

the union forum



Challenging Year for Snow Crab Negotiations

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Skilled Trades at
Steelfab Metal Shop

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4	President's Message
6	Message from the Industrial Director
7	Shop Steward and Grievance Handling Course
8	10th Annual World Oceans' Day
9	Northern Harvest Committee Makes Strides with New Ownership
10	FFAW Member Photo Submissions
12	Crowd Fills Duckworth Street in Support of Inshore Fishery
15	NL-FHSA: Assessing Risk and Developing Safe Work Practices
17	Atlantic Council Reviews Year of Groundbreaking Solidarity
17	Fish Harvesters' Resource Centre Employees Reach New Collective Agreement
18	International Womens' Day 2019
19	Improving Knowledge of Lobster Population and Change in Placentia Bay
20	Notre Dame Seafoods Votes in Favour of Collective Agreement
21	Review Meeting Begins to Manage Shrimp
22	Snow Crab Survey Gathers Important Information from Harvesters
24	FFAW-Unifor Speaking to Senate on Bill C-69
26	New Legislation Provides Support for Victims of Family Violence
27	Member Profile: Glen Francis
28	FFAW-Unifor Scholarship Recipients
29	Provincial Ready Mix Makes Progress on Collective Agreement
29	General Price Updates
31	Price for Cod Up Over 8% for 2019 Season
32	Harvesters Maximize Prices with Quality Handling Procedures
33	Branding and Marketing Newfoundland and Labrador Seafood
34	Challenges with Negotiating a Fair Price for Snow Crab
35	Negotiating the Price for the 2019 Shrimp Fishery
36	Skilled Trades at Steelfab Metal Fabrication Shop
37	Harvester Involvement in Planning a New Precautionary Approach
38	An Unusual Catch
39	The Continued Strength of Lobster Prices
40	Minority Government Must Honour Election Commitments
41	St. Anthony Seafood Workers Ratify Collective Agreement
41	Federal Government Approves FFAW Request for Benefits Extension
42	FFAW Unifor Women's Advocates
43	FFAW Unifor Staff Representatives
44	FFAW Elected Leadership
47	Flashback



Review Meeting Begins Process to Manage Shrimp in Context of Changing Marine Ecosystem

21



Snow Crab Survey Gathers Important Information From Harvesters

22



An Unusual Catch

38

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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



A great European labour leader once wrote said that, “The supply of words on the world market is plentiful.” That statement has never been truer than it is today. The market for words is plentiful and it is cheap. There are numerous platforms, from social media to call-in shows to editorials, whereby

one can use his or her words to make misrepresentations, push conspiracy theories, make empty promises, take credit for the work of others, and push ideas that are destructive and counterproductive.

The marketplace that matters is the marketplace of deeds. Deeds back up words; they bring truth to commitments made. In this sense, FFAW has been very strong in the marketplace of deeds. Consider the last few years in just the fishery:

- We committed to fight crab quota cuts in several areas that did not correspond with fisheries science and harvester experience. We exerted maximum political pressure on the federal government, held a rally and march along one of the busiest streets in St. John’s, and in the end the expected the quota cuts were largely reversed.
- We committed to secure compensation for harvesters

and plant workers affected by severe ice conditions. This was a challenge faced in 2017 and 2019 and in both cases your Union was successful in convincing the federal government to act. We are currently working with the federal government to make compensation for ice conditions a permanent feature of the EI system.

- We committed to reasserting the voice of harvesters is present and heard in matters of fisheries science and sustainability. To further this, we retained the services of a leading fisheries scientist to further FFAW capacity and to bring the perspective of the harvester to fishery science matters.
- Year-after-year, we continue to negotiate high prices for harvesters that helps grow harvester, community, and regional economic sustainability. Over the past two years we have negotiated record high prices for crab, shrimp, squid, as well as important price increases for cod. There is also the FFAW lobster price formula that continues to provide excellent, market-based returns to harvesters.
- We committed to protecting owner-operator and enforcing fleet separation. For the past several years, we have led a concerted effort to have Parliament pass legislation and regulations that will provide the legal tools necessary to break the corporate intrusion into the owner-operator fleet. It is now very likely that these efforts will come to fruition.
- We committed to working to improve halibut quotas, so that harvesters get the benefit of a booming stock. To do so, we engaged in the necessary fishery science projects to provide a better indication of the halibut stock and biomass. This work is paying off and harvesters this year are likely going to receive a significant increase in the halibut quota.
- We committed to trying to provide harvester access to the growing redfish stock in the Gulf of St. Lawrence. To further this goal, we established a science program focused on fishing redfish in a sustainable manner. It is

our goal, our commitment, to have a redfish fishery in the Gulf to support harvesters affected by the downturn in shrimp.

These are a selection of deeds that have defined the success of your Union the past two years. There are dozens more in recent memory we could draw upon and there are still more that we continue to work towards every day.

Words alone are flotsam – isolated, purposeless, easily forgotten. Deeds are the tide that shape movements and results and are a force to be reckoned with. FFAW is a force for harvesters and workers. Your Union has the resources, the expertise, the connections, the vision, and the capacity to be the rising tide that lifts all inshore ships in Newfoundland and Labrador.

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MESSAGE FROM THE INDUSTRIAL DIRECTOR

Greg Pretty, Industrial Director



In anticipation of the provincial election results, I wrote two columns. This is not one of them.

When union members demonstrate, you'll often hear the chant, "Tell me what Democracy Looks Like!" "This is what democracy looks like!"

It's one of the choice nuggets of bullhorn diplomacy, right up there with what's become a National

Chant of, "Seamus, Seamus if you're able..."

The democracy chant popped into my mind watching the count on e-day.

What a night!

I kept switching between NTV and CBC however by 8:45 p.m. I was about to doze off in the chair, resigned to the fact that the results were shaping up to what most people anticipated, a majority Liberal Government.

Man, am I ever glad I didn't nod off!

The next 2 hours provided some of the best election television ever.

What a roller-coaster ride! Far better than the last episode of Game of Thrones.

Leading and elected rollercoasting every few minutes. Majority slipping and sliding to minority, going back to solid majority, then dropping down to minority again.

Leads holding solid for an hour, often with over half the polls counted and then remarkably, the slow rise as the rest of the polls came in.

Liberal Ministers toppled, backbenchers summarily dismissed, Tories picking up seven, Joyce and Lane now confirmed independents, zero for Alliance, The NDP (New Democratic Phoenix) straight out of the ashes of pundit and public opinion, place three members in the House. Then the Grand Finale, Ches's Contrarian Constitutional Crisis.

By 10:30 p.m. the old traditional way of doing political business in NL had floated away, belly up, like an 18-inch cod in the recreational fishery.

What a great smorgasbord of delectable bite-sized political morsels.

NDP supporters voting for Tories, particularly on the Burin Peninsula.

Bill Matthews in the lead until his Hail Mary side-swiping of Lieutenant Governor Judy Foote cost him the election.

Paul Antle throwing a life-ring to a floundering Mark Browne and missing.

Paul Lane's and Eddie Joyce's victory signifying a rupture in traditional party politics.

Townies supporting the Liberals and securing a win.

Roger Grimes' evisceration of Crosbie's infamous "No Retreat, Baby, No Surrender" harangue.

Alison Coffin's triumphant entrance at party headquarters.

Ball's humility, Crosbie's indignation and Coffin's exuberance, perhaps foreshadowing the next four years.

In our brave, new political world of Minority Government every seat will count. Backbenchers and their constituents now wield a power seldom seen in NL politics.

Should the minority hold, every vote will be significant. Every session of the House meaningful. There will be more accountability by all hands, from senior to rookie MHAs. Consensus now rules. A new life for NL democracy.

The only thing still on life-support is the traditional party politics we've been economically lashed by for the past 70 years.

The purveyors of party politics aren't going easy. These prickly political pundits have hammered away since election night. They extoll the notoriously short life of minority governments. They harp on inherent instability. They desperately want to defeat the government ASAP and toss in "a head on a platter" for emphasis.

Not much to look forward to in a Minority Government for those who've spent their careers making life miserable for workers and their families.

Don't listen to them. As I see it, a Minority Government won't be hamstrung by constant political interference, the whining and wailing of the Boards of Trade and Employer Council Cabals. That alone should switch the political balance from corporate to constituents.

Keep your fingers crossed, so much depends on the

Labrador West judicial recount.

So, Your Honour, get on with your business and "Tell us what our Democracy looks like!"

SHOP STEWARD AND GRIEVANCE HANDLING COURSE

On Saturday, April 13, FFAW provided a one-day Shop Steward and Grievance Handling course at the Ramada in St. John's. Participants to the training came from Pennecon in Long Harbour and Molsons Brewery in St. John's. "All Participants were eager to learn how to better represent their co-workers at their workplaces and were enthusiastic to participate in discussions on how to best achieve that goal. Everyone brought their knowledge of what's happening in their respective workplaces to the table to share with other participants. It is always a good learning experience for everyone including myself as Course Facilitator," said Allan Moulton.



10TH ANNUAL WORLD OCEANS DAY FAMILY EVENT



Three year old Easton Glode checks out a traceable lobster at the FFAW-Unifor booth with staff Rachel Waye and Johan Joensen.

The World Oceans Day free family event is held at the Marine Institute in St. John's every June. This year marked the 10th year for the event that showcases many different organizations and marine experts with interactive booths such as touch tanks, ROVs, colouring stations and more.

The FFAW-Unifor booth featured the traceability project, where attendees could check out a live lobster with a traceable tag. This free, public event is presented by Fisheries and Oceans Canada, Department of Fisheries and Aquaculture, Marine Institute, FFAW-Unifor, Canadian Parks and Wilderness Society, and the World Wildlife Fund - Canada.



FFAW President Keith Sullivan speaks at the opening ceremony.



One year old Jasper Rees and mom Bobbi Rees, who is a longtime member of the WOD Planning Committee pose with the WWF-Canada Panda

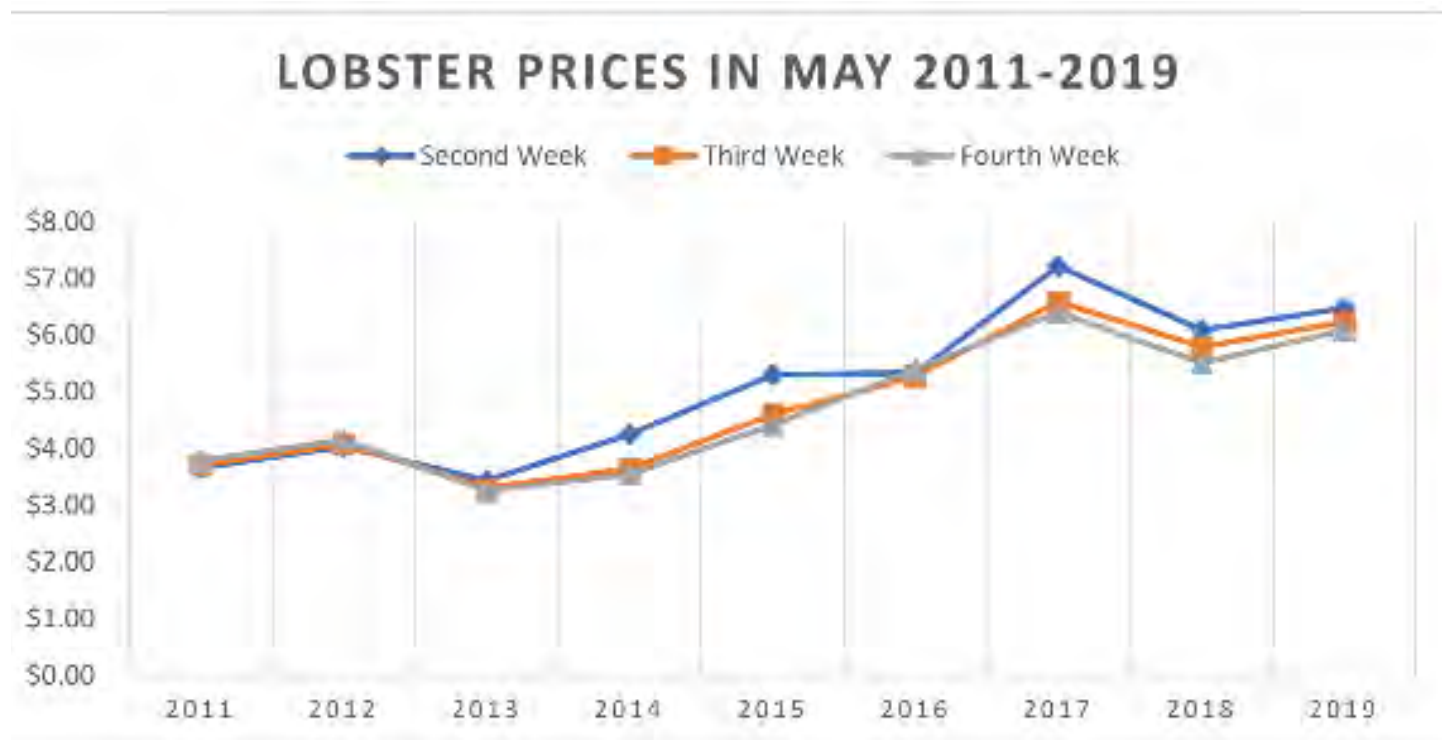


Jake Joensen sits on a toy Beluga while checking out a new colouring book.

THE CONTINUED STRENGTH OF LOBSTER PRICES

There was nervousness at the beginning of the lobster season this year, as lobster prices started the typical spring trend a month earlier than usual. This was odd, given the continued overall strength of the lobster market in Asia and North America.

the average price for the second to fourth week in May was \$3.71. In 2015, it was \$4.77, a 26% increase from 2011. In 2019, the average price was \$6.26, which is a 69% increase over 2011 and a 31% increase from 2015.



Six weeks into the lobster season and these concerns have not materialized. In fact, we are seeing near-record level prices. The lobster price setting formula has been in place since 2011. The purpose of the formula is to provide prices to harvesters that are in-line with the market. This is what it has successfully done for 8 years.

A good indication of the strength of the overall market are the prices to harvesters for May. By May the fishery is open in all of NL and in the other Atlantic provinces and New England. The prices in May are often indicative of the prices for the season.

May prices this year are very strong, the second highest since the formula started in 2011.

To put the May price growth into perspective, in 2011

Given the current market and exchange rate, it is possible that the first price posted in June will be a record for NL harvesters. A \$6.00 price at the beginning of June has only been achieved one time in the past, and that was 2017 when the price was exactly \$6.00.

There is also confidence that the second half of the season will enjoy strong prices. The lobster market usually hits its low point around this time and if the market trends of the past continue, the price should start to increase again in mid-June.

FFAW MEMBER PHOTO SUBMISSIONS

Want to have your photo featured on our Facebook page or in the next Union Forum? Send it to cglode@ffaw.net.



Angela Hallett took this photo on their first day of crab fishing in Salvage.



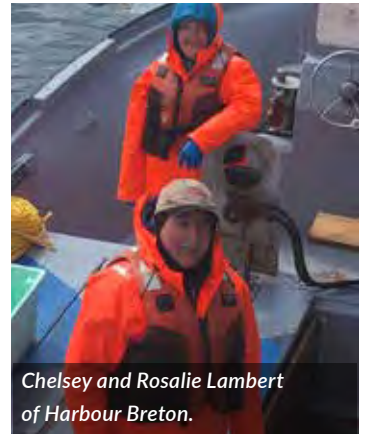
Beautiful halibut caught by Rita and Rod Roul of Lawn.



Nancy Bowers with a boat full of crab!



Clyde Cooper onboard with Roland Rose of Gaultois.



Chelsey and Rosalie Lambert of Harbour Breton.



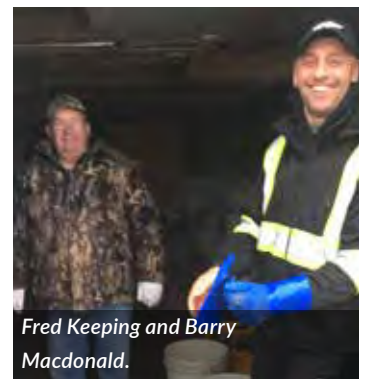
George Burton of Greenspond in Bonavista Bay had a catch of 3700lbs out of 120 pots in 24 hours.



Chelsea Noël and her aunt Lori Porter-Puddister fishing crab off Cape St. Francis.



Jim Hardy with a load of fresh herring bait.



Fred Keeping and Barry Macdonald.



Jeff Roberts of Hermitage.



Roland Rose of Gaultois.



Tony Baker of Seal Cove.



Levi Snook with Daphne Rose of Harbour Breton.



Tom Hickey of St. Jacques.



Sheldon Bonnington of Admiral's Beach in St. Mary's Bay.



Kenneth Keeping's granddaughter Emily, visiting from Alberta, had her 9 month photo taken in Poppy's crab pot.



Tony Doyle and crew had a close call with an iceberg while crab fishing off Bay de Verde.



Rod Smith of Belleoram.



CROWD FILLS DUCKWORTH STREET IN SUPPORT OF INSHORE FISHERY

Harvesters, plant workers and concerned citizens filled the streets of downtown St. John's on March 21 in a show of solidarity for our province's inshore fishery. The event began at the Delta Hotel followed by a march down Duckworth Street finishing with a rally outside Seamus O'Regan's St. John's office. Harvesters and plant workers from around the province made the trip into St. John's to send a strong message to federal politicians and the Department of Fisheries and Oceans (DFO).

"In fisheries science and in management, DFO has treated fish harvesters as an afterthought. As an inconvenience. As a box they have to check," said FFAW-Unifor President Keith Sullivan.

Upwards of 700 packed into the Delta Hotel's ballroom to stand up and speak out on the future of the industry.

"Today let's stand together and fight to bring these issues to the forefront for a balanced fishery where all fisheries can exist together and we can make a decent living," said Trevor Jones, Vice-Chair of the crab committee for 3K large/supplementary fleet, bringing the crowd to their feet in support.

Dwight Petten, Chair of the crab committee for 3L large/supplementary fleet, explained, "As professional fish harvesters, we support science and science-based

management of our fisheries. But DFO shuts us out of the science process and makes management decisions without consulting us."

Hundreds of plant workers came out in support, united with fish harvesters under a common goal for a sustainable inshore fishery.

"The one thing we all have in common today is survival. Survival of our fishers, survival of our plants, and survival of our communities. We're not going to stand by and let DFO destroy our communities," said Doretta Strickland, Vice-President of FFAW-Unifor's Executive Board and plant worker at OCI Triton.



“Each time we come together at rallies like this I am reminded of the strength of our union and of the perseverance of fish harvesters, of plant workers, your families, your communities, and I know that this is another fight that we can win. And we will win it together!” Sullivan told the crowd.

Other speakers at the event include Alton Rumbolt (Mary’s Harbour), Kenny Viscount (Placentia), Nelson Bussey (Port de Grave), Eldred Woodford (Herring Neck) and NAPE President Jerry Earle.





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NL-FHSA: ASSESSING RISK AND DEVELOPING SAFE WORK PRACTICES

In 2019, one of the goals of the Newfoundland & Labrador Fish Harvesting Safety Association (NL-FHSA) is to advance fish harvester knowledge of best practices and regulatory requirements. This will provide fish harvesters with the necessary tools to assist them in assessing the risks they face every day in their industry and provide them with the means to keep them safe in adverse conditions.

A comprehensive risk assessment is the first step in developing written safety procedures that will ensure processes are in place to protect fish harvesters from harm. It will also enable fish harvesters to maintain compliance with the Fishing Vessel Safety Regulations introduced in 2017. So far in 2019, the NL-FHSA has developed thirty written safety procedures using resources and input from Transport Canada, the Professional Fish Harvesters Certification Board (PFHCB), the Canadian Centre for Occupational Health and Safety (CCOHS), the Newfoundland and Labrador Occupational Health and Safety Regulations, as well as local harvesters and fisheries associations across the country. These procedures are currently available to all harvesters to be used as a guide for producing their own vessel specific procedures. Staff at the NL-FHSA are available to assist any harvesters who wish to develop their own written safety procedures, or who have questions about what is required to meet Transport Canada requirements.

What is a risk assessment?

A risk assessment is a thorough look at your workplace to identify hazards (things, situations, processes, etc. that may cause harm, particularly to people). After identification is made, you analyze and evaluate how likely and severe the risk is. When this determination is made, you can next, decide what measures should be in place to effectively eliminate or control the harm from happening (CCOHS, 2019). A “control” refers to procedures put in place to reduce the possibility that a hazard could turn into an incident. By implementing these procedures, you are controlling risk.

Why do I need risk assessment?



As an integral part of an occupational health and safety management plan, risk assessments help to:

- 1. Create awareness of hazards and risk.**
- 2. Identify who or what may be at risk (e.g., crew, visitors, the public, environment, etc.).**
- 3. Determine whether a control program is required for a particular hazard.**
- 4. Determine if existing control measures are adequate or if more should be done.**
- 5. Prevent injuries or illnesses.**
- 6. Prioritize hazards and control measures based on severity and probability.**
- 7. Meet legal requirements where applicable.**

(Source: CCOHS website)

How does it help me?

By completing a risk assessment, you bring awareness to hazards that might otherwise be missed or unspoken in the workplace. It often provides perspective by engaging owner/operators and crew members in a process of analyzing the tasks they carry out each day, and considering how things might go wrong. In completing the assessment you can start to eliminate hazards that might be avoidable, as well as develop controls to minimize risk.

Is it required by law?

Risk Assessment facilitates the development of safe work procedures which are required by law as outlined in the Newfoundland and Labrador Occupational Health and Safety Act and Regulations, and the Fishing Vessel Safety Regulations (Section 3.16). By complying with legislation, you demonstrate due diligence in managing

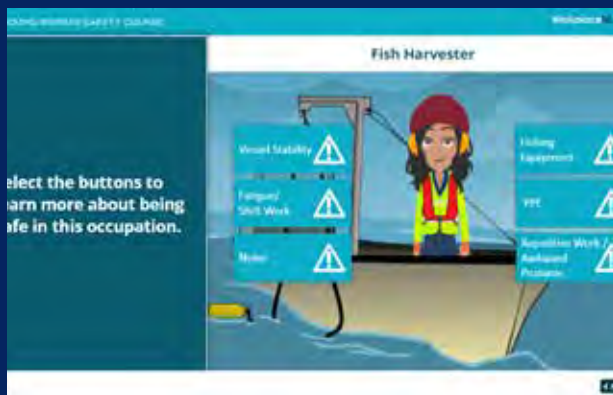
the risks associated with your operations. Should an incident occur, you are able to demonstrate that you took appropriate measures to identify, eliminate and control the hazards associated with your work where reasonable practicable.

For more information or assistance with the risk assessment and written safety procedure processes, please contact us at info@nlfhsa.com or by phone at (709) 722-8177.

Young Worker Safety Course To Now Include Fish Harvesting

In December 2018, WorkplaceNL launched its new Young Worker Occupational Health and Safety (OHS) course to better prepare young workers as they enter the workforce by helping them understand health and safety principles and practices. The course was developed in collaboration with the Department of Education and Early Childhood Development and Bluedrop Performance Learning.

In the spring of 2019, the NL-FHSA partnered with WorkplaceNL and Bluedrop to develop an interactive learning module specifically for young workers to expand their knowledge of OHS and the fishing industry. The fish harvesting module offers an overview of safe work practices needed to manage the challenges associated with working on a seagoing vessel.



Every student high school student in the province will have an opportunity to take the course through the Career Development 2201 curriculum which is a mandatory course for all students prior to graduation. The Young Worker OHS course is interactive, self-directed, easy to navigate, and appeals to the needs of young learners. It takes approximately 2.5 hours to complete and learners will receive an online certificate when all five modules have been completed. This course is now available online for free through WorkplaceNL's Certification Training Registry at workplacenl.ca



ATLANTIC COUNCIL REVIEWS YEAR OF GROUNDBREAKING SOLIDARITY AND PREPARES FOR CHANGES AHEAD

With the songs and solidarity still fresh from the fierce fightback in Gander, Unifor delegates from across the Atlantic region came back to Newfoundland and Labrador for the Atlantic Regional Council. Delegates looked back on that occupation at D-J Composites to defend 30 locked out sisters and brothers as perhaps the most memorable, but far from the only fightback the union has had this year.

“That week in Gander will forever live in my heart as real evidence of what union solidarity can accomplish,” said Lana Payne, Atlantic Regional Director. “We know we have serious challenges ahead to push for worker safety in the offshore, to defend good forestry jobs, support our health care workers, to demand better wages and working conditions including for minimum wage workers and to stop employers from flipping contracts in order to bust unions or slash wages. Make no mistake, this past year is proof when we fight back, we can win big for workers.”

More than 250 members, local leaders and national staff met in St. John’s from May 1-5. They heard from National President Jerry Dias, invited guests and fellow members who addressed sector-related workplace



Fish Harvesters’ Resource Centre Employees Reach New Collective Agreement

For more than two decades, dockside monitors and dispatchers employed with the Fish Harvesters’ Resource Centres (FRC) have provided the fishing industry with competent, consistent and impartial dockside monitoring services. Their continuous contribution to a successful fishery is important and helps sustain rural communities across Newfoundland and Labrador.

The recent ratification of a 3-year tentative agreement with their employer was widely supported. High participation in the negotiation and ratification processes was noteworthy and encouraging to their FFAW Bargaining Committee members.

In addition to wage increases and other meaningful benefits, this agreement focuses on improving workplace safety and implements joint mechanisms to focus on maintaining and improving sufficient monitoring capacity, respecting seniority and developing strategic approaches for improving hours of work.

Congratulations to the following bargaining committee members: Ruby Sheppard, Darren Hynes, Jayne Caines, Alisa Daye, Eric Sansome and Deena Bursey.

issues, discussions on disability rights, immigration and fighting racism.

“From Goderich and Thunder Bay to Gander and GM, Unifor is fighting for workers, fighting for good jobs and fighting for investments in people and communities,” said Dias. “In the six years since we were formed our union has made a mark. We are relevant. We are a fighting union. And we are forcing those who may not like us - governments and employers alike - to respect us.” Payne made recommendations to the delegates for action the union will take in the coming year. These included support for a national forestry campaign, ensuring workers’ rights are highlighted as an issue in upcoming elections, support and collaboration with student unions, and a commitment to ending the brutal practice of police racial profiling and carding.

“What affects one worker affects us all. We must challenge racism and the attacks on migrant workers. We must continue to demand better labour laws to protect workers’ rights. We must continue our fight for equality. We make a difference when we build solidarity and when we show that the real issues facing workers are the same ones we have always faced, an economic system that leaves too many behind and divides workers,” said Payne.



INTERNATIONAL WOMENS’ DAY 2019

Once again, the Annual Bread and Roses Brunch at the Holiday Inn in St. John’s was a sold-out event. Over 300 people attended the event to reflect on where we have been, celebrate what we have accomplished through the years in the struggle for equality and to commit to advocacy and action to further our goals.





IMPROVING KNOWLEDGE OF LOBSTER POPULATION AND CHANGE IN PLACENTIA BAY

Natalya Dawe, FFAW-Unifor Science Assistant

Lobster landings in Placentia Bay have been declining since the 1990s. The fishery has not shown signs of recovery, despite declines in fishing pressure. This has left many harvesters asking questions about why the stock hasn't been recovering, and wondering what



Toby Lockyer of Lawn on the Burin Peninsula has participated in the lobster science program for many years.

factors are impacting the recovery of the lobster fishery in Placentia Bay.

As a result, FFAW set out to document harvesters' knowledge of lobster in Placentia Bay, including information on current catch rates and sizes of lobster. And importantly, how and when this changed over their careers. Documentation of this knowledge is the first step in building baseline knowledge of lobster populations in Placentia Bay. This project is part of the Coastal Environmental Baseline Program, within the

DFO Ocean Protection Program.

In February and March of this year, FFAW Science Technician Scott Smith interviewed 15 harvesters from around Placentia Bay. Harvesters were asked questions about changes to their catch rates, the sizes of lobster in their catch, and any changes in the environment, habitats, and lobster interactions with other species.

Otters and green crab were identified as some of the key predators on lobster in Placentia Bay. Harvesters reported that green crab destroy important lobster habitat like eelgrass, and negatively impact vulnerable juvenile and molting lobsters in many parts of Placentia Bay. Harvesters also reported their concerns about the impacts that the growing seal population may have on lobster.

Harvesters experienced large declines in their lobster



FFAW Science Technician Scott Smith collects data with Placentia Bay harvester Toby Lockyer.



catch rates, usually starting in the 1990s or early 2000s. They also saw a decrease in the number of undersize and egg-bearing lobsters caught. In recent years, however, some harvesters have seen improvements in the number

of undersize and egg-bearing lobsters they catch. Though many stated that they still had a long way to go to get the lobster stock back where it once was.

Other changes that harvesters in Placentia Bay have experienced since they began fishing lobster include colder springs, milder winters, stronger winds and rougher seas during the lobster fishing season.

Based on the information that we gathered in year 1, five monitoring sites will be set up throughout Placentia Bay in the second year of the project. At each site, we will collect information on the abundance, distribution, movement, and growth of undersize and small lobster, as well as information on lobsters during their first life stage on the seafloor.

NOTRE DAME SEAFOODS VOTES IN FAVOUR OF NEW COLLECTIVE AGREEMENT

The environmental shift in Newfoundland and Labrador has brought many challenges to the fishing industry. The change from a predominantly shellfish to a groundfish dominant industry also brings challenges for processing workers. They, too, struggle to adapt to industry changes in fishing quotas and landings.

On May 30th, 2019 employees of Norte Dame Sea Foods Inc. recently recognized the good work of their FFAW bargaining committee when they voted overwhelmingly in favour of a progressive 3-year tentative agreement that advances working conditions and pay.

“In these difficult times it’s even more important to

recognize the hard work of our bargaining committees,” said FFAW-Unifor Staff Representative, Sharon Walsh. “This new agreement lays the groundwork for stability and future success in a time of industry transition. “

In addition to wage increases, this new contract brings improvements in safety, employee rights, protective clothing, and compassionate leave. The contract also ensures the introduction of the FFAW-Unifor Workplace Women’s Advocate Program and Paid Domestic Violence Leave.

Congratulations to our bargaining committee. Members of the bargaining committee were Flora Mills, Cavell Watkins and Gloria Hill.



Bargaining committee Flora Mills, Cavell Watkins and Gloria Hill.

REVIEW MEETING BEGINS PROCESS TO MANAGE SHRIMP IN CONTEXT OF CHANGING MARINE ECOSYSTEM

FFAW-Unifor has long asserted that it makes no scientific sense to have independent rebuilding plans for species such as northern shrimp and northern cod when the two species have a predator-prey relationship. The two species overlap, and it is well known that cod prey on shrimp. The high abundance of shrimp occurred during a period of record-low cod biomass, so to have two Limit Reference Points (LRP) set during vastly different time periods, and therefore marine environments, is baffling to fish harvesters. Our Union has argued that the LRP for northern shrimp in Shrimp Fishing Area (SFA) 6 must take into account the increasing biomass of northern cod and the effect that will have on the growth of northern shrimp.

Our Union was successful in pushing DFO to hold a review meeting with the purpose of developing a new stock assessment model for northern shrimp. That meeting was held May 15-17 in St. John's and comprised a mix of DFO Science and industry representatives, including FFAW-Unifor Scientist Dr. Erin Carruthers and fish harvesters Rendell Genge and Dwight Russell.

Although this meeting did not immediately result in a revised LRP for SFA 6, as was the intended goal of our Union, considerable progress was made. The meeting provisionally accepted a new northern shrimp assessment model that will now take into account the northern cod biomass as one of the drivers of shrimp abundance. This is a first step in managing shrimp in the context of a changing marine ecosystem, and it is the first step to achieving a revised northern shrimp reference point for SFA 6.

Harvesters played an important role at the review meeting and put forth valuable contributions.

For example, long-time Labrador shrimp harvester and 2J fleet chair Dwight Russell commented on the importance of considering the effects of other predators in addition to cod. Not only are harvesters reporting a larger abundance of seals, but the seals'



Rendell Genge and Dwight Russell.

distribution has shifted as harvesters are seeing the animals inshore for longer periods.

Rendell Genge, 4R shrimp harvester who has fished SFA6 since the late 1990s, pointed out that the northern shrimp stock continued to grow in the face of high fishing removals throughout the early 2000s. This is a key observation for the development of a management plan that could include growth and recovery rates in the setting of targets.

More work must be done to build reference points for northern shrimp that make sense in the current marine environment. Having harvesters' knowledge, expertise and experience at the table is crucial for these science and management meetings because what happens at these tables shapes how fisheries are managed into the future. It's essential that fish harvesters continue to play this role as we work towards developing a new model for assessing northern shrimp. Fish harvesters and other industry stakeholders were key participants in the review meeting and these stakeholders must continue to be included going forward.



SNOW CRAB SURVEY GATHERS IMPORTANT INFORMATION FROM HARVESTERS

Miranda McGrath, FFAW-Unifor Science Project Coordinator

Who better to provide actual fishing information than harvesters themselves – the Collaborative Post Season Snow Crab Survey proves this time and time again.

The annual Snow Crab Survey was first implemented in 2003 as a result of discussions between harvesters and the scientists at DFO. Prior to this being executed the main index of abundance was from the DFO trawl surveys – which harvesters and FFAW knew had limitations in assessing this valuable resource.

From its start-up in 2003 up until 2016 the survey remained constant – harvesters would set 6 pots inshore and 10 pots offshore at each station and those stations remained consistent year to year. The original core stations were set as a result of harvesters and scientists agreeing that historical fishing grounds and some variations outside of those areas would be a good representative of what's available in the respective area.

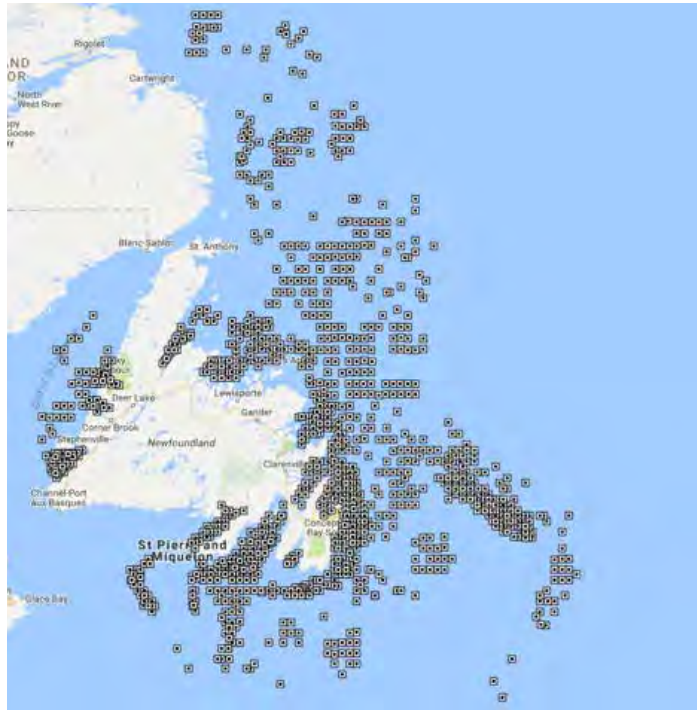
In 2017 it was suggested that a change of stations may be beneficial to the study of the entire stock – seeing what's happening beyond these “core” original stations. After the 2017 survey the fleet chairs met with DFO science and management to discuss where the survey would go moving forward. DFO promoted a fully randomized survey – changes to stations each year in a random manner, while harvesters argued that the core stations were important because of the 15-year time series already developed. The table was able to come to terms with agreeing that throwing out the past information was not acceptable and that they'd test a random survey by developing a 50/50 survey

over a 5-year period. 50% of the stations would be core stations and would be comparable to the time series, while 50% of the stations would be stratified random and would not be compared in assessment until there was 5 years of random data.

Right now, the Post Season Snow Crab Survey boasts the



widest spread coverage of the stock for Newfoundland and Labrador and is constantly improving. Interest in the survey is just as widespread with almost 650 harvesters



harvesters. Harvesters have noted the importance of having small mesh pots in their surveys – and in turn FFAW has been pushing for more funding for the



from all areas of the province applying to participate last year. With that in mind the FFAW has taken steps to increase the variation in participation within the survey



distribution of the pots.

Small Mesh Distribution:

- 2015 = 138 small mesh
- 2016 = 304 small mesh (120% increase)
- 2017 = 496 small mesh (63% increase)
- 2018 = 778 small mesh (57% increase – a 464% increase from 2015)

The small mesh pots are used in assessments to provide an index of future recruitment based on the catch rates of pre-recruits. In the past there has been limited coverage with small mesh pots but the goal is to have all stations with small mesh pots in the coming years and be able to strengthen the certainty in the results from the small mesh stations.

by implementing a 6-pool application system (Effective June 2017) as opposed to the original 3 pool setup.

The FFAW has also taken steps to develop the distribution of small mesh pots by the request of

Interested in participating in the Post-Season Snow Crab Survey? Applications are mailed out to harvesters in June of each year – or you can obtain one by reaching out to our science team at 576-7276.

FFAW-UNIFOR SPEAKING TO SENATE ON BILL C-69

Robyn Lee, FFAW-Unifor Petroleum Industry Liaison

Keith Sullivan spoke to the Senate's Energy, Environment and Natural Resources Committee on April 23, 2019, in St. John's. The Committee held hearings throughout the country in response to concerns that the proposed federal legislation, known as Bill C-69, could deter future investment in the oil and gas sector. The Bill has already been passed in the House of Commons.

The proposed legislation, which will be known as the Impact Assessment Act, will restructure the environmental assessment process for energy projects in Canada. It proposes to repeal the 2012 Canadian Environmental Assessment Act, retire the National Energy Board, makes amendments to the Navigation Protection Act and make consequential amendments to other Acts. The Impact Assessment Agency of Canada and the Canadian Energy Regulator will become the authorities responsible for assessing the environmental, health, social and economic impacts of designated projects.

The Harper government gutted Environmental Assessment legislation in 2012 when it rewrote the 1992 Canadian Environmental Assessment Act. This was designed to fast-track projects. The re-written legislation (from 2012) makes it possible for some projects to avoid the full environmental assessment process and limits public input into the process. During the formal review of a project, only those who are "directly affected" by the project may participate. The legal meaning of "directly affected" refers generally to persons who own property within one kilometer of the project. As fish harvesters do not own ocean property, in this context they are therefore not directly affected by offshore projects.

FFAW-Unifor members have serious concerns regarding expansion of oil and gas activities over traditional fishing grounds. The hearing was an opportunity to speak to the proposed legislation especially the lack of consideration being given to the fishing industry as offshore oil and gas expansion continues.

Several key points were raised by FFAW-Unifor at the



hearing. They included the types of projects designated under the proposed Impact Assessment Act; the assessment of socio-economic impacts of these projects; the role of the offshore Petroleum Boards, Review Panels and Advisory Councils; and the inclusion of Regional Assessments in this legislation. Mr. Sullivan also commented on what our Union believes would be "meaningful consultation" as outlined in Bill C-69 and why the role of key stakeholders in planning of these projects must be clearly defined.

Bill C-69 is an improvement over the existing legislation. However, there is opportunity for further improvement. It is vital that all offshore oil and gas projects are thoroughly reviewed as the environmental assessment process is very important to the health of our fishing industry. Our voices must be at the forefront in decisions that significantly impact our livelihoods and our communities. Proper assessment of the social and economic impacts of designated projects is therefore a critical part of the environmental process.

The energy committee studying Bill C-69 was to report back to Senate on its cross-Canada tour on May 9. This is the most controversial bill in the Senate at the moment as several amendments to the proposed legislation are being debated. Delays to decisions are expected.



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.

709-722-8177
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NEW LEGISLATION PROVIDES SUPPORT FOR VICTIMS OF FAMILY VIOLENCE

Tina Pretty, FFAW-Unifor Women's Coordinator

As of January 1, 2019, the Labour Standards Act was amended to include Family Violence Leave. For employees who find themselves in family violence situations there is now a job-protection leave they can access to get services and help they need.

One of the key findings of a 2014 survey showed that one in three workers in Canada have experienced domestic violence. Other statistics showed that a high percentage of survivors reported that DV negatively affected their working lives, they had difficulty concentrating on tasks, and abusive acts occurred at or near the workplace - among many other revealing findings. The information led to domestic violence leave legislation being implemented all over the country.

Some folks ask if it's necessary to provide family violence leave to victims of domestic or intimate partner violence. Well, here are some stats to ponder: one woman is killed by her intimate partner every six days in Canada and Indigenous women are killed at six times the rate of non-Indigenous women; on any given night, there are 3,491 women and their 2,724 children sleeping in shelters because home is not safe; and nationally, family violence costs our economy \$7.4 billion a year. Necessary? Damn right.

Here is the quick and dirty of what the amendment to the Labour Standards Act will mean for people who experience family violence. First and foremost, this leave allows an employee time off work to address issues arising from this violence without fear of losing their job.

The types of acts that would constitute family violence run the gamut from assault, bodily harm or threat of bodily harm, confinement, sexual assault, exploitation or molestation or threat of either, conduct that causes a person to fear for their safety or causes psychological or emotional fear to the employee or their dependent, conduct that controls access to financial resources, deprivation of necessities of life - food, clothing, medical attention, shelter, transportation, etc.

An employee can use family violence leave to seek help for themselves or their dependents for the following reasons:

- Medical attention or counselling services related to physical, psychological or emotional harm or injury or disability as a result of family violence
- Access the services of a shelter, police, government (federal, provincial, municipal) or organizations that provide services to victims of family violence
- Legal services and assistance related to family violence
- Moving their place of residence

Employees in NL are eligible for family violence leave if they have been with the same employer for 30 days and if they or their dependents have been directly or indirectly subjected to family violence.

An employee may be required to provide the employer with a reasonable verification of the necessity of the leave. Verification would only be required in the event the employer asks for it. In that case, individuals can provide any reasonable verification such as a note from a doctor, lawyer, counsellor, police officer, shelter worker, etc.

Victims may be concerned about their jobs and the possibility of being laid off or being fired. The new amendments provide for this and employers cannot terminate an employee for requesting or taking family violence leave.

And what about confidentiality? An employer or a person employed by an employer is required to keep confidential all information pertaining to this leave.

The labour movement, including FFAW-Unifor, our national union Unifor, along with many women's organizations were instrumental in lobbying government to get this leave drafted and legislated. While there was disappointment that only three days of the 10 are to be paid, it is a step in the right direction. Having access to family violence leave will go a long way to helping victims and their children leave abusive situations without fear of losing one of their most valuable assets - their ability to earn a living.

**GLEN FRANCIS, FFAW SHIPS
DELEGATE, CANSHIP UGANE LTD.**



Glen Francis has been the Union Delegate for the past nine years, representing and advocating for FFAW-Unifor members working on the tug boats operating out of Placentia Bay, NL.

Placentia Bay is touted as one of the world's largest and deepest bays. As such, it is home to a major marine transshipment facility located in Whiffen Head. This facility was specifically designed to handle crude oil production from the oil fields located offshore NL and has been in operation since 1988. Tankers transporting oil from the offshore to the facility are escorted in and out the bay by two tugs – Placentia Pride and Placentia Hope – responsible for docking and undocking tankers visiting the terminal. Hailing from the community of Burin, which was settled as a fishing community, Glen more than appreciates the importance of doing so with safety and environmental care.

Glen was raised in Burin by his mother, Margaret, and his father, Ernest, along with seven sisters and four brothers. All the brothers and three of the seven sisters relied upon the fishery for employment. As did Glen. His relationship with the fishery began in 1985 when he returned home from serving in the Royal Canadian Regiment Infantry and gained employment as a deckhand on fishing vessels including - shrimp boats, freezer draggers, and wet-fish trawlers up until the moratorium. At that time, the Tags program offered an opportunity for certified, skills training. Glen maintains that the warmth and solitude of the kitchen and the fact that he has always enjoyed cooking led him to his profession aboard the Tug boat with a healthy respect for both industries.

Glen makes his way over the road from Belleview, where he resides with his fiancé, Rebecca, to Whiffen Head to join the Placentia Pride on a two-week rotation. No doubt, the five-person crew are happy to see Glen arrive for his shift. As cook-seaman, he is tasked to deliver tasty, nutritious meals to assist with maintaining health and energy at sea, not to mention a sense of well-being when spending weeks on a confined space on the water.

A usual workday for Glen begins at 6 am and ends at 6 pm, unless of course, he's needed to assist with deck duties at night. He enjoys the opportunity to interact with crew at meal times as well as the solitude of a quiet cup of coffee when the day allows. At the end of the shift, Glen looks forward to returning home to spend time with Rebecca and Naynay (the cat), and as much time tending to the vegetable and flower gardens, cutting wood, hunting and other outside tasks as NL weather will permit. At the top of the bucket list is to retire at age 60 and spend more time at the cabin - as he loves the outdoors.

FFAW-UNIFOR SCHOLARSHIP RECIPIENTS

Each year, FFAW-Unifor awards scholarships to deserving post-secondary students. Congratulations to this year's recipients and best wishes in your academic endeavours.



Angela Careen of Port Lance, parents Walter and Wanda Careen



Daniel Joseph Noseworthy of Port aux Choix, parents Keith and Sandra Noseworthy



Jeff Walsh of Paradise, parents Jarvis and Lisa Walsh



Katie Hobbs of Stock Cove, parents Melvin and Sharon Hobbs



Maria Blake of Straitsview, parents Cyril and Barbara Blake



Olivia Corbett of Harbour Main, parents James and Sandra Corbett



PROVINCIAL READY MIX MAKES PROGRESS ON COLLECTIVE AGREEMENT

Vice President Nancy Lawrence, Staff Rep Allan Moulton, and Chairperson Katie Manning.

Provincial Ready Mix is the contractor hired by Vale in Long Harbour for all janitorial work at the nickel plant. The new committee recently met with the Union’s Allan Moulton to discuss progress on the first collective agreement.

Negotiations began in 2016 and have since been ongoing with an application for conciliation filed and subsequent requests to the Department of Labour to impose a first contract.

“It’s been an extremely frustrating process for workers,” said Moulton. “We encountered numerous scheduling delays in getting to the bargaining table where most times very little progress was made, hence our application for first contract legislation to have the Province impose an agreement on the company.”

“We’ve had to ask twice and, finally, this time it appears we are close to our first collective agreement as the Labour Relations Board should announce dates very

shortly. Workers are excited at the prospect of their first collective agreement,” said Moulton.

“The women employed by Provincial Ready Mix have suffered greatly as a result of a glaring weakness of the NL Labour Relations Act,” said Industrial-Retail-Offshore Director Greg Pretty.

“In Newfoundland and Labrador, the law states you have a legal right to join a Union. But that’s where it stops. There’s no legal right to a first collective agreement. Companies can stall, refuse to bargain and change meeting dates repeatedly,” said Pretty.

“The process should react more rapidly if an employer tries to break the Union or weaken the resolve of the workers to have a collective agreement. The process should be much more responsive to workers. They have a right to a Union and they should have a right to a timely collective agreement should the employer disrespect their wishes to become Unionized,” said Pretty.

Price Updates: Lumproe and Whelk

Lumproe: The price schedule this year provides for a minimum price of \$1.50 per pound, which is a 30 cent increase on the minimum price of 2018. The \$1.50 is based on a market price of \$900 CAD per ba. For every \$4.00 increase in the price of a barrel, the price to the harvester will increase by 1 cent. Market changes will be calculated at the end of the season, and harvesters will be paid any amounts owed over and above the \$1.50 minimum.

Whelk: The price for whelk shall be a floating price, as determined between harvester and buyer.



A union for everyone.

Employed, self-employed or under-employed: everyone deserves fair wages, good benefits and a safe workplace.



Get to know us at unifor.org

 [@Unifortheunion](https://twitter.com/Unifortheunion)

PRICE FOR COD UP OVER 8% FOR 2019 SEASON

Robert Keenan, FFAW-Unifor Projects Manager

Cod negotiations were held in St. John's May 13th to 15th. For the second year in a row, ASP represented the processors, whereas previously negotiations were held primarily with Icewater Seafoods.

Cod is amongst the most complex species for price negotiations. There are a large number of processing companies involved and many different products produced that have distinct differences in market value. The other major challenge in establishing a price for cod is the nature of the Newfoundland and Labrador cod fishery. The cod fishery in our province is still very small, which makes it difficult to build efficiencies. The lack of efficiency is particularly impactful with respect to transportation costs. Currently, transportation costs



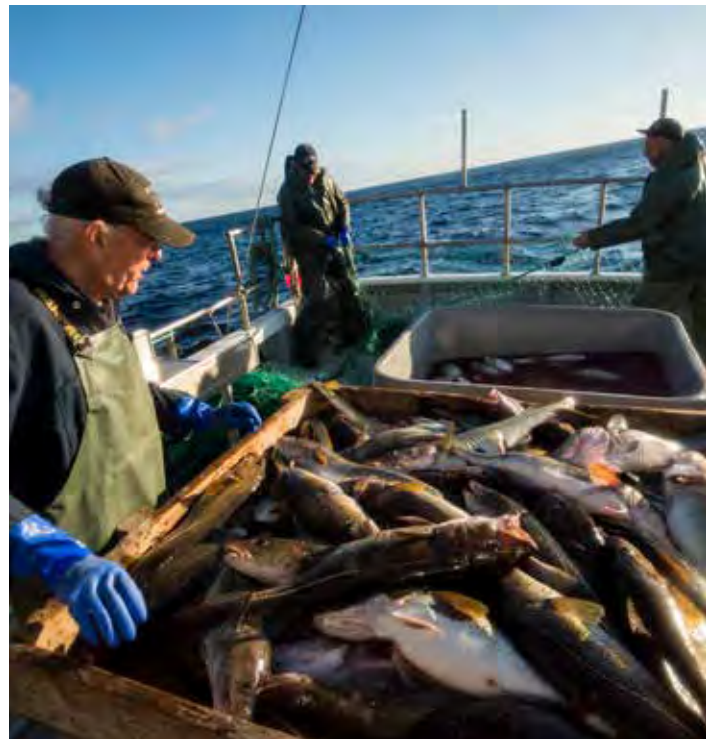
from the wharf to the plant are estimated at 20 cents per pound, which is very high for a product with the value of cod.

As the fishery grows, efficiencies in transportation will improve. Over the past few years, cod quota increases have allowed for transportation costs to decrease slightly, from 22 cents to 20 cents. As these costs decrease further, harvesters will see the benefit.

According to the two market reports provided for negotiations, year-over-year the market for cod was not significantly better. The increase in cod prices occurred between 2017 and 2018, which is why your Union

sought a price increase in 2018 and was extremely frustrated and disappointed when the Standing Fish Price Setting Panel did not side with us.

With the reality that the market improved two years



ago but not over the past year, FFAW and ASP agreed to a price increase of seven cents per pound on grade "A" cod. The per pound price of grade "A" cod will be 82 cents until August 3rd, after which the price will increase to 90 cents per pound. The prices for grade "B" and "C" remain unchanged.

Overall, this represents an 8.4% increase in the price from 2018. It is also an important price breakthrough that acknowledges the increased value of cod in the marketplace. With the great diversity in the cod markets and product forms, it is clear that this industry would benefit greatly from more transparent reporting from processors on product form and value.

While improving incrementally, cod prices to harvesters are continuing a general upward trend after the price collapse of the financial crisis in 2008-2009.

HARVESTERS MAXIMIZE PRICES WITH QUALITY HANDLING PROCEDURES

Justin Strong, FFAW-Unifor Science Assistant

Over the last few years, improvements have been made in the grading and handling of cod in order to promote a quality-based fishery. Although much work remains to be done, these changes have opened up an avenue by which harvesters can land top grade fish and be compensated for it. Grading and handling protocols developed by the FFAW with harvesters, processors, and other collaborators have provided a way forward towards a new quality-based cod fishery and ultimately a larger and more lucrative market.

The cod quality system is enshrined in the collective agreement between FFAW and the Association of Seafood Producers, which is binding on all processors in the province. When purchased by the processor, cod are graded at the plant using protocols set forth in the collective agreement. Grades are determined from a sample of the total landed catch; the number of fish sampled depends on the weight of the landing. For instance, for landings of less than 2000 pounds 10 fish are sampled, while landings between 2000 and 4000 pounds have 15 fish sampled. For the largest category (landings of 50,000 pounds or more), 40 cod are sampled.

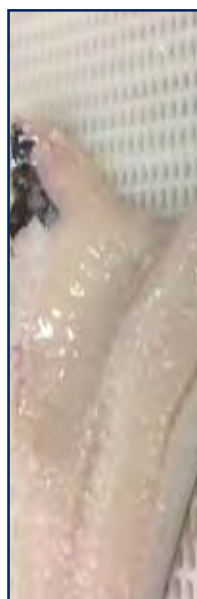
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GOOD QUALITY



The act of cod sampling adheres to the Cod Quality Grading Sample Collection Protocol, which sets out how samples are selected, separated, and identified. Within the Cod Quality program, grading processes in plants are often monitored by FFAW Cod Quality Grading Technicians, who observe the graders to ensure consistency and transparency in the grading process.

Since 2014, cod is graded, and harvesters are compensated, according to quality. There are four separate grades - Grade "A", "B", "C", or rejected - that are based on a set of criteria related to the quality of the fish. The criteria are set out in the Cod Quality Grading Specifications contained in the collective agreement on cod. In total, cod are graded using nine separate criteria: colour, texture, bruising, staining, blood clots, ripping, temperature, parasites, and odour. For example, the texture of Grade A fish is a firm fillet with very little broken surface area (up to 10% of the total area), whereas a moderately soft fillet with breakage on over a quarter of the total surface area would be classified as Grade C.

Using the Cod Quality Handling protocols harvesters are able to consistently maximize quality and avoid the negative characteristics that result in lower grades and lower prices. Ultimately, the presence of parasites is the only criterion over which participants have no control - all other criteria are influenced by the actions of harvesters, wharf workers, transport companies, and processors throughout the chain of custody. Every person in this chain must do their part to ensure that Newfoundland and Labrador cod remains of the highest quality as it makes its way to the market and plates of consumers around the world. As the cod fishery continues to expand, our province will need close to 100% Grade A to take advantage of these once-frozen and fresh markets.

Building a quality-based system requires incentive and cooperation. Adopting the practices that will ensure quality - be it during handling, transport, or grading - should be at the forefront of our minds as we continue to create long-term value within the fishery.

BRANDING AND MARKETING

NEWFOUNDLAND AND LABRADOR SEAFOOD

Johan Joensen, FFAW-Unifor Industry Liaison

The seafood marketplace is competitive.

In an effort to ensure Newfoundland and Labrador products stand out, your union has worked over the past five years to enhance the visibility of our products.

We started by co-branding with ThisFish, a platform for linking the primary producer (harvester) and the end consumer. Four years ago, FFAW established its own Seafood Newfoundland and Labrador brand and website.



This year there is greater cooperation and collaboration on FFAW branding, which is allowing for increased growth of the project. In light of this there has been a targeted effort put into broadening the coverage of



harvesters participating in the program.

The particular focus of branding and traceability has

been on two species – Lobster and Halibut – for which in 2019 there has been an increase in the number of tags that have been distributed. By using traceability it is possible to see that product from our members do in fact go to all corners of the world. Since the first lobster fishery opened on April 22nd, 2019, we have seen the traffic on the SeafoodNL website originate from four continents; eighteen (18) countries; and two hundred and one (201) communities.

At the time of writing there has been engagement on the traceability program from all over the world.

Looking at a couple of countries to which we have seen product, there is a vast geographic distribution of seafood, in this case particularly lobster, from Newfoundland and Labrador.

In the US the program has seen 183 engagement from 18 different states, with the most (32) coming from New York State.

Similarly, there were a number of visits from China, in fact there were 98 engagements distributed across 46 different communities, with the most (10) coming from the city of Shenzhen.

It is exciting to see where our product ends up. The efforts of harvesters in this small province reach the world.

CHALLENGES WITH NEGOTIATING A FAIR PRICE FOR SNOW CRAB

Robert Keenan, FFAW-Unifor Project Manager

This year, crab negotiations brought both progress and frustration. The regularly scheduled crab negotiations got underway on March 25th in St. John's and the Standing Fish Price Setting Panel hearing was held on March 28th.

As crab harvesters know, in 2018 the Panel sided with the price submission of ASP, which was \$4.55. This price was based on a \$7.95 USD price. Early on in the crab season, however, the marketplace had moved past this price point. With processing companies making huge profits on millions of pounds of crab that was selling at record prices to Japanese and American buyers, FFAW filed for a price reconsideration from the Panel. The Panel agreed that there needed to be a new price, but sided with ASP once again, and the new price was \$4.90.

At this year's negotiation, the crab negotiating committee was focused on achieving the best possible price for crab—a fair price for harvester. At the time of negotiations, the market price for 5-8 oz sections was \$8.65 USD. Even more encouraging were the prices for larger 8-10 oz crab, which were well over \$10.00 USD. The market reports the parties received before negotiations were mostly positive, with the price forecast speaking to market stability.

The negotiating committee was very firm in its commitment to secure a strong price for harvesters, as both the market price and currency had improved over 2018. Over two full days of negotiations, FFAW and ASP exchanged arguments and price offers. For the negotiating committee, the minimum price had to be well over \$5.00; ASP were adamant about not considering a price with a five in front of it.

In the end, the crab price was settled at the Panel. The FFAW argument was very strong and connected to the facts of the market. In the end, the Panel selected the FFAW price of \$5.38. This was a good price for harvesters. Given the challenges with the resource, a price like this helped ease the burden.

As the season progressed, the market did not develop as we expected. By the end of April, the market had softened, dropping to \$7.95 in four weeks. At that point, ASP applied to the Panel for a price reconsideration.

A price reconsideration can only be heard if there is a significant change in market or currency. A 70 cent drop in the market would be considered significant under most circumstances. But in the case of the ASP, harvesters have no idea on the actual market price processors receive and how a change in the market affects their financial position.

At the reconsideration hearing, ASP repeatedly dismissed our statements on publicly-available market prices with a curt "Not our prices." ASP's position was highly hypocritical. It sought a price reconsideration based on one market and then dismissed the applicability of this market to its argument before the Panel. FFAW challenged ASP to provide a copy of a contract from one of its members to prove the impact of the decline in market prices. ASP did not do so.

In the end, the Panel sided with ASP and reduced the price by 48 cents to \$4.90. At the time of that decision, the Panel stated that the price of snow crab was trending downward which justified a lower price. However, instead of decreasing, the price of snow crab has steadily increased over the past two weeks. When the Panel made its decision in May, the market price was \$7.95; it has since risen to \$8.15 and shows positive signs of further increases.

On June 1, FFAW filed an application for reconsideration. The Panel accepted the FFAW's request and a hearing was held on June 5. The Panel selected the FFAW negotiating committee's price of \$5.07, as opposed to ASP's offer of \$4.95.

Over 30%, or 12 million pounds, of crab was still in the water at the time of the price consideration and ensures that those harvesters with remaining quota get a fair price for their catch.

CONTINUED ON 35

As a Union, we cannot be complacent when faced with unfair prices and we have to use every tool we have available to increase minimum prices. Our Union is constantly monitoring the market to ensure that harvesters are paid a fair and accurate price for

their catch. This was undoubtedly a difficult year of negotiations and without the volunteered time and dedication of the FFAW negotiating committee that was comprised of 12 harvesters, this would not be possible.

NEGOTIATING THE PRICE FOR THE 2019 SHRIMP FISHERY

Negotiations for spring shrimp prices were held in St. John's in the last week of April. The shrimp committee, representing the various fleets in the province, led the negotiations for FFAW.

The market this year for shrimp was much the same as last fall, though there were some improvements in currency. The demand for cold water shrimp is still strong and does not appear to be weakening in the near future.

After two days of difficult negotiations, FFAW and ASP agreed to a minimum blended price of \$1.78. This is the highest spring price ever for NL harvesters and the second highest price ever. Though quotas are down significantly, the high price does provide some stability and sustainability to the northern shrimp fishery.



SKILLED TRADES AT STEELFAB METAL FABRICATION SHOP

SteelFab is a local, family owned business located in the St. Ann's Industrial Park in Paradise. The employees became members of the FFAW in the early nineties and will soon celebrate 30 years of Union membership.

The shop currently employs 15 workers both in skilled trades and production. The Company is very strong in steel sales and fabrication and have always retained a strong link to the local area, servicing fish harvesters' fabrication needs throughout the Avalon Peninsula and beyond.

Last year Steelfab, sprung into action when fishers in Torbay were without a crane to unload their catch. Management called our office to help and offered a jib crane, free of charge to the fishers of Torbay. Our Steelfab members quickly assembled the crane and delivered it to the wharf in Torbay. That is what solidarity looks like.



HARVESTER INVOLVEMENT IN PLANNING A NEW PRECAUTIONARY APPROACH FOR SNOW CRAB

Dr. Erin Carruthers, FFAW-Unifor Scientist

Before the start of the 2019 snow crab fishery, FFAW-Unifor met with crab fleet chairs throughout the province to develop a new assessment strategy for a sustainable, stable and prosperous crab fishery in Newfoundland and Labrador.



The meetings were about more than responding to the proposed Precautionary Approach (PA) framework that was presented earlier this year from DFO. Instead, we asked harvesters to reflect on their decades of crab fishing experience. Many harvesters in Newfoundland and Labrador have experience fishing both healthy and growing crab stocks but also experience fishing during periods of decline and low catch rates. Based on this knowledge and experience, harvesters described what they've seen, which includes signals or indicators of stock health. And indicators of stock health are the building blocks of any assessment framework, including a PA.

During each of the meetings, there was thoughtful and vigorous discussion about targets for the fishery, about periods with steady healthy catch rates and about periods to be avoided, those with soft-shell issues and low catch rates. We discussed management approaches

and the types of information needed. Harvesters from all fleets highlighted the need to manage not only for sustainability but also the need to manage for stability.

What harvesters said at the series of meetings from Port Hope-Simpson in Labrador to St. John's will help direct FFAW's research efforts in the coming months as we



analyze data provided by DFO Science. The overall goal is to move forward with a plan for the snow crab fishery that makes sense. It has to make sense for both for harvesters as well as for DFO Science and Management.

The series of meetings with crab fleet chairs in April and May were the initial step in building this plan. It was important to get direction from the fleets before the fishing season began. Following the 2019 crab fishing season, and following a fair bit of work by consulting scientist Earl Dawe and FFAW's Erin Carruthers, we are committed to bringing our results back out to the crab committees and to the fleets this fall. We are looking forward to the next set of discussions and to building something better, together with harvesters and with DFO Science and Management.



AN UNUSUAL CATCH

Members have sent in some amazing photos of their catches this season, and even more remarkable are some of the unusual lobsters! According to an article in the Boston Globe, genetic variations similar to what gives humans different eye colours can explain the many interesting variations of lobster we sometimes come across on the water.



Lucas Price caught this vibrant blue lobster in Garnish.



Reg Drake caught this rare albino lobster in June of 2014. Albino lobsters are 1-in-100 million, and the chances of catching one are even less. Reg was from Lourdes and sadly passed away in 2017.



Bruce Oram of Hare Bay with his catch, a 7lb lobster.



Roy Burton, who fishes out of Greenspond, shared this photo of a 3-clawed lobster.



Michael Stoodley and his father Paul caught this unusual looking lobster in Harbour Breton.



Trina Grandy of Garnish caught this blue lobster out of Fortune Bay.

NORTHERN HARVEST COMMITTEE MAKES STRIDES WITH NEW OWNERSHIP

Almost a year ago, Marine Harvest, with the blessing of Canada's Competition Bureau, announced that it has acquired Northern Harvest Sea Farms NL Ltd. The arrival of Marine Harvest in NL presents an opportunity to do things differently in the aquaculture industry. Not just for economic viability, but an opportunity for responsible farming, meaningful jobs and respectful collective bargaining and labour relations.

On April 29th, 2019, FFAW members employed at Northern Harvest took initial steps towards solidifying that new relationship and to lay the groundwork for future success. Members voted in favour to ratify a new collective agreement that will provide additional benefits over the next three years.

"This new relationship is not without its challenges. The negotiations were an opportunity to achieve a common understanding and lay the groundwork for future success. They were tough negotiations and the committee worked diligently to ensure the tentative agreement included improvements to workers incomes and working conditions," said Sharon Walsh, FFAW Staff Representative.

In addition to wage increases – this new contract achieves meaningful advances in health, safety, education and retirement benefits. Congratulations to our bargaining committee: Steve Casey, Maisie Baker and Chris Dyke along with the company on achieving a progressive 3-year agreement.

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MINORITY GOVERNMENT MUST HONOUR ELECTION COMMITMENTS

Jessica McCormick, FFAW-Unifor Director of Public Affairs

Early in the provincial election campaign, FFAW-Unifor sent each of the four major parties a questionnaire seeking responses from the parties to questions that are of significant importance to Union members. Based on the responses, your Union developed a provincial election report card, grading responses to a questionnaire on key issues affecting the Union's membership relating to fish harvesting, processing and labour relations.

Throughout the campaign period, the parties did not talk much about the fishery. The lack of discussion on one of the province's most important industries was disappointing to many FFAW-Unifor members and other industry stakeholders. However, our Union was pleased that all parties responded to our questionnaire, making clear where they stand on important issues and giving our members a mechanism to hold government to account on their election commitments.

All parties who responded to the questionnaire understand the important role renewed groundfish fisheries will play in the future of the province. Only three parties affirmed their support for the federal government's commitment that the 115,000 metric tonnes of northern cod be allocated to owner-operator fish harvesters and Indigenous groups. The PC Party did not make this commitment.

In response to concerns about the future of the fishery and the current demographic challenges facing the industry, the parties were clear that we must find new ways to help young harvesters enter the fishery through education, training, access to capital and enforcement of the fleet separation policy.

Unfortunately, most parties lacked in their commitment to mitigate the impacts of the oil and gas industry on the fishery. Only the NDP made clear commits to funding additional research on the effects of seismic testing on fish stocks.

On transparency in fish price negotiations, all parties highlighted the need for more information from

processors during price negotiations but offered no specific details on how they would address this issue. Transparency and accurate information on production, yield and domestic and international prices for all species of fish and accompanying by-products processed in Newfoundland and Labrador is critical to securing fair prices for harvesters. This must be one of the first issues addressed by government in the new legislative session. FFAW-Unifor will be following up with the Minister of Fisheries and Land Resources, Gerry Byrne, to ensure it is a priority.

Responses were mixed on the question of how each party would ensure skilled trades and metal fabrication work related to provincial megaprojects is carried out by Newfoundland and Labrador workers. On labour relations, the Liberal Party committed to consultation and review of existing Labour Relations legislation. The NDP made specific commitments to amendment legislation that protects workers' rights while the NL Alliance expressed support for labour laws that are fair and equitable without providing any specific details. You can read the full questionnaire and responses at www.ffaw.nf.ca.

The outcome of the most recent election represents a significant opportunity for constituents and civil society groups to hold politicians to account on their election commitments. A minority government will require more collaboration and compromise within the House of Assembly and an opportunity for us to leverage the newfound influence and strength of all parties and independents to advance the interests of our members.

With the House of Assembly opening again on June 10th, it will certainly be interesting to see how our elected representatives perform in this new political era for the province. It is in all our interests for MHAs to find some common ground. If they can't work together, we'll find ourselves at the ballot box again sooner than we think.

ST. ANTHONY SEAFOOD WORKERS RATIFY COLLECTIVE AGREEMENT

Employees have accepted a one-year deal from the management of St. Anthony Seafoods. The bargaining committee met the Company in St. John's in March and hammered out a deal that both parties say will be reviewed at the end of this year.

"We held the ratification meeting held in St. Anthony on April 25," said IRO Director Greg Pretty. "I have to commend Keith Best and Trudy Byrne for the hard work and strong representation at the table on behalf of our St. Anthony members,"

"This wasn't an easy agreement to achieve by any measure," said Pretty.

Both Clearwater and the Union are looking forward to greater stability as a result of processing multiple species in 2019 including industrial shrimp, crab and several groundfish species. This will certainly enhance the company's bottom line and the employee's futures. The new contract expires in December 2019.



Trudy Byrne and Keith Best.



Juanita Elliott and Rose Byrne.



FEDERAL GOVERNMENT APPROVES FFAW REQUEST FOR BENEFITS EXTENSION

On May 22, the federal government announced funding through an Ice Assistance Emergency Program for fish harvesters impacted by the delayed opening of the fishery due to severe ice



conditions. The announcement was welcomed news to the many families in need of funds to cover basic financial needs, however as spring ice conditions are a common occurrence in our province, a permanent solution with no waiting period is needed for both fish harvesters and plant workers affected by these delays.

The Ice Assistance Emergency Program is a grant program, not an EI extension, and will be available to harvesters who are unable to fish due to unseasonably severe ice conditions once their 2019 EI benefits claim has ended. Information on how to apply is available online on the DFO website.

The request for a benefits extension was submitted by FFAW-Unifor on April 18 to Jean-Yves Duclos, Minister of Families, Children and Social Development as a result of the severe financial hardship experienced by harvesters due to delays in the snow crab and lobster fisheries on the province's northeast and west coast.



FFAW | UNIFOR STAFF REPRESENTATIVES



BILL BRODERICK

Inshore Director



JASON SPINGLE

Staff Representative
West Coast, Northern
Peninsula & Labrador



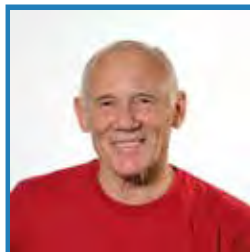
GREG PRETTY

*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.

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EXECUTIVE BOARD

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

INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

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

INSHORE COUNCIL 2016-2019

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

INSHORE COUNCIL ELECTION RESULTS

Ballots from the Inshore Council election were counted in April. We welcome many new inshore council members who will be installed into their positions at the fall Inshore Council meeting. We extend sincere thanks all outgoing members for their dedication and contributions over the last three years.

Clayton Moulton MONKSTOWN TO GARNISH

Roger Fowlow FRANCIS TO CODROY

Darren Boland HIGHLANDS TO COX COVE

Blaine Crocker TROUT RIVER TO EDDIE'S COVE WEST

Robert Robertson CAPE ST. JOHN TO NORTH HEAD

Aubrey Brinson GANDER BAY TO CAPE FREELS (INCL. FOGO AND CHANGE ISLANDS)

Matthew Petten HARBOUR GRACE TO CAPE ST. FRANCIS

Harrison Campbell HENLEY HARBOUR TO CARTWRIGHT

Darrin Marsh Little CATALINA TO GREEN'S HARBOUR

Jamie Aylward CREW MEMBER

Jody Seward CREW MEMBER

Matthew Jones CREW MEMBER

Loretta Kelly WOMEN'S POSITION

Ivan Lear YOUNG HARVESTER

Jay Ryan YOUNG HARVESTER

William White AT LARGE

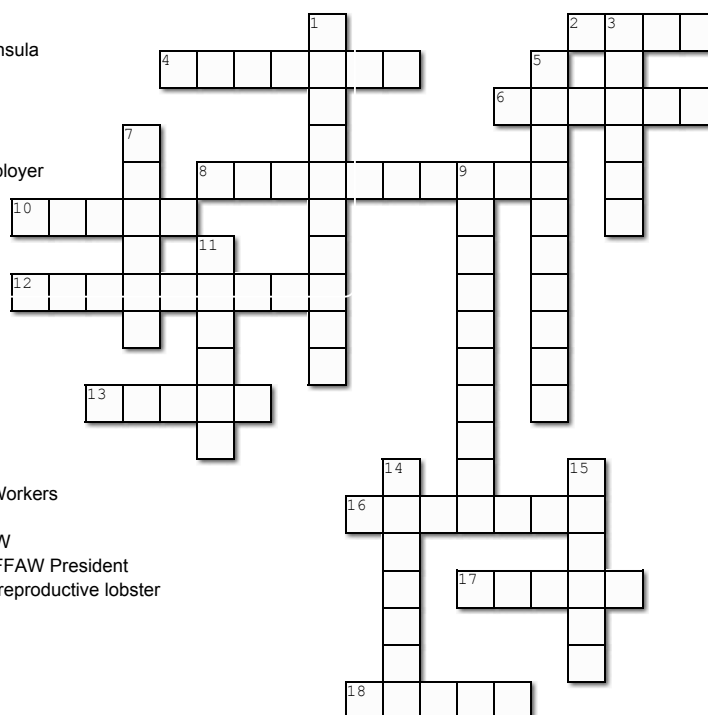
CROSSWORD

Across

2. Town on the Burin Peninsula
4. Caviar of the north
6. Greenland halibut
8. DFO headquarters
10. Sea snail
12. Complaint against employer
13. Choice of bait
16. Type of pelagic
17. Allotment of fish
18. Cut of halibut

Down

1. Crab or lobster
3. Rare white lobster
5. Type of gear
7. Fish, Food and _____ Workers
9. Beacon
11. First president of FFAW
14. Hometown of current FFAW President
15. Method of conserving reproductive lobster



FLASHBACK



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



Last issue's flashbacks photo was correctly identified by May Fudge as Ray Mitchell, Bill Noseworthy, Phil Farrell and Charles Brown feeding the IQF belt at FPI in Marystown.

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