

THE UNION FORUM

FOR NOW AND FOR THE FUTURE

Federal Election 2021 Recommendations

Visits to
**BEOTHIC FISH
PROCESSORS & NOTRE
DAME SEAFOODS**

KNOW YOUR RIGHTS
Time Off for Workers

**MENTAL HEALTH IN
THE FISHERY**



Better Employment Insurance

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THE UNION FORUM

FALL 2021 ISSUE



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ACCESSIBILITY NOTE

Accessibility is the practice of making your documents and website functional by as many people as possible.



We traditionally think of this pertaining to physical spaces and people with an impairment. However, the practice of accessibility also benefits other groups, such as those using mobile devices, or those with a slow network connection. In this issue, we are committed to accessibility with an increased font size, left alignment, and more reader-friendly colour blocking. We look forward to continuing this practice in future issues, and invite your feedback for making the delivery of this information more accessible.

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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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A MESSAGE FROM **THE PRESIDENT**



Keith Sullivan, President

The last issue of the Union Forum focused on the results of the controversial provincial election, and the austerity measures that were proposed in the Premier's Economic Recovery Team (PERT)'s "Big Reset" report by Dame Moya Greene. In the short weeks since, a federal election has been announced and will take place likely as this issue goes to print. As we enter into the final months of 2021, it is sometimes overwhelming to think of the weight of these choices and what they will mean for our futures, all while processing so much change.

With that said, standing still is a pretty sure way of going backwards, so a great deal of social and political change presents opportunities to constantly re-examine policies, processes, anticipate future trends, and improve past strategies. This is the lens that framed the Federal Election Recommendations that we sent to each party, together with a Federal Election Questionnaire for membership to understand each party's positioning on key issues that impact us for now and for the future.

At the forefront of those recommendations is the canopy issue of corporate concentration, which has many jurisdictional loopholes between both provincial and federal levels of government. Less processing licenses for different companies, less competition, more controlling agreements - these are all consequences of corporate concentration that have been worsened and become more pervasive in our province because of these jurisdictional loopholes.

While Owner-Operator and Fleet Separation policies were created by the federal government, the policies' biggest impacts are felt by the province. Both policies are established to ensure that those who live closest to the resource are the primary beneficiaries of the resource, and collective action is required by federal and provincial government to effectively support long-term sustainability in the fishing sector.

As I mentioned, corporate concentration is a canopy issue, and most of the recommendations we brought forward are underneath that canopy to support the independent owner-operator fishery in our province. Owner-Operator and Fleet Separation policies were created to keep the value of the fishery within communities and assert them as the primary beneficiaries of our fishing resources, not corporations. With federal government strategizing a Blue Economy to create jobs in coastal communities while ensuring our oceans remain healthy - these policies must be foundational principles for such a strategy to be successful. Otherwise, we're just standing still.

This principle for adjacency has potential to be exercised at the launch of the developing redfish fishery, which is another recommendation under the corporate concentration canopy. This new fishery is expected to become commercial in the next several years and it must be developed to support

adjacent coastal communities. Historically, inshore harvesters had been denied a significant share of the Gulf redfish fishery, as the vast majority of the stock was allocated to offshore fishing interests in Newfoundland, Nova Scotia, and Quebec. Decades ago, this redfish was landed fresh to communities along the Gulf of St. Lawrence. Offshore interests will now process redfish onboard and then ship it off to a low wage country for further processing, which fully rejects the principle of adjacency, undermines the Blue Economy, and prioritizes corporations over communities.

Such corporate control threatens to commodify communities by selling our resources and culture to the highest bidders. Indeed, we are facing new challenges with the economy and the environment, but we are also looking for new opportunities to diversify and find value in new areas. The next federal government has an opportunity to be innovative, recognizing the skills and value of our adjacent fish resources to coastal communities, or they can gift it to corporations, who will ship unprocessed fish overseas. If the latter route is chosen, it is very likely that the redfish just off our coast will be owned foreign interests in the years to follow.

As more time goes by and the full perspective of the 2021 provincial and federal elections are understood, we will come to look at the elections this year as a defining turning point in the long history of our province. We can't accept these challenges as simply being the new economics of rural Newfoundland and Labrador. That would ignore the job losses, the out-migration, the worry lines that appear on people's faces, the vacations untaken. The decisions to be made now can sustain our communities for decades or sell our people out to the highest bidder or political "supporter".

No doubt, governments will look to sharpen their pencils and environmental change will challenge our people, so we will need to engage in innovative, constructive dialogue and build on our considerable strengths – the people of Newfoundland and Labrador. We will encourage all levels of government to work collaboratively within their jurisdictions to ensure the value of our resources stay here in our coastal communities. We will not stand still, we will not go backwards.

FFAW-UNIFOR
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CONVENTION &
TRADE SHOW

NOVEMBER 22 - 25, 2021
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Fish, Food & Allied Workers

A MESSAGE FROM THE **SECRETARY- TREASURER**



Robert Keenan, Secretary-Treasurer

In my last column, I wrote about why we need the Standing Fish Price Setting Panel, and in this Issue, I will address what needs to change.

The Panel is not perfect, I will be the first to admit that. There are aspects of the Panel that are frustrating and, in my opinion, unfair, but most of these are not the fault of the Panel; as the fault lies with the provincial Department of Fisheries. The regulations of the Fishing Industry Collective Bargaining Act need to be amended to allow for more than 1 reconsideration. I'm not sure if 2 reconsiderations are enough, or whether it should be increased to as many as needed, but I do know that 1 reconsideration is now outdated.

We operate in an environment of unprecedented corporate concentration in this province. Harvester movement between processors is very difficult and, for the most part, the price paid to harvesters is the minimum price. Some get a bonus at the end of the year, others do not, and regardless, a bonus falls outside of the scope of the Price Setting Panel. Since the minimum price is usually the price, it is important that we attach minimum price to the market as closely as possible. Once the minimum price becomes disconnected from the market, the entire Panel system is undermined. That is what happened in 2020 and that should never be repeated.

Adding a second reconsideration is a double-edged sword – it will be an option available to processors, as well. I once had a harvester tell me that the price of fish never goes down, and while the price of fish has trended upwards over the past 6 years, that is not true for every species or at all times.

Crab in 2019 provides a good example of the bad that could accompany the good on a second reconsideration. In 2019, the snow crab market started at \$8.75 but dropped to \$8.35 within two

weeks and bottomed out to \$7.95 three weeks after that. Originally, the Association of Seafood Producers (ASP) did not seek reconsideration for a price decline until the market hit \$7.95. At that time, the Panel reduced the price to \$4.90 from \$5.38.

With multiple reconsiderations, ASP could have sought a reconsideration at \$8.35 and again at \$7.95. There would be a real possibility that both drops could exceed the 48-cent decline that happened in reality.

I do not think that such a possibility should deter us from seeking a second reconsideration – the benefits do outweigh the risks. But there are risks, we must look at proposed changes from both sides. The second change with the Panel the province needs to enact is transparency in collective bargaining. This, too, is related to corporate concentration. If the Panel price is now going to become the de facto price, then there needs to be as much transparency as possible to ensure that the Panel can make informed decisions. Currently, that is not the case for some species.

To be clear, the province already has the capacity to compel more information from processing companies, but they choose not to. A processing license, like a fishing license, is a privilege and this privilege is accompanied by various requirements and restrictions. Section 15 of the Fish Inspection Act regulations states:

15(1) The holder of a fish processing license shall comply with:

(b) reporting requirements, including production records, established by the minister in the form and manner and at the frequency prescribed by the minister.

This provides very broad discretion to require processing companies to disclose information. We are not seeking the information from specific companies, which would not be fair, but we are seeking aggregated information that provides a better understanding of the realities of the marketplace.

The main gap in collective bargaining transparency is domestic sales. For crab, we have three market reports and 95% of the product is exported, thus, we can use reliable export figures to get a firm grasp on the market. But crab is the exception. For example, for lobster in 2020 there were landings of 9.8 million pounds but only 5 million pounds of exports. What was the price received for the other 4 million? We know the lobster was sold but not at what cost. How are we to set the right price and ensure the lobster formula is working as it should, if we do not know what 40% of the product was sold for?

There are also problems with cod, sea cucumber, herring, mackerel, and squid.

For some of these species there are huge gaps in the numbers. In cod and sea cucumber, more than half of the product is sold to Nova Scotia and then

either exported or sold to someone else. We are often left developing price models from the little information that we have which can undermine the negotiating process.

What is more infuriating is that the lack of transparency allows processors to release whatever negative information they want without proof that this information is based on facts—this is not fair.

There also needs to be transparency in yields, especially in shrimp. The province maintains an official position on shrimp yields. If a reporter from Undercurrent News contacted the province about the shrimp yield, the province would say the yield is 32.7%. But, as everyone knows, this is not true. It is incumbent upon the province to be both transparent and accurate. Such inaccuracies would not be tolerated in the oil and gas sector and should not be accepted in the fishery.

I hope that my column in this Issue, together with the previous, provide a clearer idea of my view of the Panel, the positive and the negative. In a perfect world, there would be no need for a Panel as we would have free competition unhindered by improper influence, punitive behaviour, and favouritism. However, that is not the world we live in. We have a mandate to secure fair pricing for all harvesters and right now the Panel is the best approach to get there until we can develop and execute a more effective process.

A MESSAGE FROM THE **INDUSTRIAL DIRECTOR**



Greg Pretty, Industrial Director

It was a cold February Winter afternoon, already dark, when Bill Short and I set out from St. John's, in his car, for a 7pm fishermen's meeting in Port de Grave.

Somewhere along the Trans-Canada Highway, the Broadcast came on and Bill listened intently as he tapped the red-hot bowl of his pipe on the edge of the Ford's foot long ashtray, situated squarely between him and me. The interior of the car was dense with stale tobacco smoke so thick that my eyes were watering, and Bill would instinctively try to clear the bellows of smoke twirling like miniature tornados in front of the windshield.

In addition to the pungent tobacco smoke, I could smell something else burning. I glanced over at Bill's sport coat, or what I could see of it through the smoke. It looked OK, and then looked down at his gaiters. To my horror the gaiters weren't buckled, they were wide open, like two Regatta lakeside trash receptacles.

I was sure one or more the embers had fell down into his 12-inch-high gaiter, and we were seconds away from Bill's hot-foot putting us in the woods, or worse, into a pond.

So, I blurted out, "Bill! Pull over! Your gaiters are on fire!"

He calmly said, "No, not the gaiters, it's the carpet under the ashtray. It's only smoldering, it'll go out on its own."

A couple of months later Bill and I were in Montreal for DFO Groundfish meetings. Lunch time came and the hotel staff wheeled in squash soup and cucumber sandwiches. Bill was not impressed but we ate it anyway. Then Bill said, "Come on, get your coat, there's a German restaurant up the street, we can have a Jigs Dinner."

We took off on foot. The German Jiggs consisted of two hubcap sized platters of our Jiggs ingredients with a handsome salt pork roast on each platter. We ate every morsel. Because of our enormous appetites and our pronounced, protruding bottom lips, the waitress thought we were Father and Son. When the waitress asked Bill how the meal was, Bill uttered his famous phrase: "Some good, b'ys, some good."

It doesn't get any better than that.

I have had many great stories of Bill going through my head since Bill's Funeral in Riverhead, Harbour Grace.

I want you to know that Bill was one of the builders of our Union and an agent of change long before it was in vogue in Newfoundland and Labrador to be one. You should know his initial role was organizing the unorganized fish harvesters. That often meant going to NL communities, and in many cases, not being welcomed. It meant often sleeping in his car because the merchant advised the hotel owner

to throw the Union organizers out. Bill and others persisted and, one-by-one, all geographic areas of our province were certified to become unionized and certified for collective bargaining. Bill was a part of the greatest revolution in this province, throwing off the Fish Merchants shackles of poverty, one harbour at a time.

I thought this morning that I may never have had a chance to meet or work with him if that Harbour Grace fish merchant hadn't blackballed the Short family because Bill asked for more money for fish. Imagine, that was only 50 years ago. That merchant energized Bill and he spent a considerable portion of his working life organizing fishers, bargaining fish prices, and advocating for fishers in all aspects of their working life.

Bill leaves a truly impressive body of work. He helped change the social fabric of this province. His passion to increase the distribution of merchant wealth to harvesters and industry workers resonates as strongly today as it did 50 years ago.

Thanks Bill, from all of us. Job well done. Our condolences to his wife Alice and the families.

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WOMEN'S REPORT

MILDRED SKINNER RETIRES

Alyse Stuart, Women's Advocate Coordinator

After breaking glass ceilings as the first woman on the Inshore Council, the first woman to serve on the FFAW-Unifor Executive Board, and 16 years of working with FFAW-Unifor as a Field/Science Technician, Mildred Skinner has retired.

Mildred started fishing in 1989 with her husband, Alex. She fished for 20 years and faced the challenges of weather, leaving her children at home with caregivers for long periods of time, and being isolated. But Mildred has many successes to celebrate in her career as a harvester, including finding her way in a traditionally male dominated domain and getting involved in her Union to represent harvesters in her area. In an interview for the Fall 2019 issue of the Union Forum, Mildred said she knew she had made it as a harvester one day while taking ashore lobster traps. Her brother-in-law had said to her, "You are good at this – for a woman." Mildred said some women might have taken it as an insult, but she took it as a compliment.

In 1995, Mildred made Union history as the first woman elected to the FFAW-Unifor Inshore Council. Garnering the support of the membership at the time was a testament to the respect and admiration she had in the province. She also sat on the FFAW's Executive Board in the Women's

Position (Inshore) and met with many women fish harvesters in the position. Throughout her career, she has seen more and more women entering the boats to fish and has undoubtedly been more of a support and inspiration than she realizes.



Her love for fishing led her to becoming a harvester active on the Board, but the strong interest she had in fish biology led her to the role of a FFAW Science Technician. She was part of a team of harvesters involved in lobster v-notching and other conservation measures in Fortune Bay, and always believed that being good stewards of our resource is the key to healthy fishing communities.

Tina Pretty and Mildred Skinner were the first Women's Advocates trained in 2009. Together, they approached our national Union on cost sharing the training to be delivered in the province and laid the foundation for our network of Women's Advocates. From 2011 to 2016, another 28 women were trained because of the cost sharing initiative that they had worked to establish.

In 2019, Mildred was asked what advice she would give women new to the industry. She said, "Take

your right place as a crew member by learning your way around the boat, pay attention to how things work, and learn how to navigate and be safe."

There is a quote:

"Someone is sitting in the shade today because someone planted a tree a long time ago".

This certainly reflects the impact Mildred has made with her passion, skills, and representation for women in the fishing industry.

Thank You Mildred, for your contribution to the Union and for advancing women's leadership.

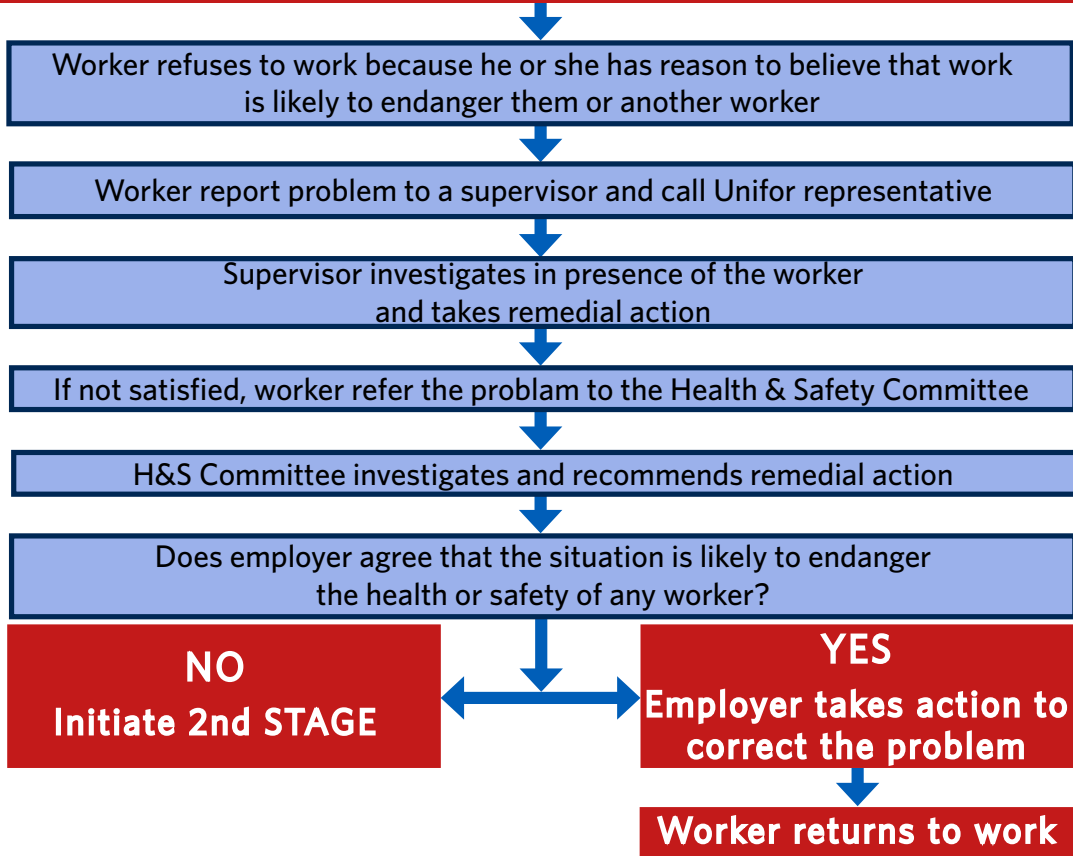


If you have any questions or would like to be more involved with your Women's Advocacy programs and training, please reach out at:

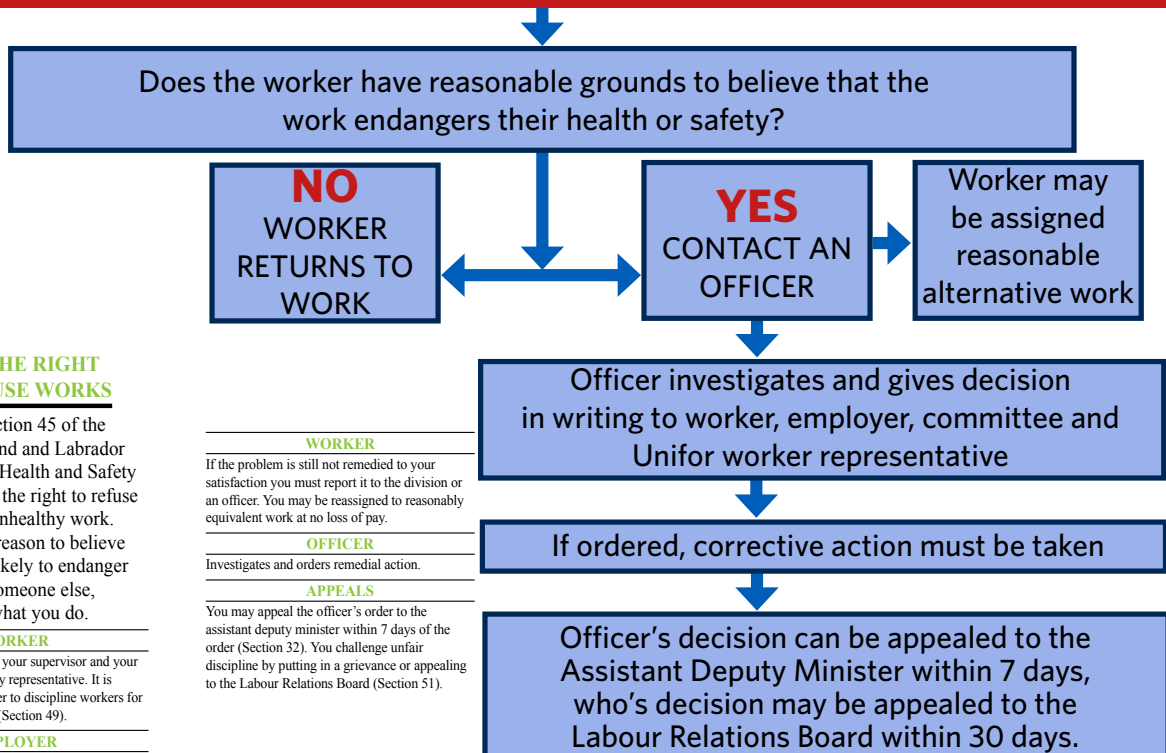
astuart@ffaw.ca

PROPER PROCEDURE FOR REFUSING UNSAFE WORK NEWFOUNDLAND (SECTION 45)

1st STAGE



2nd STAGE



HOW THE RIGHT TO REFUSE WORKS

Under Section 45 of the Newfoundland and Labrador Occupational Health and Safety Act, you have the right to refuse unsafe or unhealthy work.

If you have reason to believe the work is likely to endanger you or someone else, this is what you do.

WORKER

Report the problem to your supervisor and your union health and safety representative. It is illegal for the employer to discipline workers for refusing unsafe work (Section 49).

EMPLOYER

Investigates and takes remedial action.

WORKER

If the problem is still not remedied to your satisfaction you must report it to the division or an officer. You may be reassigned to reasonably equivalent work at no loss of pay.

OFFICER

Investigates and orders remedial action.

APPEALS

You may appeal the officer's order to the assistant deputy minister within 7 days of the order (Section 32). You challenge unfair discipline by putting in a grievance or appealing to the Labour Relations Board (Section 51).

FFAW-Unifor Life Insurance

Since 2010, the FFAW-Unifor insurance plan has helped 410 families with \$6,000,000 in insurance payouts. In 2013, Life Insurance increased to \$15,000, and 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. 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-Unifor members who are in good standing. Members in good standing receive a union card that covers them from August 1st to July 31st of the following year. Being a member in good standing is based upon the payment of union dues from the previous year. Union cards and Sunlife Insurance coverage for August 1st, 2021 to July 31st, 2022 are based upon the payment of union dues for the 2020 season.

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

A: Your union card is proof of your insurance coverage, and is valid for the period of 1 year (Aug 1st - July 31st) based on the previous season's dues. After July 31st, if minimum dues are not paid, the insurance coverage will expire until payment is received.

Q: When does insurance coverage commence for new members on the full time bona-fide/seniority lists?

A: For new members there is a one year wait period in order to qualify for insurance coverage. For new members in the current year, coverage will commence effective August 1st of the following year through to July 31st of the year after - providing the members has the minimum dues payment on file and have received a valid union card.

Q: Am I covered only while working or fishing?

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

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

A: If there is no beneficiary form on file, then the claim is considered an 'Estates Claim', and the family will have to provide a copy of the Will that identifies the Executor of the Estate. If there is no Will, the family must contact the Office of the Probate for a 'Letter of Administration'.

Q: Do I have to complete a new beneficiary form if I have any changes?

A: Yes, contact the FFAW office at (709) 576-7276, or download a new form online from the FFAW website. The most recent form on file will be the one used in the event of a passing.

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 of age. This is a requirement of the insurance provider.

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., caused by an accident only and not by a pre-existing medical condition.

If you have questions or need to request a new beneficiary form, please call Paula at (709) 576-7276

SOLIDARITY IN SAFETY

MEMBERSHIP DILIGENCE DURING A GLOBAL PANDEMIC



Jóhan Joensen, Staff Representative, Industrial/Retail/Offshore

The past 18 months have challenged us in ways we never expected, whether in a rural community or a metro area, and the impacts of COVID-19 continue to influence how we live our daily lives.

Early in the pandemic, it was clear that government considered most of our members essential to the continuation of the economy. Being deemed essential added significant stress to members and many employers did not fully acknowledge the risks that you were taking by providing those essential services and products.

But essential workers within our membership did take those risks, day after day, and did so with solidarity in safety. Most workplaces developed screening, contact tracing, and modified work protocols to minimize the risk of exposure with PPE, physical distancing, implementing plexiglass screens, and modification of work and break areas. High vaccination rates across the province are also reinforcing the protection of workers and our communities.

It is important to acknowledge that throughout the almost 2 years since COVID-19 caused a time of great uncertainty and upset, no workplaces within FFAW-Unifor's scope of membership have been directly impacted by an outbreak of the virus. At the time of writing, there have been very few short-term precautions as clusters developed in different areas, but nothing materialized beyond this that has led to workplace outbreaks and closures.

Member workplaces are diverse, and many require workers to be in close quarters. You should be commended for demonstrating diligence to each others safety. It is a testament to your attention and responsibility to your family, your workplace, your community, and our province.

2021 UNIFOR NATIONAL AND REGIONAL SCHOLARSHIP

Congratulations to Shawn Meadus of Grates Cove for being awarded a 2021 Unifor National and Regional Scholarship! The Unifor Scholarship Selection Committee completed review of approximately 400 applications from Unifor members and children of Unifor members, and 23 scholarships were awarded across Canada.

Shawn is the son of FFAW-Unifor member Richard Neil Meadus, enterprise owner in area 3L, and was selected to receive the Victor Reuther Memorial Scholarship.



We all wish you the very best with your future studies, Shawn!

UNIFOR PROPOSALS FOR EMPLOYMENT INSURANCE REFORM

This is an excerpt from the paper [Securing an Inclusive, Equitable and Resilient Employment Insurance Program for Workers in Canada](#) available at unifor.org.

The COVID-19 pandemic has taken a devastating toll on Canadian workers, their families, and the economy. As governments were forced to shut down to curb the spread of the virus and save lives, thousands of businesses shuttered and millions of laid off workers were left without income. In March and April of last year alone, nearly three (3) million jobs were lost in Canada. Naturally, these workers turned to the one government program that was meant to help them during times of economic hardship—Employment Insurance (EI). However, it soon became evident that Canada's EI system, characterized by its restrictive eligibility criteria, low benefit rates and significant gaps in worker coverage, would not provide the safety net that unemployed workers desperately needed.

As a result, the Canadian government was forced to create a new temporary benefits program—the Canadian Emergency Response Benefit (CERB). This program provided workers, who lost their jobs, saw work hours reduced, or were required to quarantine or care for an ill family member with COVID-19, with a flat \$2,000 a month benefit. Between March and October 2020, 8.9 million unique applications for CERB were made, while combined CERB and EI benefit payments totaled nearly \$82 billion.

As economies gradually reopened and employment rebounded, the CERB program wound down. Those still without work were transferred back to a modified EI system, designed to improve access and provide greater income support—advancing qualifying reforms and program improvements long recommended by worker advocates.

The introduction of EI program enhancements

was coupled with a new income support measure, the Canada Recovery Benefit, providing basic income supports to non-EI eligible workers, including gig workers and the self-employed. These changes to EI resulted in greater access to the program, particularly for some of the most vulnerable groups of workers that are often disproportionately disadvantaged by stricter eligibility criteria due to the nature of their work.

While positive, these changes are only temporary. What is needed are permanent solutions and fixes to Employment Insurance, Canada's most important counter-cyclical economic stabilizer, so that workers are better prepared for the next economic crisis. Now is the time for meaningful and transformative changes to create an EI system that is fair, accessible and inclusive.

Unifor, along with several labour and community allies and partners across the country, is hopeful that the federal government will honour its commitments outlined in the most recent mandate letter from the Prime Minister to the federal Minister of Employment, Workforce Development and Disability Inclusion. This letter mandates the Minister to undertake a modernization of Canada's Employment Insurance program to meet the needs of workers in the 21st century, while also looking at areas where benefits can be expanded.

We know making these changes is possible. We have seen it happen. The rapid creation, rollout and uptake of CERB, the CRB, as well as the quick changes to EI eligibility rules, demonstrated that an accessible, responsive and equitable income support program is achievable. All it required was the political will, courage, action and resources to do so. We hope that policymakers continue demonstrating bold leadership and create an EI program that works for all workers.



PROVIDING REPRESENTATION TO THE FISHING AND MARINE INDUSTRIES FOR SALE AND/OR PURCHASE OF THE FOLLOWING:

- Commercial & Recreational Vessels
- Licenses
- Businesses (Shares)
- Fishing Enterprises
- Fishing Gear & Equipment

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- Website to advertise sales listings:
www.anchorsawaymarinebrokerage.ca
- Magazine advertising in "**THE UNION FORUM**" to advertise all listings

Don Sweetapple, FPBA (Broker & Tax Advisor): (709) 424-2209 / (709) 256-8682

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FEDERAL GOVERNMENT ANNOUNCES INVESTMENT TO ENHANCE SMALL CRAFT HARBOURS ON THE AVALON



On August 6th, FFAW-Unifor Secretary-Treasurer, Robert Keenan, joined Honourable Seamus O'Regan Jr., Bill Goulding of the Department of Fisheries and Oceans, and Inshore Council Member Glen Winslow, at the St. John's Small Boat Basin for the announcement of federal funding to enhance small craft harbours on the Avalon Peninsula.

The Government of Canada is investing approximately \$12 million to improve small craft harbours in 5 communities on the Avalon and work with municipalities and other stakeholders, such as the FFAW, to ensure that this important new infrastructure supports the fishing and construction industries, as well as tourism and recreation.

The investment will renew and maintain infrastructure that is essential to the region, while stimulating job opportunities that will benefit both fish harvesters and local communities:

- Removal of deteriorated slipway and construction of new retaining cribs in Petty Harbour
- Construction of floating docks in Bay Bulls
- Construction of a finger pier to expand the St. John's (Processor Rock) small boat basin
- Advanced planning for the construction of wharves in St. Philip's that experienced storm damage in 2020



FOR NOW AND FOR THE FUTURE

FEDERAL ELECTION 2021 RECOMMENDATIONS

Alyse Stuart, Government Relations and Campaigns Coordinator

We are facing yet another election, and this time the governing Liberal Party is asking for your confidence to form government. The federal government has a critical and distinct role in the fishery and every workplace from coast to coast.

Protecting and promoting a fishery that serves communities, not corporations; that provides opportunities for young people and new immigrants to our province; that provides good wages and safe workplaces – these must be our priorities if we're going to create vibrant and sustainable coastal communities.



Your Union has put forth the following recommendations to all parties to find out where each stand on the issues that impact our membership:

Supporting the Independent Owner-Operator Fishery

Recommendation: The Federal Government should dedicate the necessary resources needed to enforce the owner-operator and fleet separation regulations.

Fisheries Management and Harvester Expertise

Recommendation: The Department of Fisheries and Oceans must formalize a system of increased harvester participation and input into all aspects of fisheries management.

Recommendation: With harvesters input take immediate action to properly manage and reduce the seal population along the coasts of NL to bring populations back to an environmentally sustainable level.

Adjacency and the Sustainability of Coastal Communities

Recommendation: Commit to a significant portion of the new redfish fishery (more than 50%) be



allocated to the inshore fleet.

Recommendation: Commit to promoting adjacency as a primary consideration in resource allocation, particularly with respect to 3PS halibut.

Protecting Canadian Resources

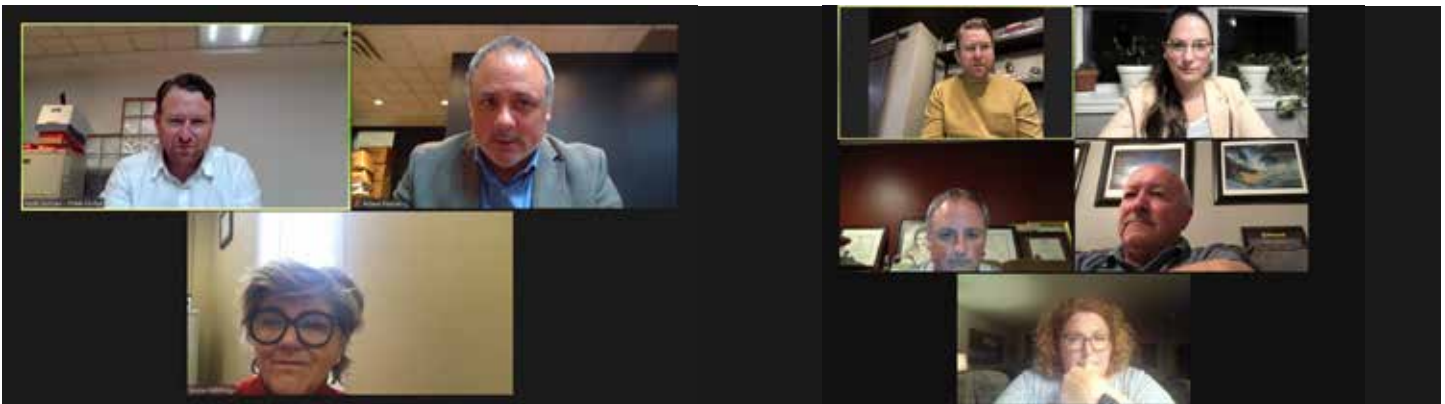
Recommendation: Ensure that legislation is strengthened to protect Canadian resources from foreign ownership and strengthen the investigative resources for the Competition Bureau of Canada.

Building an EI System for All

Recommendation: Reform the current EI system to bring fairness, accessibility, flexibility, and provisions that will protect workers in the case of disruptions caused by catastrophe like a pandemic, climate change, and extreme weather conditions

Supporting the Next Generation of NL Workers

Recommendation: Support the next generation with a Young Harvesters Act to provide training, education, outreach, and technical assistance initiatives.



In addition to these recommendations, we put forward a lobby document, questionnaire, and met with candidates from each party to discuss our positions. The results of the questionnaire were shared with members in advance of Election Day.

We look forward to working with the elected federal Government and the seven members of

parliament who represent Newfoundland and Labrador. It is our responsibility to hold these representatives accountable in protecting the future of our inshore fishery, processing sector, hospitality, and manufacturing in the times ahead.

And we will do just that.

FISH HARVESTER GRANT AND BENEFIT PORTAL... TO NOWHERE

Alyse Stuart, Government Relations and Campaigns Coordinator

As you are likely aware, the second installment of Service Canada's Fish Harvester Benefit, which opened online in the beginning of August, was plagued by administrative errors and structural discrepancies.

DFO and Service Canada initially announced that the Benefit Portal would be open for application on April 1st, and the volume of error reports and accessibility concerns added to the frustration of a 4-month delay. The intention of the Benefit is to provide relief and reliable benefits to workers in a unique seasonal industry, and instead, it was a source of endless frustration.

As soon as the portal opened and issues were arising, FFAW-Unifor was corresponding regularly with Service Canada and DFO to report problems, however, it was often to no avail as there were considerable wait times, error codes, and glitches. Eventually, after persistent communication and addressing the inadequacies of the system to media, some of the wait times and error codes were addressed. However, there remained more pressing concerns regarding overpayment letters and repayment letters.

Members were being notified by DFO that they have received an overpayment due to not meeting the minimum income threshold originally required to qualify, despite having fishing income that exceeds this minimum. In some cases, this was merely an administrative error, and if the systems were working more effectively, could have been easily remedied. Unfortunately, there are many harvesters who received these letters because of program failures who faced a more dire situation.

It is common practice in the fishing industry for harvesters to receive their shares through wages, though they would self-identify as sharepersons. Under the current coding system of the Canada Revenue Agency these same harvesters are considered employees and, based on the benefit structure, were ineligible. Owner-Operators who pay their own shares by wage are similarly ineligible and being told that they will have to pay back any benefit received in addition to the grant portion of the program.

The current explanation for this decision is that these individuals should have been eligible for the Canadian Emergency Wage Subsidy (CEWS) and the Canadian Emergency Business Account (CEBA). However, this is not necessarily the case. These programs were contingent upon a certain level of payroll that many enterprise owners did not meet due to lack of profits, as well as a business number that many did not have. These unique financial conditions for fish harvesters (lack of payroll or business numbers) were the rationale behind the Fish Harvester Grant and Benefit—to support harvesters who were otherwise ineligible for COVID-19 relief packages.

If harvesters were going to be ineligible for the program due to the rejection by the Department of Fisheries and Oceans of this common practice of categorizing fishing income, this should have been abundantly clear throughout the application. A program that was once celebrated among our membership in the fishery sector for providing relief and reliable support to workers in a unique seasonal industry is failing them.

We launched campaign to pressure the government and the following recommendations were put forward to Members of Parliament by FFAW, to be implemented immediately to alleviate the considerable financial implications on fish harvesters:

ACTION NEEDED

- 1) *Adjust the CRA requirements to accommodate those who earn their share through wages as opposed to catch, those that received the CEBA or CEWS can still be ineligible through this process*
- 2) *If this information cannot be verified—forgive the first part of the grant and benefit by identifying gross fishing income differentials based on the same formula as the original portal*
- 3) *Extend the deadline for the application and appeal processes*

We continue to assist our members through this debacle and fight for remedies to help those most impacted.

Share your expertise and experience! Occupational Health and Safety in Marine Aquaculture in Canada



We are researchers led by Professor Barb Neis at Memorial University doing research on occupational health and safety in marine finfish and shellfish aquaculture in British Columbia and Atlantic Canada with funding from the Ocean Frontier Institute (www.coastalfutures.ca)

Do you have work experience in the marine aquaculture sector in British Columbia or Atlantic Canada and an interest in health and safety?

We want to interview people with current or former work experience in marine aquaculture in Canada. We are particularly interested in interviewing people knowledgeable about or with experience of health and safety hazards, injuries/illnesses and/or health and safety management in the industry.

We want to talk to you about your knowledge and experience with health and safety in marine finfish or shellfish aquaculture in B.C. or Atlantic Canada.

We will ask you to share your knowledge and experience in a confidential interview (by telephone or computer-based software). The length of the interview will depend on how much you have to say but could take 1-1.5 hours.

Participation in this study is completely voluntary. For those who consent to participate, participant names, where they live, the name of their organization(s) (current or past) and the list of study participants is confidential – this information will not be shared with anyone outside the research team or used in any publications or presentations related to this research.

For more information about the study or to set up an interview, please contact Ellie Gao at wgao@mun.ca or by phone at 864-2550.

The proposal for this research has been reviewed by the Interdisciplinary Committee on Ethics in Human Research and found to be in compliance with Memorial University's ethics policy. If you have ethical concerns about the research, such as the way you have been treated or your rights as a participant, you may contact the Chairperson of the ICEHR at icehr@mun.ca or by telephone at 709-864-2861.

PETER MARCHE RETIRES

AND CARRIES ON FAMILY LEGACY

When Peter Marche was 14 years old, he bought his first lobster license for \$0.25, and a groundfish license for \$1.00. In those days, there were no motors or haulers, and he had to row and haul by hand before and after school.

The hard work paid off! Within a few years he was able to buy his first motor and, together with his passion for being on the water, Peter continued to fish for an impressive 58-year career in Port au Port West-Aguathuna-Felix Cove. He hung up his oilskins and rubbers for the last time this July, but not before catching a massive 196lb halibut to end his last day on the water with a big fish!

Peter is known as a 'proper fisherman' and he fished for 33 years with his late wife Eleanor, raising 4 children with a love of fishing. Their oldest son, Colin, is a third-generation commercial fisherman, and he fished with his father for over 25 years. Colin is now taking over the family business, carrying on his father's legacy by assuming



ownership of Peter's licenses, and, like his dad, will continue fishing with his wife, Chalsie Cook-Marche.

There have been challenges throughout Peter's 58 years fishing with 5 close calls in the water, but there are also volumes of great stories, including catching a hermaphroditic blue and red split-colored lobster (believed to be a one-in-50 million find), and being presented with a Saint Anne Medal by a lobster! Eleanor and Chalsie found the medal clasped tightly in a lobster's claw when they were banding lobsters aboard Peter's boat several years ago, and they had to pry it open to retrieve it. Peter still has the medal and plans to pass it down through the family.

Thank you for your contribution to the industry and community over the years, Peter! We all wish you the very best as you begin this new chapter with your family.



SEA CUCUMBER

AND THE NEED FOR TRANSPARENT NEGOTIATIONS

Michelle Brake, Policy Officer & Robert Keenan, Secretary-Treasurer

Sea cucumber was negotiated and arbitrated by the Standing Fish Price Setting Panel for the first time in 2021. The initial decision by the Panel was released on June 2nd, which was a selection of the offer put forward by ASP of \$0.60 in addition to implementation of a grading schedule. The Panel made a grave mistake in selecting both the price and the one-sided agreement from ASP. The schedule and sampling protocol put into place by the Panel were not established best practices and should not have been implemented without clarity, collaboration, and a meaningful discussion with harvesters.

In the written decision, the Panel acknowledged the lack of information available to make a serious decision concerning the price and conditions of sale for sea cucumber. The market and production of sea cucumber is expanding and evolving constantly as an emerging fishery, and the FFAW as well as the Panel have no access to crucial information regarding the fishery. We received no assessment of the market from the provincial government or other industry consultants. In its decision, the Panel submits that processors do, in fact, have the information required to make an assured and accurate price selection, yet refuse to do so:

“Processors have the best understanding of the industry and markets but have not offered sufficient information to convey this to the Panel.”

Fish processing companies do not recognize their position in limiting fair collective bargaining. To ensure fair and transparent negotiations, processors would need to provide accurate industry information regarding product forms by species and associated yields, as well as prices received for domestic and international markets. Transparency and legitimacy in collective bargaining are essential. To achieve both, there must be up to date industry-wide information available to all parties sitting at the negotiating table. If one side is withholding data integral to the overall understanding of the fishery, then the integrity of both the negotiations and the final arbitration decision are compromised. When there is a failure to uphold this integrity and maintain the good faith of the negotiating practices, harvesters and plant workers alike become exploited by processors reaping the profit.

An ill-informed decision benefits only the processing companies. We have no clear idea of the actual yield or product forms based on the information provided to us during this year’s negotiations. As we attempted to do the research and fill in those gaps ourselves, the processors dismissed our information as inaccurate or outdated. Processors should be held to a different standard when they are the keepers of information that could appropriately price the species we negotiate. When they know the facts but dismiss our attempts to bring forward market or yield data, it undermines the entire collective bargaining process. Processors have crucial information regarding domestic sales and yield for different product forms at their disposal and do not have the obligation to disclose it.

SUMMER OF SQUID

Miranda McGrath, Staff Representative

August might be considered late in the Summer, but the volume of squid that rolled into boats all around the island starting on August 1st, made for an abundant season. Driving around the Avalon Peninsula in August you were met with trucks towing speedboats with rollers going in all directions. The high amounts of squid were also obvious on social media, with countless comments from the recreational fishers and tourists saying, “where can I find squid?”. Even those that may not have had an interest in the past wanted to get in on the action!

The ease of catching squid was particularly surreal in certain areas, with harvesters not even having to untie from the wharf and still being able to fill their hulls. Tony Doyle, Inshore Vice-President, captured a photo of a line-up of people hauling in squid off the wharf in Bay de Verde by hand one night, which became a common sight in many places on the island this Summer.



But this easy catch came with many frustrations. Harvesters expressed concerns about trip limits and scheduled landing times. Nancy Bowers, Inshore Council and Executive Board Member, was very happy with the amount of squid around, but “it would be a lot better if plants would let us come in with more and had the ability to process greater amounts at the one time.” Rodney Mercer echoed Nancy’s thoughts and said that “This year went well; we found the squid bigger and in great abundance. We had a great fishing catch, it’s just too bad that it was so short in this area and that the processors made it shorter by limiting what we were allowed to catch daily. Hopefully next year the abundance will stay, and the limits will go.”

This limited processing capability and processor enforced trip limits is not specific to squid. In 2021 processor limits were imposed with crab and sea cucumber, a trend that we don’t want to see continue but it likely only to increase with the corporate concentration of processors in this province. Your Union will continue to fight the impact of corporate concentration in our fishery and push the provincial government to take action to protect our inshore fishery.

PRICE NEGOTIATION SEASON HITS HISTORICAL HIGHS

Robert Keenan, Secretary-Treasurer and Lisa Smith, Policy Lead

The 2021 inshore fishery was the most valuable in the history of Newfoundland and Labrador. The current landed value of the inshore fishery, as of the end of August 2021, is an extraordinary **\$765,667,721**. This does not include landings for squid, nor full landing information for cod, capelin, and lobster, which are usually revised later in the year.

The results are staggering when compared to 2012:

Landed Value vs Landed Volume 2012-Present

2021 statistics are not final and will increase



What does this mean for our rural communities? It means more wealth, more spin-off businesses, more investment opportunities, and more general consumer spending that directly supports the provincial economy. The flow of income within rural Newfoundland and Labrador is especially impactful as we begin to rebound from the effects of a near economic standstill in 2020 during the COVID-19 pandemic.

The landed value of 2021 is an incredible turnaround from 2020 and has moved the value of the fishery to an entirely different level. An interesting point about the fishery over the past 6 years has been the increased value of the lobster fishery for small boat harvesters compared to snow crab. Up until 2017, the landed value for snow crab was higher than lobster for vessels 34-11 fleet. This has since changed.

The table on the right does not signify the decline in snow crab for small boats, rather, it speaks to the increase in lobster. The lobster fishery today is nothing like it was 10 years ago.

Unsurprisingly, the landed value for 2021 was dominated by snow crab, which currently makes up 80% of total landings - though this number will decrease as final figures for shrimp, squid, cod, herring, mackerel, and turbot are known. Crab markets are insatiable. The pandemic altered the way in which consumers buy crab, as it is now considered a desirable, trendy product to buy and cook at home and in restaurants. This trend has led to a premiumization of our snow crab product.

With this year's fishing season coming to a close, people will be curious and anxious about what next season will bring. It is honestly too early to know. COVID-19 has shown us that the world can

Comparing Value of Lobster and Snow Crab for 34-11 Fleet



be turned upside down in a few short weeks, so confidently predicting a market 8 months down the road is impossible.

With that said, the crab and lobster markets remain very strong and in record levels, which continues to demonstrate a positive trend. The shrimp market seems to be improving, but too late for this year's fishery. The best thing to do over the Fall and Winter is to enjoy the gains of this year and be prepared for the downturn that we hope never comes.

LOBSTER GEAR PROGRAM UPDATE

Jóhan Joensen, Staff Representative, Industrial/Retail/Offshore

There has been significant activity since the launch of the FFAW-Unifor Lobster Gear Program in January 2021 following approval and funding from the Atlantic Fisheries Fund (AFF).

At the time of writing, there have been 568 applications approved and paid out in accordance with the rules and conditions set by the AFF, and approximately 30-40 applications are at various stages of approval and payment. FFAW-Unifor staff continue to work with a small number of applicants who have experienced issues with approval. To date, harvester investments of less than a half

million dollars in gear have leveraged more than \$2 million in investments into eligible Lobster Gear Program equipment.

FFAW is currently evaluating if it is warranted to request additional funding for the Program to ensure that all eligible applicants in the Fall and Winter of this year can participate and will update membership following that assessment.

MENTAL HEALTH IN THE FISHERY

Dwan Street, Staff Representative

Discussions around mental health and wellbeing are becoming more normalized, and we now recognize mental health to be as important as physical health. Days of recognition, such as Bell Let's Talk Day, have changed attitudes of shame and silence so that we have a greater understanding of how many of us struggle with mental health in our day to day lives, as well as identify factors that can exacerbate these struggles.

Discussions around mental health and mental illness remain difficult and sensitive, even though most people in our province have been impacted directly by a mental health crisis or have been affected by suicide.

A recent paper published by Pollock, et al, examined suicide rates across Canada from 1981 to 2018, and brought forward some alarming figures: While the national average for suicides has declined 24% during this period, Newfoundland and Labrador's average has increased threefold, with rates in Labrador being 4 times the national average – in this time frame 1,759 Newfoundlanders and Labradorians were lost to suicide, with males accounting for 83.1% of that figure.

Why does our province have such a high rate of suicides, and what actions can be taken towards reducing them?

While Pollock and his colleagues were unable to draw exact causation from the data that link the heightened rate of suicide to the groundfish moratoria of the early 1990's, there is a suggestion that the fallout of these closures may have contributed to a more long term effect over time; that is, while there is no large spike in suicides in 1992, the lasting trauma of the closures on our economic, social and cultural wellbeing cannot be understated.

Polluck's paper states that a rise in suicides can usually be correlated to economic, environmental and social factors. No industry conglomerates this triad more than the Newfoundland and Labrador fishery. The fishery is far beyond a "job," and is an industry that is woven into our social and cultural fabric, one that brought our ancestors to our province and continues to sustain our coastal communities throughout.

After the moratoria, harvesters found themselves faced with difficulties in all three of these areas:

Economically: harvesters and their communities were faced with the largest one-time layoff in Canadian history with over 30,000 jobs removed instantly from our economy that were often the single employer in communities that were driven by and thrived on the fishery

Environmentally: the fishery is constantly in flux, and the dominant species that harvesters had historically relied on were all but removed from the ecosystem. Shifts to other species were required, requiring significant investment; and,

Socially: the industry is also an identity that was now fragmented and there was a tremendous sense of failure and a loss of self-worth.

In 2003, an anthropologist named Gerald Sider published his work that studied our communities during these tumultuous times. The title, "Between History and Tomorrow," has always been one of my favourite descriptors to try and explain the limbo that harvesters, plant workers, their families, and communities were left in – stuck between the fishery we knew, a kin-based subsistence fishery that was interwoven in everyday life, and the new,

industrial, larger scale fishery that loomed on the horizon if one wanted to remain in the fishery.

These were significant changes –harvesters and plant workers found themselves seeking training for new industries that were out of their skillset and comfort zone or relocated to other provinces like Ontario and Alberta to help sustain their families back home in NL. The mental fortitude it must have taken to uproot from the communities and the devastation of watching many of the lights in once-vibrant communities go dark is inconceivable to many of us, but it is a lived reality for our province. Those who remained in the fishery were faced with ever-increasing debt loads to make their enterprises viable. New species such as snow crab and shrimp came with relief but also came with investments in gear technologies, larger vessels, and rising license costs due to the new issues of controlling agreements and corporate concentration in our once independent and family-based industry.

Financial difficulties can be one of the most overbearing factors on one's declining mental health. While Pollock does not tie the rise in suicides to a declining economic environment in our province, one interesting and concerning statistic is that the highest number of suicides during the time period he studied was in 2017 – a year that correlates with one of the most financially difficult years for inshore fish harvesters. During 2017 harvesters were still dealing with the fallout of the Northern Shrimp quotas, snow crab quotas all around the province were cut, and harvesters were now left with massive debt loads and large enterprises that, for some, may have seemed impossible to maintain.

All of these scenarios, from the massive unemployment in 1992 to the ever-increasing investments needed to now maintain a multi-species, sustainable enterprise in the fishery, are major stressors that can leave one feeling like there is no way out.

At FFAW-Unifor, we recognize that there are unique difficulties faced by our members because of the nature of the industry. While we offer and continually update a list of mental health resources for members to access in the member Information section of our website, there is still much work to

be done, more conversations to have, and more lobbying to be done to break down the barriers that make mental health care inaccessible for so many.

Over the course of this federal election, we will continue to speak to candidates about the importance of expanding resources to support mental health across our province. We urge our members to do the same when a candidate knocks on your door.

For example, while there are counselling services offered across the health boards at no cost, wait times for these - often urgent - services is far too long. Similarly, seeking private counselling at cost may be a barrier for those who simply cannot afford it or for those in rural areas who may need to travel to access these services.

It is okay to not be okay. Studies show that trauma has been found to be the central issue for people with mental health problems, substance abuse, and co-occurring disorders.

If you or a loved one are struggling with your mental health, please access the list of province-wide mental health resources and supports listed in the Member Information section of our website. If you are a woman in need of resources, please reach out to one of our trained Women's Advocates, listed at the back of this edition of the Forum.



GROUNDFISH-SEISMIC RESEARCH

ENGAGING LOCAL HARVESTERS

Robyn Lee, Petroleum Industry Liaison



Groundfish-seismic research was underway this summer in 3KL near the NAFO boundary. Two fishing vessels were chartered as research platforms to measure the impacts of seismic surveying noise before, during, and after oil and gas exploration activities took place. The study was led by Dr. Corey Morris (Department of Fisheries and Oceans) and conducted in collaboration with industry, it is examining the abundance and movement of commercial groundfish in close proximity to ongoing seismic surveys conducted in commercial fishing grounds.

The crew of the Atlantic Falcon and Precious Jewel, joined by DFO scientists, experienced the mix of groundfish in our waters on the Northeast Coast first-hand using trawl, acoustic, and camera surveys. As well, the crew of both vessels experienced and contributed to the planning, waiting, and re-jigging required to obtain research

results as this type of at-sea work is innovative and very opportunistic.

In short, the crew of the Precious Jewel saw a mix of groundfish (mostly witch flounder, turbot, and cod), during the experimental trawl sets conducted in July on the slope edge at depths of 250-300 fathoms. However, seasonal timing definitely affected the species-mix as camera footage has shown a lot of large cod in June, and more small cod mixed with turbot, redfish, wolffish, and skate later in July. The cameras were set on crab pot frames using the cone as a parachute that ensured the pots remained upright. Five pots with cameras and lights were set in each of five strings, which took a bit of trial and error by the crew to get the pots to sit upright on the seafloor with enough anchor weights to deal with the strong tides in the area. The photos shown here are some still shots from the video footage.



SPOTLIGHT THE PRECIOUS JEWEL

Chris Clarke from Melbourne, Trinity Bay, had his interest piqued in the groundfish seismic research charter opportunity by a friend who had been doing similar work. Once he saw an email from the FFAW about the opportunity he assessed the vessel criteria required and entered his vessel into the draw. Craig grew up in the fishery, fishing with his father, grandfather and uncles in Trinity Bay. For a short time he worked as a marine engineer on the Great Lake boats, offshore supply boats and on a drill rig, although he was still fishing on and off. He acquired an under 40 foot license in 2013, grew the business and purchased a larger boat license the following year. He knew once he got back into the fishery it was the right choice as he considers fishing pure enjoyment, not work. Along with his Marine Engineering (Class IV) certificate, Craig also holds Fishing Masters Class III certification. He is keen to be involved in research such as this. "It is good to know first-hand what is involved and seeing the outcomes on the water is quite exciting," says Craig. The crew of the Precious Jewel enjoyed their trips and learned a lot about the research talking to the scientists onboard as they were able to explain things as they were happening.

FFAW-Unifor continues to advocate for research related to concerns fish harvesters have brought forward associated to seismic surveying and fishing. Our approach has always been to make certain that research is applied to local concerns and conducted collaboratively. Utilizing fishing vessels as research platforms and engaging harvesters in the research enables harvesters to authentically see what is happening and contribute to the research. Harvesters will continue to be involved in this research as the data are being analyzed and interpreted over the coming Winter months.

If you have questions about this research or other oil and gas issues, please contact Robyn Lee, FFAW Petroleum Industry Liaison, at (709) 576-7276.



FISHERIES GUIDE VESSEL PROGRAM



Robyn Lee, Petroleum Industry Liaison

FFAW-Unifor's Fisheries Guide Vessel Program contracts commercial fishing vessels during offshore oil and gas operations to guide marine vessels, (e.g., drillships, drill rigs, FPSOs), and GBS tows safely through open water navigating cautiously to avoid encountering or damaging any fishing gear. The Fisheries Guide Vessel (FGV) is responsible for providing assistance to ensure that the marine vessel(s) do not come in contact with, or potentially damage, any fishing gear while in transit to the desired destination.

The primary responsibility of the FGV to the fishing industry is to communicate with harvesters on the water about the marine vessel's transit operation, to identify fixed gear and communicate locations to the vessel, and make contact with gear owners. If gear owners cannot be identified the FGV will communicate with the FFAW-Unifor Petroleum Industry Liaison to assist with identification to enable the drillship and support vessels to conduct their transit while avoiding damage to any fishing gear.

Ideally, the FGV conducts a broad survey of the charted route in advance of the marine vessel transit to determine a path free from fishing gear. Often, a Fisheries Liaison Officer will be deployed on board the marine vessel to communicate and relay gear information to the master about the best route to proceed. However, at times, the FLO boards the fishing vessel.

The Fisheries Guide Vessel Program has been operating for over a decade. All enterprise owners who apply to the Program are entered into an annual random draw from which the first name is given the opportunity of first refusal. Names are placed in priority sequence based on the order from the random draw. All participants are paid the same flat rate fee per day.

If you are interested in adding your enterprise in the 2022 draw or updating your vessel's information, please complete the online application on the website at [Programs & Research | FFAW-Unifor | Fish Food & Allied Workers Union](#).

Contact Robyn Lee, FFAW-Unifor Petroleum Industry Liaison at (709) 576-7276 should you have questions regarding the Fisheries Guide Vessel Program or other oil and gas issues.

HARVESTER REPORTS FROM THE 2021 CAPELIN FISHERY

Dr. Erin Carruthers, FFAW Fisheries Scientist



Harvesters have reported that the 2021 West Coast capelin fishery was excellent. Capelin were abundant throughout area 4R, and fixed gear fleets landed their allocation easily. Jason Spingle, FFAW-Unifor Staff Representative, reported that the 4R capelin fishery was the best that they have seen in decades – both in terms of size and abundance.

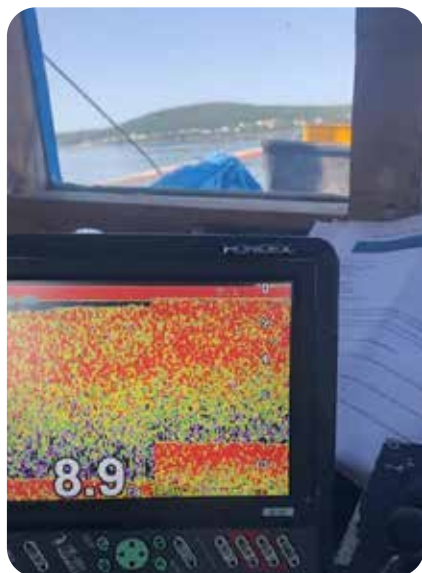
Long-time harvester Carl Hedderson said that the capelin schools in 2021 were the largest he has seen in over 15 years in 4R. As an example, he described seeing capelin schools that were 30 fathoms deep in 40 fathoms of water as he crossed the Straits of Belle Isle. He noted that capelin

was abundant throughout the Gulf and remained in the area after the fishery had closed.

Fish harvesters on both the West and Northeast Coasts were frustrated by the mismatch between the extent,

depth, and abundance of capelin aggregations seen in the fishery and biomass estimates from assessments. Adam Howlett, fishing in Trinity Bay, was frustrated that DFO Science was not on the water during the fishery to observe the biomass that harvesters have seen, remarking that it would be better if more attention was paid to understanding the amount of capelin seen during the fishery and less attention was paid to comments on social media or whether or not capelin spawn in Middle Cove. Similarly, Carl Hedderson remarked that, “People think that if capelin don’t come to the beach to spawn, there is not much capelin.” In his area, he reported that most of the capelin spawns in the deep-water in Cook’s Harbour, off the Sacred Isles and across the Straits. Capelin is complex. There are multiple runs of capelin. Some spawning on the beach, others in shoal water and others in deep-water.

All these reports highlight the need to better understand the extent of capelin abundance during the fishing and spawning season. These reports also point to a need to better understand the contribution of beach, shoal, and deep-water spawning to overall capelin abundance and stock health.



AIN'T AFRAID OF NO GHOST (GEAR)

LOST GEAR RETRIEVAL PROJECT IN LABRADOR

Ian Ivany, Science Coordinator

Our ocean is haunted. Off of the foggy coasts of Newfoundland and Labrador, and found deep within its dark, frigid waters lies a dire threat that is decimating fish stocks, entangling marine life, and presenting a safety hazard to those on the water and shore. I write, of ghost gear.

Recognizing the risk of this lost, abandoned, or discarded fishing gear, the Federal government announced a Sustainable Fisheries Solutions & Retrieval Support Contribution Program which would support ghost gear recovery/retrieval projects. FFAW-Unifor completed year 1 of our 2-year project in 2020, focusing on the South and West Coasts (NAFO divisions 3Ps and 4R). This year, 12 retrieval days will be spent in 2J, 3K and 3L. Harvesters have identified areas where fishing gear could potentially be found and will be chartered to retrieve gear based on this information.

Gear recovered in 2J included the following:

- 30 gillnets
- 30 whelk pots
- 6 cod traps
- 2 cod trawls
- a cod pot, cod net, salmon net and scallop drag

Aside from gear, retrievals also recovered thousands of pounds of garbage/debris, including washers, vessel parts, rocks and wood.



Captain Neil Chubbs and son Marc Chubbs, crew member Dwayne Russell, and FFAW technician Trevor Chaulk pose in front of recovered gear in St. Lewis

This year we began in Labrador, with gear retrieved from the Southern 2J region, chartering for 6 days each, out of Charlottetown and St. Lewis. Thanks to the efforts of Captain's Baxter Stokes from Pinsent's Arm and Neil Chubbs from St. Lewis, the operation was an incredible success. Areas of gear recovery included Square Island, Occasional Harbour, Battle Harbour, and Williams Harbour.

"It is surprising how much gear is there just below the surface" says Mr. Stokes. "This work is really important, not just because of the risk to fish, but also because of the potential for young bird and whale entanglements."

Other harvesters and Southern 2J residents have echoed Mr. Stokes sentiments. Much of the gear recovered was near the shoreline, close to communities, and represented a considerable safety hazard. These were known areas of derelict gear that had to be avoided by fish harvesters and other

boaters.

The gear was recovered using a grapnel and some gear locations were identified through use of an underwater camera operated by FFAW technicians. Much of the gear recovered dated to pre-moratorium and unfortunately was not reusable. Any gear that is not claimed or cannot be reused or recycled will be transported to a landfill.

Lead technician Trevor Chaulk was very enthused to be part of the Project: "I have worked more than 30 years in the fishery involved in too many roles and to projects to mention. To date, this Project has been the most rewarding for me. It's a good feeling knowing that you played a small role in cleaning up our oceans and protecting it for generations to come."

FFAW technician Earl Poole resides in the town of St. Lewis and stresses the importance of the work: "Tons of abandoned gear has existed in the inshore waters of Labrador and next to our communities for decades. I personally feel a great sense accomplishment in retrieving the amount of gear we did near the community where I live. The ghost gear project has been a great start in the effort to clean up our waters."

FFAW thanks all the harvesters who have been consulted in this Project as their feedback has directly led to gear recovery in Labrador. We would also like to thank Baxter Turnbull and Roy Mangrove from the Charlottetown and St. Lewis Harbour Authorities for their valuable insight and aid. The Project will continue in 3K in mid-September and move into 3L in early October.



A tangle of gear and debris recovered near Charlottetown



Crew members Alvon Reed and Richie Stokes aid in the transfer of gear onto the Wally Marie



Retrieved lost gear about to be unloaded near Charlottetown



App and Richard Williams look on as gear is hoisted onto the Wally Marie

IS SOMEONE YOU KNOW OVERDUE?
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FISH HARVESTING
SAFETY ASSOCIATION

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Dr. Erin Carruthers, FFAW Fisheries Scientist



It has been 6 years since a long-time harvester walked into my office to talk about how to avoid getting leatherback turtles tangled in gear and how to get them out safely when they do.

Over the past 5 years, harvesters in Newfoundland and Labrador together with the FFAW, have tried a few line-cutter designs, with the most effective design developed right here by Wayne Ledwell of Whale Release and Strandings Newfoundland and Labrador (better known as the whale guy from Tangly Whales).

Harvesters have used these line cutters to safely release turtles, “puffer pigs” or porpoises, and sharks, among other marine species. Harvesters have also used to gear to safely cut free entangled outboard motors.

When dealing with larger entangled animals like whales, it is better to have the experienced people of the Whale Release and Strandings network involved (1-888-895-3003). As you may know, they are available 24 -7 and can talk you through safely releasing whales and turtles.

One Southern Shore harvester who has used the gear to release turtles said, “Taping a knife to the

end of a pole is not the answer. These line cutters are fast and efficient. They sliced through the rope like it was butter.” He also reported that using lead rope every few fathoms in the haul up lines means there is less slack rope at the surface and that means turtles are much less likely to get entangled in the first place.

The line cutter gear we distribute improves each year based on feedback from fish harvesters. For example, harvesters have said that the kits should come with safety covers for the blades and that different pole lengths are needed for different vessel sizes and fisheries. The latest version, complete with blade covers and modifiable poles, was developed in collaboration with WWF-Canada, Whale Release and Strandings NL, and CPAWS. The overview video can be found online on the World Wildlife Fund's website.

Having and using these tools is one of the ways that harvesters in NL can demonstrate a commitment to sustainable fishing practices. No one wants to have turtles tangled up in their gear. While it is best to avoid getting turtles tangled, having the tools on board to safely release the animals is better for both turtles, fish harvesters, and the interconnected marine ecosystem.



If you would like to have a line cutter onboard before the 2022 fishing season, please contact myself or April Wiseman at the St. John's FFAW-Unifor office: (709-576-7276) or email us: (ecarruthers@ffaw.ca / awiseman@ffaw.ca).

If You Catch One...

If you catch a leatherback turtle in your fishing gear, it will not try to hurt you. Most likely, it will attempt to stay away from you and your boat. Usually, the turtle is caught by ropes around its flippers or neck, and by getting the turtle alongside your boat you will likely be able to untwist the ropes easily and release it quickly with little, if any gear damage.

Do not attempt to lift the turtle by its fin while attempting to clear it of gear, and

Do not try and tow a live turtle to the wharf or shore. You will injure it.

If You See One...

If you see a leatherback turtle or release one from your fishing gear, you can report a leatherback entanglement/sighting through the 24-hour tollfree number: **1-888-895-3003**.

Scientists are very interested in these sightings, and your help is greatly appreciated.



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FFAW | UNIFOR
Fish, Food & Allied Workers

PLACENTIA BAY LOBSTER SETTLEMENT PROJECT

UPDATE

Dwan Street, Staff Representative

The Coastal Environmental Baseline Program aims to gain a greater understanding of environmental conditions in Placentia Bay, an Ecologically and Biologically Significant Area (EBSA) and an important area economically for fisheries, industrial development, and as a major shipping route.

American lobster (*Homarus americanus*) are an important commercial species for fish harvesters in Newfoundland and Labrador, with the fishery in Placentia Bay (Lobster Fishing Area 10) supporting inshore fish harvesters and coastal communities. In 2019 Newfoundland and Labrador harvesters landed 9.66 million pounds of lobster, landed at an average price of \$6.03 per pound. Total landed value was just over \$58 million. Placentia Bay has experienced shifts in the abundance, distribution, and size of lobster, in addition to changing environmental and ecosystem characteristics. As a result of these changes, the lobster fishery has declined substantially in Placentia Bay, with declining catch rates and landings in the area. From 1992-2007 lobster landings in Placentia Bay declined by about 90% (DFO, 2009).

In year 1, the Fish Food and Allied Workers' Union (FFAW-Unifor) interviewed 15 harvesters with an average of 34 years lobster fishing experience (range 17 – 53 years) to gather Local Ecological Knowledge (LEK) on changes in lobster distribution, size, and abundance, as well as changes in environmental conditions from fish harvesters in Placentia Bay. Results from the fishers' knowledge interviews were used to establish an understanding of the environment and conditions of lobster in Placentia Bay. The goal of this phase of the project was to fill data gaps and create opportunities for future work, filling necessary data gaps in lobster knowledge, utilizing fishers'/community LEK to

assist in the scientific process, and engage the community in the study and sampling of the marine environment.

Harvesters have agreed, for the most part, that catch rates had declined significantly, beginning between the early 1990s and early 2000s (range 1991-2006). Outer Placentia Bay was the exception. Here declines in catch rates had not been so drastic, fluctuating over the years.

The invasion of green crab in the area has brought significant concerns as to the impact this species is having on lobster. All harvesters were keenly aware of how aggressive green crab can be on the lobster population and eel grass beds, important nursery areas for juvenile lobsters and other fishes. Since the early 2000s, harvesters have also noticed a decline in the number of undersized lobsters. Interestingly, nearly all harvesters said they have observed an increase in the number of egg bearing females.

Harvesters throughout Placentia Bay reported a decline in the number of juvenile lobsters in most areas, as well as changes in the number of female spawners. In the Year 2 of, "Improving Knowledge of Lobster Populations and Change in Placentia Bay", we focused on establishing a baseline understanding of juvenile lobster abundance, with the goal of determining recruitment levels from different areas across the bay. As such, methods for the determination of juvenile lobster abundance were consistent with methods trialed in the province (LeBris, pers. comm. 2019) and consistent with protocols used elsewhere in the Northwest Atlantic (e.g. Wahle et al. 2009). Here we focus establishing a baseline understanding of settlers, which are young of the year lobster that recently

from a larval pelagic stage to a benthic stage.

Elsewhere, the density of settlers is an indicator of local recruitment to fisheries (Wahle et al. 2009, deLestang et al. 2014).

The work in year 3 was a continuation of year 2 work in that settlement trays were deployed in each of the same areas to see if there was a change in abundance of juvenile lobsters year-over-year. In year 3 we were also able to deploy modified lobster traps to get a better understanding of other sizes of juveniles beyond the settlers. Trays were once again deployed in Lawn, Woody Island, Placentia and Merasheen.

Results

Settlement trays were deployed throughout the month of September, with modified traps deployed at the same time in each of the four locations (Lawn, Woody Point, Placentia and Merasheen). FFAW Science Technician Scott Smith, accompanied harvesters for deployments and retrieval of both modified traps and settlement trays, as well as recording data of species collected. Scott was also the technician leading during the first year of deployments and retrievals in 2020.

In year 3 results were different than in the previous year. In 2020, there were no juvenile lobsters recovered in any of the four sites, in forty collectors. In 2021, year 3, juvenile lobsters were found in each of the four sites.

Placentia (harvester: Kenneth Viscount)
Castle Hill: 1 larva
Outside Freshwater: 17 larvae
Tea Building: 5 larvae
Woody Point (harvester: Garry Hussey)
Bart's Way: 24 larvae
Hell's Mouth: 3 larvae
The Creebies: 5 larvae
Lawn (harvester: Glenson Hodge)
Little Lawn: 1 larva
Back Cove: 1 larva
Merasheen (harvester: Jamie Barnett)
Little Brule – 7 larvae
Strickland's Cove – 2 larvae
Strickland's Point – 8 larvae

All larvae in each location were released back to the water.



Continuing this work in following years will help better understand historical patterns in lobster abundance in the Bay, as well as a comparison to other areas of the province. Work will also help identify key life stages, allowing identification of which stages in the life cycle are weak and which are strong. As a result, this work will be continuing into its 4th and final year, and results will be reported in the Winter edition of the Forum.

VISIT TO BEOTHIC FISH PROCESSORS

Beothic Fish Processors in Valleyfield employs approximately 300 people that process a variety of seafood product, including cod, turbot, snow crab, capelin, and other groundfish, shellfish and pelagic species. The plant is an economic driver for Bonavista Bay, sourcing raw material from approximately 900 independent fishers and supporting valuable land-based jobs where employees work very hard nearly year-round.

Thank You to Peter Winsor (Local President; IRO Council), Sheila Howell (Executive Board; IRO Council), and Della Melendy for facilitating the visit!



VISIT TO NOTRE DAME SEAFOODS

Notre Dame Seafoods

in Comfort Cove-Newstead employs approximately 150 people that produce mainly crab, pelagic and ground fish products, while the facility in Twillingate is dedicated to cooked and peeled shrimp products. Both plants adhere to the highest international standards for food safety, and the plant in Comfort Cove underwent renovations to create 6 separate lunch areas to ensure that physical distancing could be maintained on breaks.

Thank You to Flora Mills (IRO Council) for facilitating the visit!



SHOP STEWARD TRAINING SESSION

WITH FFAW-UNIFOR LOCALS IN LONG HARBOUR

Allan Moulton, Service Representative, Industrial/Retail/Offshore

Shop Steward Training with FFAW-Unifor locals in Long Harbour took place on Thursday, June 24th. Allan Moulton, IRO Service Representative, facilitated the training and James Farrell, IRO Staff Representative, proudly presented the participants with their certificates. FFAW-Unifor President, Keith Sullivan, dropped by to speak with members of both locals about the importance of their role as Shop Stewards in protecting the rights acquired by members through negotiations and other union actions. Shop Stewards are the first line of defence for unionized employees, as they are responsible for enforcing contracts, handling grievances, ensuring worksite safety, mobilizing members for political campaigns, and orienting new members to the worksite as well as FFAW. All 5 members were enthusiastic about participating in the course and are eager to put all of their training to work in Long Harbour. Congratulations to Wade Foot, Chair at Pennecon; Rowena Murphy, recently elected VP at Provincial Ready Mix cleaners; Angela Cook, Chair on the Local; Steve Walsh, VP at Pennecon; and Chris Murphy, Shop Steward.



IRO Fall Collective Bargaining Update

Ocean Breaker
OCI Newfoundland Lynx
CanShip-Umiak1
Provincial Ready Mix, Long Harbour



KNOW YOUR RIGHTS

TIME OFF FOR WORKERS



James Farrell, Staff Representative and Solicitor, Industrial/
Retail/Offshore

FFAW-Unifor Bargaining Unit Members work in intense and demanding environments, where hours of work can be long, and days of rest few and far between. Not only can the hours be long, but the working conditions are challenging: work areas are often loud, wet, cold, and cramped, where workers are usually on their feet conducting repetitive motions for hours at a time. It is an unfortunate reality that the companies we work for can forget about basic labour laws and Collective Agreement protections. From time to time, we see employers attempt to work their employees beyond what is reasonable and humane, all in an effort to gain additional profits for the Company.

In addition to providing support to local FFAW-Unifor Union Bargaining Committees in negotiating Collective Agreements, your Union routinely advocates for enhanced labour standards for all workers in the province. That's because Union-negotiated Collective Agreements and provincial labour laws work together to provide Union workers with rights in the workplace.

The first step to ensuring your rights are protected in the workplace is to learn your rights as a worker. Obtain a copy of, and read, your Collective Agreement. Your Collective Agreement

contains many of your rights and benefits as a worker, but its also very helpful to be aware of your rights under provincial labour laws.

Provincial labour laws provide your absolute minimum rights as a worker. Collective Agreements build on those rights. For example, generally you are entitled to a day off every week, at least 8 hours off every day, and overtime rates after 40 hours of work in a week. These are basic rights.

Sometimes with conditions, Labour Standards also provide the following:

- 7 days unpaid leave for absences due to sickness or family responsibility
- 1 day of paid leave, 2 days of leave without pay for bereavement (death of a family member)
- Up to 28 weeks of unpaid leave to provide care or support to a family member requiring compassionate care
- Up to 37 weeks of unpaid leave to provide care or support to a critically ill child
- 3 days off with pay and 7 days without pay if a worker has been subjected to or affected by family violence
- Other leaves including Crime-Related Child Death or Disappearance Leave, Reservist Leave, Communicable Disease Emergency Leave, Parental Leave, Pregnancy Leave, and Adoption Leave.

Workers like you who are covered by Union-negotiated Collective Bargaining Agreements often enjoy many benefits over-and-above legislated minimum standards. This can include longer leave periods or entitlement to pay while you are out of the workplace (for example, additional paid sick days).

Be sure to read your Collective Agreement to get a full picture of your rights and contact your Union Representative or Staff Representative if you have any questions or concerns.

HAPPY 80TH BIRTHDAY TO JUANITA ELLIOT!

We are sending early birthday wishes to Juanita Elliot at St. Anthony Seafoods!

Juanita is turning 80 years old in November and continues to work hard at the plant, sometimes for 17 hours a day, and always with the biggest smile! Her first day on the job was July 31st, 1974, and she has worked at St. Anthony Seafoods for 47 years and counting.

Thank You for your hard work in the plant and your community, we hope you have a very Happy Birthday, Juanita!

Special Thanks to Trudy Byrne, Local President at St. Anthony Seafoods, for sharing this with us.





NEXT GENERATION PHOTO CONTEST

WINNER!



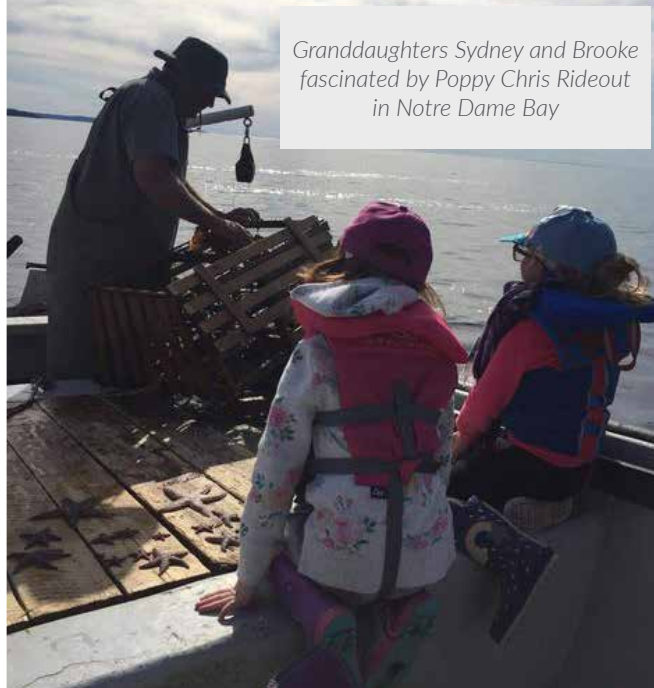
Harrison Mullins (5 years old) from Mose Ambrose, ready to head out with his Pop, Howard Bullen to haul the last of the lobster pots with his bucket in his hand for the bait bags.

You've won a \$50 Gift Certificate from Mercer's Marine!

Thank You to Kayla Mullins for sending this in to us!



Larry Crocker's Granddaughter Lilly Crocker in Trout River



Granddaughters Sydney and Brooke fascinated by Poppy Chris Rideout in Notre Dame Bay



15 year old Cole fishing with Pop David Boyd

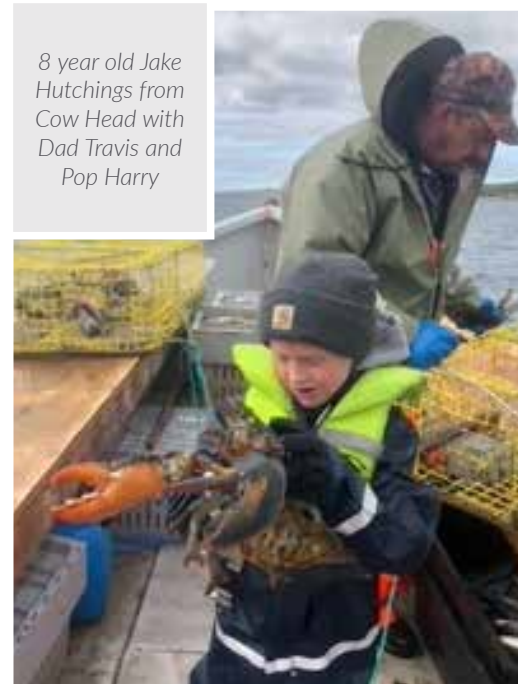
HONOURABLE MENTIONS



12 year old Chloe Grandy of Garnish with parents Melissa and Darren Grandy



Wade Stoodley's 5 year old Grandson hauling a few lobster pots



8 year old Jake Hutchings from Cow Head with Dad Travis and Pop Harry



Mya cod fishing with her Dad Stewart Rose of Hermitage-Sandyville



5 year old Landon Barnes from Cottlesville with Dad (Jonathan Barnes)



Nevaeh Greenham of Pacquet

Jacob Hiscock and Dad Colin Hiscock in Trinity Bay



14 year old Brielle Gillingham -sent in by Melanie Gillingham



14 year old Brady Torrance (son of crew member Dwayne Torrance) & 14 year old Michael Holmes (son of Skipper Lee Holmes) of Fogo



17 year old Larissa Ralph and her uncle Dave out on the crab ground

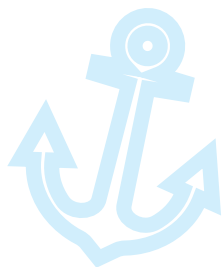
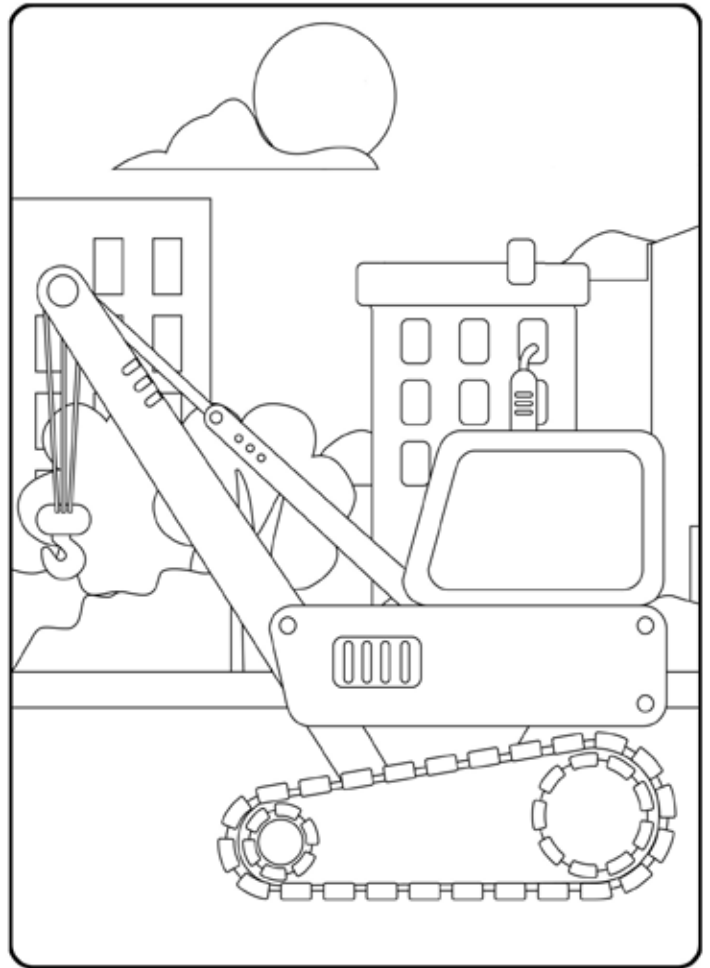
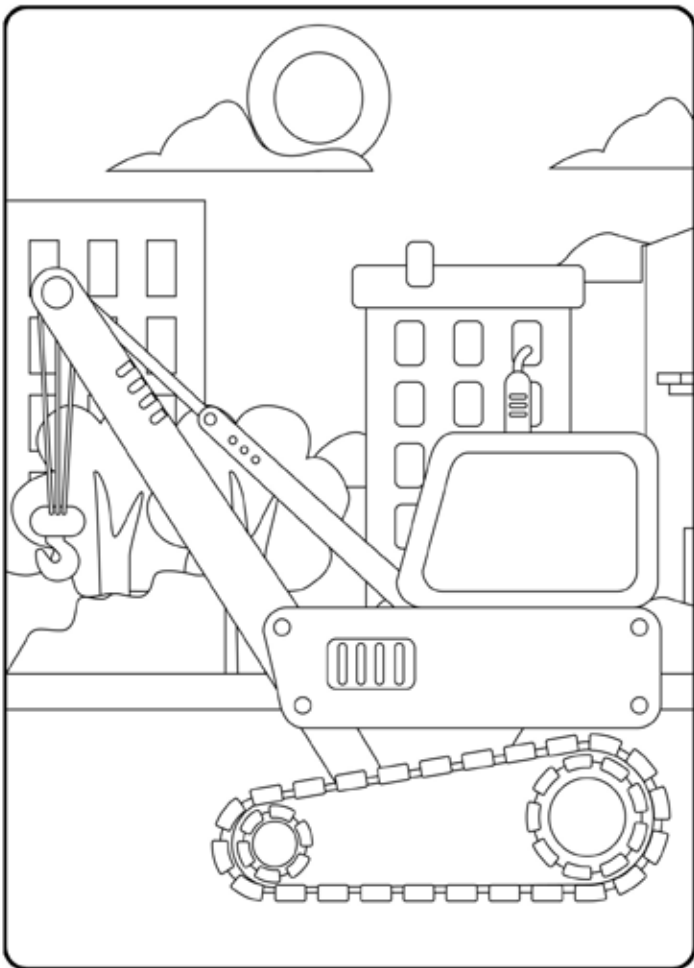


15 year old Logan Grandy in Fortune Bay - sent in by Melissa Grandy

KID'S SECTION

Spot the Difference!

Can you spot the 10 differences between these two pictures?



WORD SCRAMBLE

ARLEEDF _____
 VNTEENOOIC _____
 EAIPLCN _____
 REAG CRVOYREE _____
 TMISVTNENE _____
 LNTETEMETS _____
 SDOIGRHUNF _____

TANSIDRLIU _____
 AOONCDNEMTERMI _____
 GEDTRLAEN _____
 HALELGCNE _____
 EELDICGNI _____
 REMOFR _____
 BEEFINT _____

FLASHBACK



Do you know what year this photo was taken? Do you know where it was taken? If you know the answers, please send them to communications@ffaw.ca and your name will be entered to win a prize!



On strike!
 The walking fire at Deep Sea Workers in Lunenburg has been out of work Monday when approximately 120 fishermen walked off the job to protest a breakdown in talks between the company and the Newfoundland Fishermen and Allied Workers Union (NEFAW). The men have set up picket lines and chain the pickets with ropes down until a fair agreement is reached.

Did you know the details of the Flashback from the last issue? If you knew the year was 1984, and recognized Greg Pretty and John Boland - You were right!

FFAW | UNIFOR WOMEN'S ADVOCATES

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

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

Labrador

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

Northern Peninsula

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

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

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

West and South Coast

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Joan Doucette
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jed-ems@hotmail.com

Ruby Sheppard
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rsheppard@nf.sympatico.ca

Brenda Pieroway
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Central/North East Coast

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Avalon Peninsula

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Tina Pretty
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Alyse Stuart
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FFAW | UNIFOR

STAFF REPRESENTATIVES



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Staff Representative
West Coast, Northern Peninsula & Labrador



GREG PRETTY
Industrial/Retail/Deepsea Director



ALLAN MOULTON
Service Representative
Industrial/Retail/Offshore



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



DWAN STREET
Staff Representative
St. Brides to English Harbour East, 3K Inshore to North Head to Cape Freels



JAMES FARRELL
Staff Representative
Industrial/Retail/Offshore



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



JÓHAN JOENSEN
Staff Representative
Industrial/Retail/Offshore
OCI Trawler Fleets

ELECTED LEADERSHIP



FFAW-Unifor is overseen by the 16 member Executive Board, which is elected every three years. Below the Executive Board, there are two councils; the Inshore Council and the Industrial/ Retail/Offshore Council. These councils are also elected every three years. Each Council has numerous committees on various issues such as regional or species specific committees.

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EXECUTIVE BOARD

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

INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

Doretta Strickland	VP-IRO, OCI TRITON	Eric Day	BGI, HARBOUR BRETON
Charles Baker	EXEC BOARD/CLEARWATER SEAFOODS	Flora Millis	ND COMFORT COVE
Nancy Fillier	EXEC BOARD/LFUSC	Hubert Stacey	OCI ST. LAWRENCE
Sheila Howell	EXEC BOARD/BEOTHIC	Sheldon Squibb	HR. GRACE COLD STORAGE
Joey Warford	EXEC BOARD/MOLSON	Vacant	BGI ATLANTIC INC.
Vacant	EXEC BOARD	Melvin Lockyer	ICEWATER
Warren Broderick	EXEC BOARD/CANCREW	Peter Winsor	BEOTHIC
Barry Randell	OCI BONAVIDA	Ruby Sheppard	FRC
Betty Brett	FOGO ISLAND CO-OP	Trudy Byrne	ST. ANTHONY SEAFOODS
Candace Francis	OCI PORT AUX CHOIX	Vicki Morris	LAB. SHRIMP CO. PROCESSORS
Wade Foote	PENNECON	Brett O'Rielly	PENNECON LONG HR
Ed English	PENNECON LOGY BAY ROAD	Ed Bowles	OCI FORTUNE
		Will Stacey	NEWFOUNDLAND LYNX

INSHORE COUNCIL

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

FFAW | UNIFOR STAFF LISTING

Keith Sullivan	President
Robert Keenan	Secretary-Treasurer
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April Wiseman	Science Coordinator
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Angela Tucker	Support Staff, Science
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Rachel Waye	Executive Assistant to the President
Stephanie Pritchett	Executive Assistant to the Secretary-Treasurer
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