wicks, Burnt Point



Submitted by Wayne Morgan, Port de Gravefile



Mark Blundon, Bay de Verde



Melissa Chippett, Leading Ticksles



Out on the water in Bay de Verde, submitted by Mark Blundon

# PHOTO CONTEST CONTINUED



Quite the catch! Shared by Wayne Morgan, Port de Grave



Submitted by Thomas Doyle, Bay de Verde



Submitted by Angus Clothier, Burgeo



Shared by Keith Hill, Little Burnt Bay



Tammy Billard, Burgeo shares a trip down memory lane



Two thumbs up from Stephanie Lights, Port de Grave



Shared by Daniel Morgan, Brigus



Shared by Nancy Bowers, Beachside



All smiles out on the water, from Gerald Drake, Burin



Jamie Barnes, Old Perlican



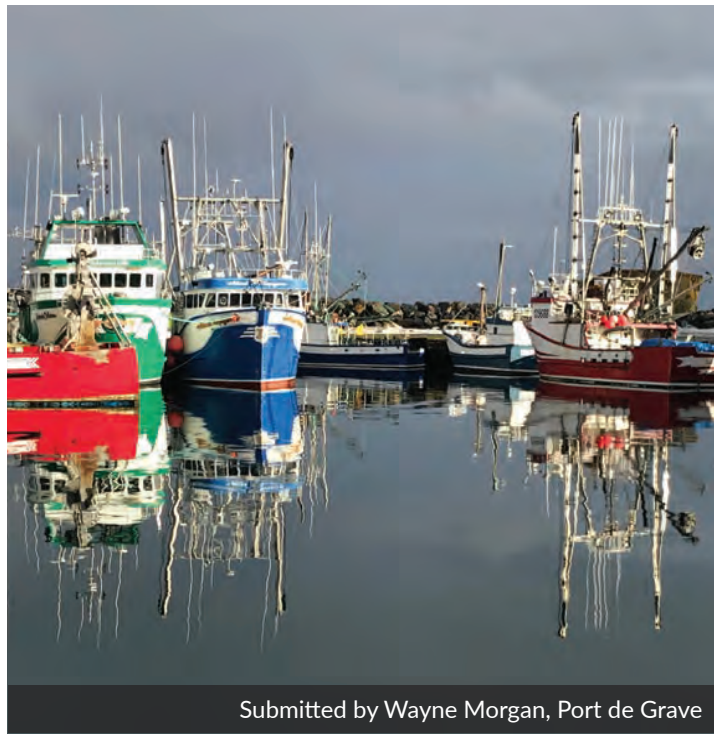
Submitted by John Feaver, McCallum



# PHOTO CONTEST CONTINUED



Shared by Tammy Billard, Burgeo



Submitted by Wayne Morgan, Port de Grave



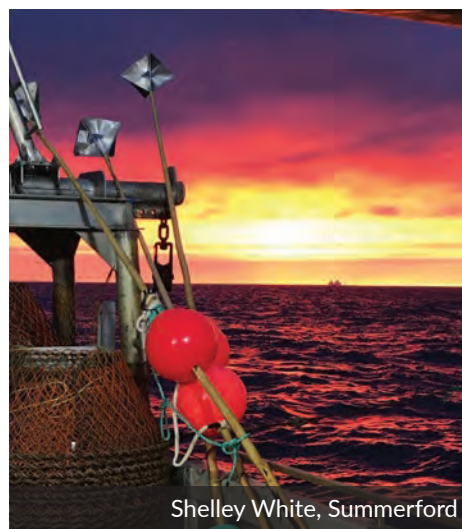
Looking out on the water, submitted by Brady Boland, Corner Brook



Basking in the sun, from Tony Doyle, Bay de Verde



Shared by Barry Brinson, Island Harbour



Shelley White, Summerford



From Barry Brinson, Island Harbour



## PUSH FOR DFO TO RE-EVALUATE CRAB PLAN

The Precautionary Approach (PA) Working Group for snow crab took place in St. John's in early February with the Department of Fisheries and Oceans (DFO) and key stakeholders. In attendance representing the inshore fishing sector were 11 crab committee chairs from around the province as well as 3 FFAW-Unifor staff and 2 FFAW-Unifor scientists.

Fish harvesters have raised serious concerns about the proposed framework for snow crab. More broadly, harvesters disagree with the process undertaken by DFO to develop reference points for crab. Fish harvesters, whose livelihoods are tied to the management of the resource, cannot accept a process that involved virtually no harvester consultation.

"DFO developed these reference points with no meaningful consultations from harvesters. There are serious flaws what is proposed, and we will ensure DFO understands harvesters are not prepared to accept these changes," said David Decker, FFAW-Unifor Secretary-Treasurer.

Despite the outcome of the first working group meeting, DFO included the unapproved, proposed PA framework in the stock assessment update given two weeks later.

"Fish harvesters in our province support a sustainable fishery and sound science-based fisheries management, but DFO has ignored unanimous industry disapproval of a proposed precautionary approach and included it in this year's stock assessment update," says Tony Doyle, Vice-President of FFAW-Unifor and crab committee chair for Conception Bay.

While DFO Resource Management has assured FFAW-Unifor that the unapproved PA will not be considered in management decisions for the 2019 snow crab fishery, including it in this year's assessment underscores DFO's lack of respect for fish harvesters and their contributions to fisheries science.

"We've been very clear throughout this process that harvesters need to be engaged from the start as partners in this process in order to exchange knowledge and truly build a sustainably snow crab fishery," says Trevor Jones, crab committee chair for Green Bay.

FFAW-Unifor has repeatedly expressed concerns over DFO's recent approach to raising issues at meetings simply to tick a box for consultation without engaging in vigorous discussion over important issues. The Union is committed to participating in



*Dr. Erin Carruthers, Nelson Bussey, Keith Sullivan and Tony Doyle talk to reporters following DFO's stock assessment update on February 26, 2019*

DFO's working group for the Limit Reference Point and has committed to ensuring harvesters voices are not ignored when it comes to both science and management decisions.

"The precautionary approach framework is a proposal only, and yet it's had significant bearing during the discussions for the snow crab assessment. Even though DFO has assured us there will be no impact on management decisions for 2019 it's disappointing to see the proposed PA inserted into every topic discussed at the assessment," said Calvin Young, crab committee chair for 3Ps.

FFAW-Unifor staff and scientists will be holding consultations with all fleet committees around the province before the start of the spring fishery in order bring harvester input to the table at DFO's working group for the precautionary approach framework.

Our Union is hopeful that DFO will show a genuine willingness to increase involvement and meaningful engagement of harvesters to ensure fisheries

management decisions are reasonable and informed.

In attendance at the first working group meeting representing their areas were:

- Alton Rumbolt - 2J <40
- Dwight Russell - 2J >40
- Albert Wells - inshore 3K
- Nancy Bowers - inshore 3K
- Trevor Jones - offshore 3K
- Rick Kean - offshore 3K
- Brian Careen - inshore 3Ps
- Tony Doyle - inshore 3L
- Jim Chidley - inshore 3L
- Andrew Daley - offshore 3L
- Andy Careen - offshore 3L
- David Decker, FFAW-Unifor Secretary-Treasurer
- Monty Way, FFAW-Unifor Staff Representative
- Dr. Erin Carruthers, FFAW-Unifor Staff Scientist
- Dr. Earl Dawe, FFAW-Unifor Consultant Scientist

## CANADIAN INDEPENDENT FISH HARVESTERS FEDERATION MEETS FOR AGM

**Dwan Street, FFAW-Unifor Projects Coordinator**

The Canadian Independent Fish Harvesters Federation met in Halifax for its annual general meeting on January 30th-31st. In attendance from FFAW were Tony Doyle, Nelson Bussey, Keith Sullivan, David Decker and Dwan Street.

Representatives from the Department of Fisheries and Oceans (DFO) attended from each of the regions to give a progress report on PIIFCAF enforcement in each area. It was made clear to DFO by FFAW representatives that more resources are required in Newfoundland and Labrador to efficiently enforce the policy as we move forward. Most delegates at the meeting felt not enough was being done by the Department overall to enforce policies.

Lawyer Phillip Saunders presented to the delegation on Bill C-55, the Bill currently with the Senate that would amend the Oceans Act. In his analysis, Saunders drew out very important questions on

timelines and what exactly these amendments would mean. Concerns around a lack of solid timelines were expressed and representatives who were set to present in front of the Senate on this Bill agreed to bring these concerns forward.

Other discussions included the current provisions around North Atlantic right whales in the Gulf, the current Marine Protected Area process and areas that have been previously designated, as well as an update on issues in British Columbia.

The largest piece of discussion surrounded the progress on Bill C-68, the amendments to the Fisheries Act, and regulations which are currently being drafted that will move the owner operator and fleet separation policies into legislation. Members of the CIFHF, including your union, have been lobbying Members of Parliament and the Senate to ensure this very important piece of legislation is enacted promptly and without delay.



# WHAT ELSON MEANS TO OUR COMMUNITIES: A HISTORY OF OWNER-OPERATOR

**Robert Keenan**, Projects Manager, FFAW-Unifor

Rural Newfoundland and Labrador was founded, built, and sustained on the fishery. For centuries, the industry was mainly defined by the cod fishery; for the past thirty years, it has been largely the shellfish fishery of snow crab and shrimp, both of which are very high value fisheries.

In the late 1970s, an important decision was made that would change the fishery on the east coast of Canada. It was decided that inshore fishing licenses – licenses for harvesters with boats 65 feet or less – should not be owned by corporations, and must instead belong to the individual fishers in the community that actually participate in the fishery. This was known as the fleet separation policy.

The fleet separation policy empowered fish harvesters in a manner not seen since the establishment of the Fish Food and Allied Workers' Union. Fish processing companies would now have to buy product from harvesters since the option of vertical integration – the companies owning the plants and the licenses to catch the fish – would not be allowed.

Fleet separation put harvesters and processors on equal footing. It created a balanced marketplace, harvesters supplied product that processors demanded.

For the past 25 years, this balanced marketplace has been under constant attack from fish processing corporations. Not content with harvesters as equals in the fishing business, processing companies created

agreements that placed total control of licenses in the hands of the company while the name attached to the license remained with the fish harvester. The agreements became known as “controlling agreements”, as they vested in the corporation total control of the license: when it would be fished, in which boat, and with what crew. The corporation even retained control over the license when the license holder died.



Over time, companies bought up more and more licenses through controlling agreements. This massively inflated the price for licenses, financially-inhibited new entrants, and undermined collective bargaining. For a long time DFO turned a blind eye to controlling agreements, but after a concerted effort by inshore harvester associations an enforcement mechanism was put in place. The corporations used this attempt at enforcement to test the legality of DFO policing controlling agreements.

For the past several years, the Elson case – named for the fish harvester that was asked by the corporations to admit he was in a controlling agreement – moved its way through various tribunals and courts. At every step, the case for Elson was fully defeated.

Two weeks ago, the Federal Court of Appeal, the second highest level court in Canada, unanimously rejected *Elson's* appeal. In doing so, the Court stated, “As part of the management of the fisheries, DFO has the right to know whether the named license holder is the beneficial owner of that license, or whether he or she is simply holding the license in name only. DFO has the right to know whether a non-eligible person (such as a corporation) is the person who will be controlling that license.”

In reference to the companies that pushed the appeal, the Court wrote, “These companies acquired the benefit of these fishing licenses and the right to exploit the fisheries resources related thereto. As a result of the Fleet Separation Policy, this is something that these companies could not do. These companies would, therefore, be doing indirectly what these companies could not do.”

The decision in *Elson* should leave no doubt as to the importance and enforcement of the fleet separation policy. It is our sincere hope that DFO keep these statements from the Court of Appeal in the forefront of their thinking as they go about abolishing controlling agreements from the inshore fishery.

## FEDERAL COURT REJECTS APPEAL RULES TO PROTECT OWNER-OPERATOR POLICY

On February 8, the Federal Court made an important appeal ruling in the *Kirby Elson and Canada (Attorney General)* case. The appeal was an attempt to overturn a May 2017 decision where it was ruled that the owner-operator, fleet separation, and PIIFCAF policies were within the authority of the Minister of Fisheries and Oceans and could be enforced. These policies are essential for maintaining strong coastal communities.

The challenge to the Minister's authority was supported by the Association of Seafood Producers and several of its larger members. This group retained the services of one of Canada's largest law firms in an attempt to bar the federal government from regulating “controlling agreements”, whereby processing companies establish control of a fishing license held in the name of a harvester. These agreements violate fleet separation and owner-operator policies.

“Controlling agreements are the greatest threat against the sustainability of the inshore fishery in Newfoundland and Labrador,” says Keith Sullivan, President of FFAW-Unifor. “These agreements use legal loopholes to avoid the owner-operator

and fleet separation policies for the sole benefit of corporations and to the detriment of inshore fishers and their communities. These agreements disrupt every aspect of the inshore fishery, from pricing to youth participation.”



In the original 2017 ruling, Justice Strickland of the Federal Court stated that the Minister's statement of PIIFCAF “indicated that the Minister strongly believed that an independent inshore commercial fishing fleet was an important element of an economically prosperous Atlantic Canada

# FEDERAL COURT REJECTS APPEAL RULES TO PROTECT OWNER-OPERATOR POLICY CONTINUED

and that the Policy underscored the government's commitment to building a foundation of economic strength for Atlantic coastal communities."

Justice Strickland went on to rule that "The Minister's absolute discretion in licensing permits him or her to validly consider social, cultural or economic goals or policies when deciding whether or not to issue fishing licenses."

With this legal challenge dismissed, DFO can apply PIIFCAF to enforce owner-operator and fleet separation. Justice Strickland's ruling speaks to the strong case presented by the Federal Government and the validity of these policies.

"We need immediate action against controlling agreements," Sullivan asserts. "This action needs to include the processing companies that are the primary force behind controlling agreements. PIIFCAF is a policy to protect inshore harvesters and to do that the processing companies must be held accountable. DFO has the legal authority to take such action."

FFAW-Unifor has long been amongst the strongest defenders of the owner-operator and fleet separation policies in Canada. It spearheaded the creation of the Canadian Independent Fish Harvester's Federation, which is composed of fishing organizations from across Canada and focuses primarily on protecting and strengthening owner-operator and fleet separation.

## **OWNER-OPERATOR :**

License holders who are restricted to using vessels less than 65 feet in length are required to fish their licenses personally.

## **FLEET SEPARATION POLICY:**

One of the objectives of the licensing policy is to separate the harvesting and processing sectors of the industry, particularly in the fisheries where licence holders are restricted to using vessels less than 19.8m (65') LOA. This is known as the Fleet Separation Policy.

Under this policy, new fishing licences for fisheries where only vessels less than 19.8m (65') LOA are permitted to be used may not be issued to corporations, including those involved in the processing sector of the industry.

## **PIIFCAF:**

The PIIFCAF Policy is part of Fisheries and Ocean's comprehensive approach to enhance the economic prosperity of fishers and fleets through the Fisheries Renewal initiative. The goal of the PIIFCAF Policy is to strengthen the Owner-Operator and Fleet Separation Policies to ensure

that inshore fish harvesters remain independent, and that the benefits of fishing licences flow to the fisher and to Atlantic coastal communities. You can access the PIIFCAF Policy online at this link <http://www.dfo-mpo.gc.ca/fm-gp/initiatives/piifcaf-pifpcca/piifcaf-policy-politique-pifpcca-eng.htm>.

## **CONTROLLING AGREEMENT:**

A controlling agreement refers to an agreement between a licence holder and a person, corporation or other entity that permits a person, other than the licence holder, to control or influence the licence holder's decision to submit a request to DFO for issuance of a "replacement" licence Footnote 1 to another fish harvester (commonly referred to as a "licence transfer").

Agreements between the licence holder and a Recognized Financial Institution (RFI) are not Controlling Agreements if (1) there is no third party involved in the Agreement or (2) any co-signor, guarantor or other surety involved in an agreement does not control or influence the licence holder's decision to submit a request to DFO for the issuance of a "replacement" licence to another fish harvester.



## COD QUALITY PROGRAM CONTINUES TO GROW

**Justin Strong**, FFAW-Unifor Science Program Assistant

FFAW's *Cod Quality Program* addresses a major challenge faced by the fishing industry during this time of ecological transition. The program, established in 2015, has facilitated and measured tangible advancements in cod fishing practices to increase the landing and processing of top-quality cod in this province. In 2018, FFAW expanded the program to include more fish harvesters and to provide training and information sessions open to all harvesters.

The success of 2018 is due in large measure to the 65 participating harvesters who amassed valuable data from hundreds of landings of cod from waters all around the province. This past year marked the greatest interest in the program to date, with more harvesters active in more sites than ever before. The number of participants in 2018 has more than doubled since the program's inaugural year. Overall there were over 1300 landings of cod as part of the project in 2018, which were traced from the boat to the dock to the truck and then the plant; at each point information was gathered on factors that could influence quality. All of this will be used to fuel a feedback loop - new information is incorporated into teaching and workshop materials and delivered back to harvesters who can then incorporate it into their harvesting practices.

As more data is collected season-over-season, it can help answer outstanding questions and present new avenues of inquiry. The more information collected, the more accurate the picture becomes.

FFAW is currently gearing up for a new round of Cod Quality workshops to take place in late winter-early spring. As in previous years, these meetings will incorporate videos, presentations, and hands-on training from instructors that address current approaches to cod quality, lessons learned to date, and best practices for ensuring top quality fish. In 2018, FFAW hosted 69 cod quality workshops across the province to a total attendance of 850 individuals.

Jarvis Walsh, fish harvester and FSSSB Cod Quality workshop instructor, aptly summarized the training sessions of this past year by saying: "If you don't believe in something you don't do it well and you're not going to do it. Before, some didn't do it and didn't get a good price for their fish. People have come a long way in how they think of quality and how they catch and handle their fish. Now people are really interested". "I felt the response was overwhelming," said Glen Newbury, also a harvester and instructor. "In the beginning, nobody wants to hear talk of it, but once you get in it and relay the message of what it's all about, you see people getting more focussed and into the conversation. I think it went off wonderfully".

Conversations are a large part what these workshops aim to produce; harvesters are encouraged to not only listen and learn but also to provide feedback and suggestions on how to improve the *Cod Quality Program* and workshops. FFAW intends to continue delivering training and support materials so that every fish harvester can succeed in a quality-based cod fishery.

# THERE IS A FUTURE IN FISHING AND IT INCLUDES YOUNG EDUCATED COMMITTED FISH HARVESTERS

**Mark Dolomount**, Executive Director  
*Professional Fish Harvesters Certification Board*

Since 1997 when the Professional Fish Harvesters Certification Board (PFHCB) was established, the face of our province's fishing industry has been steadily changing on many levels. While some are quick to interpret these changes as negative, there is much to be positive and optimistic about!

Throughout the past 20+ years the industry has been in "rationalization mode", with retirements/licence buy-backs and licence combining/buddy-up opportunities - all in an effort to make the industry more viable for those fish harvesters that remain. As a direct result, the number of fishing enterprises has been reduced by approximately 50%. Similarly, and not surprisingly, the total number of certified fish harvesters has declined at the same rate. Over this period we've also witnessed a steep increase in the value of fishing enterprises, and a significant increase in the age of fish harvesters - particularly enterprise owners, many who continue to hold enterprises and fish beyond the traditional retirement age of 65.

There is no doubt that these combined factors have impacted the number of opportunities available to younger harvesters entering the fishery. Therefore, it

should come as no surprise that there are less young full-time fish harvesters in 2019 than there were in 1997.

Sadly, some critics dwell on the negative (and the past), and we hear over-exaggerated and non-factual statements like:

*"There are no young people entering the fishery."*

*"It's impossible to become a Level II fish harvester."*

*"There's no way a young person can own their own enterprise."*

A more positive and factual interpretation would be:

*"There are less young people entering the fishery." (As would be expected!)*

*"It takes time and commitment to become a Level II fish harvester." (As it should!)*

*"Enterprises have become valuable and highly sought after." (As they should be!)*

Make no mistake, there is a future in fishing - and it includes young educated committed fish harvesters living and working in communities throughout our province. In fact, a recent national fisheries



With approximately 150 students enrolled in community-based and online Fishing Masters courses, the 2018/19 training season has been busy for the Marine Institute. Seen here, 14 of those students are in New-Wes-Valley, where the average age is 32.



labour market report by the Canadian Council of Professional Fish Harvesters showed that the average annual income of a self-employed fish harvester in Newfoundland and Labrador increased by 106% between 2000 and 2015 (from \$26,117 to \$53,773).

It is a very common misconception that there are less new entrants coming into the fishery in recent years. Actually, the number of new entrants has remained stable for the past decade. Since 2010, the average number of new entrants has been 459 per year, with a low of 303 in 2013 and a high of 558 in 2017. The more positive news is that the average age of new entrants in 2018 was 37 years, and nearly 60% were under the age of 40.

Perhaps the most noticeable trend is the increasing number of young fish harvesters throughout the province enrolled in Fishing Masters and other fisheries-related training. For example, the Marine Institute has approximately 150 students enrolled in Fishing Master IV (FMIV) and Fishing Master III (FMIII) courses this winter. Half of those students are participating in community-based courses in six locations around the province, and the other half are enrolled in the computer-based online Fishing Master program. Most of these students are in their 20's and early 30's – for example, the FMIV class in New-Wes-Valley ranges from early 20's to early 40's with an average age of 32, and the FMIII class in Lewisporte has 5 (of 11) students in their 20's.

The majority of these students are Apprentice and Level I fish harvesters committed to Level II certification upgrading with the PFHCB. This “Class of 2019” will join the increasing number of fish harvesters upgrading their certification status in recent years. The number has increased every year over the past 6 years, with more than 500 upgrades in total. 2018 saw the largest number of certification upgrades at 118. The average age was 36, and 73% were 40 years of age or younger.

By upgrading their PFHCB certification, these (primarily young) professional fish harvesters secure their future in the industry and become eligible to be the designated operator of a fishing enterprise (Minimum of Level I), or receive the transfer of a fishing enterprise (Level II). Also, for those that achieve their Transport Canada Fishing Master certification, they also acquire a valuable internationally recognized nautical certificate that increases their employability and professional competency.

Two impressive examples of this recent influx of bright young committed fish harvesters are Jay and Logan Ryan of La Scie. Jay (20) and Logan (who will be 20 in April) are currently enrolled in the Fishing Master III course in Lewisporte. Cousins, who began fishing together at an early age with their fathers and grandfather, Logan and Jay each completed their Fishing Master IV at the age of 18. Both young men will now be eligible for Level II certification with the PFHCB in 2019.

“Our future is in the fishery”, says Logan, “and we’re both looking forward to living and building our fishing enterprises right here in La Scie.” Jay and Logan Ryan have certainly demonstrated that with a little sacrifice, hard work, and commitment a career in commercial fishing is achievable at a very young age. With their Level II certification and Class III Fishing Masters they will certainly be well on their way!

There’s little doubt that our future fisheries labour force will be smaller – but it will also be more stable, well trained, professional and safety-minded. While our industry will continue to experience short-term ups and downs and uncertainty, the long-term outlook remains extremely positive!

If you are interested in a career as a professional fish harvester, contact the PFHCB at 722-8170. If you are interested in information on Fishing Master training, call the Marine Institute at 778-0623.



*Cousins Logan and Jay Ryan of La Scie are two of the youngest fish harvesters to ever enrol in a Fishing Master III program. They are confident their hard work and commitment will lead to a successful future in the inshore fishery.*



# INTERVIEWS PROVIDE INSIGHT INTO CAPELIN FISHERY

**Natalya Dawe**, FFAW-Unifor Science Program Assistant

Fisheries science is incredibly important to how the fishery is conducted. The total allowable catch for a species is based primarily on the findings of DFO science based on a number of indicators. While there are sound policy reasons for establishing quota in this way, challenges arise when science is wrong. This is what happened with capelin 2018.

The 2018 2J3KL capelin fishery was predicted to be very poor based on the stock assessment. The spring acoustic survey showed a lower than average abundance, and the egg and larval survey had been below average since 2016. With the negative outlook for 2018, DFO issued a 35% quota cut to the capelin fishery. However, this was not the experience of harvesters on the water.

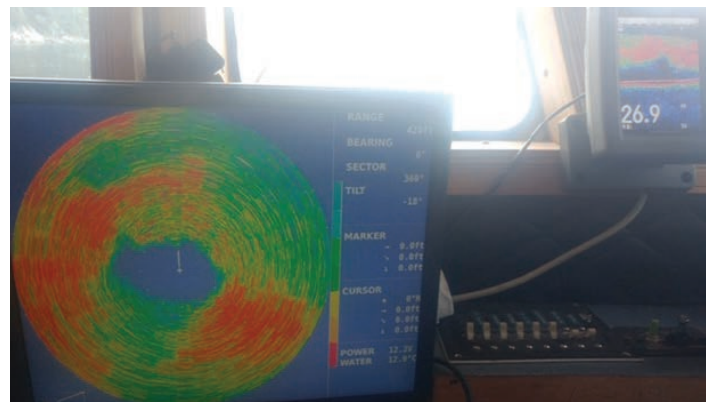
As all harvester who fished capelin in 2018 knows, the dire predictions for 2018 did not come true. The challenge for FFAW is how to document how the actual capelin fishery looked last year and to provide this information in a coherent and comprehensive manner to DFO. To do so, the FFAW put together a questionnaire for capelin harvesters, consisting of 17 questions covering issues the 2018 season, past season, the size of capelin, and possible records that harvesters could supply to substantiate their claims.

In January and February 2018 we interviewed 27

capelin harvesters from Conception Bay, Trinity Bay, Bonavista Bay, Notre Dame Bay, and White Bay. The interviews focused on experienced capelin harvesters so as to provide an understanding of what the fishery was like in its early years, how it has changed over time, and how 2018 compared to previous years.

What we heard about the 2018 capelin fishery was overwhelmingly positive. All harvesters interviewed painted the same picture – capelin in 2018 were more broadly distributed, larger, and much more abundant than in past years, the likes of which hasn't been seen for several years.

Perhaps the most dramatic change occurred in the north. The 2017 capelin fishery in 3K was uncharacteristically poor. Over the course of our interviews, a few harvesters stated that they were



concerned about the capelin stock after the 2017 season. 2018, however, was an entirely different story. Capelin were everywhere.

The story was the same in every bay. Harvesters saw “miles and miles” of capelin on their sounders, and not just during the fishery. Capelin were seen in an abundance in many areas before the fisheries opened, and after it had closed.

An abundance of capelin were seen close to shore during the lobster fishery in Notre Dame Bay at the end of April. Large bunches of capelin, estimated to be around 100,000lbs, that were only 1-1.5 miles apart were seen on sounders in Conception Bay in April. In 3K, one steady stream of capelin was seen while transiting to turbot grounds in July, with 50-60 fathoms of capelin, in 200 fathoms of water seen on sounders for 10-12 miles.

During the fishery, there were traditional capelin fishing grounds which saw few to no boats in 2018, as harvesters didn't need to go to them. Capelin were so abundant and broadly distributed that many in the fixed gear fleet just fished near their home ports, with little searching required. We heard reports of harvesters who left early in the morning, fished their day, and were back home in time for lunch. The capelin were that abundant and that easy to find.

Both the mobile and fixed gear harvesters we interviewed said it was no trouble to fill their seine.

It was common to see big bunches of capelin from 300,000 to 500,000lbs in size. Large, dense masses of capelin ten or more miles long were also seen on sounders during the fishery. We heard stories like this everywhere we went.

After the fishery, healthy cod with bellies full of capelin were caught late in the season – in late September or October in some places.

The magnitude of the 2018 capelin fishery was a surprise. The stock assessment was uniformly negative, which means we need to bring more information to the table. But as last year showed, there are clear gaps in the assessment.

We are taking all the information we've gathered forward to the stock assessment in March to show not only what capelin harvesters saw in 2018, but also the types of information that harvesters can provide to improve our understanding of the stock, and create a better managed fishery in the coming years.

If you are interested in collecting and recording information on the extent of capelin before, during, and after the capelin fishery please contact Natalya Dawe at [ndawe@ffaw.net](mailto:ndawe@ffaw.net) or 576-7276.



Dwight Petten and Natalya Dawe



# APPLY FOR THE 2019 UNIFOR FAMILY EDUCATION PROGRAM

## Denise Hillier, Family Education Program Attendee

Applications are now being accepted for the 2019 Unifor Family Education Program. The two sessions this summer are Sunday, July 7th to Sunday, July 14th and Sunday, July 14th to Sunday, July 21st. Act quickly, because applications are due by Friday, April 12th, 2019. To get your application, visit [uniforeducation.org](http://uniforeducation.org).

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

## A SUMMER TO REMEMBER

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

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

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

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

The classroom/plenary work involved things like group discussions, case studies, video presentations and various guest speakers. It was very informative and covered various social and workplace issues. While the classroom work was a structured part of the program the adults also had the opportunity to combine both learning and recreational activities.



## FAMILY EDUCATION PROGRAM CONTINUED

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

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

help union members with various issues that has been addressed by our union.

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

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

The Hillier Family,  
Denise, Chelsea and James

## NORTHERN SHRIMP STOCK ASSESSMENT

DFO held a technical briefing for northern shrimp on February 18 to update industry stakeholders on the most recent stock assessment for Shrimp Fishing Areas (SFAs) 4, 5 and 6. Results of the briefing emphasized the need for DFO to take a holistic approach to fisheries management and the need for additional work to review the limit reference point for this species.

The majority of inshore fish harvesters in Newfoundland and Labrador fish in SFA 6, while there are some FFAW-Unifor members that also fish in SFA 5. The offshore sector has majority access to SFA 4.

According to DFO Science, SFA 6 stock levels stabilized last year while SFAs 4 and 5 have experienced more declines. The fishable biomass in SFA 6 increased by 3% while the spawning stock biomass increased by 27% in 2017-18. As a result of this information, we expect that no further cuts be made to SFA 6 in the 2019 fishing season.

However, a significant jump in the exploitation rate in SFA 4 is raising alarms due to the connectivity of the northern shrimp stock.

"Northern shrimp in SFA 4, 5 and 6 are all part of the same stock, so to see such a dramatic increase to the exploitation rate in SFA 4 is concerning for SFAs 5 and 6. Larvae of northern shrimp is known to go downstream, and as a result could negatively impact growth of SFA 6," explained FFAW-Unifor Scientist Dr. Erin Carruthers.

The exploitation rate in SFA 4 in 2017 was 20 per cent with a substantial jump in 2018 to 35.7 per cent. In contrast, the exploitation rate in SFA 6 was 10 per cent in 2018.

"DFO must take a more holistic approach to managing the northern shrimp resource in fishing areas 4, 5 and 6. The exploitation rates in these three fishing areas should be more in line with each other due to the connectedness of the stock," said FFAW-Unifor President Keith Sullivan.

DFO will be holding a meeting in April to review the northern shrimp population model and the limit reference point.



## IRISH FISHERIES GROUP VISIT NEWFOUNDLAND TO EXCHANGE KNOWLEDGE

**Dr. Matthew McHugh**, Fisheries Conservation Technologist, BIM

Bord Iascaigh Mhara (BIM) is an Irish semi-state organisation that develops the Irish Seafood Industry by providing technical expertise, business support, funding, training, and promoting responsible environmental practice. On the 15th October 2018 seven delegates from Ireland (five vessel skippers and two BIM representatives) visited Newfoundland for five days. For three days the group attended a workshop at the Marine Institute's (Memorial University) flume tank with two further days set aside for visits with the local fishing industry and fishing gear and equipment developers and manufacturers.

The workshop at the flume tank involved assessing gears that can assist Irish fishermen targeting whitefish under the European (EU) landing obligation. The landing obligation is part of the reformed EU Common Fisheries Policy (2013), whereby catches of quota species may no longer be discarded (with some exceptions; e.g. a survivability exemption). By 2019, the EU landing obligation will restrict discarding of all species subject to catch limits, or minimum sizes in the Mediterranean Sea. Catches below minimum conservation reference size (MCRS) must generally be landed, deducted from quotas and cannot be sold for human consumption. In addition vessels may be subject to an early cessation of fishing effort or "choking" once a quota for an individual species is reached.

One of the main gears assessed at the flume tank was a raised fishing-line trawl that has major potential to reduce catches of low-quota cod. The trawl (at full scale) had 1 m chain extensions between the fishing line and the ground gear. We tested different bridle configurations and options to fly the headline (alternated between floats and kites and a combination of kites and floats). We also tried removing the ground gear with heavier droppers to keep the trawl close to the seabed. We were very pleased with the assessments of both gears in the flume tank. Towards the end of our third day we looked at other trawl designs that might help reduce catches of unwanted species.

On day 4 we visited Spaniard's Bay and Port de Grave. The Spaniard's Bay visit consisted of a visit to Hampidjan Canada Ltd where we were shown around their net loft where repairs and construction of nets, trawls, and associated equipment are carried out. At



Port de Grave we met with some local fishermen had discussions on their fishery and the challenges that they face.

On the morning of our final day we visited the FFAW-Unifor offices where we were given an overview of their involvement with the fishing industry. We then visited Pretty Harbour where we met with a fisherman whom was diversifying his fishing operation from gillnetting to longlining. Towards the end of our final day we visited Notus electronics, where we were given a tour of their workshops and a presentation on recent developments to their trawl sensors.

Throughout our time at Spaniard's Bay, Port de Grave and Pretty Harbour we were accompanied by John Boland of FFAW-Unifor. John was very informative on how the local industry operates and the challenges they face, and was our link with the fishermen in these areas. We would also like to extend our thanks to the team from the flume tank, Pawl Winger, Harold DeLouche and George Legge for their time and enthusiasm and for accompanying us on our trips to the net loft/Port de Grave and to Notus.

## **“DAILY DOUBLE! WHEN IS A COLLECTIVE AGREEMENT NOT A COLLECTIVE AGREEMENT?” “ANSWER: WHAT IS CONTRACT FLIPPING, ALEX!” HARVESTERS**

Imagine purchasing an airline ticket from Deer Lake to Los Angeles to attend a taping of Jeopardy. As you travel on the first leg, the airline sells the next leg of your flight to the highest bidder. You land at your connection with no way to complete your travel and no way to get back home. The flight continues and you are left behind.

It is not acceptable for anyone travelling and therefore there exist airline regulations against it. Just like the airline industry, NL workers need strong regulations for workplaces.

In NL, workers in Collective Agreements working for contractors at industrial sites have no protection from contract flipping at their workplace.

These employees and their contractor employers are forced to operate under the pressure of flimsy contract law that allows International Companies to give 35 days' notice of their intent to retender the contract with no legal consideration for the timelines of binding collective agreements. And it's always about paying lower wages for the same work. It destroys the fundamental rights of workers to have protection against this through Collective Bargaining.

The Supreme Court of Canada has recognized Collective Bargaining as a Canadian Constitutional Right. We should not be offside with this Constitutional Right.

It's time oil and mining companies are held accountable for their actions.

Allowing international companies to continue to operate in this way results in a continuous race to the bottom for NL families.

It's time for the Department of Natural Resources and the Department of Advanced Education, Skills and Labour to investigate and change these significant contractual incongruities that are so detrimental to NL workers.

We are ready and willing to assist both Ministers in understanding and rectifying discrepancies in Labour Legislation in this Province.

“Alex, I'll take strong Labour Legislation for \$400”.



## LIMIT REFERENCE POINT FOR NORTHERN COD FAILS TO CAPTURE HISTORICAL DATA, HARVESTER OBSERVATIONS

In late January, the Department of Fisheries and Oceans Canada (DFO) held a technical briefing on the Limit Reference Point (LRP) for 2J3KL Northern Cod. The LRP is the boundary between the critical and cautious zones, and the purpose of the meeting was to evaluate whether how the LRP was developed is appropriate and if the LRP is still valid.

There were no changes to the LRP as a result of the meeting, however, DFO did not have a full analysis of available data completed in order to make a change. DFO Science's LRP is based on the average of spawning stock biomass in the 1980's, which they argue is the last period of moderate recruitment. There are fundamental problems with this approach.

DFO is continuing to ignore information from harvesters regarding the health of the Northern Cod stock in the 1980s. Twenty-five years later, DFO's assessment model shows Northern Cod collapsed practically overnight, between January and May of 1992 when the fishery was closed – the biggest layoff in Canadian history.

“Based on harvester observations on the water at that time, we believe the decline began earlier than the Department asserts and yet this information is still being ignored. If DFO Science doesn't recognize these signs of impending collapse, are we doomed

to repeat the story of the 1990s?” questioned FFAW-Unifor President Keith Sullivan.

By the mid-1980s, harvesters repeatedly expressed concerns that the stock was in trouble. They saw their catch rates dropping. They saw changes in the size and availability of fish. This is a well-documented chapter of Newfoundland and Labrador history.

The stock has grown from 10,000mt spawning stock biomass to over 300,000mt today. Harvesters are certainly seeing more cod now than they did during the late 1980s.

“Although that knife-edge collapse in 1992 is shown in the currently accepted assessment model for Northern Cod, this interpretation remains controversial among both harvesters and scientists. It is time that we revisit how, when and how fast the Northern Cod collapsed,” said Dr. Erin Carruthers, FFAW-Unifor Fisheries Scientist.

“This work is too important, and a complete analysis must be done quickly. We have to resolve our understanding of what happened during the collapse. That is the crux of our differences today. It is more important than ever to listen to harvesters. We have to learn from mistakes of the past, so they are not repeated in the future,” concluded Sullivan.



# LABRADOR FISHERMEN'S UNION SHRIMP COMPANY INVESTS IN THE FUTURE OF GROUND FISH

**Robert Keenan, FFAW-Unifor Projects Manager**

In 2018, the Labrador Fishermen's Union Shrimp Company (LFUSC) decided to make a major investment in the fishery and the future of coastal communities in Labrador. The LFUSC was going to build a brand-new cod plant.

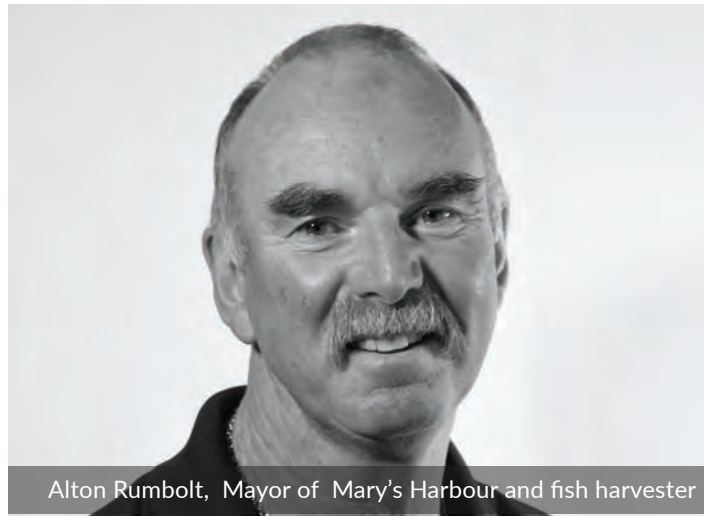
"We started considering building a new plant two or three years ago when the expectations for a new cod fishery were starting to grow," said Gilbert Linstead, LFUSC's general manager. "There is currently no facility on the south coast of Labrador capable of processing cod fish. This is an important investment for the future."

The multi-million-dollar facility is being built in Mary's Harbour with the plan for first production to occur in 2021. It first will focus on salt fish, but as Gilbert explains, "the plant is being built in such a way that it will be able to shift to producing fresh and frozen product as the fishery grows and markets develop."

The new plant will have a huge economic impact on Mary's Harbour. "The LFUSC is the economic backbone on the south coast of Labrador," says Alton Rumbolt, mayor of Mary's Harbour and also an inshore



Gilbert Linstead, LFUSC General Manager



Alton Rumbolt, Mayor of Mary's Harbour and fish harvester

fish harvester. "With cutbacks in crab, we are worried that people will have to go elsewhere to find work. The new plant means that we will be able to keep our workers – and our community – going into the future."

"The new cod plant will create jobs," Gilbert confirmed. "We are not sure how many, as it will depend on the time of the year, but workers will be needed."

Demand for workers is a strong note of relief and confidence for John Fifeld, the chair of the FFAW local in the Mary's Harbour crab plant. "As workers, we never want to be worried about our future. Fish processing is what we do in Mary's Harbour; it is the industry that sustains our town. The new cod plant is an exciting opportunity and it provides the workers with peace of mind."

The new plant will sustain more than just the workers. "The taxes paid by the LFUSC to the town pay for so much of our municipal infrastructure," Mayor Rumbolt explained. "Residents can assess clean drinking water because of the taxes from the plant. Essentially, that revenue runs our town."

Investment is needed to build a better future for the fishery and rural communities. It is a concept that the LFUSC understand, and it is the reason it is amongst the most successful fish processing companies in Newfoundland and Labrador.



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# REMEMBERING BRUCE WAREHAM

**Bill Broderick, FFAW Inshore Director**



On January 04, 2019, with the passing of Bruce Wareham, the fishing industry in this province lost one of its greatest leaders. I met Bruce for the first time in the mid eighties, during a round of cod negotiations between the union and the seafood producers, who

where known then as Fanal. During this period, Bruce was running the National Sea Plant in Arnold's Cove. While these negotiations were often rough and acrimonious affairs with strikes and lock outs common, I found in Bruce a man who was committed to compromise. He believed that there was wealth enough in the industry for everyone to get a fair share of the work and benefits.

When things reached a particular low point in the mid 1990's, he showed his determination to improve the industry by joining an industry/government group which travelled to Europe to examine European industry practices. Bruce shared our view that in order for our industry to survive, we would have to adopt new and innovative ways of doing business. One of the most noteworthy initiatives to come out of that European trip was our attempt to establish a dockside auction system here in Newfoundland. Bruce, who was a strong advocate for improving the quality of our fish exports, saw the Auction System as the best mechanism to ensure optimum quality and value.

Although the auction system did not gain traction in our province, Bruce never wavered in his commitment to its concept. He saw it as a means to achieving higher quality and value, and the best practices necessary to achieve this, were an integral part of the auction system. The reduction of long-distance trucking and access to ice are both well established quality principals in our industry today. Most of these initiatives had their origins in our attempts to establish the auction system. Although the initiative would be abandoned, Bruce Wareham is credited with the one and only purchase of fish through the auction in this province. His company Icewater Seafoods, would go on to sign the first ever collective agreement with the FFAW, with quality grading as a major component.

These early initiatives are now common place in our industry, but they would not have happened without willing partners and leaders like Bruce. Although we often disagreed on fish prices, we always agreed on the need to improve the quality and value of our fish products. In addition to his efforts with Cod, Bruce was instrumental in maintaining Lump Roe markets in Europe. I had the pleasure of travelling with him to many of these international meeting and saw first-hand his leadership and professionalism when dealing with our international partners. We worked together on a number of boards and interacted with fishing groups and organizations from several European countries. He was widely respected and known internationally as a staunch defender and advocate for the Newfoundland Seafood Industry. As I look back upon our time together, I consider working with Bruce on the international stage to be one of my greatest privileges.

That leadership and commitment that got noticed on the international stage, was born at home in his own operations in Placentia Bay. While others wavered in the years following the cod moratorium, Bruce stayed true to the belief that the ground fishery would survive. In 2004 he would buy the Arnold's Cove operation, making it the only plant in the province to specialize in ground fish. In so doing, he gave thousands of fishers in Newfoundland an option to sell their fish, when few others existed. He managed the plant and his unionized workforce with the same professionalism that he displayed in boardrooms on the world stage. He treated everyone with respect and often referred to the workers in his plant as "members of his team."

This industry and all of us who work within it have lost a great friend. To temper this sadness, I take solace in the knowledge that he has, in many ways, left us in a better place. I believe we are only just beginning to reap the many benefits from the groundwork he helped lay. Perhaps we could express our gratitude to him best by redoubling our efforts to build and preserve a quality industry.

It is with sadness that I say farewell to my old friend. I will miss his friendship, support and leadership. I will especially miss the many boardroom chats we had in Arnold's Cove over the last 15 years.

# NEWFOUNDLAND AND LABRADOR FISH HARVESTING SAFETY ASSOCIATION

The NL-FHSA, established in 2012 is an industry-driven, not-for-profit organization leading the promotion of safety education and awareness initiatives in the harvesting sector of the provincial commercial fishing industry. The governance structure of the NL-FHSA is highly inclusive with strong industry representation, including owner/operator and crew members across all three fleet sectors. This provides opportunity for diverse view points and comprehensive insight into the respective safety concerns of the industry.

## MEET THE BOARD OF DIRECTORS



**David Decker** represents FFAW-Unifor. David is a native of Ship Cove on the Northern Peninsula. He began his career in the province's fishing industry in a direct, hands-on manner through his involvement in a small-boat family fishing enterprise where he progressed from crew member to owner-

operator. David then joined the FFAW-CAW spending 12 years as staff representative on the west coast. He became the union's Inshore Director in 2002 and in 2003, was elected to the position of Secretary-Treasurer; a position he continues to serve in today. David is passionate about his work, and lends his time and expertise to fishing industry-related groups and committees on a regional, provincial, and national level in the interests of the fish harvesting industry and professionalization of fish harvesters. He is an advocate for the establishment of industry safety councils and has played a key role in the development of the Newfoundland and Labrador Fish Harvesting Safety Association. He currently serves as the Chairperson of the NL-FHSA Board of Directors.

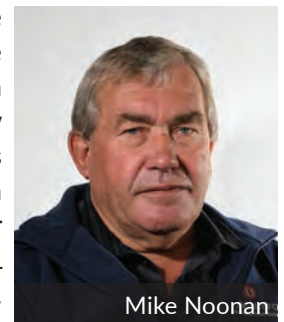
**Mark Dolomont**, Executive Director of the Professional Fish Harvesters Certification Board, is a native of Corner Brook, and a graduate of Memorial University. He has been involved in the harvesting sector of the commercial fishery since 1994 when he began his career with the FFAW as a safety researcher. For the past two decades he has coordinated and managed major fisheries-related programs and initiatives, both provincially and nationally. He sits on a number of fishing industry Boards and Committees - From 2007 until 2017 he was the Industry Co-Chair of Transport Canada's CMAC Standing Committee on Fishing Vessel Safety, and he is currently Vice-Chair of the Newfoundland and Labrador Fish Harvesting Safety Association's Board of Directors.



**Jack Greenham**, of Comfort Cove, represents Owner-Operators in the over >40' Fleet and has been a full-time fish harvester for 33 years. Currently he owns and operates a 65' fishing vessel in NAFO area 3K. In addition to being a certified Level II fish harvester with the PFHCB, Mr. Greenham holds a Diploma of

Nautical Science, a Fishing Master Class I Certificate, a Master Near Coastal Certificate and a Bachelor of Maritime Studies Degree. When he is not fishing, Mr. Greenham is a sessional instructor at the Fisheries and Marine Institute where he has been teaching fisheries navigation and safety since 1999. He has also been involved in fisheries curriculum design and has been heavily involved in recent safety initiatives such as the Stability E-Simulator project and Fishing Masters Distance Learning programs. Mr. Greenham has been involved in a number of fisheries-related committees, is Chair of his local harbour authority and a Fisheries Advisory Committee for his federal MP. Mr. Greenham has also been an active member of the Canadian Coast Guard Marine Rescue Auxiliary since 1986.

**Mike Noonan** of Bay de Verde represents crew members in the under 40' Fleet. He has been a full-time fish harvester and crew member for more than 40 years spending the past 30 years as a full-time crew member in the over 40' fishing fleet in NAFO area 3L fishing shrimp, crab, and groundfish. Mr. Noonan has experience serving



on numerous fisheries and marine-related committees including his local harbour authority and the 3L full-time crab committee. He is a valued crew member representative on the FFAW Inshore Council and FFAW Executive Board. Mr. Noonan is also a member of the Board of Directors of the PFHCB and has been a member of the Canadian Marine Advisory Council representing the PFHCB.



Joan Doucette

**Joan Doucette** is a professional fish harvester from St. George's with over 38 years of experience in the industry, representing the Owner-Operators in the under 40 ft Fleet on the NL-FHSA Board of Directors. Ms. Doucette got her start in the industry fishing as a crewmember from 1978 and has been the owner-operator of her own enterprise for

more than 35 years. Ms. Doucette has extensive fishing experience with a variety of species including: ground fish (all species); crab; lobster; herring; mackerel; whelk; eel; and seal. Joan is a long-standing advocate for women's equality and is a trained community women's advocate and facilitator. Ms. Doucette holds a seat on FFAW-Unifor's Inshore Council and is currently an elected member of the FFAW-Unifor Executive Board.

**Nancy Bowers** from Beachside represents crew members on the NL-FHSA Board of Directors in the under 40 ft Fleet. Ms. Bowers has been a full-time fish harvester for more than 20 years, fishing as a crew member with her husband in their family fishing enterprise. She has experience on a variety of vessels (open and closed vessels) in the <40 ft. fleet, and has fished a variety of species including crab, lobster, pelagics and groundfish in NAFA area 3K. She is a long-standing proponent of safety and an advocate of women's equality, she is a member of the FFAW/UNIFOR Women's Committee and is a trained community women's advocate and facilitator. She currently holds the position of deputy mayor on her local municipal council in Beachside, and is an elected member of the FFAW-Unifor Inshore Council.



Nancy Bowers



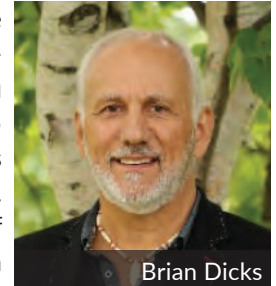
Captain Wade Short

**Captain Wade Short** represents owner-operators in the offshore on the NL-FHSA Board of Directors. He is an operator for the Labrador Fisherman's Union Shrimp Company Limited (LFUSC). Captain Short has been a professional fish harvester for his entire working life and has been operating offshore vessels for

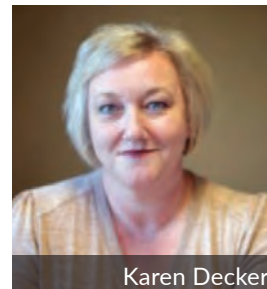
the LFUSC for the past two decades. He currently holds a Fishing Masters Class 1, the highest level of master certification available through Transport Canada. Captain Short has an impeccable safety record with the LFUSC and has a reputation as being a very safety-oriented individual who takes pride in doing what he can to contribute to the success of the LFUSC.

**Alphonus (Phonse Power)**, of Burin, represents the offshore fleet as a crew member. He has been a deepsea trawlerman for more than 30 years. Throughout his career he has worked in many different capacities as a crew member in the offshore fishing fleet, from deckhand to mate. He has experience with a range of companies, species, gear types, machinery, safety equipment, technologies, and vessel size/designs. He has been an advocate of crewmember safety, and has promoted safety safe working conditions/practices on offshore fishing vessels for many years. Mr. Power is a long-standing member of the FFAW-Unifor Bargaining Committee, representing his peers in union contract negotiations, and has been a member of safety committees on the offshore vessels.

**Brian Dicks** represents the Qualipu First Nation on the NL-FHSA. He was elected to Qalipu First Nation Band Council in 2015 and again in 2018 and serves as Councillor, Corner Brook Ward. Brian brings thirty-five years of senior management experience in financial and corporate governance within the retail, financial and marketing sectors. He serves on several Standing Committees within Qalipu including Finance, Housing, Urban Reserve, Cultural Foundation, and is Chair of the Mi'kmaq Commercial Fisheries. He also represents the province as a Director on the Board of the Corner Brook Port Corporation.



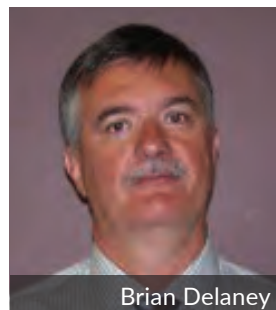
Brian Dicks



Karen Decker

**Karen Decker** represents one of two processing industry positions on the NL-FHSA Board of Directors. She is presently employed at the Fogo Island Co-operative Society as a Purchasing & Special Projects Manager. After attaining a Bachelor's Degree from Memorial University, Ms. Decker began her career on Fogo Island during the cod moratorium providing career and employment counselling to fishers and displaced plant workers. During this time, she assisted many local fishers with accessing fishing related safety training as well as fishing master's courses. Karen grew up on Fogo Island in the community of Joe Batt's Arm, comes from a fishing family and is raising a family there.

**Brian Delaney** represents WorkplaceNL on the NL-FHSA in an ex-officio capacity. He joined WorkplaceNL as Executive Director, Employer Services in September 2015 where he leads the Prevention and Assessment Services divisions, sits on WorkplaceNL's Management Committee and reports to the Chief Executive Officer.

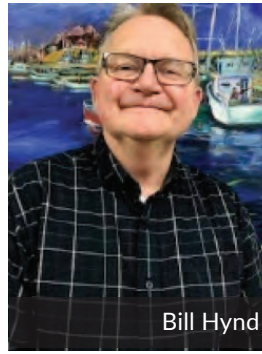


Brian Delaney



**Andrew Pike** is the Safety Sector Advisor with the Newfoundland & Labrador Employers' Council. He has a diploma in Human Resource Management from College of the North Atlantic and is in the process of completing the Fundamentals of OH&S certification program. Mr. Pike worked as an Occupational Health and Safety Program Coordinator and Human Resource Consultant for the

provincial government before moving into the not-for-profit sector with the Newfoundland and Labrador Employers' Council. During his time as the Sector Advisor, he has played an important role in the creation and development of several sector councils including the Forestry Safety Association, The Municipal Safety Council, and the NL- Fish Harvesting Safety Association.



**Bill Hynd** is the Safety Sector Advisor for the Newfoundland and Labrador Federation of Labour. Mr. Hynd provides support to the Forestry, Municipalities and Fish Harvesting safety associations. He is a long-time advocate for workers and human rights. In 2013, Mr. Hynd was awarded the Queen's Diamond Jubilee Medal for his many years of social activism.

The position of Representative of Fisheries and Land Resources in an ex-officio capacity is currently vacant.

## CORRECTIONS CORNER

An error was printed in the last edition of the forum. Edgar McGuiness, a Marine Safety Researcher with SafetyNet, a research group at Memorial University, which is partially funded by the NL-FHSA with the Ocean Frontier Institute spoke to the importance of Personal Floatation Device (PFD) use in the fish harvesting industry. The NL-FHSA does not fund SafetyNet, although it does contribute to funding research projects under MITACS.

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# FFAW HOLDS REGIONAL MEETINGS

**Jessica McCormick, Director of Public Affairs**

FFAW President Keith Sullivan along with inshore council, executive board members and staff travelled throughout the province in early 2019 meeting with harvesters to discuss the state of the fishery and the outlook for the future. Harvesters who attended the meetings acknowledged the positive impact of increased incomes in recent years.

Many harvesters raised the need for increased access to abundant fish resources off our coast and the challenge of attracting new entrants to the industry. With declines in shellfish and inadequate access to abundant species such as cod, halibut, mackerel and capelin, it's clear there are challenges on the horizon that will require concerted lobbying and mobilization of FFAW members so that we can build on the progress we've made.



# ON THE FRONT LINE

**Tina Pretty**, FFAW-Unifor Women's Program Coordinator



A lot of our members work in the fishing industry where the workplace is either on the water or in a seafood processing plant. Other members make their living working on shop floors, in hotels, or steel fabrication facilities. And some of us have regular ol' nine to

five, Monday to Friday workdays. But what if your workplace is a women's shelter?

As a Board member of Iris Kirby House I requested to shadow frontline staff for a shift. Iris Kirby House has two shelters on the Northeast Avalon, one in St. John's and a sister shelter in Carbonear, O'Shaughnessy House. There are 47 beds between the two properties. Prior to this assignment I attended meetings at the 'House' and knew from HR reports that work in the shelter can be quite hectic and staffing resources often stretched quite thin. However, there's nothing like experiencing a work environment with your own senses to grasp what it is like when your job is to support women and children fleeing violence.

I arrived at the shelter at 4pm for a three-hour shift. I'm introduced to the two women on duty in the front office, Angie and Trudy. I spend nearly all my time shadowing Angie as her job involves answering the phone and monitoring the front door. There were 10 women and 8 children in the shelter on this particular day and five additional women had moved out earlier in the week.

The first thing I noticed was the office was not your typical space. Well it was and it wasn't.

On one end of the room was the desk, filing cabinets, copier and all the items you would expect to find in an office. However, when women first walk into the space they are invited to sit in a cozy living room-like setting complete with comfortable sofas, coffee table, end tables with lamps and plants. Women are often traumatized by institutions and intimidated being on the other side of the desk across from social workers, doctors or police officers. The living room is part of the trauma-informed care and practice model the shelter

is moving towards and designed to reassure women they are in an environment that supports them. I notice there's a framed poster on the wall that stands out: You deserve a safe space.

In the span of about three minutes two different residents enter the living room with their young sons in tow, each woman returning from outside appointments. They drop by the office to get their lanyards on which their room keys hang. It's critical to know exactly who is in the house at all times in case of fire so women must turn in their keys upon leaving and pick them up when they return.

I am amazed at how often the doorbell rings. Due to the high security needed for a safe house like a women's shelter, the camera over the door and the intercom ensures that all visitors are screened before admittance. All residents, visitors and staff are required to enter and exit by the main door in addition to receiving deliveries and donations.

By 4:18 a total of four women have returned. This recent one arrives with yet another young son, and like the other women, they sit on the sofa and have a quick chat with staff. By now Angie is on her second phone call and about number 12 since arriving at 3pm. She explains all calls are recorded then entered into the computer. Using new software that is linked nationally with other shelters, this technology will eventually replace the time-consuming task of maintaining paper records on residents.

At 4:31 another call comes in. A resident at a rental owned by the shelter has a problem with her washer and maintenance is called for follow up.

Two minutes later the doorbell rings again. Then the phone rings. Another ex-resident, this one looking for an update on her housing application. I discover that women may have long waits for Newfoundland Housing units. Doorbells and phones ring near constantly.

Tonight there's a special dinner for Valentine's Day downstairs in the community room. The table is decked out in red table cloths and Valentine's paraphernalia. Angie and I join residents at the table, Angie with her cordless phone in hand. About 10 minutes in the phone rings. This time a distress call and Angie hastily returns to the office. I remain for a chat and ask the women about their day. There is such a range of ages around the table from early 20s to early 60s.



I make my way back upstairs and Angie is now dealing with a crisis situation with a resident and I continue to chat with women outside the office. One woman was married for 33 years and now finds herself without anywhere to call home and has recently moved into one of the four supportive housing units attached to the shelter.

It's the doorbell again. This time a noticeably intoxicated young woman arrives. Drug and alcohol use is prohibited and staff converge to discuss options on this latest development.

Another call. This time an ex-resident calling to discuss a medical issue.

In the brief moments when we did get to talk, staff were very open and answered my questions about their jobs and interaction with women and children. They talked about diversity in the metro region and

how in one week there were seven different cultures in the house to take into consideration. They told me about the struggles women encounter when arriving at the shelter with little or nothing, not familiar with their surroundings, often with no financial resources and having to learn to live by themselves. At night residents often seek out staff in the front office to talk with when they can't sleep due to fear, worry, frustration or depression.

The thing that stands out most to me is how caring, compassionate and non-judgemental staff were in their dealings with women - be it on the phone or in person. I thought one of the older women summed it up well when recounting the support she received from one of the staff. She said, "She saved my life, it's all I can say, she saved me. I went into her office and sat down and she listened to me."

## RICHARD CASHIN HONOURED WITH ORDER OF NEWFOUNDLAND AND LABRADOR

On January 30, 10 individuals were invested into the Order of Newfoundland and Labrador, including the Honourable Richard Cashin for his dedication to public service. Cashin is a lawyer, and in 1962 was elected to the House of Commons as MP for St. John's West until 1968. Together with Father Desmond McGrath in the early 1970's, Cashin successfully organized

fish harvesters in our province into a trade union that eventually became the Fish, Food and Allied Workers Union. Cashin was President of FFAW until 1993.

Cashin was made an Officer of the Order of Canada in 1989 and in 1992 was sworn into the Queen's Privy Council for Canada.



From L-R: Dr. Lloydetta Quaicoe, Rev. Arthur Elliott, Kaetlyn Osmond, Christopher Pratt, Elder Odelle Pike, Darryl Fry, Paula Dawe. Seated (l-r) Cassandra Ivany, Premier Dwight Ball, Joseph Butler, Richard Cashin. Photo from Lieutenant Governor Judy M. Foote Facebook



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Fish, Food & Allied Workers

# EMPLOYMENT OPPORTUNITY

## FFAW-UNIFOR SCIENCE FIELD TECHNICIAN

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

- **Knowledge of and/or work experience relating to commercial fishing, and the ability to work on inshore vessels and/or on larger vessels will be required.**
- **Commercial fishing experience would be an asset.**
- **The ability to communicate with the fish harvesters, crewmembers and to work independently is a must.**
- **Vehicle is a must as travel will be required.**

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

**Applications may be submitted to: [jobs@ffaw.net](mailto:jobs@ffaw.net)**



# UNION REP WINS EI APPEAL FOR SOUTH COAST FISH HARVESTER

**Robert Keenan, FFAW-Unifor Projects Manager**

Access to employment insurance benefits is incredibly important for those that work in the fishing industry. The fishery is a seasonal industry, but it requires a consistent and dedicated workforce which the EI system allows for. But having a system in place and having that system work properly are two different things. EI is a massive program with many different rules and options and it is not hard to get lost in incorrect information, assumptions, and decisions.

For the membership of FFAW, they are fortunate to have the experience and knowledge of Allan Moulton on their side. Allan is a former vice-president of the Industrial-Retail-Offshore sector of the Union and now works in support of various FFAW industrial units. Allan is experienced dealing with the EI system, and served a few terms on the EI appeal board. Over the past several years, Allan has assisted members on numerous occasions with EI claims and appeal.

Last summer, Robert Jensen, a lifelong fish harvester and owner-operator on the south coast, needed a new crew member for the season. Robert's wife, Sherry, expressed an interest in taking on the role, and she left the restaurant she had worked for the last 14 years and joined her husband aboard the vessel.

The fishing season proceeded as usual and, at the end of it, Sherry did what thousands of other harvesters and plant workers do – she filed for EI. However, Sherry's claim was rejected. "I was told by Service Canada that I had to go look for alternate work, which is false because EI rules do not require seasonal workers to look for new work if there is a likelihood of being called back," Sherry explained. "After all, what company wants to hire someone and have them quit after a few months to go back to their old job."

Sherry was also told that she was not making herself available for work and not applying to available jobs. On this excuse, Service Canada were particularly

unhelpful and refused to even inform Sherry of the jobs that she supposedly neglected to apply for.

Frustrated by the denial of her claim, Sherry and Robert reached out to FFAW for support. When Allan reviewed the facts, he knew that Sherry was not being treated properly.

"I contacted the Service Canada agent that was dealing with Sherry's claim and I quickly realized that he would provide no help," Allan said. "The agent just told me that I would have to appeal, so that's what I did."

Allan understands the case law on EI claims. He knows what arguments to make and how to make them. On October 16, 2018, Sherry's appeal was heard by the Chair of the Social Security Tribunal in St. John's. Allan presented the facts, and on October 26th, the Chair delivered his ruling siding with Sherry.

The victory has made a significant difference in the lives of Sherry and Robert. She received all of the EI benefits she was owed, which is allowing her and Robert to get by until the fishing season starts again in April. "This is a huge weight lifted off our shoulders," Sherry said, clearly relieved and happy. "We are so thankful for the work that Allan did for us."



Sherry and Robert Jensen



# NATIONAL FISHERIES MONITORING POLICY UNDER CONSIDERATION

**Dwan Street, FFAW-Unifor Projects Coordinator**

The Department of Fisheries and Oceans held consultations both in person and online on a draft National Fisheries Monitoring Policy to be implemented under the Sustainable Fisheries Framework. According to the department, the reasoning behind the policy is:

“We don’t have a national policy on catch reporting and fishery monitoring. This has led to:

- an absence of national goals for catch reporting and monitoring in fisheries with which to assess performance
- inconsistent monitoring and reporting requirements and no explanation for the differences
- some concerns about the adequacy and quality of data from fishery monitoring programs, which is needed to manage fisheries

Catch reporting and fishery monitoring is essential for the proper management of fisheries. Fishery managers, scientists and others need to know information such as:

- catch quantities
- types and levels of bycatch
- the location and timing of fishing activities

This information is needed for:

- science stock assessments and the long-term sustainable management of fisheries
- maintaining public confidence in the management of fisheries and the health of fish stocks and ecosystems
- Canadian fisheries to maintain market access, such as by helping to meet the requirements for eco-certification”

In our response, FFAW has stated that in Newfoundland and Labrador, harvesters have worked very hard through required methods and through FFAW initiated methods (such as lobster science log books) to ensure reporting and monitoring are both thorough and operate as necessary. We stated:

“As pointed out in recent meetings in St. John’s, NL, many feel the necessary gaps to be filled in our province are not the responsibility of the harvester and that the Department must increase investment and resources to improve areas where data and efficiencies are lacking. As stated in the summary document, “Fishery monitoring activities may also include the auditing of collected data for accuracy and completeness, biological sampling

# NATIONAL FISHERIES MONITORING POLICY CONTINUED

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requirements, summarizing and analyzing catch data and other fisheries data, and communicating catch estimates and other information within Fisheries and Oceans Canada (DFO), to harvesters and to the public. DFO staff, such as fishery officers, fishery managers, biologists and scientists, may also conduct fishery monitoring activities.”

This area is where many feel there are gaps and that necessary resources are lacking. This is increasingly evident as harvesters prepare for upcoming fishing seasons and are informed log book data are not yet available, or data collected have not been yet entered into necessary systems and models. Investment and added resources within the Department would be very beneficial in increasing efficiency in these areas, and this can also help restore confidence in the processes.

Also, it is imperative that increased and improved monitoring should not bear costs upon harvesters. Operating a fishing enterprise is a very costly venture. Our members face challenges with declining resources due to a shifting marine ecosystem, and while we are committed to sustainable, data rich fisheries, this cannot come at an increase financial burden to harvesters.

For example, at-sea observer coverage is a very costly tool of monitoring. Harvesters have been responsible for the entirety of these costs since the Department halted its percentage contribution to the cost in 2013. We applaud the federal government’s re-commitment to injecting funding back into the Department to restore resources and important components cut under previous regimes. This percentage contribution was a very helpful and beneficial use of funds within the Department. We highly recommend

restoration of this contribution as we move forward in increasing observer coverage in data deficient fisheries and closing data gaps.

As stated in the summary document, “The commercial sector is responsible for all costs associated with the catch reporting and monitoring requirements to support their monitoring programs, including Dockside Monitoring and At-Sea Observer programs, as well as the following activities: collecting, recording and communicating required fishery data; making catch, vessels and holds safe and accessible to monitors and/or observers; procuring Vessel Monitoring Systems (VMS) and other necessary fishery monitoring equipment; training, deploying, and paying monitoring personnel; overseeing monitoring programs, contracts with service providers, and maintaining certification for monitoring personnel.”

Thus, it is paramount that increased and improved monitoring and data collection not download more costs upon the harvesting sector who have made, and continue to make, significant investment in their commitment to sustainable and responsible fisheries. We ask that in the creation and implementation of this new policy framework, that the Department make the necessary investments and increase in resources internally to ensure fair balance in sharing both financial and ecological accountability in the monitoring of our fisheries resources.”

We will continue to follow the progress on this framework and keep membership informed.



**Hazards are not always so obvious.**

**Take time to evaluate the risks and follow safe work practices to get you and your crew home safely.**

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

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# PENNECON AT LONG HARBOUR

On February 26th Staff Rep Allan Moulton and IRO Director Greg Pretty attended a membership meeting of the Pennecon Local in Long Harbour.



Allan Moulton thanked outgoing Local Chair Dwayne Harnum for his commitment to our members at Long Harbour and wished him the best in future. Dwayne was the first Local Chair at Long Harbour and dealt with some very difficult issues. Dwayne also represented his members at the IRO Council and will be missed around the table.

Our new Committee is in place with Chair Keith Sheppard, Vice Chair Anthony Glover and Wayne Kelly returns as Secretary-Treasurer.

Three shop stewards, Jeff Blundon, Jeremy Goodyear and Brett O'Reilly have also accepted their nominations.



“That’s a pretty solid committee with good depth and experience in all quarters,” said Moulton. “I’m looking forward to working with them to advance the interests of our members at Long Harbor.”

The committee held its first meeting just days following their election when they met with Allan, Greg Pretty and FFAW Secretary Treasurer David Decker at FFAW headquarters in St. John’s. The Committee tackled immediate priorities and outlined a plan for initiatives and goals for the first half of 2019.

Pennecon Long Harbour is a multi-disciplined skilled trades local consisting of 180 members providing maintenance and repair work for all facets of nickel production at the Vale Plant in Long Harbour NL.

**Have a great upcoming fishing season.**



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# LET'S TALK ABOUT THE PRECAUTIONARY APPROACH

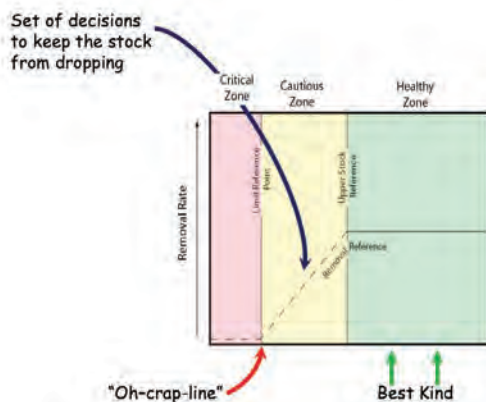
Dr. Erin Carruthers, FFAW-Unifor Fisheries Scientist



There has been a fair bit of talk these past few months on DFO's Precautionary Approach and Limit Reference Points, be it for northern cod, snow crab or shrimp.

Last week I was asked on a radio call-in show I was asked what it all meant because, "A precautionary approach is a good thing isn't it? Being precautionary would keep fish stocks from collapsing." That is the idea but, and this is a really big 'but', the specifics for each stock matter.

Stock specific details matter because a PA is basically a decision-making management framework. PA frameworks include reference points and decision rules. A PA must have a Limit Reference Point or LRP, which I call the "Oh-crap-line." DFO defines the Critical Zone as the level below which serious harm is occurring to the stock. There is also the Upper Stock Reference Point, which separates the Cautious and Healthy Zones and a series of decisions to be made in the Cautious Zone to keep the stock abundance from falling. Ideally, the goal is to manage a fishery so it stays above the Upper Stock Reference.



While the overall framework is straight forward, developing a PA for a particular stock or fishery is much more complicated. Over the past year, FFAW has

disagreed with DFO over the Department's approach to developing PAs for northern shrimp, northern cod and snow crab. Again, there is little disagreement that it is a good idea to have a Limit Reference Point or that decisions have to be adjusted when a stock is falling or otherwise showing signs that things are not going well.

Key questions to consider when developing a stock-specific PA include: how was the PA developed, who has a say, what is being measured and over what time period and area? And, importantly, does it make sense?

In the case of northern shrimp and northern cod, the Union's argument is that it does not make sense to have two different reference periods for defining the Limit Reference Points for two species that share the same area and that have a tight predator-prey relationship. In the case of shrimp, abundance was likely much lower in the early years before the abundance of their predators collapsed.

As a result, information from that earlier period, when shrimp-predators were much more abundant, is being incorporated into a shrimp population model and, hopefully, a revision of the Limit Reference Point for shrimp stocks. The new model will be presented in the Spring of 2019.

For Northern Cod, the crux of the matter is the ongoing disagreements on what happened in the 1980s and 1970s. Again, there is work being done at DFO to potentially revise the Limit Reference Point or at least consider a broader range of time periods and biomass levels in the research.

Most recently, the discussion has been around the proposed Reference Points for Snow Crab. FFAW committed to having full consultations with fish harvesters on how to develop a PA for crab, what is being measured, over what time period and area, and importantly, does it make sense. We will be bringing all that information and knowledge from fish harvesters back to the assessment and management tables.

DFO Science and Management are committed to having precautionary approach frameworks in place for key commercial stocks. The challenge for us is to ensure that the PA frameworks make sense to harvesters and protects the fishery and protects the stocks.



# FFAW-Unifor WOMEN'S ADVOCATES

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

If you feel that you are in immediate danger, please contact your local police or call the crisis line listed in your phonebook.

## Labrador

Vicki Morris  
LFUSCL Charlottetown, Labrador  
709-949-0343  
vickipaulinerussell@hotmail.com

## Northern Peninsula

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

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

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

## West and South Coast

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

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

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

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

## Central/North East Coast

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

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

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

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

Nancy Bowers  
Beachside Area  
709-668-1576  
nancy\_bowers@hotmail.com

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

## Burin Peninsula

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

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

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

## Bonavista Peninsula

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

## Avalon Peninsula

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

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

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

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

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

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

# FFAW-Unifor Life Insurance

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

## frequently asked QUESTIONS

### Q: How much does the insurance cost?

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

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

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

### Q: Am I covered only while working or fishing?

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

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

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

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

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

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

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

### Q: Is there an age limit?

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

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

**A:** No. This is strictly a life/accidental death/dismemberment insurance policy. There is a cash benefit payable for loss of limbs, loss of hearing, loss of sight, etc. due to accidents only.

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

# SIX WEEKS AT SEA

***Brent Fahey, a fish harvester from Northern Bay, Conception Bay, worked offshore as a Fisheries Liaison Officer this past summer on a 3D seismic vessel. Brent is a third generation fisherman and although only 23 he has been fishing with his grandfather and father since he turned 16.***

My name is Brent Paul Fahey. I had the opportunity to work on the PGS seismic vessel Ramform Sterling as an FLO for the FFAW in 2018. As a young fisherman who fishes within Conception Bay, the experience to go offshore was amazing as I got to see what this seismic work that everyone discusses was all about.

As FLO, my duties were to communicate with other fishing vessels on the water to let them know what the seismic vessel was doing, where it was going and how long it would be in the area. I also gathered information from fish harvesters about the location of their gear and their fishing plans. This was all to make sure the seismic vessel didn't encounter any fishing gear while it was conducting seismic work.

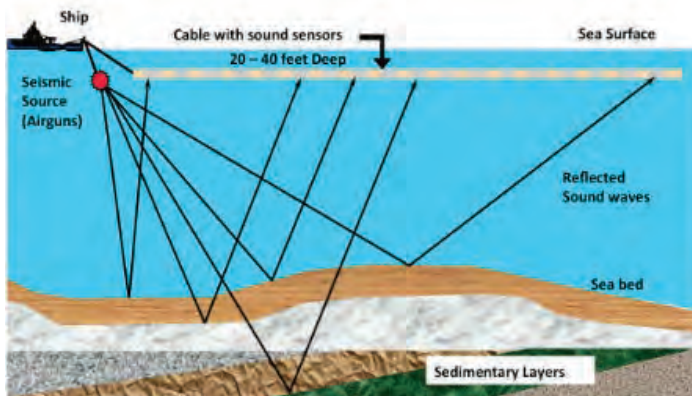
I spent the majority of daylight hours on the bridge of the vessel and occasionally on deck if anything got caught in the streamers. There were 14 streamers towed behind the seismic vessel and each of the streamers were about 8 kilometres in length. The streamers were spaced apart by about 100 metres so the width of the streamer array behind the vessel was about 1.5 kilometres. Also, the streamers were



Two air guns were used on this particular 3D vessel and were located about 100 metres from the stern of the vessel. Compressed air is shot out of the air guns, which alternate shooting about every eight seconds or so. The compressed air produces sound waves that are shot towards the sea floor and can penetrate into the rock layers below. The streamer array catches and collects the data from the bounce of the sound waves as they return to the ocean surface. The strength and return time data of the sound waves is used to produce maps of the geology below the seafloor.

I definitely felt my FLO experience was successful as we didn't have any gear encounters during my six week deployment. I was also communicating with the fishing vessel conducting the crab-seismic field study which was interesting to learn about. As well, the post-season crab survey was just starting at the end of my deployment so I also explained potential areas of conflicts to the vessel crew.

It was an amazing experience as a fisherman to be able to become a Fisheries Liaison Officer for six weeks and see what seismic was all about. I felt welcomed on the vessel and the crew were friendly and helpful with anything I needed. Overall the experience was incredible and definitely one I won't forget.



about 20-25 metres below the water surface so the potential for entanglement was high as it appears at first glance that the seismic vessel is just a vessel transiting the ocean.

# FFAW | UNIFOR STAFF REPRESENTATIVES



**BILL BRODERICK**

*Inshore Director*



**JASON SPINGLE**

*Staff Representative*  
West Coast, Northern Peninsula & Labrador



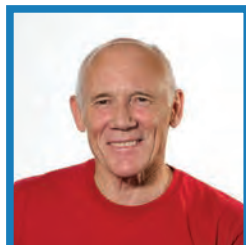
**GREG PRETTY**

*Industrial/Retail/Deepsea Director*



**MONTY WAY**

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



**ROLAND HEDDERSON**

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



**JOHN BOLAND**

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



**SHARON WALSH**

*Staff Representative*  
Industrial/Retail/Offshore

# ELECTED LEADERSHIP



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

FFAW-Unifor is overseen by the 19 member Executive Board, which is elected every 3 years. Below the Executive Board, there are two councils; the Inshore Council and the Industrial/ Retail/Offshore Council. These councils are also elected every 3 years. Each Council has numerous committees. The next elections will take place in 2021.

## 2018 - 2021

### EXECUTIVE BOARD

KEITH SULLIVAN	President
DAVID DECKER	Secretary-Treasurer
TONY DOYLE	Inshore Vice-President
DORETTA STRICKLAND	Industrial-Retail-Offshore Vice President
NELSON BUSSEY	Inshore (Avalon Peninsula)
LOOMIS WAY	Inshore (Northern Peninsula and Labrador)
GLEN NEWBURY	Inshore (Northeast Coast)
KEVIN HARDY	Inshore (West and Southwest Coasts)
JOAN DOUCETTE	Inshore (Women's Position)
MIKE NOONAN	Inshore (Crew Member)
NANCY FILLIER	Industrial-Retail-Offshore (Northern Peninsula and Labrador)
SHEILA HOWELL	Industrial-Retail-Offshore (Northeast Coast)
JOEY WARFORD	Industrial-Retail-Offshore (Non-Fishing Industry Unit)
KAREN CAINES	Industrial-Retail-Offshore (Women's Position)
CHARLIE BAKER	Industrial-Retail-Offshore (South and Southwest Coasts)
WARREN BRODERICK	Industrial-Retail-Offshore (Offshore)

# INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

---

Doretta Strickland	VICE-PRESIDENT	Vicki Morris	LFUSCL, CHARLOTTETOWN
Warren Broderick	EXECUTIVE BOARD	Maudie Maloney	SHAMUT, WITLESS BAY
Sheila Howell	EXECUTIVE BOARD	Hubert Stacey	OCI, ST. LAWRENCE
Nancy Fillier	EXECUTIVE BOARD	Betty Brett	FOGO ISLAND COOP, FOGO ISLAND
Charlie Baker	EXECUTIVE BOARD	Flora Mills	NOTRE DAME SEAFOODS
Joey Warford	EXECUTIVE BOARD	Lloyd Squibb	Harbour Grace Seafoods
Karen Caines	EXECUTIVE BOARD	Ed English	METAL FABRICATION INDUSTRY REP
Eric Day	BARRYS, HARBOUR BRETON	Gerard Walsh	OFFSHORE UNIT - TANKERS
Melvin Lockyer	ICEWATER	Barry Mcdonald	OFFSHORE FISHING VESSELS
Candace Francis	OCI, PORT AUX CHOIX	Mike Devereaux	QUALITY INN & SUITES
Trudy Byrne	ST. ANTHONY SEAFOODS	Ruby Sheppard	FRC
Peter Winsor	VALLEYFIELD	Dwayne Harnum	PENNECON
Barry Randell	BONAVISTA		

# INSHORE COUNCIL

---

Tony Doyle	INSHORE VICE-PRESIDENT	Eldred Woodford	N. HEAD TO POINT ALBERT INCL. NEW WORLD ISLAND AND TWILLINGATE
Kevin Hardy	EXECUTIVE BOARD/BURNT ISLANDS	Basil Goodyear	GANDER BAY TO CAPE FREELS, INCL. FOGO AND CHANGE ISLANDS
Glen Newbury	EXECUTIVE BOARD/SHOE COVE	Dennis Chaulk	NEWTOWN TO ELLISTON
Loomis Way	EXECUTIVE BOARD/GREEN ISLAND COVE	Gilbert Penney	LITTLE CATALINA TO GREEN'S HARBOUR
Mike Noonan	EXECUTIVE BOARD/CREW MEMBER REP	Keith Smith	WHITEWAY TO CARBONEAR
Joan Doucette	EXECUTIVE BOARD/ST. GEORGES	VACANT	HR. GRACE TO PORTUGAL COVE NORTH
Nelson Bussey	EXECUTIVE BOARD/REP AT LARGE	Alton Rumbolt	HENLEY HARBOUR TO CARTWRIGHT
Vacant	WEST & SOUTHWEST COASTS	Larry Pinksen	CREW MEMBER
Jim Chidley	POUCH COVE TO POINT LANCE	Darrin Marsh	CREW MEMBER
Brian Careen	ST. BRIDES TO SWIFT CURRENT	Shelley White	CREW MEMBER
Alfred Fitzpatrick	MONKSTOWN TO GARNISH	Loretta Kelly	WOMEN'S POSITION
Dan Baker	ST. BERNARDS TO MACCALLUM	Nancy Bowers	WOMEN'S POSITION
VACANT	HIGHLANDS TO COX'S COVE	Denise Hillier	WOMEN'S POSITION
Carl Hedderson	TROUT RIVER TO NODDY BAY & L'ANSE AU CLAIR TO RED BAY	Ren Genge	MEMBER AT LARGE
VACANT	FRANCOIS TO CODROY	Kevin Best	MEMBER AT LARGE
Michael Symmonds	QUIRPON TO ENGLEE	Glen Winslow	MEMBER AT LARGE
Albert Wells	JACKSON'S ARM TO N. HEAD <40'	Andy Careen	MEMBER AT LARGE
Randy Randell	JACKSON'S ARM TO N. HEAD >40'		

# 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](mailto:cglode@ffaw.net) and your name will be entered for a prize. The winner will be announced in the next issue of The Union Forum.



Last issue's flashbacks photo was correctly identified by Ahsley Hanrahan as William Stockley, George Hanrahan, Jack Power, Gord Miller, Leo House and Johnny Legge on the picketline outside Marystown fish plant.

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