

the union forum



FFAW-Unifor's 12th Constitutional Convention

**Young Harvesters
Making Mark on
Future of Industry**

**FFAW-Unifor Member
Rescues Stranded Surfer**

A UNION FOR EVERYONE



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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



Keith Sullivan,
FFAW-Unifor President

What's truly remarkable about our union is that we can bring together workers from different backgrounds and industries and can come together to work collectively toward a common purpose; to build vibrant, sustainable communities and to fight for fair wages and benefits and safer workplaces.

It was with that common purpose in mind that nearly 200 FFAW members gathered for our 12th triennial convention in Gander in early November. Delegates came together to reflect on our work over the past three years and chart a course for the future of our union. Like many times throughout the history of our union, we had a choice to make.

We could choose cynicism or we could choose hope.

We could choose the hope of a fishery that would continue to build and become more valuable than ever before. Hope of safer workplaces and support for injured workers. Hope of secure, better paying jobs and a brighter future for our coastal communities.

Our recent convention happened to coincide with the 110th anniversary of the formation of Fisherman's Protective Union. William Coaker and thousands of harvesters changed the relationship between merchant and harvester forever. The accomplishments of over 20,000 FPU members was a result of hope, not cynicism.

The strength of our union is not simply measured by the number of members we have, but by our ability to pull together in the face of adversity. Today, I'm more optimistic about the future of our union than ever before.

And how could I not be after all that we've achieved together?

From our successful campaigns to abolish LIFO, to secure ice compensation for harvesters and extended EI benefits for plant workers, our advocacy work has paid off in recent years. But policy change doesn't happen over night. It takes weeks, months and even years to persuade our elected officials to act on the demands of their constituents.

With federal and provincial elections around the corner in 2019, it's more important than ever for our union to be active on the ground and in the halls of Parliament. This work takes perseverance – something I know our union is in no short supply of.

It's that kind of determination that has brought us so close to the finish line in our campaign to protect the independent, owner operator fishery.

Many years of effort and the collective strength of our union and our allies in fisheries organizations across the country paid off in late 2017 when the federal government tabled amendments to the Fisheries Act that strengthen owner-operator and fleet separation.

These crucial changes recognize the unique nature of the inshore fishery as being part of the economic and social fabric of rural Newfoundland and Labrador and not just another mode of production. Bill C-68 was passed by the House of Commons earlier in 2018 and is currently being considered by the Senate. We still need to get this legislation across the finish line, so there's much work to do.

Over the past three years, our union has accomplished so much together. We won increased compensation benefits for injured workers, had our demands reflected in recommendations to improve the process of designating Marine Protected Areas, we've ratified contracts that include better wages and benefits for hotel workers and plant workers and transport vessel crews.

We protected the jobs of our members working on tankers, at a time when Teekay was awarded the oil transshipment contract instead of Canship Uglund; no members of the tanker's jobs were safe. Our union ensured the experienced members of the unit retained those good jobs!

Through hard work and demonstrating our worker's value we have expanded our ranks in the Pennecon unit at Long Harbour.

And despite quota declines in many key species, in the past three years, collective bargaining has resulted in high per pound prices for several fish species that have been essential to the well-being of fish harvesters. We established record prices for species such as crab, lobster, halibut and squid! The last 3 years have been the highest value ever for seafood in our province averaging about 1.4 Billion dollars per year.

Our union is stronger now than ever before.

As I've traveled the province over the past few years and met with our members, what I've seen is what is incredible about our union.

Our union is not about one person or one industry. It's about all of you.

But there's no time for complacency. Every day corporations and groups with an anti-worker agenda, like the Employer's Council, make efforts to chip away at our solidarity and the advances we've made together.

We've still got more work to do. More work to do for plant workers worried about getting enough hours each season to put food on the table and pay the bills. More work to do for fish harvesters facing the impacts of environmental shifts and a changing ecosystem.

More work to do to fight for better wages and benefits. More work to challenge sexism and end workplace harassment. More work to ensure we have good and secure jobs in aquaculture and on sites like Long Harbour.

More work to do for everyone, even those who have not been touched by the progress we've made.

In our union we've always had our differences. There have always been contrary opinions amongst fish harvesters and there always will be. In fact, our union has grown and benefitted from strong but civil disagreements amongst harvesters. It's this exchange of ideas, these debates, that push our union forward.

But as a union we must also deal with those who have a deeply pessimistic vision for the future of the fishery. These people have no serious solutions to pressing problems. Instead, they spread blame and anger and hate and pass it off as a viable alternative. But that type of divisiveness, of pitting skippers against crew, or one inshore fleet against another has no place in our union. That's not the FFAW I know. The union I know is full of ingenuity and optimism. The union I know is decent and generous and it's stronger because we support one another.

And at times we get frustrated with policy decisions. We experience set backs. We lose arguments or make compromises. We are challenged to do better. To be better. That's a process that never ends.

As I've traveled the province over the past few years and met with our members, what I've seen is what is incredible about our union.

Our union is not about one person or one industry. It's about all of you.

It's about what can be achieved by us. By the hard work, the sometimes slow, sometimes frustrating work that we do together.

Getting things done requires negotiation and, at times, compromise. But we can't make advances when we're constantly demonizing each other. We need to fight for the values and principles we founded this union on and we need to find common ground.

We are stronger because we represent fish harvesters and plant workers.

We are stronger because we fight for access to quota and we're involved in fisheries science.

We are stronger because we bargain better wages and benefits for all workers.

Building a union and building worker power can be frustrating. Progress can stall. We can grow impatient. But when we keep at it, when we change minds and change policies, then progress can happen.

And if you doubt that, just ask any harvester who's seen the value of their lobster catch increase due to increased prices, and commitment to sustainability.

PRESIDENT'S MESSAGE CONTINUED

Ask a harvester in White Bay who landed squid this year!
Or the plant workers in Bonavista who pushed for access to more raw material so they could get more work in their plant.

Ask our members in hospitality at the Ramada and the Quality Inn, who have bargained new seniority considerations for workers and increases in wages.

Our union is powerful but only when we work together.

There are many waiting in the wings to see us divided. We've got to be just as organized, just as strategic as the corporations beating down the doors of politicians in an attempt to undercut us.

Teddy Roosevelt said, "It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena."

You are the ones in that arena.

You are the ones participating in consultations, bargaining collective agreements, organizing rallies, and lobbying politicians.

***Building our union isn't a spectator sport.
It takes all of us. Together.***

The success of our union is rooted in our values. The idea that our resources and industries are tied to the health and sustainability of our communities. Our union was built on the values of humility, solidarity, of a responsibility to help each other out.

Those who try to undermine our solidarity, our values, our community – they'll always fail in the end.

Our fisheries and our province have changed so much in the past 40 years. But these values haven't gone anywhere. They're as strong as ever and they live on in each of us.

That's what our union is fighting for.

Through our challenges and our victories, it's our members that motivate me to keep fighting.

On behalf of the FFAW Executive Board, the Inshore and Industrial-Retail-Offshore Councils, and all our staff, have a safe and happy holiday season!



**Wishing you a safe and
happy holiday season.**



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MESSAGE FROM THE SECRETARY-TREASURER

David Decker, Secretary Treasurer



Our Union has been a driving force for progressive change in the Newfoundland and Labrador since 1971. It is an effort that is fueled by, and possible because, of you – our members.

The fishery, like the economic structure of Newfoundland and Labrador, is going

through a transition. Change can be difficult and stressful, but it also presents opportunities and the chance to shape the future. Change cannot be ignored, and your Union has to prepare for it, and take the initiative on it, in the best possible way.

On November 5th and 6th, FFAW held its triennial constitutional convention in Gander, where nearly 200 of your fellow members participated in debate and discussion on the future of the Union and reviewed the last three years and prepared for the next three.

The convention had many new faces in attendance, accepting the opportunity to take part in the important duties of your union. It was particularly refreshing to see the number of women and younger members of the organization. We are as diverse an organization as ever before, and we expect that to continue into the future.

The importance of fostering and empowering youth was demonstrated by the passing of an amendment to the FFAW constitution to add two young harvester representatives to the inshore council. The inshore fishery is the midst of a crucial generational shift and the voices of our next generation need a voice at the table and an opportunity to be heard. In time, we hope that more young people, and not just the young harvester representatives, take on a leadership role and serve on the inshore council.

Seeing the interest and confidence of the first-time delegates, mingled with the perspectives of long-

time members, provides a sense of comfort about the future of our union. We will make this transition work. It will not be easy and it will involve self-reflection, but it will work and we will be better for it.

As I review the resolutions that we passed at the convention, they are forward-looking to guide us for the next decades. We passed resolutions on protecting the owner-operator policy and about access to new fishing opportunities, as these are the foundation upon which our fishery and our communities are based and are successful.

We voted for resolutions on the future of a healthy fish processing sector; a sector that for too long has been sustained with little care for safety and our workers have paid the price. Shame on processing companies that hire healthy people and within ten years they have the lung capacity of someone with emphysema.

Our convention took on issues of employers not living up to their promises to provide work, even after accepting millions of dollars in public money. For too long we have assumed the sanctity of a social contract whereby an employer will do the right thing because that employer said so. There needs to be a system of accountability to give hope to future workers that the status-quo in companies breaking their promises will not be sustained.

The delegates at the convention also considered the fair treatment of harvesters in the establishment of marine protected areas. As I write this, 250,000 litres of oil are floating along the top of the Atlantic, the result of an accident that the provincial government and oil companies were not prepared for. If there was any question about what sector – fishing or oil and gas – is more dangerous to the marine environment, it should now be answered.

It's clear that we have much to look forward to in 2019 and a lot of hard work ahead of us.

Have a safe and happy Christmas. It is an honour working on your behalf.

MESSAGE FROM THE INDUSTRIAL DIRECTOR

THE GHOSTS OF CHRISTMAS PAST AND NEAR FUTURE

Greg Pretty, Industrial-Retail-Offshore Director



Back in the early 70's, my Father, while toasting our health on a cold, chilly Christmas Eve proclaimed, "all household appliances know Christmas is coming."

Sat in our parkas with hoods up at the dining room table, we clinked our glasses of Lonesome Charlie, as the stark, solemn, sober truth of his wisdom, sunk in.

It had been a particularly nasty two-week run into the Yuletide. The refrigerator, the toaster and the electric frying pan all give up the ghost within days of each other, the frying pan half-way through Tibbs Eve dinner. In the frantic 10 days leading up to the 24th, Dad replaced every broken appliance and as I finished the trim on the hall baseboards, the smell of Christmas tree mixed with the pungent odor of wet paint, meant Christmas soon would be here.

But alas, the worst was yet to come. Our massive oil-fired, hot air furnace, gave three vicious bangs and at 5:10 PM on Christmas Eve, crossed over and became a simple stone.

We were done. No heat on Christmas Eve.

It was one of those late December days where it was warmer outside than it was inside. The toast Dad gave, with frosty, vapor filled breath, circled around his head like a celestial halo, before rising to the freshly painted ceiling, like an ancient smoky offering to the Appliance Deities.

Not all our Christmases were that much fun but it's the one I'll always remember as the best, the funniest and most loving of Christmases.

Fast forward to the 2018 Holiday Season.

Yes, the appliances still know Christmas is nigh.

While installing our new microwave, it sounds like someone is playing the bass drum in the dishwasher's drying cycle. Oh well.

Some things never change.

Some things need to change.

Take the homespun "Made Right Here", alt-right, racist, misogynist clan of Newfie Brown Shirts currently nipping at our collective heels.

Buoyed by the Trump Monarchy, memories of Harper and the promises of Scheer, they are tough on refugee families and immigrants. They are incredibly concerned about Newfoundland blood lines, they lose sleep plotting to regain control of women's vaginas. They are ripe and ready to rescind the Human Rights of LGBT citizens and are rabidly opposed to any proposed advancement of worker/ fish harvester rights in this or any other Province.

Yes, money means the world to them and shag everybody else. Nothing warms the cockles of their hearts more than someone working labor 40 hours a week and having to depend on a food bank to feed their families. They see it as proof their lobbying efforts have been successful.

This crowd will try to infiltrate the next Provincial Government so they can roll back the clock on our rights. They might even start their own Political Party to ensure our "culture" remains "undiluted" by outside influences. We all know what "outside influences" is code for.

Watch out for these snakes.

Don't be like the workers of Ontario who fell hook, line and stinker for Doug Ford Jr. He couldn't have done it without sucking-in the rank and file workers. The workers are sorry now as Ford and his cabinet roll back Human and Worker Rights at every opportunity.

So, if you're looking for a New Year's Resolution how about making a promise to contact your MHA and advise them you and your family are not putting up with that Trump/Scheer style of retrogressive, oppressive government and you need a strong commitment that women's, worker's and human rights will be strengthened, not diminished.

And wait for the answer.

One last Holiday tip, make sure you get a furnace inspection before you hang up your stocking.

Happy Holidays, my friends. Be safe and Happy New Year to you and yours.



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



FFAW | UNIFOR
Fish, Food & Allied Workers

FFAW-UNIFOR 12TH TRIENNIAL CONVENTION NOVEMBER 5-6 IN GANDER



CONVENTION RESOLUTION: A STRENGTHENED AND RESPECTED OWNER-OPERATOR FLEET

Robert Keenan, FFAW-Unifor Projects Manager

At the FFAW-Unifor triennial convention held in Gander on November 5th and 6th, two resolutions were brought to the floor on protecting the foundations of the owner-operator fleet and strengthening the fleets social and economic purpose.

The first resolution called for an increased effort to lobby the Canadian Senate to pass the revised Fisheries Act that allows for the establishment of regulations to protect owner-operator and fleet separation. A harvester delegate from Labrador addressed the convention, noting that “not enough was being done to protect these policies,” that the abuse of the policies was widespread, and that, if these changes to the Act don’t pass, the inshore fishery “is gone.”

This perspective was echoed by Nancy Bowers, inshore license holder in 3K and a member of the inshore council. As Nancy pointed out, she “can’t compete with the deep pockets of the big processing companies,” and that corporate intrusion is going to push the independent harvester out of the fishery.

Joan Doucette, member of the executive board, addressed the convention to point out that this resolution was just as much about the future as the present because “we need to make sure there is a place for the future generation.” Joan spoke about a 22-year old harvester in her area that was eager to begin his career as a harvester and the challenges that he will face due to the large corporate influence over the transfer of licenses. According to Joan, for the sake of the next generation, we must not let big business to push away new entrants.

A second related resolution called upon the federal government to develop policies that prioritize access for the inshore owner-operator fleet for new and re-emerging fisheries in waters adjacent to Newfoundland and Labrador. Access to new fish stocks will be one of the defining issues for inshore harvesters and plant workers in the years ahead.

As vice-president of the Inshore sector, Tony Doyle, stated, access is both an issue of fairness and economic and ecological sustainability. Tony told the convention floor about a harvester who recently participated in a limited blackback flounder fishery and how this “harvester landed 1500 pounds of raw material but in the process had to throw away about 2000 pounds of yellowtail. The harvester could not land the yellowtail because the entire quota for the area is owned by OCI.” Worst still, OCI does not even process in the province most of the yellowtail in catches adjacent to it.

Both resolutions were presented individually to the convention floor. Both received unanimous support and thunderous applause.



CONVENTION RESOLUTION: ENFORCING EMPLOYMENT COMMITMENTS MADE BY CORPORATIONS

Robert Keenan, FFAW-Unifor Projects Manager

Newfoundland and Labrador have a long history of corporations and governments committing to provide good work to workers only to later see these commitments be reneged or go unfulfilled. Such commitments have been made in many sectors of our province, from aquaculture to work building our oil and gas infrastructure.

At the recent triennial FFAW convention, delegates debated resolutions addressing two of the most recent reneged upon work commitments in our province. The first resolution addressed the deplorable state of employment in the aquaculture industry. For decades, many different aquaculture companies have accepted tens of millions of dollars in subsidies and have acquired the right to set up large, potentially environmentally hazardous, salmon farms in return have promised good paying, year-round jobs to hundreds of residents on the south coast of the province.

Corporate promises to workers in the area have proven to be hollow. As outgoing VP of the Industrial Sector, Eric Day, told delegates, “there is no shortage of product to support more work in the area, its just that every day we watch the companies send truckload after truckload up over the road to be shipped off somewhere else for processing.”

The effect of abandoning local workers in aquaculture is greatest in St. Alban's, where the aquaculture processing plant in the town has barely operated this past year. Bernadette Bowles, a delegate from St. Alban's, told the convention that she had not worked since April and that the “aquaculture companies have worked to pit St. Alban workers against Harbour



Maisie Baker speaking in support

Breton workers. They are happy to divide us.” Bernadette forcefully concluded, however, that the workers are “Not going to let this happen.”

Maisie Baker, a delegate from Northern Harvest Sea Farms in St. Alban's, summed up the solution to these broken promises by stating, “When companies come in, they must live up to their commitment. This is a billion-dollar industry built on the backs of workers. If the fish is grown here, it should be processed here.” This was a statement met with full-throated support by everyone in the convention hall.

The second resolution addressing the lack of enforcement of commitment to workers focused on benefit agreements made in the oil and gas sector. FFAW has more than 350 skilled trade workers in the steel fabrication industry, but these workers are being undermined by work being shipped out of province contrary to existing benefits agreements.

As Greg Pretty, Director of the Industrial, Retail, Offshore sector, noted, there has long been a system with no accountability for promises made by companies to workers, and this has to end. “They promise you the moon,” Greg told the convention, “healthcare, good work, fair pay. But when they don't live up to their commitments, there are no consequences.”

“This must change,” Pretty concluded. “If you fail in your commitments to provide the work that was promised, you pay a penalty.”

The first resolution to be voted on demanded that companies in aquaculture be required to submit detailed plans for employment on an annual basis and that an end of the year review would judge how much the plan was followed. Penalties would be imposed for not meeting commitments. In oil and gas, the request was to live up to the commitments already on the books when work starts on the Bay du Nord oil project; mega projects have to benefit workers, not just the province's bottom line. Both passed with unanimous support, a clear endorsement that corporate commitments on employment must be binding and not just treated as sound bites and good corporate rhetoric.

CONVENTION RESOLUTION: POLITICAL MOBILIZATION FOR THE PROVINCIAL AND FEDERAL ELECTIONS

Robert Keenan, FFAW-Unifor Projects Manager

A resolution unanimously passed at the recent FFAW convention called on the Union to develop a comprehensive strategy to engage all political parties in the 2019 federal and provincial elections. Particular aspects of the strategy include a questionnaire for all major political parties on issues relevant to our members, a leaders' debate on fisheries issues, and developing educational material on the platforms of all parties to send out to members prior to going to the polls.

FFAW pursued a similar strategy in the 2015 election, sending each political party a list of questions and then assigning a grade to how well the response fit the needs of your Union's membership. Overall, the 2015 strategy was successful, producing important commitments that guided FFAW policy-making and advocacy for the past 4 years. Some of those key commitments include:

- That the first 115,000mt of northern cod will be allocated to the inshore fleet;

- A review of the LIFO policy in northern shrimp. This was completed in 2016 and LIFO was abolished;
- Increased protection of the owner-operator and fleet separation policies. The capacity to enact legal protections of these policies is included in the new Fisheries Act currently being considered in the Senate.

Your Union's political activism also works to hold political parties to account. Not every commitment made to FFAW in 2015 was honoured. Your Union now has documented evidence of promises not kept. It is important that politicians explain unfulfilled commitments; after all, a political party's value is in its capacity to deliver what was committed.

As our members moves through this uncertain time of environmental shifts and economic unknowns, we do not need political parties that make commitments just for the sake of political benefit. Our members need political parties that keep their commitments and back up words with action.

CONVENTION RESOLUTION: BRINGING BALANCE TO COLLECTIVE BARGAINING IN THE FISHERY

Robert Keenan, FFAW-Unifor Projects Manager

The collective bargaining system for fish prices in NL is perhaps the most progressive in the country. If negotiations fail to produce a price, the parties move to binding arbitration through the Standing Fish Price Setting Panel. It is a system that is the envy of harvesting organizations across Atlantic Canada.

After 10 years of the Panel system, it is clear that some reforms are needed to improve upon the level of transparency on issues that directly impact the value and price of fish. In binding arbitration, where final offer selection applies, the arbitrators needs the most relevant information to decide which price position is to be selected.

At the FFAW convention in Gander, a resolution was passed demanding that the Department of Fisheries and Land Resources and the Labour Relations Board

require that processing companies, as a sector, disclose information on yields achieved from processing, the variety of products produced in this province, and the actual price achieved in the domestic and international markets for these products. All of this information directly effects the ultimate value of what harvesters sell to processors.

"Cod is a perfect example of the benefits that processors get by not disclosing certain information," said Albert Wells, a harvester in 3K and a member of the Inshore Council. "At negotiations we have information in front of us that suggests that processors are selling the cheeks and the tongues and the frames, but the processors just ignore any questions on the value this creates for them. They are using the entire cod in processing, but we are only getting paid on loins and tails."

To David Decker, Secretary Treasurer, the need transparency is also about both fairness to harvesters

and improving the sector, as a whole. “Processing companies not only resist disclosing information to harvesters, they also don’t want to share it amongst themselves. It is a backward approach to development. We have a processing sector where some companies lag way behind others and they don’t even know it. The processing sector is going to play a big role if we are to develop a high-quality cod product to be competitive internationally. It is important for the entire sector to

understand strengths and weaknesses going forward. Ignorance is not bliss.”

Your Union has already made its perspective on this known to the Minister of Fisheries and Land Resources. Our hope is that the Minister will heed the call for common-sense improvements to, what is otherwise, a strong fishery collective bargaining regime.

CONVENTION RESOLUTION: WAITING FOR TOO LONG – THE NEED FOR A PROCESSING SECTOR SAFETY COUNCIL

Robert Keenan, FFAW-Unifor Projects Manager

Establishing a processing sector safety council has been a major priority for FFAW for several years. Plant workers have protested in front of WorkplaceNL, a full plan for the proposed sector was submitted to WorkplaceNL two years ago, and the current ministers of WorkplaceNL and of Fisheries and Land Resources support the idea. Still, the establishment of the Processing Safety Council remains elusive, a stain on the credibility of WorkplaceNL and the processing companies who champion safety as a tool of public relations while vigorously opposing with all their political will a safety sector council that would help their employees.

At the recent triennial FFAW convention in Gander, a resolution on establishing a processing sector safety council was put to the floor requesting that a stand-alone processing sector safety council be established with or without the support of processing companies.

Incoming VP of the Industrial, Retail, and Offshore sector, Doretta Strickland, a worker with OCI in Triton, has been a vocal and passionate advocate for processing sector safety council. Doretta has worked in a fish plant for many years, and has experienced first-hand the dangers posed in the sector to herself and her co-workers. In a moving address on the convention floor, she spoke of trouble breathing at work due to the airborne materials produced during the processing of shellfish.

Doretta described co-workers, hunched over lunch tables, with puffers stuck in their mouths in hope of relief. She talked about having no energy, because

it is hard working in a place where trying to breathe requires expending so much energy. She explained the difficulties of taking time off and going to doctors while trying to get enough work hours in an ever-shortening work season. Lastly, she told delegates of the challenges in getting her employer to implement change, to lighten the burden, and to accept some responsibility for the health of the workers it relies upon.

Other delegates, all women, stepped forward with stories that were tragically similar. The common themes were unusual exhaustion from work, the challenge presented by taking sick time, and the unwillingness of processing companies to make the needed changes to improve health and safety.

Emotions were quite high in the room when the resolution was put forward for voting. There was unanimous support for a stand-alone processing sector safety council. This needs to get done, for the sake of workers today and in the future.





YOUNG WORKERS SHARE OPTIMISTIC OUTLOOK WITH CONVENTION DELEGATES

Jessica McCormick, Assistant to the President

It was hard to be pessimistic about the future of the fishery at FFAW-Unifor's recent constitutional convention. A key theme throughout the convention was the role of young people in the industry, particularly young fish harvesters. Delegates of all ages said the workshop on the Next Generation in the Fishery was a highlight of the convention.

It's no secret that the average age of a fish harvesters in the province is increasing. While some outside the industry may think there are no young people interested in getting into the fishery, the reality is far from true. In many communities, young people are joining the industry, taking over fishing enterprises and making a life for themselves and their families. However, there are still many barriers that young people face in entering the fishery.

Moderated by FFAW-Unifor President Keith Sullivan, the panel discussion featured two young fish harvesters from British Columbia and two from Port de Grave, Newfoundland. Panelists Cailyn Siider and David Mackay both grew up in small coastal communities in British Columbia and are both members of the BC Young Fishermen's Network. The Network was established as a network for emerging commercial fishermen in BC. The network provides a supportive environment to foster learning, networking and growth in the next generation of BC's fishing fleet. The Network creates connections – linking young fishermen to the people and resources they need to plan successful businesses and engage in their communities.

Siider and Mackay shared their personal stories of how they involved in the industry. They also acknowledged the barriers facing other young harvesters, including the need for enforcement of owner operator and fleet separation policies that make it more difficult for young people to afford to enter the fishery.

Stephanie Lights and Melissa Norris represented Newfoundland and Labrador on the panel. Both women are young fish harvesters from Port de Grave who recently got into the industry. Lights and Norris acknowledged the importance of having mentorship when they first started out. It's clear that having the support of family and community is a key ingredient to building an industry of the future that is accessible to young people.

All four panelists agreed that the industry needs to make space for young harvesters within decision making bodies. As Stephanie Lights said, "We can't have a future in the fishery unless we have an opportunity to learn from the people who came before us."

After the panel concluded, there were lines of FFAW-Unifor members at the microphones to express their support for the panelists and the stories they shared. Following the session, a resolution was adopted by the convention to add two young harvester positions to the Union's Inshore Council.

With outspoken young harvesters like Lights and Norris, and a Union structure that makes room for young harvesters at the decision-making table, there is no doubt that the next generation of fish harvesters will continue to make their mark on the industry.



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PHOTO CONTEST

Submit your photos for a chance to have your photo featured on the cover of the Spring 2019 edition of the Union Forum magazine and win a \$100 gift card for Mercer's Marine.

WHAT TYPE OF PHOTO WE ARE LOOKING FOR:

- FFAW-Unifor members at work

REQUIREMENTS:

- High resolution photo (minimum 1MB, preferably over 3.5MB)
- By submitting your photo you are giving permission for FFAW-Unifor to use it in promotional material
- Email your photo to **cglode@ffaw.net**
- Deadline for submissions is January 31, 2018
- Multiple entries welcome!



GOVERNMENT RELATIONS UPDATES

Jessica McCormick, Assistant to the President

In November, FFAW marked World Fisheries Day with robust lobbying efforts on Parliament Hill to draw attention to the importance of passing amendments to Canada's Fisheries Act that protect and promote the independence of inshore owner operators. Additionally, FFAW used this opportunity to advocate for increased fish harvester input and engagement in fisheries science, and highlighted the importance of incorporating the socio-economic concerns of coastal communities in fisheries management. On November 21st and 22nd, FFAW President Keith Sullivan and staffperson Jessica McCormick met with several Members of Parliament, Senators, and government policy advisors to represent the concerns of FFAW members.

Meetings were held with representatives of the Liberal, Conservative and New Democratic Party including fisheries committee members Churence Rogers (MP for Bonavista-Burin-Trinity), Ken McDonald (MP for Avalon), Todd Doherty (MP for Cariboo-Prince George) and Fin Donnelly (MP for Port Moody-Coquitlam), and Newfoundland and Labrador Senators Fabian Manning, David Wells, Norm Doyle and Mohamed Iqbal-Ravalia. Meetings were also held with Department of Fisheries and Oceans policy advisors, staff to the Minister of Fisheries and Oceans, and advisors to the Prime Minister.

On Wednesday evening, FFAW representatives joined members of the Canadian Independent Fish Harvesters

Federation for an event to mark World Fisheries Day on Parliament Hill. The event was attended by a number of MPs and Senators from across the country, including Minister of Fisheries and Oceans, the Honourable Jonathan Wilkinson.

In the weeks remaining before the House of Commons and the Senate adjourn for the winter break, FFAW will continue to push for amendments to the fisheries act to move swiftly through the Senate. The new year provides an opportunity for increased advocacy at the federal and provincial level, with elections right around the corner. Winter and Spring 2019 is a critical time for your Union to ensure the issues that matter most to our members are reflected in the platforms of political parties leading into elections.



FFAW-UNIFOR MEETS WITH FEDERAL FISHERIES MINISTER IN ST. JOHN'S

Jessica McCormick, Assistant to the President

FFAW-Unifor President Keith Sullivan, Industrial-Retail-Offshore Director Greg Pretty, Inshore Vice-President Tony Doyle and Assistant to the President Jessica McCormick met with federal Minister of Fisheries and Oceans, the Honourable Jonathan Wilkinson on December 3 in St. John's. Minister Wilkinson was in St. John's to participate in meetings of the Canadian Council of Fisheries and Aquaculture Ministers.

FFAW-Unifor used the opportunity to meet with the Minister to discuss recent issues impacting Union members. Representatives raised the importance of amendments to the Fisheries Act that protect independent owner-operators and the need for clear regulations that enforce policies. Discussions also focused on the importance of fish harvester knowledge and input in DFO science and management processes. Sullivan raised concerns with current science and management of Northern cod and emphasized the concerns fish harvesters have with the recently proposed precautionary approach framework for snow crab.

IRO Director Greg Pretty raised the importance of good jobs in fish processing and the federal government's role in protecting jobs in Grand Bank that could have been impacted by a reduction in the Arctic surf clam quota last year. Pretty also discussed the precarious nature of aquaculture processing jobs in the province

and highlighted the challenges workers in St. Alban's and Harbour Breton have experienced in recent years.

Union representatives also highlighted increasing concerns with oil and gas activity off the coast of the province and the double standard of allowing this activity to take place in designated Marine Refuge areas.

FFAW-Unifor has consistently brought issues directly to Minister Wilkinson and his staff as they arise. We've been successful in pressuring the Minister to reverse recent decisions on sea cucumber and surf clam that would have negatively impacted our members. We will continue to advocate to the Minister the importance of meaningful engagement and consultation with fish harvesters – the key stakeholder in the inshore fishery.



WELCOME NATALYA DAWE TO FFAW SCIENCE PROGRAM

Natalya Dawe has joined the FFAW-Unifor staff team as a Science Assistant. Natalya grew up in Conception Bay South, and holds a Bachelor of Arts in Geography from Memorial University of Newfoundland. Much of Natalya's past work in research at Memorial University focused on social aspects of commercial fisheries.

Natalya's current work is focused on how harvester knowledge can address gaps in the stock assessments to give a better understanding of stocks and fisheries. Current projects focus on capelin and mackerel.

NORTHERN COD FIP MAINTAINS “A” GRADE AT LATEST UPDATE

Dwan Street, FFAW-Unifor Projects Coordinator

The Northern Cod Fishery Improvement Project continues to surpass expectation as of the last update, maintaining the “A” grade designated by FisheryProgress.org in the last 6-month interval.

This update included a significant amount of the important work you, the members, are doing to help northern cod reach MSC certification.

Firstly, in fall 2017, a preliminary literature review was completed on bait used in other Atlantic Canadian fisheries that have been certified successfully. This review helped determine what methods have been successful in answering questions around bait in other fisheries.

Relatedly, in early 2018, WWF Canada and FFAW began identifying where deficiencies in bait knowledge might exist. An independent fisheries scientist was contracted to summarize the literature review, and weigh current bait information from northern cod against other, similar MSC certified fisheries.

Harvesters who answered the annual 2J3KL telephone survey will have noticed the option of answering six questions on bait used if fishing gear types using bait. While this initial survey was useful, FFAW is revising the approach for next year’s survey in an attempt to gather further, more specific information, such as that gathered in other fisheries that have met requirements.

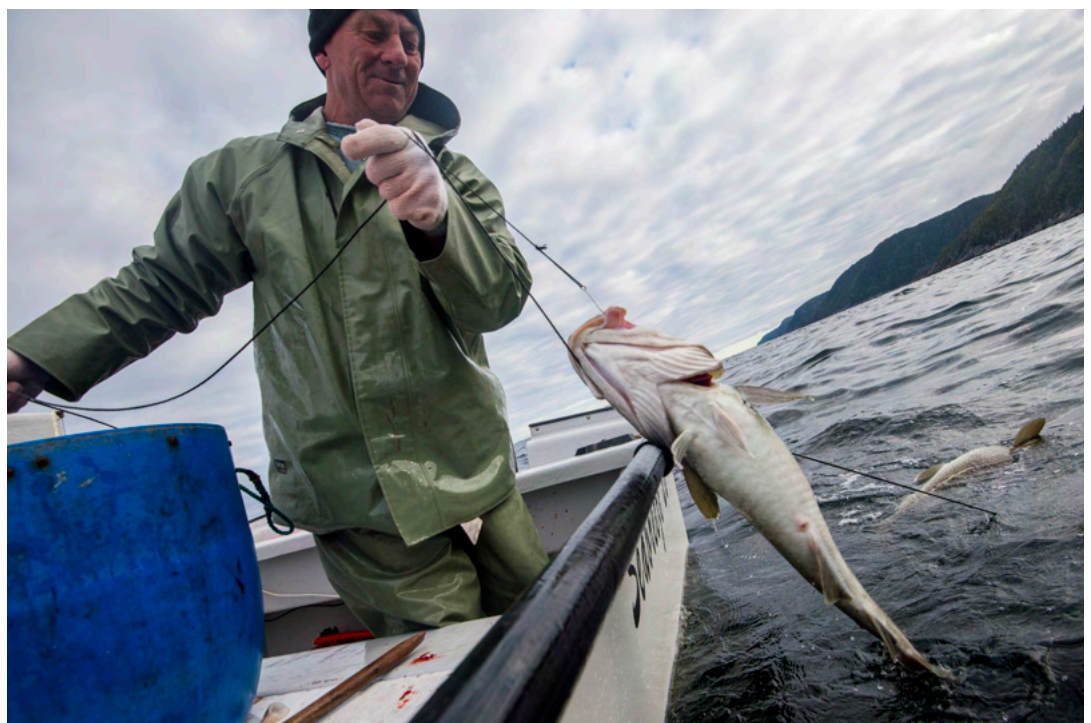
Next, questions about assisting in the detangling and release of leatherback turtles, a species on the Endangered, Threatened or Protected (ETP) list, were raised in the pre-assessment. Thanks to assistance from FFAW members, line cutters and extendable poles were

developed and tested that assist in the safe release of the animals. More of these tools have been purchased and will be distributed throughout 2J3KL over the fall months.

A number of harvesters in Labrador (2J) have been working with cod pots in the Gilbert Bay MPA area to live-release any golden cod harvested adjacent to the MPA. FIP partner WWF Canada provided funding for a number of cod pots to be purchased and delivered to participating harvesters to assist in these efforts. These important conservation measures were also applauded by FisheryProgress.org.

Finally, the management approach of the NLGIDC has consistently been a very positive piece of work annually for the FIP. Though the TAC was lowered this year, despite protest from FFAW and members, the adjusting of the suggested management plan by the NLGIDC was seen as a responsible measure (though DFO did not fully accept the plan in its entirety). An adaptive management approach as the stock recovers is a key component of ensuring the FIP remains at the top of the grading curve.

The next FIP update is due February 2019. We look forward to sharing further updates and maintaining our “A” grade on an international scale.





2018 INTERNATIONAL COLDWATER PRAWN FORUM

Johan Joensen, Industry Liaison

The 2018 International Coldwater Prawn Forum – Industry Meeting – was held in London on November 15th. At this meeting representatives primarily from the United States, Canada, Greenland, Iceland, Norway, Denmark and the United Kingdom participated in industry discussions.

FFAW-Unifor participated on behalf of our members in the harvesting and processing sector meetings.

Participating in these meetings gives us an opportunity to meet face to face with harvesters from the other jurisdictions supplying coldwater prawns to the international market. Canada, Newfoundland and Labrador in particular, continues to be a major supplier of product to the market – despite decreases in landings. This has certainly been changing in recent years, but it is important to also understand the changes that happen in other areas.

Overall it is apparent that all areas supplying coldwater prawns to the global market are experiencing changes in the ecosystem.



Part of the meeting focused on the global supply and the challenges faced in the market. The United Kingdom remains the primary market for cooked and peeled coldwater prawns. The industry overall recognizes that the one uncertainty facing all is the Brexit process. The manner by which the United Kingdom withdraws from the European Union presents the coldwater prawn industry with significant uncertainty.

Coldwater prawns landed in Newfoundland and Labrador go into a market supplied from all across the northern hemisphere. Our supply is seeing significant impacts from a changing ecosystem. Market access and flexibilities are significantly affected by international political changes. All this shows us that the coldwater prawn industry remains complicated.

In 2019 the International Coldwater Prawn Forum – Open Meeting – will be hosted in St. John's.



FFAW Secretary Treasurer David Decker presents at the forum



FFAW-UNIFOR WOMEN'S CONFERENCE

If the positive feedback from participants was any indication, the 2018 Women's Conference was a tremendous success. The conference kicked off the 12th Triennial Constitutional Convention on Sunday, November 4th at the Quality Inn in Gander.

Sixty women from all sectors of the union came together to learn more about feminism, lobbying, women at the bargaining table and inclusive workplaces. Tina Pretty, Coordinator of the Women's Advocate Program, opened the Conference, welcomed guests and delegates and introduced FFAW-Unifor President Keith Sullivan.

Tanika Chaisson with the Unifor Women's Department gave a presentation, *Using Your Voice for Change*, on lobbying politicians and walked women through the Unifor Lobbying Guide highlighting helpful tips and pointers. Women then participated in an exercise where they could practice the new tools learned.

In the first panel session, moderated by Jessica McCormick, *Speaking Out Gets Results*, women heard from Jenne Nolan with the St. John's Status of Women's Council (SJSWC) on ways to lobby government. They also heard from Sisters Doretta Strickland, IRO VP, and Nancy Bowers, Inshore council members on their experiences of getting elected and lobbying for infrastructure and equipment in their communities.

In the Women at the Bargaining Table session, women heard from Deb Tveit, Assistant to National President Jerry Dias, on how women at the bargaining table made a difference in other locals of Unifor. Maisie Baker, an aquaculture worker at Northern Harvest, and the only



woman in her local, gave her experience at contract negotiations. Likewise, Trudy Byrne, Chairperson of St. Anthony Seafoods, told of her involvement at the table and the positive outcomes for her workers. Women discussed the importance of being the voice for other women and the changing dynamics when women are around the bargaining table. When women are involved it is not just women's rights but rights for everyone that are negotiated. This session was moderated by Staff Representative Sharon Walsh.

Women were very engaged in the Diversity, Inclusion and You presentation by Jennifer Furey, a Workplace Diversity Specialist with Women in Resource Development Corporation (WRDC). Jennifer discussed stereotypes, personal biases, privilege, prejudices and strategies to break the cycle of our conditioning.

The final guest speaker of the day was our own Lana Payne, Unifor Atlantic Director. Lana recounted some history of change in FFAW and how women have changed the labour movement in general. She spoke of ways of building up the sisterhood and how "women change what gets done" when they are involved in their union.

As delegates to the Women's Conference, women were asked to bring items for Cara House, the women's shelter in Gander. Items were presented to shelter representative Lisa Grant during the luncheon. FFAW women were so generous in their donations that a second person from the shelter had to come later in the day with a larger vehicle in order to transport all the items back to the shelter.

In closing the Conference, Tina Pretty thanked all speakers and especially Sisters Jessica McCormick and Sharon Walsh for their tremendous contribution and hard work in making the conference a success. She added, "most of all, I would like to thank all delegates who continue to inspire every day with your activism, your commitment, and your dedication to helping working people."



Delegates listening to speakers at the Womens's Conference



NEWFOUNDLAND AND LABRADOR MANDATES PAID DOMESTIC VIOLENCE LEAVE

Dwan Street, FFAW-Unifor Projects Coordinator

The fight and advocacy for legislation of paid domestic violence leave, both in the country and in this province, has been long fought and led by both the labour movement and women's advocacy organizations.

On November 8th, the Liberal government delivered a long-awaited announcement – government plans to amend the Labour Standards Act to include both paid and unpaid leave for those experiencing situations of domestic and family violence. The amendments, if passed through the House of Assembly, will allow 3 paid days of leave and a further 7 unpaid days.

Leave will allow victims of family and domestic violence to seek legal assistance, receive medical attention, find accommodations, and seek other means necessary to exit their violent home lives. Leave will come into effect on January 1st, 2019.

Newfoundland and Labrador joins Manitoba, Ontario and New Brunswick in introducing this necessary legislation. Other provinces offer unpaid leave. If the amendments in our province pass in the House of Assembly, only British Columbia, Prince Edward Island and Nova Scotia will lack domestic violence leave for victims. It is important to point out, however, that the 3 days offered by the province of Newfoundland and Labrador falls below the 5 day standard set by other provinces.

Rates of domestic violence in Newfoundland and Labrador are the highest in our country; rather than decreasing, domestic violence in our province is rising. This is an alarming statistic. Indigenous women are especially at risk. We must also remember that it is when a woman has chosen to leave that her life and wellbeing are most at risk.

Each year the list of names of women who have lost their lives in this province is read at the In Her Name vigil, a partnership between the St. John's Status of Women Council and the Native Friendship Centre – and each year the list continues to grow. This is unacceptable

and the epidemic of domestic violence in our province must be addressed.

In 2016, there were 1,251 incidents of family violence reported to police in our province, yet it is estimated that this number represents approximately ten percent of incidents of family and domestic violence. The cost to employers on a national scale, through lost productivity and missed work by employees suffering from violence is estimated to be approximately \$77.8 million.

While we applaud this move by our government, we must also realize the fight for further supports and assistance for victims of domestic and family violence must not stop here. We must continue to advocate to ensure those fleeing violence are supported, safe and have the necessary resources to not have their safety and lives jeopardized.



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TAKE BACK THE NIGHT 2018

The annual Take Back the Night March was held in St. John's on Friday, September 21st. The march, organized by the NL Sexual Assault Crisis and Prevention Centre, starts in Bannerman Park and meanders through the downtown streets with hundreds of women and children chanting empowering slogans. Women stop at the Courthouse on Water Street and mark chalk Xs on the steps representing women they know who has been sexually assaulted. The march ends at St. John's City Hall with guest speakers.

The keynote speaker this year was a young woman named Ashley MacDonald. She shared her story of sexual assault and what can happen when people listen to victims, believe and support them. She spoke of the courage needed to file a police report and to speak publicly about her experience. She also shared what she has learned about herself since the assault and how it could not have been possible without that validation and support.



Young person holds a sign at the annual Take Back the Night March

IN HER NAME VIGIL

An emotional gathering of several hundred people was held at the Colonial Building in St. John's on October 4th. The 5th annual In Her Name Vigil was organized by the St. John's Status of Women Council and the St. John's Native Friendship Centre. Organizers have compiled a list of missing and murdered girls and women from this province dating back to the mid-1700s.

Since last year another 20 names have been added bring the total to 138. Some of these names are added as a result of people coming forward with information, or as court records and research finds them. Family members, representatives of women's and community groups, along with members of the general public read out the names of each girl or woman so they are not forgotten. Remembered them is one aspect of the vigil, but there was also a call to action on getting the provincial government to establish a task force to oversee a comprehensive and province-wide plan that would end domestic violence, and all violence, against women and girls. FFAW representatives included, Keith Sullivan, Jessica McCormick, Dwan Street and Tina Pretty.



Each lantern represents a missing or murdered girl or woman



OIL AND GAS EXPLORATION EXPANDS IN MARINE REFUGE AREA CLOSED TO FISHING

In early November, the Canada-Newfoundland Offshore Petroleum Board (C-NLOPB) announced five new successful bids that resulted in nearly 1,010,000 hectares approved for oil and gas exploration. Two of the five parcels fall within a marine refuge area that restricts all fishing activity while oil and gas operations persist unencumbered.

“Oil, gas and seismic activity is continuing completely unrestricted in these supposed protected areas. This is understandably frustrating for harvesters who have given up considerable fishing grounds in the name of conservation,” said FFAW-Unifor President Keith Sullivan.

Sullivan adds, “Any closures intended to focus on marine conservation must restrict all other marine industrial activities. We cannot ask fish harvesters to accept the closure of an area to fishing activity in the name of conservation while continuing to allow oil and gas exploration in that same area.”

In addition to the marine refuge closure, new areas open for oil and gas exploration and development include valuable fishing grounds that will significantly affect fish harvesters’ enterprises.

DFO’s National Advisory Panel released their final report on the Marine Protected Areas just the previous month. The report recommended that the federal government adopt international standards for conservation which will standardize restrictions amongst all MPAs in Canada. FFAW-Unifor has been very vocal on the double standard that exists in conservation areas allowing oil and gas while shutting out all fishing activity, and formally submitted these and other concerns to the advisory panel.

The provincial government has plans to double oil and gas extraction in the next 12 years, which will undoubtedly impact conservation areas and harvesting activities. It is essential that harvesters be properly consulted prior to the bid process commencing.

“The government has shown a clear disregard for the interests of fish harvesters by prioritizing oil and gas over the fishing industry and conservation efforts. It’s time for the government to stop shutting harvesters out while letting oil and gas in,” said Sullivan.

HARVESTERS FRUSTRATED WITH LACK OF CONSULTATION ON NEW CRAB MANAGEMENT APPROACH

DFO hosted important meetings on a new management approach (precautionary approach) for snow crab around the province in late November.

The meetings reiterated DFO's complete disregard for meaningful consultation with fish harvesters. Elected fleet chairs around the province have been vocal regarding serious concerns coming out of DFO's planned precautionary approach for snow crab.

"Harvesters are understandably angered at only being brought into the discussion at this late stage. FFAW-Unifor is calling on DFO to go back to the drawing board with consultations on these issues," said FFAW-Unifor President Keith Sullivan.

Numerous issues have been highlighted by harvesters at the two meetings that have taken place to date.

There is significant concern about how reference points for zones such as the cautious or healthy zones will be set. DFO does not take into account the historical crab populations and differing marine ecosystems.

"Why are we being managed like Bonavista and Conception Bay, which are hundreds of miles away, when the trends in our area and what we've seen of our crab is more like what is happening on the other side of the line," said Jim Chidley, fleet chair for the 8A region.

DFO has agreed to implement a working group as a first step in acknowledging the complete lack of consultation with the largest stakeholder.

Wishing you
and your family
joyful holidays,
happiness
and prosperity
in the new year





FFAW PRESIDENT MEETS WITH MPS, SENATORS ON NL FISHERIES ISSUES

To mark World Fisheries Day, FFAW-Unifor President Keith Sullivan was in Ottawa meeting with Members of Parliament and Senators to discuss Newfoundland and Labrador fisheries issues.

Many meetings focused on the importance of amendments to Canada's Fisheries Act that protect and promote the independence of inshore owner operators, the need for increased fish harvester input and engagement in fisheries science, and the importance of incorporating the socio-economic concerns of coastal communities in fisheries management.

Sullivan had productive meetings with various government policy advisors and representatives of the Liberal, Conservative and New Democratic Party including Churence Rogers (MP for Bonavista-Burin-Trinity), Ken McDonald (MP for Avalon), Todd Doherty (MP for Cariboo-Prince George) and Fin Donnelly (MP for Port Moody-Coquitlam), and Newfoundland and Labrador Senators Fabian Manning, David Wells, Norm Doyle and Mohamed Iqbal-Ravalia.

On Wednesday, FFAW representatives joined members of the Canadian Independent Fish Harvesters Federation for an event to mark World Fisheries Day on Parliament Hill that was attended by a number of MPs and Senators from across the country, including Minister of Fisheries and Oceans, the Honourable Jonathan Wilkinson.



DFO CONSULTATIONS ON FISHERY MONITORING POLICY AND MARINE MAMMAL PROTECTION

DFO began consultation sessions on Fishery Monitoring Policy and Marine Mammal Protection in late November with meetings in St. John's, Clarenville and Gander.

In these consultation sessions, DFO is introducing its plan for a national Fishery Monitoring Policy framework under the Sustainable Fisheries Framework. This policy would address data deficient fisheries and help fill data gaps by increased harvester-dependent and independent monitoring methods where DFO deems necessary. While these consultations have been online-only, we are pleased that DFO is getting out to hear the concerns of harvesters face-to-face.

Throughout this process, FFAW continues to make it clear that while we support sustainable, data-rich fisheries, we also want to ensure that further costs are not downloaded on to harvesters, and that DFO is aware of how their own lack of resources contributes to challenges in data and monitoring. Investment by DFO is a necessary component as we move forward, as well as restoring resources and investment that were previously removed.

Consultation sessions will also deal with the US Marine Mammal Protection Act, specifically on the import provisions of Canadian seafood into the US and how Canada is demonstrating to the US that it meets

requirements in protecting marine mammals in its fisheries. While most attention has been focused on eliminating deaths of North Atlantic Right Whales in the Gulf, harvesters have concerns about how these provisions might affect fisheries on all coasts, as well as any potential market implications for our seafood being exported to the US. The purpose of these sessions is to open the dialogue. DFO will be carrying out consultations and workshops throughout the winter on this important topic.

While DFO is stressing these measures are currently in place for endangered species such as the North Atlantic Right Whale, we want to ensure there are no further implications for other species and that the livelihood of fish harvesters is not put at risk arbitrarily. DFO must work with harvesters to identify unique challenges and areas of focus for specific regions.

FFAW will continue to follow these processes closely and will bring forward concerns our members may have.

If you wish to submit comments on the Fishery Monitoring Policy and review the proposed documents, please visit www.dfo-mpo.gc.ca/fm-gp/peches-fisheries/comm/consultation-nat-fsh-eng.htm. Comments are open until January 25, 2019.

DFO REVERSES DECISION TO GRANT CONTROVERSIAL SEA CUCUMBER ALLOCATION

DFO reversed its previous decision to grant an inshore allocation to a corporation that was partnered with a First Nations group. Under the new management measures, the increased TAC for 2019 will provide for an additional eight temporary fishing permits for 3Ps. Six temporary permits will be granted to inshore harvesters who will be selected from the existing eligibility list and two temporary permits will be issued to the Miawpukek First Nation.

In August, FFAW-Unifor spoke out strongly against the decision, having made it clear the decision directly contradicts owner-operator and fleet separation policies integral to protecting the inshore fishery.





SAFETY SYMPOSIUM

On Wednesday, November 7th, 2018, the Newfoundland and Labrador Fish Harvester Safety Association (NL-FHSA) held its annual Safety Symposium/Trade Show and General Meeting at the Quality Hotel and Suites in Gander, Newfoundland. This was the 3rd year for the Symposium which was entitled Navigating Risk. A total of 120 people registered for the event, which included over 80 fish harvesters, both owner/operators and crew members.

As part of the Annual General Meeting, Mark Dolomount of the Professional Fish Harvester Certification Board (PFHCB) and Brenda Greenslade of the NL-FHSA provided an update on the NL-FHSA activities over the past year. Jonathan Allen representing Marine Safety from Transport Canada as well as Craig Allen from ServiceNL's Occupational Health and Safety Division provided updates on regulatory and enforcement activities.

Brian Delaney of Workplace NL gave an overview of injuries in the fish harvesting industry and reasons to be safe and stay safe. In keeping with the theme Navigating Risk, there was a personal testimony by Captain Byron Oxford on the importance of being prepared to face the dangers when working at sea as well as a joint presentation by Edgar McGuinness and Rob Brown on personal locator beacon technology and personal floatation devices.

In addition, researchers from SafetyNet (Barb Neiss, Lorenzo Moro, Giorgio Burella, James Shewmake, Bryan Davis) and Devon Telford from Environment Canada spoke on specific hazards inherent in the fishing industry including stability, noise and weather. Highlights of some of the presentations are included here.

MASTER OF THE ATLANTIC CHARGER - BYRON OXFORD

Captain Byron Oxford, gave the keynote address informing participants about his harrowing ordeal as Master of the Atlantic Charger and that of his crew in the 'tragedy that almost was' when the vessel sank on September 21, 2015 in Frobisher Bay during a powerful storm. Byron's emotional story of survival against the odds, captivated the most seasoned fish harvesters in the audience and novices alike. His inspiring story outlined the importance of emergency preparedness in the fish harvesting industry.

When an incident occurs it usually escalates quickly which can result in panic and uncoordinated efforts. By assigning emergency duties to all of his crew prior to leaving port, Byron ensured that everyone had a task to complete should an emergency arise. When the Atlantic Charger began taking on water, Byron had the workers don their survival suits, and then execute the emergency procedures he had laid out. This coordinated effort allowed the crew to leave the vessel with all workers in survival suits, a mayday call including their location relayed to the coast guard, and a life raft inflated and ready for occupancy. While waiting for rescue, the crew kept each other calm and warm, and entertained each other to boost morale.

Despite the challenges they encountered, by looking out for each other and trusting their training and preparedness, every member of the Atlantic Charger's crew made it home to their families. This is a testament to the value of training and preparation, a point which was driven home with every person in the room during Byron's speech.



The Atlantic Charger during a storm in Frobisher Bay

PERSONAL FLOATATION DEVICES

Edgar McGuiness, a Marine Safety Researcher with SafetyNet, a research group at Memorial University which is partially funded by the NL-FHSA, spoke to the importance of Personal Floatation Device (PFD) use in the fish harvesting industry. He highlighted the difference between bulky PFDs that are often stowed away until they're needed and PFDs that are comfortable and low profile which can be worn while you work. A point he really drove home was how clothing affects buoyancy when you enter the water unexpectedly without your PFD. Some key points from his presentation are as follows:

- Everything you are wearing becomes an anchor pulling you down as it becomes saturated: Boots, jeans, jackets, etc.
- Your weight and drag increases and mobility decreases, so even if you can swim you are having to fight harder to stay afloat
- The energy that is expended in your arms and legs, draws blood away from your core, causing your organs to cool more rapidly
- The struggle just to stay afloat speeds up cold shock onset and the shutdown of bodily and mental functions (2-3 minutes)
- You suffer swimming failure as your body shuts down (3-15 minutes)
- You are not in the water long enough to reduce core temperature to hypothermic levels before you drown
- The short time in which this occurs without a PFD can mean the difference between drowning or wearing a PFD and being pulled out of the water cold, but alive.

When you're wearing a PFD:

- Not having to fight to stay afloat frees the body from expending further energy and the mind from panic
 - The floatation applied close to the chest helps maintain core temperature
 - Even if you do lose consciousness, you are floating, visible and can be rescued
 - You have a strong chance at survival, without it you may have no chance at all

PERSONAL LOCATOR BEACONS

Following the presentation on PFDs, Marine Institute Ocean Safety Researcher, Robert Brown, spoke about his research around Personal Locator Beacons (PLBs) and their importance in the fish harvesting industry. Much like a PFD, a PLB must be worn at all times in order to assist with survival during accidents resulting in sudden immersion. Robert outlined the need for an understanding of how the equipment works before occurrence. This can be achieved through training and regular practice through emergency drills.

His research has shown an upward trend in PLB use and a similar upward trend in the number of people being rescued at sea, indicating that these devices do save lives. He outlined the different ranges and applications for each type of PLB, as well as some of the limitations of each product. His findings regarding range can be found below:

According to the evaluations completed by participants at the Safety Symposium/Trade Show, overall the information provided was relevant and of interest to fish harvesters. Taking into consideration the location, presentations, organization, speakers and schedules, the event as a whole was highly rated. Participants indicated the trade show exhibits were relevant to their industry and would recommend next year's Safety Symposium to their friends and co-workers in the fish harvesting industry.

Topics recommended for future events included personal stories that each listener can relate to and learn from, discussions on how hypothermia occurs and how it is much more survivable now with research and understanding, and new vest and suit floatation devices. This feedback will be used in planning the NL-FHSA's fourth annual Safety Symposium to be held in 2019.

FFAW MEMBER RESCUES SURFER OFF ST. VINCENT'S BEACH

Courtney Glode, FFAW-Unifor Communications

A surfer trapped out to sea by raging waves was rescued by an FFAW-Unifor member and two members of the Canadian Merchant Service Guild on October 12 in St. Mary's Bay. That evening around 4pm, the Coast Guard called on nearby vessels who may be able to reach two surfers that were in trouble on the cape shore near St. Vincent's. The Beothic Spirit, a Teekay oil tanker, happened to be close by and Aiden Brown, Ryan Pilgrim and Adam Penton answered the call.

The three men prepared the fast rescue boat for launch, donned their survival suits, packed up extra suits and water, and left the tanker in search of the two surfers.

In strong winds and violent waves, the rescue boat travelled 17 miles from the ship searching for the surfers. As they neared the point in St. Vincent's beach they spotted flashing lights from rescue vehicles on shore and began picking up sporadic signals from rescue aircraft above. One of the men then spotted someone sitting on a surfboard, but rough seas prevented a quick rescue.

Aiden, who is a Bosun on the Beothic Spirit and member of FFAW-Unifor, recalled the rescue mission. "The seas were rough, so we had to regroup as a team to discuss the consequences and ensure we weren't putting ourselves at risk. But we also knew we couldn't just leave the person out there," he said.

They made the decision to move in for the rescue, and as they got within 100 feet of the surfer, they realized it was a young woman on the surfboard. The waves were

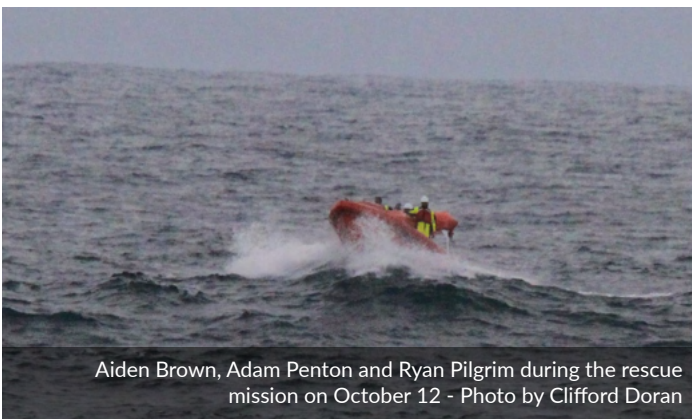
high, but they managed to maneuver the surfer close to the rescue boat, and successfully got the female surfer aboard.

"As soon as we got her aboard, we moved back into deeper water where the waves weren't as severe," - Aiden Brown

With one surfer safely on board the rescue vessel, Brown, Pilgrim and Petten turned their attention to the second surfer that was still nowhere to be found.

"About ten minutes later, the Cormorant helicopter on scene from Gander contacted us via radio and let us know the second surfer had safely made it back to shore," explained Aiden.

Cold and frightened, the surfer made it back to land safely thanks to the heroic actions of the Aiden, Ryan and Adam who answered the Coast Guard's call and made the daring rescue that October evening.



Aiden Brown, Adam Penton and Ryan Pilgrim during the rescue mission on October 12 - Photo by Clifford Doran



Aiden Brown a Bosun on Teekay oil tanker The Beothic Spirit

FFAW-UNIFOR CALLS ON GOVERNMENT TO BAN OFFSHORE DRAGGERS FROM 3PS COD

On October 23, the Department of Fisheries and Oceans (DFO) presented a technical briefing to industry on the most recent science assessment for the 3Ps cod stock on the south coast of our province.

The 3Ps cod stock on the south coast is distinct from 2J3KL northern cod and 4R Gulf of St. Lawrence cod. The 3Ps stock is trending differently than cod stocks in other areas of the province, and as a result harvesters have suffered massive cuts greater than 50 per cent over the last two years. This year's assessment shows little improvement from last year's update with the trajectory remaining the same.

"The cod stocks in 3Ps are in a vulnerable state and the federal government must protect the resource and the communities adjacent by removing the offshore draggers from fishing in the area," said FFAW-Unifor President Keith Sullivan.

Despite strong opposition from FFAW-Unifor, the offshore fishery continues to operate during times of high aggregation pre-spawning periods, threatening the rebuilding stock. When the stock was at its most vulnerable in the 90's the offshore did not participate

in the fishery. Yet today, the federal government has allowed draggers to maintain operations in this area.

"The 3Ps region is struggling economically, and without this small quota of cod many of the enterprises in our area won't survive. The draggers will just move onto another area or another fishery, but where are we supposed to go?" said Alfred Fitzpatrick, FFAW-Unifor Inshore Council member and fish harvester from Garnish.

In May of last year, the offshore fleet voluntarily suspended their MSC certification for 3Ps cod prior to an audit planned for later that year. This audit would have undoubtedly resulted in the offshore having the certificate suspended, and would have supported the concerns repeatedly raised by FFAW-Unifor that the offshore draggers should not be operating in the vulnerable 3Ps area.

"Inshore harvesters and our coastal communities must be the primary beneficiaries of the stock, and future management decisions must take into account the socioeconomic considerations of the people adjacent to the resource," concluded Sullivan.

*Wishing you and your family
a safe & prosperous 2019*

FISH-NL'S APPLICATION FOR CERTIFICATION DISMISSED ON ALL GROUNDS

On September 28, 2018, the Labour Relations Board finally dismissed the application for certification filed by FISH-NL. The Board was very clear in its reasons:

The Board finds there is no basis to reach the conclusion that the FISH-NL has as members in good standing a majority of fishers in the existing bargaining unit. The verified third-party information...makes it clear that there are thousands of members more than the approximately 4500 members that FISH-NL estimated were in the bargaining unit.

The two-year existence of FISH-NL has not been positive for the fishing industry. The organization, led by an individual who has the audacity to describe himself as "the fighting Newfoundlander", built and sustained itself on a campaign of lies, mis-information, and avoidance of facts and rules and law, while fostering divisions between harvester.

It is important to single out Ryan Cleary in the mess of FISH-NL. It is Cleary who concocts the rumours and puts forth un-founded, baseless, and hazardous accusations.

It was Cleary who was the driving force behind clearly mis-leading the Labour Relations Board, all the while collecting tens of thousands of dollars from fish harvesters to pursue an effort he knew he would not win. This is not just the opinion of FFAW, it is the official perspective of the Labour Relations Board.

In its decision, the Board laid out FISH-NL's efforts to prove that there were just 4500 harvesters in NL. The board stated:

- The Board's Order of March 10, 2017 directed FISH-NL to provide information forming the basis for FISH-NL's conclusion that there are approximately 4500 harvesters. **FISH-NL did not provide this information.**
- The Board's Order of March 10, 2017, also directed FISH-NL to identify who FISH-NL believes are the member of the proposed bargaining unit. **FISH-NL did not provide this information.**

As the Labour Board noted, because FISH-NL could not provide evidence to support its numbers, the Board had to conduct a significant investigation. Then the Board noted how "Once it became clear that FISH-NL did not have as members in good standing a majority of the existing bargaining unit," FISH-NL had to change tact and seek something different. This, too, caused delays.

In the end, the Board concluded that the delay in the application "resulted from the actions FISH-NL itself." It also held that **"If FISH-NL had provided a more realistic approximation of the number of existing bargaining unit members in its Application...then this would have saved a significant amount of time in processing the Application."**

All the while, FFAW knew the facts of the fishery and its membership and proved them at every step of the process. We have always asserted that there were approximately 10,000 harvesters in the province. We produced a membership list to the Board in March 2017 that showed that to be true.

In December 2018, after an exhaustive 3-month process, we produced a membership list to the Board that confirmed through two sources that there were at least 9,458 harvesters in the province. The Labour Board double checked our work and confirmed our findings.

As the Board noted, when FFAW numbers were confirmed, Cleary changed his approach in a desperate and dangerous way. He divided harvesters into "bonafide" and non-bonafide, and wanted to exclude thousands from being considered for his new Union, in the process challenging all aspects of fishing income. It was a perspective, that if followed, would create havoc in the fishery and coastal communities.

This was recognized by the Labour Relations Board. Cleary's vision of the fishery would involve the shattering of one strong union into many smaller, weaker unions. The Board decided that "To allow this outcome would, at best, be almost unworkable and would, at worst, lead to chaos in the fishing industry from a labour relations perspective."

The Board also rebuked Cleary for trying to capitalize on internal disagreements in the Union. The Board wrote:

Within any sizable union there are often significant disagreements between groups of union members and the union itself. If the Board were to wade into those types of disagreements without substantial, serious reasons for doing so and with a view to potentially fragmenting bargaining units, then the Board would be acting contrary to its fundamental legislative purpose of seeking to promote industrial stability. Collective bargaining is not a perfect system.

It is unclear what the future holds for Ryan Cleary and FISH-NL. Cleary continues to question who is and is not a fisher, the right of skippers to declare who gets a share of the catch, and the validity of thousands of harvesters benefitting from Canada's social safety net.

And he continues to ask harvesters for money, while presenting no plan, just bluster. Cleary is amongst the worst snake oil salesmen this province has ever seen. FFAW will fight him every step of the way.

SISTERS AT BEOTHIC FISH PROCESSORS COLLECT FOR CARA HOUSE

Della Melendy, a FFAW-Unifor Women's Advocate and Secretary-Treasurer of her Plant Executive Committee, presented her local women's shelter in Gander, Cara House, with gift cards totalling a whopping \$1,145. Della along with coworkers Maggie Hawkins and Brenda Carter sold 50/50 tickets throughout the whole processing season to co-workers. Included in this total was \$352.00 from a basket donated by another co-worker, Lorraine Winter. The Beothic Fish Processors local, one of the first locals in what was then known as the Fishermen's Union and was unionized in the early 1970s, has a long history of supporting charities that benefit the region such as the Janeway Foundation and the Gander women's shelter.

Della presented the gift cards to AnnMarie Connors, Executive Director at Cara House in mid-October. Ms. Connors expressed her appreciation for the donation and said, "the support we receive from FFAW is of great benefit to our program and the women and children we serve. The gift cards provided by Della and her team are a great way for women to meet some of their basic needs that they might not be able to do because of the financial burden that intimate partner violence places on women. But the gift card allows her to shop for herself and her family, giving her a tiny piece of her independence back and helping her see that life can return to a new "normal" after abuse.

For Della Melendy and her FFAW-Unifor local, she says, "This has been another successful fundraiser for Cara House again this season. Many thanks go out to my co-workers at Beothic Fish Processors for supporting this worthwhile cause. Without the

support of these amazing sisters conducting the 50/50 draws, and the generosity of our co-workers, this would not have been as successful. I encourage all workplaces to think about the issue of violence and abuse against women in their homes and workplaces and consider doing a fundraiser for a shelter in your area."



Della Melendy presents gift cards to Cara House

WHY PENCIL MACKEREL MATTER FOR ASSESSMENTS

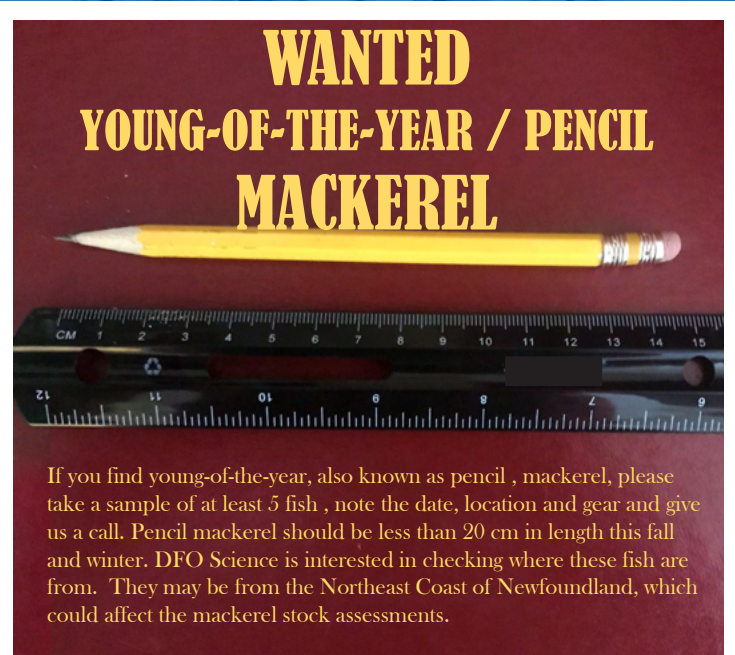
Erin Carruthers, FFAW Fisheries Scientist

Pencil, or young-of-the-year, mackerel could reshape the DFO assessment of the Canadian Atlantic mackerel stock. These small mackerel, less than 20 cm in length, were found throughout the northeast coast. This means they were spawned on the Northeast Coast.

This matters because the mackerel stock assessment is largely driven by the results of an annual egg and larval survey from the southern Gulf of St. Lawrence. The story the Southern Gulf Survey tells is not good. DFO considers Canadian mackerel in a critical state. But that assessment is widely at odds with what harvesters were seeing along the Northeast Coast.

A few years ago FFAW partnered with the Marine Institute and DFO to do a series of egg and larval surveys in White Bay and Notre Dame Bay. No mackerel eggs were found. But where then are these small mackerel from? They are too small to swim from the southern Gulf.

Instead of an egg survey, FFAW put a push on to get small mackerel samples from throughout the Northeast Coast. Over 200 pencil mackerel were sent to DFO for genetic analysis. DFO has assured us that this information will be brought forward to the 2019 mackerel assessment.



If you find young-of-the-year, also known as pencil, mackerel, please take a sample of at least 5 fish, note the date, location and gear and give us a call. Pencil mackerel should be less than 20 cm in length this fall and winter. DFO Science is interested in checking where these fish are from. They may be from the Northeast Coast of Newfoundland, which could affect the mackerel stock assessments.

FFAW is also advocating to have the chemical signatures of the mackerel otoliths examined – the chemical signature at the center of the ear bone would show where the fish was spawned. We expect the signature will be quite different for fish from the southern Gulf of St. Lawrence and the Northeast Coast.

FFAW will continue to contribute to – and push for – better assessments of Canadian mackerel. Thanks to all the harvesters who sent in pencil mackerel samples. We will report back to all harvesters on the results from their fish samples.

OIL SPILL AT WHITE ROSE OIL FIELD

On Friday, November 16, Husky Energy reported an oil spill at the White Rose field, approximately 350km southeast from St. John's. This just days after FFAW-Unifor once again voiced its concern against oil and gas activity taking place in protected areas closed to fishing.

FFAW-Unifor monitored the situation closely for potential impacts on FFAW-Unifor members. According to Husky, the FPSO SeaRose experienced a loss of pressure in a subsea flowline, resulting in approximately 250 cubic meters of crude oil spilling into the ocean. Weather conditions prevented the use of on water containment and recovery operation.

An oil spill off of our coast, whatever the magnitude and source, threatens the livelihood of those who depend on the fisheries. Even a small spill can have far reaching consequences on global seafood markets with reports,

however accurate or inaccurate, of product tainting. The potential for socio-economic ramifications on the fishing industry cannot be ignored by industry and government.



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



RAMADA EMPLOYEES RATIFY NEW COLLECTIVE AGREEMENT

Earlier this year, employees of FFAW-Unifor local at the Ramada Hotel in St. John's ratified a new collective agreement.

Allan Moulton, FFAW-Unifor staff person who worked with the bargaining committee to negotiate the new agreement, said "it was a tough round of bargaining with increased competition in the region and new hotels being constructed, but the committee remained focused on making improvements in a few key areas."

Employees will see wage increases for all staff, with 2% in year one, 2% in year two, and 2.5% in year three of the three year agreement. Paid bereavement leave was also improved and will be based on the employee's actual scheduled working days, and will now include aunts and uncles for the first time.

Employees with 20 or more years of service will now enjoy 6 weeks of paid vacation at 12%.

The agreement includes new language for employees working 12 hour shifts. There is also new language to

ensure full-time employees get 40 hours per week, along with other issues.

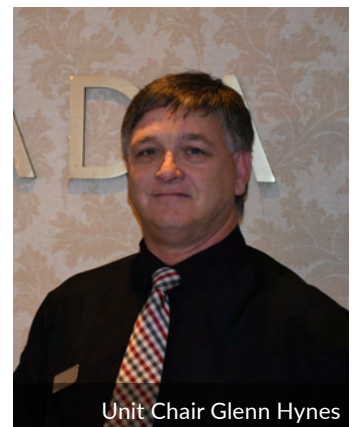
New in this collective agreement, part-time employees are now recognized on the seniority list, based on hours worked, and following the probationary period these employees will be paid the same rate as others in their classification, when previously they were paid at a lower rate than their full-time counterparts.

This new agreement, along with other benefits these members currently enjoy, provides employees at Ramada with some of the best wage and benefits in the industry.

"A lot of the credit for the new agreement has to go to the local bargaining committee, led by unit chair Glenn Hynes. I want to thank them for their hard work and commitment during the bargaining process and hope the next three years are good for everyone at the Ramada," said Moulton.



Bargaining committee member Marie Osborne



Unit Chair Glenn Hynes

WORLD FISHERIES DAY 2018

Fish harvesters in Newfoundland and Labrador celebrated World Fisheries Day on November 21.

In the history of our Union, tens of thousands of fish harvesters and plant workers have held an FFAW card and the collective effort of these individuals has moved the fishery from an industry defined by poverty to one defined by economic opportunity, good levels of pay, and the engine for the rural middle class in the province. The strength of our union is not simply measured by the number of members we have, but by our ability to pull together in the face of adversity.

The principles that guided the foundation of the Union for harvesters – fair prices, independence from companies, a stronger voice to address federal and provincial governments – remain as important today as they did in decades past.

Many years of effort and the collective strength of our union and our allies in fisheries organizations across the country paid off in late 2017 when the federal

government tabled amendments to the Fisheries Act that strengthen owner-operator and fleet separation.

Despite quota declines in many key species, in the past few years collective bargaining has resulted in the highest per pound prices for several fish species that have been essential to the well-being of fish harvesters.

FFAW-Unifor fights every day to protect what was gained in the past, as well as for the changes that should be made in the present and for the future. We work to address challenges and to create new opportunities in our fishery.

Harvesters today play a crucial role in fisheries science – as stewards of the resource they rely on. We will not repeat the mistakes of our past, and we must hold government and corporations to account to protect our resources and our livelihoods.

We envision a sustainable fishery that supports vibrant communities in rural Newfoundland and Labrador for generations to come.

Peace & Joy



To all our friends with
FFAW-Unifor – wishing you
and your families joy this
season and prosperity in 2019.
We look forward to working
together with you for
justice, fairness, and equality.

**Gerry Rogers, Leader
& Your NL NDP Community**





Safety brings you home.



NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION

709-722-8177

PFDs don't get in the way.

They keep you from drowning.

Save a life – Wear a PFD.

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

www.nlfhsa.com

2018 NORTH ATLANTIC FISH AND WORKBOAT SHOW

The 2018 North Atlantic Fish and Workboat Show was held November 16 and 17 in St. John's. This was the 6th biennial event presented by the Navigator Magazine and produced by Master Promotions Ltd. The show features boats, engines, supplies, safety gear, processing, and industry professionals.

FFAW-Unifor once again had a booth at the show where hundreds of attendees stopped by for a chat with FFAW leadership and staff representatives. Up for draw at our booth was a \$300 Mercer's Marine gift card and an AIS flare. Winner of the gift card was Madison Winsor and the AIS flare went to David Thornhill.



MERRY CHRISTMAS



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Please contact our representatives for details:

DON SWEETAPPLE, FRBA (Broker and Tax Advisor): (709) 256-8682 / Cell: (709) 424-2209
LINDA SWEETAPPLE, BA (Business Manager): (709) 256-8682 / 8698

For a complete list of items FOR SALE please visit us at www.anchorsawaymarinebrokerage.ca



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
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Jayne Caines
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Marie Grandy
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Maud Maloney
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Jackie Baker
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Sharon Walsh
FFAW-Unifor Staff Representative
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swalsh@ffaw.net

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

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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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 and your name will be entered for a prize. The winner will be announced in the next issue of The Union Forum.



The last Flashbacks photo was correctly identified by H Woodrow, Randy Rogers, Amanda North and Suzanne Pynn. In the photo are Harold and Steven Green in Old Perlican, both of whom remain in the fishery today.

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President

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