

THE UNION FORUM

ELECTION RECAP

*and Virtual Lobby
Week*

**AFF LOBSTER GEAR
PROGRAM**

FFAW Photo Contest
Winner Announced!

**OIL SPILL
PREVENTION**

Response and What Then?



PAID SICK DAYS MEANS FEWER SICK PEOPLE.

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THE UNION FORUM

SPRING 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 Union Forum, the official magazine of the Fish, Food and Allied Workers' Union (FFAW-Unifor), is distributed free of charge to Union members quarterly.

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

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

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

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A MESSAGE FROM THE PRESIDENT



Keith Sullivan, President

A year ago, the Spring 2020 issue of the Union Forum never made it to print because of the precautions put in place when COVID-19 was declared a global pandemic. The pandemic is still ongoing, and we have all adapted in ways we did not expect: mandatory masks in public spaces; capacity restrictions in shopping centers; curbside pick-ups; and learning how to stay connected, while remaining physically distant. In adjusting to new professional and social norms, we also navigated a real sense of uncertainty. Prior to the pandemic, business processes and leisure activities were predictable and familiar. In one year, the unfamiliar has become the familiar, and it's important to step back and consider the full scope of change that has happened and continues to shape us.

Truly, nothing changes if nothing changes. Change is often met with adversity because we are not in control of it. Many of you and your families know this first-hand, as you were identified as essential workers, but were not recognized as such when it came to supports. In many instances, employers received wage subsidies to assist with losses, and this funding relief was not distributed to employees. Essential,

yes, but also undervalued.

Credit must be given to our membership who demanded improved health and safety conditions, and bargained for improvements to work conditions, and wages. We engaged with federal and provincial government to ensure flexibilities and EI extension for workers, reasonable rates for CERB, increased access to CEBA, extensions for applications to SBAP, as well as programs specific to the fishing industry that were initially left out of grants and benefits programming.

These programs were not perfect, but they did give assurance during a time of uncertainty. Many of these programs were made possible due to your support and the impact of our Union, including Unifor nationally, and fishing organizations across Canada. This demonstrated the power in solidarity – collectively sharing information and perspective, while individually signing petitions, completing surveys, and encouraging fellow members to do the same. We made our Union louder until we were heard by government and actions were taken.

At this time, I expected to be directing comments to a new Premier and cabinet. I also expected we would have the Greene Report that has been high on our radar, especially after the Federation of Labour President, Mary Shortall, departed. Change has, once again, caused certain processes to pivot, but it has not made us veer from our expectations. The recommendations we brought forward to party leaders during Virtual Lobby Week are highlighted in our recap in this issue of the Union Forum, and we will hold new government accountable to these priorities.

Economic recovery and the endurance of our rural communities rely on the industry being recognized as essential and valued by provincial government. New government must support independent owner-operator harvesters by eliminating controlling agreements by processors,

ensure there is transparency in collective bargaining, and support harvesters in their access to adjacent fish resources. More broadly, as we strive for a just and fair society, the new government must increase minimum wage, health and safety supports for workers, implement paid sick days for workers, and end the ability of companies to suddenly re-tender contracts.

Progress will also be marked with enhancing fisheries science and research. In particular, working to ensure complete surveys are more common than estimates, and that the process actively involves harvesters. Science and experience have to sit at the table. It is especially evident with the recent concerns surrounding the impact of seals in the 2020 stock assessments,

that there is a great need for science and harvesters to work more collaboratively for a sound approach to managing the fishery.

The global outlook in 2021 is for strong economic recovery, coinciding with mass vaccinations, increased demand in many economic sectors, and continued government supports. However, economic recovery will be a different experience for different industries. Change has put a new precedent in place for innovation, protection, and security in a global crisis, and it has also created new priorities for your Union. Together, we have demonstrated that we can overcome uncertainty and quickly pivot to keep moving forward.



Sign the Seal Petition

GOVERNMENT MUST ACT TO CONTROL SEAL POPULATIONS

Demand Action at www.ffaw.ca



A MESSAGE FROM THE **SECRETARY- TREASURER**

I recently read an article about the Gilded Age in the United States, which lasted from around 1870 to the early 1900s. During this time, great monopolies emerged in the United States in oil, steel railroads, and banking. Some of the richest men that ever existed also emerged – Vanderbilt, J.P. Morgan, Rockefeller, and Carnegie. These business magnates dominated the economic and political scene.

The Gilded Age was defined by two things: rising inequality between the rich and the poor, and the efforts of large corporations to shut down competition and secure the market. The Gilded Age eventually changed into a more progressive age for women and workers in general, but it was a decades-long struggle.

What I found most interesting was the top priority of those fighting against the monopolies – imposing limitations on corporate influence in government.

This got me thinking about how corporate interests infuses political parties in this province and to what extent do these NL processing companies play? After some searching, the results are not pretty.

In 2019, The Telegram did a story on political contributions to political parties in 2018. Keep in mind, 2018 was not an election year. In 2018, 86.3% of all donations to the Liberal Party came from corporations; for the PC Party, 68.3% came from corporations. Guess who cracked the top 10 of donors to the Liberal Party? OCI, which donated over \$24,000 and Quinlan Brothers, which donated over \$20,000.



Robert Keenan, Secretary Treasurer

These are just party donations. During elections, processing companies like to spread the cash around. In the 2015 election, Quinlan Brothers donated \$2,500 to candidates, Quin-Sea donated \$3,000, Ocean Choice donated \$8,250, and Barry Group donated \$1,400. There were also donations made from Icewater, Terra Vista, Beothic, and so on. While these are not shocking figures, processor companies are not donating to districts in Metro or the interior. These are targeted donations to areas where these companies have an interest. Also, if a processor gives a candidate \$1,000, that is probably the single biggest donation that candidate will receive.

Processors continued to spread the money around in 2019, though the material is less user friendly to review. However, OCI made donations to several candidates of various amounts. The most upsetting donation to see is a \$5,000 donation from Quinlan Brothers to Steve Crocker, who would have just been finishing a stint as Fisheries Minister. This donation was also made less than a year before the merger between Royal Greenland and Quinlan Brothers was announced. It is an uncomfortable connection.

The concern with corporate donations in this province is more concerning because NL has been in almost constant campaign mode for 10 years. Since 2011, we have had 4 general elections (the most in Canada) and at least 4

major leadership campaigns between the Liberals and the PCs. The Furey leadership campaign, where the outcome was never really in doubt, raised more than \$300,000, including a \$5,000 donation from Robin Quinlan (whose desire to merge Quinlan Brothers and Royal Greenland was under consideration by the province) and \$2,500 from both Barry Group and Beothic. In this era of constant campaigning, the need for donations has been constant and so has the ability to purchase influence and access.

I'm not saying that the processing companies want to take over the government; that's not their goal. They are likely looking for what is known as 'rent-seeking', which is the process of seeking income through special government favor. In this province, rent-seeking could involve currying favor for permission to merge one company to the next, or to discourage regulatory change to support owner-operator at the provincial level, or

to continue to gain exclusive access to the large fish quotas held by the province.

Rent-seeking is not good for society and it often leads to decisions that do not produce the most economic growth. For example, a government supporting an initiative to kill competition in the inshore fishery, which is promoted by companies that donated to that government, would be an example of rent-seeking that is contrary to the best interest of the economy.

This is a long-winded way of saying we need to ban corporate donations from politics in NL. It is not helpful and does not further democracy. Let's promote sound decision making and a viable political economy as opposed to the interests of larger corporations who have never had the province's best interests as their guiding light.



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A MESSAGE FROM THE INDUSTRIAL DIRECTOR



Greg Pretty, Industrial Director

Time flies. Here we are, a year later while it seems like only weeks since COVID introduced itself and knocked the whole world upside down.

Thirteen months ago, 'Lockdown Level 5' would have only sounded like a Netflix movie about pods of unknowingly sick people carrying out daily life without PPE and endangering the health of their neighbors during a deadly pandemic. Fast forward a year, and a similar scene played out in real-time across the world – but we weren't watching it, we lived it. We still are.

Rolling lockdowns are now the primary method of slowing community spread, and it may become a regular occurrence until the country's population is vaccinated.

It's been anything but easy. Low-income earners continue to bear the brunt of our new COVID economy, both financially and psychologically. From working from home while children transition between in classroom to online learning, to displaced employment, to downsized and dissolved industries: COVID stressors are as real

and, in many cases, as debilitating as the virus.

The disconnect between politicians and the working class have never been more apparent than the exclusion of the vast majority of essential workers from essential pay. Luckily, for them, we have short memories.

We saw millions of dollars granted to corporations in 2020, including wage subsidies of 75% of the hourly wage. Just a small number of FFAW contracted companies provided incentives to their employees. They shall be recognized for their good deeds. Most CEOs just sat on their wallets.

When it comes to pandemic 'togetherness', most employers parted ways with their employees instead of distributing funding. In this case, Federal Emergency Funding. Free money. No strings attached. Even when the Government gave them non-repayable wage subsidies, they couldn't share with their workers.

As we roll into a second year of working in the pandemic, the corporate avarice which kept essential worker money out of most essential workers pockets is alive and well. Canadian Wage Subsidies are back, at least until the end of June. Like their US friends to the South, Canadian employers continue to push for all manners of reopenings; Street reopenings, Inter-Provincial border reopenings, National and International Border reopenings.

The incessant business lobby to reopen early doesn't have the best interests of society or its workers at heart. That's just the nature of the

beast. Alarmingly, the free-traders will push politicians to override the advice of medical professionals. A number of Canadian politicians have capitulated, hence the disastrous Alberta and Ontario COVID-related reopening models.

Unions must stay vigilant. As we have learned the hard way, variants of the virus are more easily transmitted, and we can expect to see more variants in our province in the months to come. Your Workplace Occupational Health and Safety Committee has an added responsibility to ensure the safety of workers during this pandemic. For example, workers must have access to Canadian/


US NOISH certified masks/ respirators. If in doubt, send product codes to our office for verification. Safety committees have to revisit Covid-19 protocols for each of their workplaces. Companies and their management must be reported if they breach or ignore their own protocols.

Despite all of those Netflix movies, the most effective 'Pro Pandemic Tip' is to follow the advice of our Chief Medical Officer as the best way to retaliate.


Stay vigilant and stay safe.

REMINDER


Fish Harvester Grant and Benefit



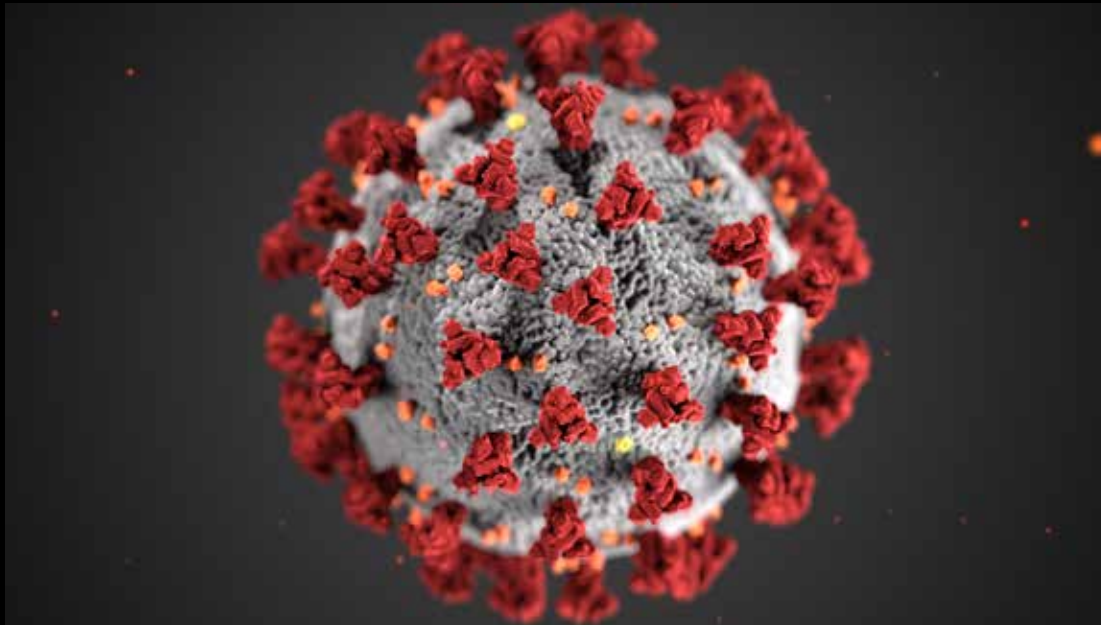
Applicants who received the first payment of the Fish Harvester Benefit will need to make a second application in 2021 after their final CRA assessed 2020 total fishing income



Applications for the second Benefit payment are expected to commence in April 2021 and must be made by October 1, 2021



Failure to submit the second application during this period will result in the harvester being **deemed ineligible** to have received their first payment



COVID-19

MEMBERSHIP SURVEY

Alyse Stuart, Government Relations and Campaigns Coordinator

There is no underestimating the continuing impact of COVID-19 on our province, however, it is important to recognize and understand how our members are dealing with the pandemic. To do this, we sent out a COVID-19 survey that included questions about safety, income, employment insurance and mental health. Over 400 members responded to the survey and this response provided important insight for our advocacy work.

Members expressed concern about what the next year of fishing would look like, fears about economic security and safety in workplaces, and a majority of respondents noted experiencing stress and uncertainty. Given the extreme changes that happened to our daily life and the lack of a timeline for the return to our lives before the pandemic, it is important that your Union is able to highlight particular problem areas.

Understandably, the most striking area of concern from the survey surrounded mental health. A significant percentage of our members who responded experienced a decline in their mental

health during the pandemic. However, of those who experienced a decline in their mental health, only 5% sought counselling (online or in person) or medical help. This is an alarming number and indicates action is needed to ensure all of our members are able to access necessary supports, and to increase mental health awareness and infrastructure in the province. Due to the importance of addressing mental health concerns, we included recommendations in our lobby document to bring to candidates' attention during the virtual lobby week.

As we all continue to navigate COVID-19 in Newfoundland and Labrador, FFAW-Unifor will fight for the safety, economic support, and overall health of our members.

*If you or someone you know has a mental illness, is struggling emotionally, or has concerns about their mental health, there are ways to get help. We have resources listed on our website that can find help for you, a friend, or a family member. If it is an emergency call **811**. It is okay not to be okay.*



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ATLANTIC FISHERIES FUND (AFF)

LOBSTER GEAR PROGRAM

Jóhan Joensen, Staff Representative; Industrial, Retail, Offshore

Throughout 2020, FFAW-Unifor applied to the Atlantic Fisheries Fund (AFF) to facilitate a Lobster Gear Program for our members.

We received approval in late December, and officially launched the Program on January 6th, 2021. The Program is structured to enable lobster license holders with straight-forward access to funding through the AFF in recognition that many of these enterprises primarily rely on lobster as their primary revenue source.

Although the Union tried to make the Lobster Gear Program as broad as possible, AFF approved 4 pieces of equipment as eligible purchases:

- Electric Lobster Pot Haulers
- Automated Banders
- Insulated lobster containers
- Pump and Tank and Tray Holding Systems

Through the Program, harvesters are eligible for 80% of the total purchase to a maximum payout of \$5,000. This means that the Program covers gear purchases up to a value of \$6,250 before taxes.

The Program will run until March 2022, contingent on funding availability. Purchases dating back to February 26th, 2020, will be accepted as eligible under the Program. As of March 9th, 2021, applicants must be pre-approved by the AFF before purchasing approved lobster gear under the Program. To be pre-approved, a harvester must submit their

name and FIN number to the FFAW so that the AFF can confirm that you meet the conditions to participate. We anticipate that the pre-approval process will take two to three days, and you will be contacted as soon as we have a response from the AFF. We cannot accept your application without pre-approval.

Harvesters who participate in the Program must follow the guidelines set by the AFF regarding the selling of gear purchased with Program funds. Gear purchased through the Program cannot be sold to anyone else for at least 36 months from the date of purchase. If gear is sold during the 36-month prohibition, the harvester must reimburse AFF for all of the AFF funds provided to pay for that gear.

Since rolling out the Program on January 6th, up to the first week of March 2021, there have been 334 applications received from harvesters looking to avail of this rebate opportunity. It is currently expected that there will be funds remaining available in the Program into Fall or Winter 2021, but this, of course, depends on the volume of eligible applications that are received from harvesters.

Full details on the AFF Lobster Gear Program, including the downloadable application form, are available on our website: www.ffaw.ca

Questions about the Program can be directed to Brenda Pieroway: bpieroway@ffaw.ca; (709) 634-0277



FFAW-Unifor 2020

SCHOLARSHIP RECIPIENTS

FFAW awards six Scholarships every year to eligible members/dependents of members in good standing. Congratulations to the 2020 Scholarship Winners, and we wish you every success in your studies!



Emily Cadwell

Corner Brook

Richard Cashin Award
Division: Inshore, 2J
Parent: Lindsay Cadwell



Sheyenne Gardiner

Point Lance

Ray Greening Award
Division: Inshore, 3L
Parent: Catherine Gardiner



Jenna Hennebury

Lawn

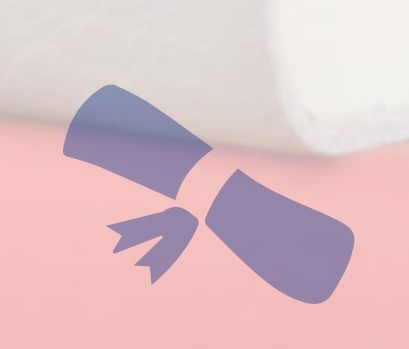
Richard Cashin Award
Division: Inshore, 3Ps
Parent: James Earl Hennebury



Mackenzie Patey

St. Anthony

Ray Greening Award
Division: Inshore, 3K
Parent: Allison Patey



Colby Spurrell

Georges Brook

Richard Cashin Award
Division: Inshore, 3L
In good standing in his own right and working towards his Fishing Master IV



Garrett-Lee Decker

Rocky Harbour

Richard Cashin Award
Division: Inshore, 4R
In good standing in his own right and working towards his Fishing Master IV

TOM BEST MEMORIAL SCHOLARSHIP



FFAW-Unifor is proud to celebrate the memory of Tom Best by contributing to The *Tom Best Memorial Scholarship* established by Memorial University of Newfoundland. The Scholarship will be awarded annually to an outstanding full-time student pursuing a program within the School of Fisheries at the Marine Institute.

Keith Sullivan, FFAW-Unifor President, and Robert Keenan, FFAW-Unifor Secretary-Treasurer, presented the cheque to Tom's daughter, Allison Best, on November 30, 2020. The FFAW look forward to continuing to support the Scholarship to honor Tom's legacy, as a fiercely proud inshore fish harvester who dedicated his life's work to advocating for sustainable fisheries, and co-operative development of the inshore fishery.



FFAW-UNIFOR RETIREMENTS

TINA PRETTY

Length of Career with FFAW: 41 years

History of Positions Held: Data Entry, Accounts Payable, Executive Secretary, retiring in the position as Assistant to the President.

Career Highlight: Taking on the role of FFAW Women's Advocate Coordinator and being a determined advocate for women's rights. When Tina had started in the work force, women were expected to dress in skirts and high heels, no matter what their position or salary was. The responsibility of serving coffee would be an expectation of the women in the office. At the time of Tina's retirement, there were many women working in a role that, 40 years prior, would have only belonged to men.



JOHN BOLAND

Length of Career with FFAW: 43 years

History of Positions Held: Began as a Service Rep in a 6-month contract - 43 Years later he never did get that lay off! He moved from Service Representative to Staff Representative somewhere along the way and enjoyed every minute of it.

Career Highlight: Bringing the Dockside Monitoring Program (DMP) to 3K for crab in 1994 - This was a harvester-led Program that was strongly opposed by processors, and the first of its kind on the Northeast Coast. It helped our crab harvester's get paid what they were landing, getting rid of many under the table deals and being short-changed when crab was only being weighed at the plant.



ROLAND HEDDERSON

Length of Career with FFAW: "Ever so long"

History of Positions Held: On various committees since the late 1970s, working as the Cod Grow-out Coordinator before moving into his role as Staff Representative.

Career Highlight: The fight for our members on the Lynx is definitely most memorable. Most rewarding is a worker's compensation win for a woman on the Northern Peninsula whose husband passed away in Blanc Sablon. She was previously denied because the incident technically took place in another province.



WOMEN'S REPORT



Alyse Stuart, Women's Advocate Coordinator

Last year we said goodbye to the amazing Tina Pretty, who retired after years of service to the Union. I am honoured to take over her role in advancing women's advocacy at FFAW-Unifor as the FFAW Women's Advocate Coordinator. For my part, I come with a background in feminist scholarship with a Masters in Gender Studies, and years of experience in progressive organizing in the province. I look forward to working with you all, and learning from your expertise as we challenge the barriers faced by so many in our communities.

Understandably, the past year has made it difficult to host events and women's forums as we had originally planned following the success of the forums in 2019. We recognize that it is essential to create space at our Union for women to come together to discuss issues unique to their experiences and circumstances. That is why, once it is safe to do so, we will ensure these events and meetings are a priority.

In the meantime, virtual training for our Women's Advocates from the Newfoundland and Labrador Sexual Assault Crisis and Prevention Center and Unifor National have taken place. As well, we have made sure to offer online webinars that will support and educate our membership on issues such as



financial planning, safety at work, and possible opportunities for young harvesters. This year for International Women's Day, Unifor National hosted an event that recognized the incredible activism and persistence of women in the Union throughout the year. The event highlighted how the ongoing pandemic has disproportionately impacted women, especially those who may have been experiencing domestic violence or economic insecurity before the outbreak. For example, the isolation measures imposed to prevent the spread of the virus, highlighted four key impacts on women: (1) increased risk of gender-based violence while stuck at home; (2) more economic stress; (3) increased burden of caregiving and housework; and (4) reduced access to support services. These are only some of the realities experienced at a higher rate by women and illustrate areas that should be a key-focus from all levels of government in any rebuilding process.

As we look to a more hopeful 2021 with vaccines on the way, it will be more important than ever to fight for a more equitable and just society. If this year has taught us anything, it is that the power of community is one of our greatest strengths in the face of our greatest challenges.

If you have any questions, or would like to be more involved with your Women's Advocacy programs and training, please connect with me: astuart@ffaw.ca

THE NL-FHSA RECEIVES \$1.75 MILLION TO LAUNCH A NEW FIVE-YEAR STRATEGIC PLAN

A Plan to Bring Fish Harvesters Safely Home

Brenda Greenslade, NL-FHSA Executive Director



We can all make a difference with our words and our commitments. It doesn't matter who we are or what we do; everyone matters. We are all accountable for our actions and for working safely.

In the fall of 2020, development began on the NL Fish Harvesting Safety Association's (NL-FHSA) five year strategic plan in collaboration with representatives of the FFAW-Unifor, the Professional Fish Harvester Certification Board (PFHCB), and fish harvesters in all three fleet sectors. On November 5, 2020, the Board of Directors of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) approved the Strategic Plan for 2021 – 2025, A Plan to Bring Fish Harvesters Safely Home along with a submission to WorkplaceNL seeking continued funding.

On December 16, 2020, WorkplaceNL approved the NL-FHSA's Strategic Plan and \$1.75 million in funding over five years to carry out the plan and to support the Association's on-going operations. This was very welcome news in a period of uncertainty when how we operate in the world is changing and evolving in response to the times. It means that, at the NL-FHSA we will be able to

renew our focus on longer-term goals and the development of improved, robust resources for fish harvesters.

There are many complexities on the path forward. We don't know how long the COVID-19 pandemic will continue, nor are we fully able to comprehend the impact it will have in the days ahead. Furthermore, while much has been done to improve health and safety in the fish harvesting industry, many of the causes of accidents are the same as they were decades before. These are the obvious challenges facing the NL-FHSA as we begin a five-year strategy forward and assuredly, there will be others as time progresses. What we know for certain in this climate, is that doing things the same way and expecting different results is no longer acceptable.

Consequently, this strategy has been designed to be flexible enough to weather the uncertainties we currently face, address the challenges and priorities as we know them, and to evolve to capture new issues as they arise in the longer term. The framework for the plan focuses on continuous improvement by refining the foundation for workplace safety and enhancing the culture of empowerment where all fish harvesters participate and are involved in protecting and promoting the health and safety of everyone working in the industry.

The work ahead is challenging, but the NL-FHSA is fortunate to have an engaged Board of Directors comprised of fish harvesters, representing all three fleet sectors, as well as stakeholders who are committed to advancing the health and safety culture in this industry. Under their direction and guidance, the Annual Plan for 2021 is currently being implemented and

annual plans for each of the remaining years will be developed according to strategic priorities along with detailed action plans and operational budgets.

As we progress through the five-year cycle,

we look forward to regularly providing reports and updates on activities, and monitoring performance measures to determine what is working, what is not, and what the impediments are to success. It's sure to be an interesting journey!

2021 MARKET TRENDS

Robert Keenan, Secretary-Treasurer

Last year, COVID-19 proved to have a negative impact on most fish prices. At negotiation after negotiation, the processors stressed the uncertainty of the market in the pandemic, and it was a difficult argument to refute. The pandemic was a situation that no one could have predicted, and our reactions were being made on the fly. Last April, the U.S. economy fell to depression-like levels - borders were closed, businesses were closed or operating at reduced capacity, and everyone was staying home on the advice of health authorities. It was a worrisome time.

What a lot of people, including some economists and political leaders, did not understand was that socializing, and consumer consumption was not going to be significantly interrupted by a pandemic. People adapted, using technology to gather virtually, and time shared with friends and family was valued with new perspective. During the last major pandemic of 1918, commerce required people to be face-to-face; in 2020 technology gave us a way to be together, while also being physically distant.

As a result, our seafood sold well last year, far better than we were led to believe. Price negotiations usually operate around a division between hope and fear, but those are not the only two choices. We need to start adding resiliency because our seafood markets are more

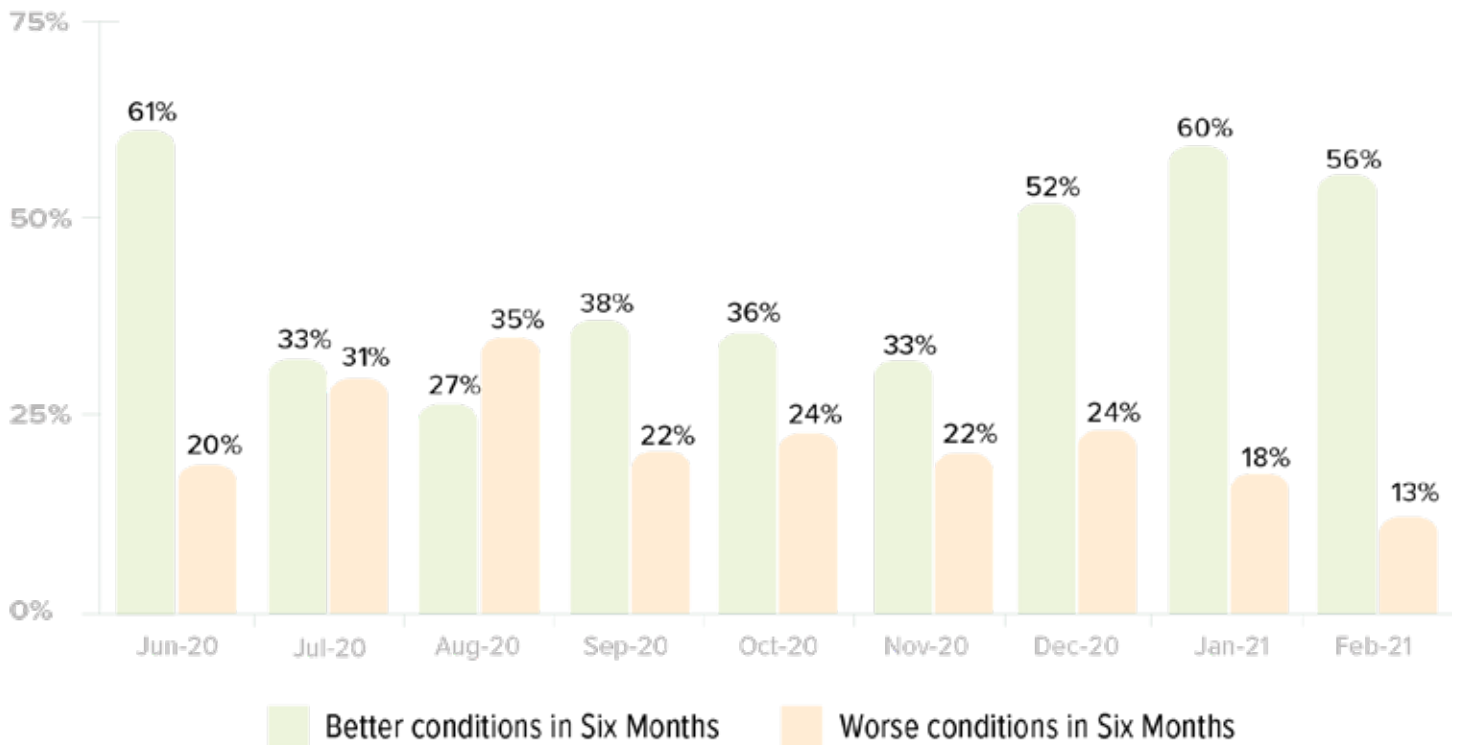


resilient than we imagined.

But that was last year, and this year will be different. In assessing markets this year, the key considerations will be vaccination rates and continued infection rates. Until people feel safe to go out in public and socialize again, a “normal” life of regular social leisure will not exist.

The United States is by far our most important market since we exported \$510 million worth of seafood in 2020. While the United States did a sub-par job at containing COVID-19, it is doing a good job at getting its citizens vaccinated. At the time of writing, the US is on track to have 50% of its population vaccinated by May 15th, and 70% by June 27th. That will take us close to herd immunity, which is the ultimate goal.

Restaurant Operator's Outlook for General Economic Conditions in Six Months



Source: National Restaurant Association, Restaurant Industry Tracking Survey

There is a real sense of excitement about Summer 2021 in the US. On Friday, March 12th, more than 1.3 million Americans travelled by air, the most since the start of the pandemic. This indicates that people are feeling more comfortable traveling and staying in close quarters with each other.

A key to NL seafood value in the US is the reopening of restaurants and other hospitality sectors. While retail did better than expected, it also does not pay the same high prices as restaurants. There is currently a lot of optimism in the restaurant industry. The table on the right illustrates restaurant operator's perspectives on the economic outlook in the US for the next six months. In January, 60% had an optimistic outlook, which changed slightly for February.

A robust restaurant market would be very good for our snow crab and lobster markets. Given

the strength of these two species in retail, we may see a situation where retail and hospitality compete for the same product, creating a tight market.

The COVID-19 Relief Bill passed by the Biden administration will also help NL seafood. One-time cheques of \$1,400 are being mailed to most households, and while it is expected that some will use this to pay past-due bills or rent, these payments are there to fuel spending. This COVID relief package will allow people to stimulate the economy since there may be an extra flow of money to spend at restaurants and within the hospitality and tourism industries, in general.

There is a sense that an economic boom has begun in the US after a difficult year, and this makes for a positive outlook for the NL fishery and a positive indicator for fish prices.

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 members who are in good standing. Members in good standing receive a union card that covers them from August 1 to July 31 of the next year. Being a member in good standing is based upon the payment of union dues from the previous year. Thus, union cards and Sunlife insurance coverage for Aug 1/2020 to July 31/2021 are based upon the payment of union dues for the 2019 season.

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

A: Your union card is proof of your insurance. Your insurance coverage is only valid until July 31, 2021. After this date, if you have not paid your dues for the 2019 year *you will not be covered*.

Q: Am I covered only while working or fishing?

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

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

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

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

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

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

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

Q: Is there an age limit?

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

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

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

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

FFAW-UNIFOR

REDFISH EXPERIMENTAL

FISHERY RESULTS

Erin Carruthers, FFAW-Unifor Fisheries Scientist

In November 2020 and January 2021, the B&B Mariner, Guardian Gale and M&R Tradition were back at sea – testing ways to fish redfish sustainably in the Gulf. The B&B Mariner and M&R Tradition fished bottom trawls side by side to test whether the experimental bottom trawl, with a bycatch escape window, caught as much redfish as the standard bottom trawl.

Most Gulf redfish are above the minimum commercial size of 22 cm fork length. Onboard observers measured the fork length of some 2,856 redfish during our January charters. Average fish size was 24 cm in length, with 83% of measured redfish above minimum commercial size of 22 cm fork length. Two-thirds of all measured redfish were between 22 and 26 cm fork length. Using a filleting knife for scale, you can see the size of a 23 cm fish compared to a 32 cm fish, which is considered a good filleting size.



Image of Redfish, 2020

Key questions that we wanted to answer in the 2020-2021 experimental fishery were:

- 1) Can the modified bottom trawl catch as much redfish as a standard bottom trawl?
- 2) Do bycatch species escape from the modified trawl? Does the modified trawl retain almost all of the redfish?
- 3) Does the midwater trawl catch as much redfish as the bottom trawl? Can we reduce the variability in midwater catch?

The answer to all of those questions is **yes!**

Average redfish catch was about 2.6 t/tow in November 2020, was 3.1 t/tow in January 2021, and there was no difference between redfish catch from the standard bottom trawl and from the experimental trawl.

When you compare catch in the experimental trawl to catch that was able to escape below the horizontal separator panel, you can see that very little redfish were lost and that the bulk of non-redfish catch was separated out through the escape gap. We had a small sample trawl to show what would have escaped below the separator panel. Less than 10% of the redfish catch would have been lost below the panel in November 2020. During the same charter, 70% of the bycatch (non-redfish catch) would have escaped below the panel.

Midwater trawl caught much more redfish than the bottom trawl vessels during the January charters. The midwater trawl had average redfish catch of over 10 t/tow in January 2021! Midwater trawl works during the Winter months when redfish are bunched up or aggregated as shown in the sounder image below. Fishing midwater, however, did not work nearly as well in the Fall months, with redfish catch averaging about 0.2 t /tow.

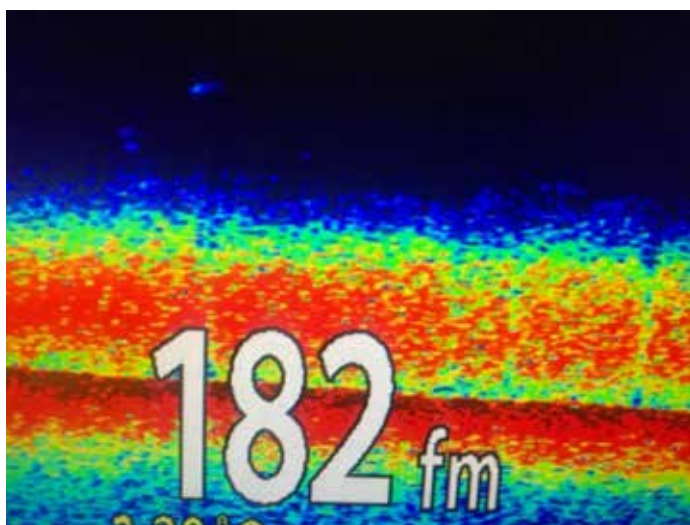


Image of Sounder displaying 182fm.

Together, we have made great progress in finding – and testing – solutions that could protect other species and other fisheries in the Gulf but it took quite a few charters to get here. Our first attempts at the modified bottom trawl and midwater trawling were not successful, with poor redfish catch rates. Captains, crews and

gear manufactures learned from those earlier results. They made their gear better and adjusted their fishing practices. They improved their redfish catch rates and made major reductions in bycatch. Together, we have shown that it is possible to sustainably harvest redfish without negatively affecting other Gulf species and fisheries.

Some harvesters, and others, have questioned why we are fishing redfish when the fish are below prime commercial size. My answer is this: that it takes time – and considerable effort – to develop and test solutions. Moreover, redfish landings from our experimental fishing were well below the levels that DFO estimated could affect the trajectory of this growing stock. It is well worth the effort to build the foundations of a sustainable fishery that could support coastal communities for decades – and not negatively impact existing groundfish fisheries in the Gulf.

Ongoing work includes determining post-release survival of Atlantic halibut, determining the species redfish species mix, and validating at-sea estimations.

Many thanks to the fish harvesters, plants, at-sea observers and technicians. We also thank the Atlantic Fisheries Fund for providing funding support to continue this important work.



A TIME AND PLAICE

DEEPWATER FLOUNDER PROJECT

Ian Ivany, Science Coordinator



The coastal communities of Newfoundland and Labrador have been sustained by the inshore fishery, a fishery that historically has been multispecies. Declining groundfish landings and changing market demands in the years leading up to the moratorium, however, led enterprises to switch focus to a then burgeoning shellfish industry.

In recent years this trend has reversed, as there has been an uptake in the stock trajectory of many groundfish. This has given hope to some in the industry of the possibility of a combined shellfish and multispecies groundfish fishery.

Although under moratorium since the 1990s, American plaice, or deepwater flounder, was once an important component of the Newfoundland inshore groundfish fishery, especially in NAFO divisions 3K and 3L. There are former flounder harvesters in this region who disagree with its current status, and maintain that not enough is known about the current abundance or distribution of the species. They believe that knowledge of historical fishing practices and grounds could aid in the understanding of the when and where of flounder distribution. Knowing this information could be crucial in designing a sustainable fishery, not just for the

deepwater flounder, but for all species.

This is the stimulus for the current deepwater flounder project; a reconstruction of the historical deepwater flounder fishery based upon fishers' knowledge. In 2019, 11 knowledgeable harvesters were interviewed and the results indicated that deepwater flounder was a hugely important contributor to landings and income. It was estimated by these harvesters that as much as 40-60% of yearly fishing income came from flounder. NAFO landing data support those estimates. From 1960 to 1990, in divisions 3L and 3K for example, harvesters landed an average of more than 24,000 metric tonnes (t) per year, reaching a peak of almost 50,000t in 1969. This is a significant amount of fish.

For context, in 2017, approximately 26,000t of groundfish (all species) were harvested on the island. Also, the 1970s both divisions demonstrated an increasing number of inshore harvesters fishing flounder. This is represented by the increase in gill net usage during this period, a usage that remained high throughout the 1980's and early 1990's as well.

Given the historical importance of deepwater flounder to inshore fishing enterprise incomes, this project hopes to draw upon harvester knowledge and make an argument for a future flounder fishery.

To this end, we ask any harvester who has fished deepwater flounder pre-moratorium, or knows of someone who did, to please contact:

**Ian Ivany, FFAW Science Coordinator:
iivany@ffaw.ca; (709) 576-7276**

THE MARSHALL TRILOGY & R V. DREW

Face-off! No, I am not channelling my inner Bob Cole nor am I recounting hockey night in Canada. I am recapping the tense stand off between Indigenous and non-Indigenous fishers that occurred on September 17, 2020 atop a wharf in St. Mary's Bay in Western Nova Scotia.

An oversimplification of the dispute relates to interpretations of R v Marshall, a ruling upholding Peace and Friendship Treaties signed between the Mi'kmaq and the British, referred to as the Halifax Treaties. As the dispute unfolds, many fishers in NL are wondering if a similar situation may happen here.

This begs the question - does the Marshall trilogy apply to Newfoundland and Labrador? The short answer is no.

In the Fall of 1999, the Supreme Court of Canada (SCC) handed down the first decision in a trilogy which affirmed Mi'kmaq Treaty rights that has spawned over 20 years of discussion. Some 238 years prior, His Excellency in and over His Majesty's province of Nova Scotia or Accadia signed a Treaty of Peace and Friendship with Paul Laurent, Chief of the LaHave tribe of Indians at Halifax. The SCC had to determine whether the trade clause in the Treaty of Peace and Friendship safeguarded the right of the Mi'kmaq peoples to engage in fishing for trade (i.e: commercial fishing) in contradiction of federal fishing regulations.

In a 5-2 decision, the court held that the Mi'kmaq had a Treaty right to fish for trade. This right was for their own sustenance by taking the products of their hunting, fishing and other gathering activities and trading for what in 1760 was termed 'necessaries'.



Lisa Smith, Policy Lead

The court in Marshall 2 explained that Marshall 1 recognized the Mi'kmaq's Treaty right did not include a Treaty right to gather. Thus, Marshall 2 narrowed the interpretation of Marshall 1. In the summer of 2005, the SCC handed down the last part of the trilogy (R v Marshall; R v Bernard). Chief Justice McLachlin (as she then was) stated that Marshall 1 held that:

"The treaties of 1760-61 conferred on the Mi'kmaq the right to catch and sell fish for a moderate livelihood, on the ground that this activity was the logical evolution of a trading practice that was within the contemplation of the parties to the treaties".

The issue was the scope of this right – does it apply to commercial logging? The court in a majority decision decided that it did not. Further narrowing the application of Marshall 1.

Two years prior, in the summer of 2003, on the land of the Beothuk (modern day Newfoundland and Labrador) a dispute arose between Miawpukek First Nation (Mi'kmaq of Conne River) and the province over the right to have hunting cabins in the Bay du Nord Wilderness Area. Issues arose concerning whether Miawpukek First Nation have aboriginal hunting

rights based on an alleged presence on the Island before European contact or, alternatively, before British sovereignty.

In addition, the legal issue to be determined was whether Miawpukek First Nation may claim Treaty rights based upon Treaties entered into by the British in the 18th century with Mi'kmaq of Nova Scotia. You may recall the Peace and Friendship between His Excellency and the LaHave tribe signed in Halifax in 1761, referenced above. Other Treaties signed in the Province of Nova Scotia were also presented as evidence.

The trial consisted of 47 days of testimony which included approximately 150,000 pages of historical material, encompassing 2,000 primary holograph documents which were either transcribed from English or translated from French, Basque, Portuguese, or Dutch. In addition, parties filed over 1,000 secondary documents, 33 maps and 11 expert reports. The court applied the Van Der Peet test – a ten step test for determining if an Aboriginal right

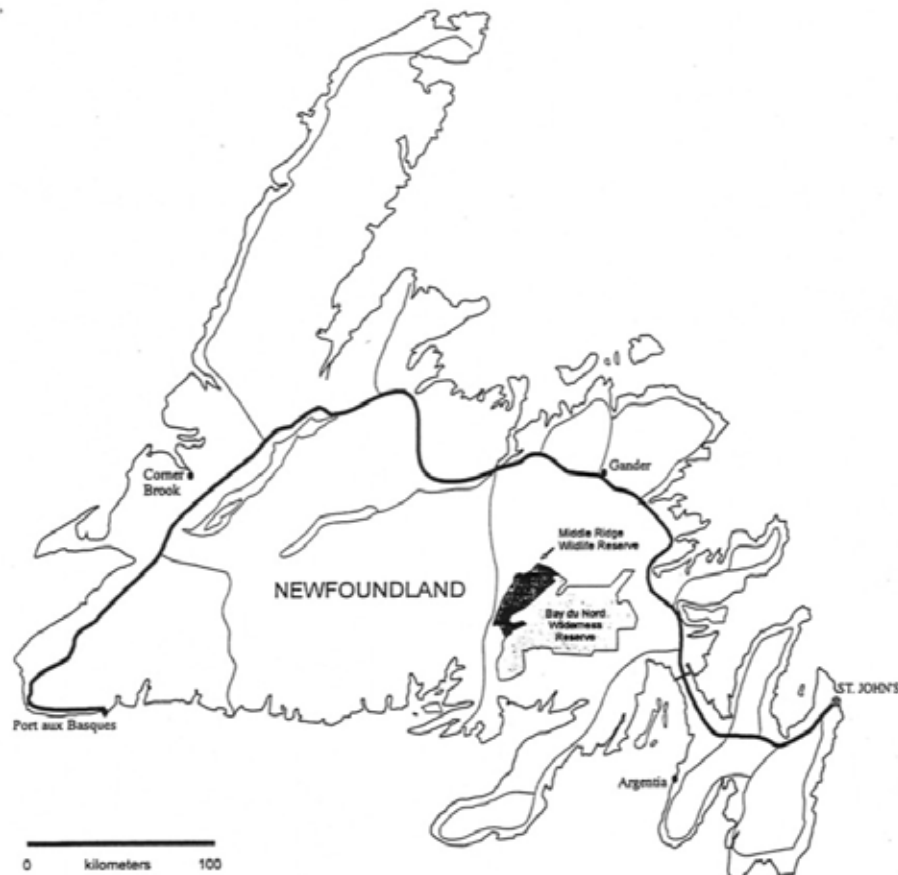
exists.

The court accepted evidence which demonstrated that the ancestors of the Mi'kmaq of Conne River arrived on the Island of Newfoundland after 1550 A.D., by which time European contact and influences prevented their fishing, hunting and trapping practices from attaining the status of aboriginal rights.

The court determined that the application of the Treaties, the Miawpukek First Nation relied upon, were confined to the province of Nova Scotia. Therefore, the court decided that the Miawpukek First Nation were wrongfully in possession of Crown lands.

The NL Court of Appeal upheld this decision and on May 7, 2007, the Supreme Court of Canada declined to hear an appeal.

Long story short – R v Marshall does not apply to the province of Newfoundland and Labrador. Hence, a similar face-off is not expected to occur here, on the land of the Beothuk.



There's a future here. Be part of it.



A Rich Tradition.

A Prosperous Future.

A Professional Occupation.

Contact us for information on Professional Certification or Certification Upgrading. 709-722-8170 or pfh@pfhcb.com.

ATTENTION:

SNOW CRAB HARVESTERS

The application and eligibility requirements for the 2021 Industry-DFO Collaborative Post-Season Trap Survey for Snow Crab for NAFO Divisions 2J3KLOPs4R will be available online at www.ffaw.ca on **June 1st, 2021**. Harvesters interested in applying for the 2021 survey must complete the application and fax to (709) 576-1521

For additional information on the 2021 survey, please contact the FFAW office in St. John's: (709) 576-7276



VIRTUAL LOBBY WEEK

and PROVINCIAL ELECTION RECAP

Alyse Stuart, Government Relations & Campaigns Coordinator

This election was unlike any in the history of our province—though we could not have predicted how unique it would become. The election was officially announced on January 15th, at this time planning was already underway for a Virtual Lobby Week to ensure our recommendations to support the membership were heard by candidates across the province.

The Lobby Week launched on January 25th and ended on January 29th. We met with all three leaders, former cabinet ministers, and candidates from every party. These meetings included a presentation with the overarching theme “Rural Opportunities for Provincial Prosperity”, where

FFAW-Unifor representatives outlined the needs of our coastal communities with direct action the next government must take. After the meeting, we followed up by sending our comprehensive lobby document which offered more in-depth discussion and research that supported our recommendations.

The Virtual Lobby Week meetings were a part of our larger election strategy to bring attention to the needs of our membership, and gain support from potential elected officials, along with clear commitments from the political parties. As such, a questionnaire was also sent to each party with request for indications from each party on



FFAW-Unifor recommendations focused the following areas:

- 1. Transparency in Fisheries Collective Bargaining:** Collect accurate information on all product forms processed in Newfoundland and Labrador and allow for a 2nd reconsideration of the Panel decision under the Fishing Industry Collective Bargaining Act
- 2. Supporting the Independent Owner/Operator Fishery:** Enact laws to eliminate processor control over inshore fishing licenses, as this remains the biggest threat to the sustainability of the inshore fishery and coastal communities.
- 3. Supporting the Next Generation in the Fishery:** Offer adjustments to the loan guarantee programs, strengthen legislation against controlling agreements, and provide funding for women entering the fishery; and, promote access and predictability with the guarantee of the 115,000 mt of Northern cod for the inshore.
- 4. Ending Union Busting and Contract Flipping:** Commit to amending the Labour Relations Act to address contract flipping and re-tendering and ban the use of scab replacement workers.
- 5. Increasing the Minimum Wage:** Increase the minimum wage to \$15 an hour immediately with a plan to gradually work towards a living wage that is tied to the Consumer Price Index for the province.
- 6. Increasing COVID-19 Safety Supports:** There must be a standardization of respirators, PPE, and OHS requirements at every workplace, this includes changes to Worker's Compensation guidelines for pandemic pay and increased mental health supports and infrastructure for our rural communities.



their election commitments. However, both the PC Party and Liberal Party were unable to offer any real commitments to any of our questions, including those on the second reconsideration and mirroring the federal owner/operator legislation here to ensure increased protections for the inshore.

As is the case with even the best plans, only days before the people of our province were supposed to head to the polls, we experienced an outbreak of COVID-19 and the B117 variant, which brought everything to a halt. The election was postponed, and voting moved entirely to mail-in ballots. In order to receive your mail-in ballot, a resident had to apply online by February 19th and those ballots had to be returned to a mailbox by March 12th. There have been considerable issues with this process and voter turnout has been alarmingly low. This could spell trouble for the winner of this pandemic-mail-in-election.

"No matter what the outcome, we know that Election Day is not the end of our lobby efforts, but the first day of holding newly elected officials accountable for the commitments they made to residents in this province."

And your Union will do just that. We represent over 13,000 citizens from coast, to coast, to coast, and our members continue to be the lifeblood of this province. The prosperity of Newfoundland and Labrador depends upon the support of opportunities in our coastal communities.



SCREENSHOTS FROM VIRTUAL LOBBY WEEK



PAID SICK DAYS **CRITICAL**

Linda MacNeil, UNIFOR Atlantic Regional Director



A message from your Atlantic Regional Director



The lockdowns in response to COVID-19 have been costly and difficult for many people across Newfoundland and Labrador.

In order to be proactive and do our part to contain the virus, we have lost time with family and friends, particularly our seniors, and missed important life milestones. Businesses have shut. Workers have been on furlough or laid off. We can't let all this hard work and sacrifice go to waste.

With new and much more transmissible variants gaining a foothold in Canada, the new government elected will be obliged to ensure we have every precaution in place to offset the presence and impact of the virus in Newfoundland and Labrador.

A big part of that is paid sick days. Unifor is calling for two weeks of paid sick days for every worker during the pandemic, and seven days thereafter. We currently have seven unpaid sick days, but that's not good enough. Keeping the virus in check will mean doing everything we can to stop its transmission wherever an outbreak occurs. One of the best ways to combat the spread is for workers to stay home when they're sick. A worker who needs to go to work every day just to pay the bills is less likely to stay home if that means losing wages for days that they stay home. They can't afford it. By going to work, however, they risk spreading the virus.

Only guaranteed paid sick days can help ensure such workers stay home and limit the spread. Two weeks' worth of paid sick days until the pandemic is declared over is necessary, since this will coincide with a 14-day incubation period recommended by public health authorities. No worker should have to choose between paying the rent and risking getting their co-workers sick.

Employers have shown little appetite to provide paid sick days on their own – so we need to legislate it.



PAID SICK DAYS CRITICAL CONTINUED

This is not just a labour rights issue. It's a public health issue, which is why business groups across Canada are in favour of paid sick days, particularly in harder-hit provinces.

Those businesses recognize that it's the right thing to do from a public health standpoint. We know our adherence to social distancing and bubbles have kept infections low in Newfoundland and Labrador. But with new super-spreading variants, paid sick days are quickly becoming seen as vital.

The new government elected needs to recognize that.

Workers have stood strong in this pandemic, some even being called COVID heroes and yet some employers, such as the Loblaws, fight tooth and nail against paid sick days. The current Liberal government hasn't committed to paid sick days and will not even commit to

raising the minimum wage to appropriate levels, which is also desperately needed.

Workers have lost a lot of income during this pandemic, and businesses have lost sales. Increasing the minimum wage will help both workers and businesses. Workers will have more money to spend, and their increased spending will help business rebuild.

We have seen in other provinces what happens when this pandemic gets out of control. We need to do all we can - including offering paid sick days - to make sure all our hard work has not been wasted.

This op-ed was published in the St. John's Telegram, February 17th, 2021.

FFAW-UNIFOR WEBINAR SERIES

TUNE IN TO LEARN MORE ABOUT ISSUES THAT IMPACT YOU
WITH OUR ONLINE WORKSHOPS, PRESENTATIONS, AND INFO
SESSIONS!



COVID-19

EI FISHING BENEFITS

The CHANGES to Fishing EI Benefits due to COVID-19 will be in place until September 25th 2021. These changes include:

- ➔ The waiting period may be waived
- ➔ A minimum unemployment rate of 13.1% applies to all regions across Canada
- ➔ You only need \$2,500 in earnings to qualify for regular fishing or special benefits
- ➔ Establish your claim using the highest earnings from either your current claim or the earnings from 1 of your last 2 fishing claims for the same season, even if you didn't fish this year
- ➔ You'll receive at least \$500 per week before taxes but you could receive more

If you were notified that you don't have enough earnings to receive benefits, contact Service Canada to request a review of your claim considering these temporary changes.

OTHER IMPORTANT NOTES:

- ➔ Insurance earnings include all fishing income from an enterprise after 25% has been deducted from total gross sales. It can also include earnings from employment.
- ➔ Beware of clawback rules:
Fish harvesters, like all other claimants, are subject to a \$70,375 clawback threshold. Once you have earned this much in a year, you will have to repay 30% of the lesser of your net income over \$70,375 or the total benefits paid in the taxation year. This is determined at tax time.

EXAMPLE: if total annual income is \$70,375, you will have to pay back 30% of \$2,000 or \$600 at tax time.
- ➔ You must get a ROE (Fishing Record of Employment) from your buyer(s), but you can file a claim without the ROE and submit it when you receive it, this is important to remember when filing during the COVID-19 amendments.
- ➔ It is critical to file a claim right away as it is the filing of the claim that determines the qualifying period, the benefit period, and your next qualifying period.

Please contact your FFAW-Unifor Staff Representative if you have any questions.

WHEN THE UNEXPECTED HAPPENS.....

HOW WILL YOU CALL FOR HELP?

Carry lifesaving distress-signalling equipment

that will send emergency signals and identify your location



The new Navigation Safety Regulations, 2020 specify the requirements for distress-alerting equipment to be carried on board your vessel. Depending on your location and the size of your fishing vessel, the requirements may include:

- a float-free EPIRB,
- a manual EPIRB,
- a Personal Locator Beacon (PLB), or
- a waterproof, portable VHF handheld radio capable of DSC.

Call your nearest Transport Canada Office to determine your exact requirements



A SAFETY BULLETIN from the NL-FHSA

New Transport Canada Requirements



On October, 28th 2020, new Transport Canada Navigation Safety Regulations came into force which apply to commercial vessels of all sizes, including fishing vessels. One of the new regulations applicable to Fish Harvesters is the requirement to carry life-saving equipment on vessels that will send emergency signals and provide the vessel's location.

This bulletin highlights the specific distress alerting equipment required by the Navigation Safety Regulations Section 209(1)(a-b) and Section 209(3)(a-d) based on the size of your vessel and area of operation.

VESSEL LENGTH

DISTANCE TRAVELLED	LESS THAN 8M	8 to 12M	MORE THAN 12M
Near Coastal Voyage, Class 1 and beyond (any voyage 25 nautical miles or more from shore)	Float-free EPIRB	Float-free EPIRB (replaces the former manual EPIRB requirement)	Float-free EPIRB (already required)
Near Coastal Voyage, Class 2 (a voyage within 25 nautical miles of shore)	Float-free EPIRB, or manually-activated EPIRB, or PLB, or a waterproof portable VHF handheld radio capable of DSC	Float-free EPIRB, or manually-activated EPIRB, or PLB	Float-free EPIRB (already required for vessels greater than 20 m)

For more information on the Navigation Safety Regulations, contact your nearest Transport Canada Office.

The Crisis In Our Fishery

Learn More at www.ffaw.ca

FFAW | UNIFOR
Fish, Food & Allied Workers

CHANGES TO **FEDERAL FISHERIES ACT**

Robert Keenan, Secretary-Treasurer



By the time this issue of the Union Forum is in your hands, the new owner-operator regulations will have come into effect. Officially known as “Regulations Amending the Atlantic Fisheries Regulations, 1985”, it became the law of the land as of April 1, 2021.

These new regulations are critical for the current and future sustainability of the inshore fishery in this province, but also the rest of Atlantic Canada where the regulations are also being applied. When harvesters debate price or license concentration, the words ‘company boats’ are inevitably spoken. These boats, and the licenses they fish, are not owned directly by a company – the licenses and boats stay in a fish harvesters name – but, the company maintains direct control over all key aspects of the license and boat.

These regulations are an act of last resort. In 2007, the Policy for Preserving the Independence of the Inshore Fleet in Canada’s Atlantic Fisheries (PIIFCAF) was announced because controlling agreements were recognized as a threat to the viability of the inshore. But PIIFCAF was toothless and controlling agreements proliferated in the 14 years since it was established. Over its lifetime, PIIFCAF cancelled fewer than 5 licenses in all Atlantic Canada for being in controlling agreements.

It became clear about 6 years ago that a policy approach to policing controlling agreements was not going to work. So, your Union, in conjunction with dozens of other inshore fishery associations, started a marathon effort to secure legislative protections for owner-operator and fleet separation.

The 2018 amendments to the Fisheries Act were an important step forward and now these regulations bring those sought-after protections into reality. Now begins the much more difficult task of enforcing what is now law.

The owner-operator regulations are built around the rights and privileges of an inshore fishing license. There is no specific definition of rights and privileges, as it will adapt over time and be flexible enough to address different circumstances as they arise. In a general sense, the rights and privileges include:

- Decision-making over all fishing activities, including when fishing takes place, what vessel, who is the crew, and so on;
- Who gets the benefit of the catch, including who determines the share;
- Who determines how the license is managed, including the right to transfer the license and the right to apply for a designated operator.

A harvester will be in violation of the new regulations if they transfer one or more of these rights and privileges to another person or corporation. All of these rights and privileges have to remain with the license holder, unless the transfer of them fall into certain exemptions. The most common exemption is for crew. When DFO were drafting these regulations, they did not understand crew, because they do not deal with crew. They thought that a crew share meant that the crew owned a share of the license. When this misconception was corrected, DFO realized that

paying a crew share would have to be made an exemption because it transfers to the crew an interest in the catch.

This is why there is now the requirement that crew lists be drafted for each trip. These lists are no different than the current lists provided to processors setting out crew shares to be paid. The only difference is that now the list is a condition of license and must be maintained for five years. The lists are not being collected by DFO, are not being entered into a registry system, and are not being shared with Service Canada. The explanatory note in the regulations make it very clear that these lists are not going to be policed by DFO on a daily basis. The lists exist for situations when a harvester is accused of transferring the beneficial interest of their license.

The other important exemption to note, is that fish licenses can still be used as collateral in financial arrangements with processors. While we understood that processors were still going to be involved in financing fishing enterprise, we would prefer that this be heavily regulated because many of the problems we have in the fishery arise from the mingling of processor money in inshore licenses.

DFO were cognizant of the history of processors involvement in the fishery when they allowed this exemption to proceed. Processors are more restricted in their financial dealings with harvesters than banks. For a processor to exercise any control over a license, first, the processor needs to note the harvester in default, which is a legal notice that would be subject to scrutiny. By no means do we think that this new restriction will be a cure-all for the processor interference



Fisheries and Oceans Canada / Pêches et Océans Canada

APRIL 1ST

NEW INSHORE REGULATIONS

For Independent Core Licence Holders

Do these apply to me?

✓ YES

If you hold:

- an inshore commercial licence (all Atlantic & Quebec)



✗ BUT NOT

If you hold:

- a pre-1979 corporation licence (all Atlantic & Quebec)
- a pre-1989 corporation licence that does not name the operator (Maritimes)
- an Exempted Fleet licence (Maritimes)
- a coastal licence (Maritimes & Gulf)

Helping us keep the benefits of an inshore fishing licence in the hands of independent core harvesters.

The new inshore regulations do not apply to Indigenous communal-commercial licence holders or any licence issued under the authority of the *Aboriginal Communal Fishing Licence Regulations*.



in the fishery, but it provides another hurdle and level of scrutiny that did not previously exist.

To enforce the new regulations, DFO have established an Administrative Review team to initiate and conduct reviews of license holders. This review team will provide recommendation to the Minister on whether they believe the license to be in compliance or non-compliance. What the review team will be looking for is not specified, though DFO has noted before that they have identified certain indicators to guide them.

Unlike in PIIFCAF, which allowed harvesters to still fish while under investigation, the new regulations place licenses under immediate suspension when enough evidence is produced to substantiate a claim that the harvester had transferred the beneficial interest of his license to someone else. Once that suspension starts, the harvester will have 12 months to prove to DFO that they have ended whatever arrangement they were in that saw their beneficial interest be transferred.

With all of these parts of the new regulations, a lot remains to be figured out. First, what actually constitutes the beneficial interest? How is the beneficial interest transferred? It is unlikely that

there are still agreements that state, “harvester X cannot sell his license without the approval of Processor Y.” We have been led to believe that these agreements are more sophisticated than that, and that is going to require a nuanced approach by DFO in their investigation.

Another key point is, how does a harvester prove that they have gotten out of whatever arrangement they were in that transferred the beneficial interest? It is impossible to completely refute a negative because the absence of information always spurs suspicion. What standard will suffice to prove to DFO that a harvester is again compliant?

One of FFAW’s main concerns was ensuring that the enforcement of controlling agreements not just fall on the shoulder of the inshore harvester who happens to be in one. It was also important to have consequences for those who were the initiators and managers of these agreements. The new regulations provide for that. Thus, the processing company that has induced a harvester into a controlling agreement is now subject to fines and penalties as set out in the Fisheries Act.

While you can’t judge a company, you can punish them financially and we hope that DFO is not shy

**IT'S
OKAY
TO ASK
FOR HELP**

FFAW | UNIFOR
Fish, Food & Allied Workers

**You don't have to fight your battle alone.
There is help available.**

Access Mental Health Resources across NL at www.ffaw.ca

NEW INSHORE REGULATIONS



Do these apply to me?

INDEPENDENT CORE

YES

If you hold:

- an inshore commercial licence (all Atlantic & Quebec)

BUT NOT

If you hold:

- a pre-1979 corporation licence (all Atlantic & Quebec)
- a pre-1989 corporation licence that does not name the operator (Maritimes)
- an Exempted Fleet licence (Maritimes)
- a coastal licence (Maritimes & Gulf)

The regulations do not apply to any licence issued under the authority of the *Aboriginal Communal Fishing Licence Regulations*.

How can I use and benefit from the licence?

YOU CAN

1. Participate in the fishery
2. Benefit from the catch
 - sales of fish & how sales are divided
 - arrangements to sell the fish for a good or service
3. Make all the decisions for your operations
 - when, where & how to fish
 - who is on your crew
 - where you land the catch
4. Request a licence renewal or re-issuance to another eligible person

YOU MUST

1. Maintain control over the use of the licence and decisions made about the use of the licence at all times
2. Keep a Crew Registry

Records of all the crew aboard your vessel on every fishing trip:

- name
- Fisher Identification Number or Provincial Fisher's Certificate
- vessel
- species
- fishing trip start date
- fishing trip end date

Keep these records for at least **five years**.

What do these mean if I own a fishing company?

YOU MUST

- maintain control over the use of the licence and decisions made regarding the use of the licence at all times
- meet independent core licence holder eligibility criteria
- own & control 100% of the company's voting shares

IF YOUR COMPANY

- has both voting & non-voting shares, you must have 100% of voting shares, be the only director or administrator, and all non-voting shareholders must be immediate family
- has non-voting shareholders, they must be immediate family
- pays dividends, they must only be paid to immediate family
- has a secondary structure, you must have 100% of voting shares
- has a family trust set up under it, you must be the trustee and beneficiaries must all be immediate family

Immediate family include:

- your wife, husband or common-law spouse
- your or your spouse's parents or grandparents, brothers or sisters, children or grandchildren
- common-law partners or spouses of your children or your spouse's children

Aunts, uncles, nieces, nephews and cousins are **NOT** included

When are "transfers" of licence use and benefits allowed?

YOU MAY

- request that DFO authorize a substitute operator
- have a crew-share agreement with people fishing aboard your vessel
- use the licence as collateral in a loan agreement
- transfer the benefits of the licence to a family fishing company if you have 100% control of the voting shares
- request a transfer of quota or gear to another eligible licence holder

A licence re-issuance may also be requested in situations of bankruptcy, death or incapacitation of the licence holder.

The Minister of Fisheries and Oceans maintains absolute discretion over licensing.

How do I confirm that I am compliant?

NEW ELECTRONIC DECLARATION

This declaration is nothing new for inshore licence holders.

When you or your NOLS representative go to pay the licence fees, the Declaration will 'pop up.' Read it and check the box at the bottom to confirm that you understand the regulations and are compliant with them. Then, proceed to 'Pay Now.'

Independent Core Licence Holders

April 1st changes

about making processing companies pay for their transgressions of the past 2 decades.

In connection with concerns pertaining to how these changes may impact family and children on board vessels, Minister Bernadette Jordan clarifies this in the following statement on March 19th, 2021:

“We recognize that for many families in Newfoundland and Labrador, and across Atlantic Canada, fishing is family event. The new Owner-Operator and Fleet Separation regulations **will in no way impact** these traditions, as they do not change who can legally be on a fishing vessel.

Under DFO regulations, an individual less than 16 years of age may be on a fishing vessel without registering, whether they are engaged in fishing activity or not. Individuals over the age of 16 may also be on the fishing vessel, but if they are engaged in fishing activity, they must register.

To be clear, an individual of any age, who is not

engaged in fishing activity, does not need to register to be on the vessel. As always, we encourage crews to take strong health and safety precautions at all times, especially when minors or inexperienced individuals are on board.

What the new inshore regulations require is that the Captains record who is on aboard, engaged in fishing activity. By ensuring that the people who own the license are the ones actually fishing the license, we will ensure the revenue from inshore fishing, stays with inshore fishers. That is how we can keep revenue from the fishery in our local and regional coastal economies.

Inshore harvesters have been advocating for regulations related to the Owner-Operator and Fleet Separation policies for years, and their coming into effect marks the beginning of a better, stronger, more resilient inshore commercial fishery.”

OIL SPILL PREVENTION RESPONSE AND WHAT THEN?

Robyn Lee, Petroleum Industry Liaison

Concerns related to the risk of an oil spill and associated impacts to the fishing industry are at the forefront of FFAW's advocacy agenda with respect to the expanding offshore oil and gas and marine transportation sectors. Unfortunately, these concerns also appear as 'the elephant in the room' when raised with government departments, agencies and ocean stakeholders alike.

The threat of a major oil spill, whether from a ship or drill rig, is an enormous and controversial issue but we need to talk about in to prepare for the chances the 'what ifs' become a reality. Lessons learned from major spills, such as the Exxon Valdez tanker spill in Alaska (1989), the Prestige tanker spill in Spain (2002), and the Deepwater Horizon drilling rig spill (2010), are frequently referenced and probed by the fishing industry. Without a doubt, the fishing industry was majorly impacted by these spills.

Various reports and studies have been conducted to analyze oil spill prevention and response capabilities. In Canada, the oil and gas industry are heavily regulated, and the prevention of oil spills is a primary focus for offshore oil

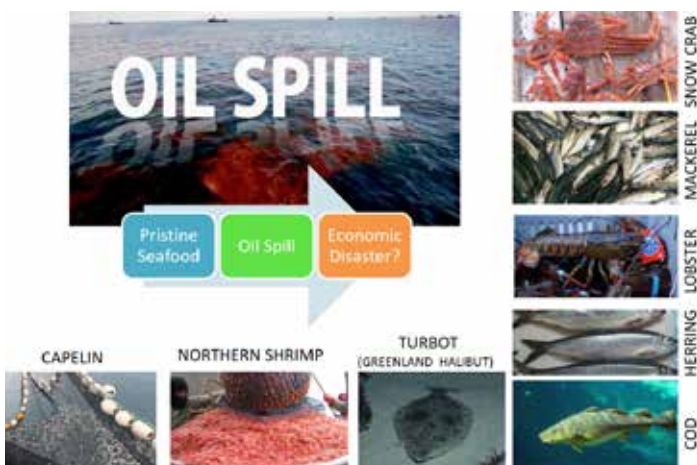
companies. These companies also have extensive emergency response plans to react quickly in the event of a spill.

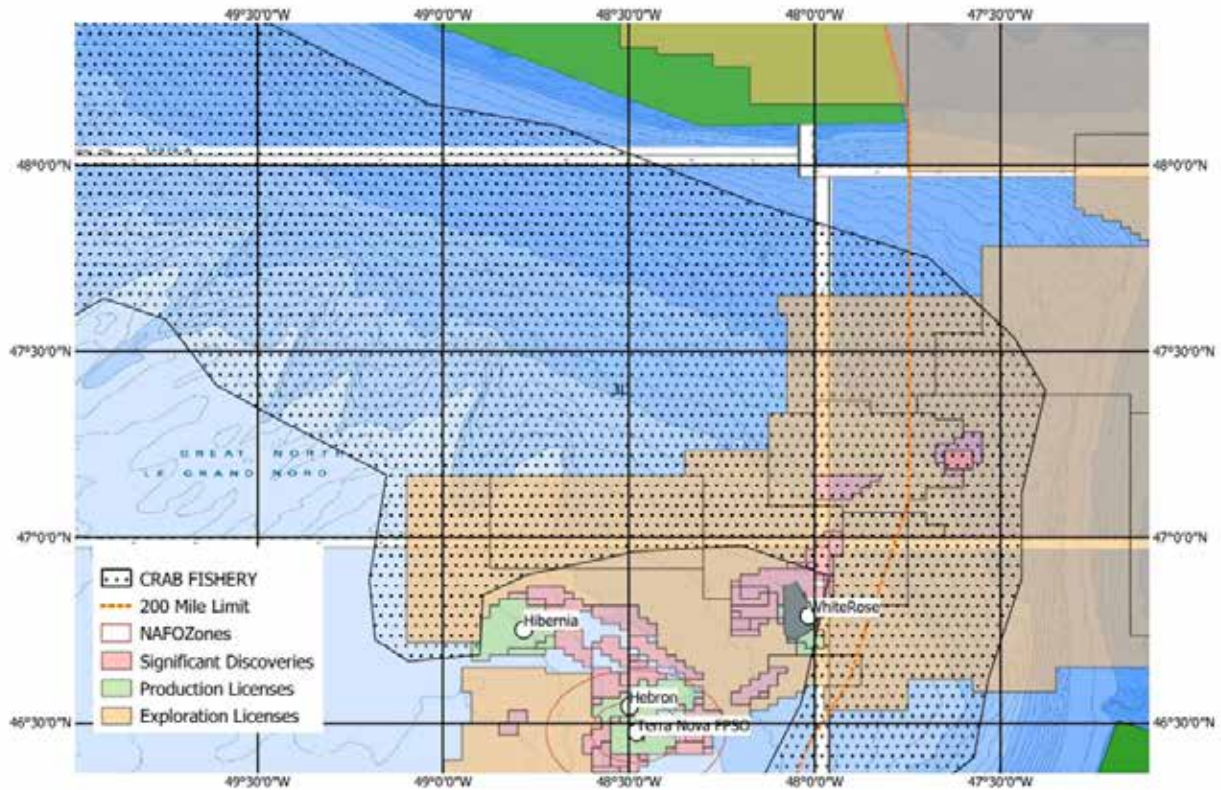
However, oil spills are most often caused by accidents that are a result of human error and malfunctioning equipment. In the last few years, we have observed several spill events in our offshore. Very little spilled oil is recovered from response activities, and in many cases, the oil simply cannot be cleaned up and the damage cannot be reversed.

The fate of spilled oil is difficult to assess because of its complex mixture. Even though we are told bacteria will break oil up into smaller particles to enable better dilution, the fact remains that the oil remains in the ocean. This adds more layers of concern to the fishing industry as we rely on the health of marine ecosystems for our livelihoods.

FFAW-Unifor President, Keith Sullivan, had the opportunity to present the concerns of our membership related to oil spills during the C-NLOPB's two-day Virtual Spill Prevention and Response Forum in January 2021. Attendees at the forum included representatives from oil and gas, fishing industries, provincial and federal governments, regulators, and Indigenous groups.

A fundamental concern of the fishing industry relates to liability and compensation. It is challenging to put a dollar value on what kind of loss we might be facing during a spill event. It could take many years to properly assess market effects, as well. Among the many recommendations brought forward in January's Forum, we called for more action and clarity on compensation processes. It is necessary for compensation plans regarding process (in the context of the valuation of today's fishery) to be





Fishing and petroleum industries operate in same area on Grand Banks

reviewed. Other recommendations include:

Greater transparency on assessments of the impact of oil spills to fish stocks and the marine environment; A deeper understanding of spill response related to government agencies and department roles and responsibilities - Who is studying the impacts on aquatic organisms?

Research has been undertaken to investigate alternate response methodologies such as in-situ burning and dispersant application. These techniques remove oil quickly from the water's surface. More research is needed on the environmental impacts of these methods in the water column, including aquatic species within and extending to the sea floor and just below.

At the virtual Forum, we also called for increased opportunities for the fishing industry to be more engaged and informed with respect to oil spill prevention and response. This needs to be extended to a greater and more intensive

dialogue related to disaster response, damage, monitoring and recovery. These concepts require greater breadth and depth of understanding by the fishing industry, and by government departments and agencies. The aftermath of an oil spill for the fishing industry is simply not discussed, as if it's not obvious.

The sustainability of the fishing industry in Newfoundland and Labrador is threatened by the risk of an oil spill in our waters, regardless of the prevention and response actions of any potential polluters. Even the perception of a spill, may result in harvesters having a tainted product, which will have a considerable impact on our global seafood markets.

Real discussions on many levels about 'what if' and 'when' need to happen, before a large-scale spill occurs. Until that conversation happens, as a fishing industry we're left wondering, what happens if these hypotheticals become a reality?

NEW CONTRACT FOR ST. ANTHONY SEAFOODS

Jason Spingle, Staff Representative; West Coast, Northern Peninsula, & Labrador

St. Anthony Seafoods (SAS) is based in an excellent location at the tip of the Northern Peninsula. Hundreds of fishing enterprises are within a few hours of excellent fishing grounds for various species, particularly shrimp, crab, lobster, cod, turbot, capelin, and herring. In addition to having a large secure port, the community is also a hub for the region.

As such, SAS has supported upwards of 100 direct good paying seasonal jobs. However, the closure of the plant in 2020 brought significant challenges and significant uncertainty for the workers. In working with their Union, local President, Trudy Byrne, and Committee Members Keith Best, and June Rose, are excited about

current discussions with new owners, Royal Greenland.

In formal negotiations for a new contract, SAS are looking at expanding their production to process more species, and at a higher volume.

“After 5 years of struggle, the negotiations are very positive. There are significant upgrades being made to the facilities and hopefully this will provide stability to support the current workers, while creating opportunity to expand the workforce and attract new investment in our area,” said Byrne. The company hopes to start production for this fishing season.

NEW COLLECTIVE BARGAINING AGREEMENT FOR ICEWATER SEAFOODS INC.

Greg Pretty, Industrial Director

Our members at Icewater Seafoods Inc., have ratified a new three-year agreement. Icewater Seafoods is a family-owned multi-species plant based in Arnolds Cove, and is the largest producer of cod in Newfoundland and Labrador, with markets in the United States and Europe.

The new agreement contains increases to vacation leave and introduces thawing room shift premiums of \$3.00 per hour when working on H&G cod.

The parties also agreed to a very striking and innovative change to statutory holiday pay. The new agreement eliminates the qualifiers found in the majority of Canadian Collective Agreements. Having to qualify for statutory holiday by working the day or week before, or having to work one's

last scheduled shift before and after a scheduled holiday, can be obstacles to qualifying and getting paid.

Under the new agreement, workers will be paid statutory holiday pay on their bi-weekly pay cheques based on the number of projected stat holidays they work over a given season. For example, working four stat holidays will result in a 1.5% increase to income. Working nine stat holidays will add 3.5% to workers incomes without the hassle of meeting qualifiers. The premiums of time and one half for working on the day of the stat continues under the agreement.

The three-year deal expires May 31, 2023, and provides increases of 6.75% over 3 years, retroactive to June 1, 2020.



NEW COLLECTIVE AGREEMENT FOR **CREDIT UNION**

Marystown, Bay Bulls, Hermitage

Allan Moulton, Service Representative; Retail, Industrial, Offshore

FFAW-UNIFOR members employed with the Community Credit Union in Marystown, Bay Bulls, and Hermitage reached a new collective agreement effective January 1st, 2021 through December 31st, 2023.

Along with annual wage increases of 3.5% per year over the life of the agreement, much needed improvements were made to areas of importance to employees, including improvements to contract language, and carry-over of sick days.

Allan Moulton, FFAW Service Representative for Retail/Industrial/Offshore, is of the opinion that the employees have secured a stronger agreement, and wishes to thank everyone for their support, especially Chairperson Wanetta Letiec.

Pictured with Allan is the Bargaining Committee after signing the agreement on December 15th: Credit Union Manager, Elaine Senior; HR Marketing Manager, Crystal Stapleton; and Wanetta Letiec.



PHOTO CONTEST **WINNER**

“Another Lobster Season Done”

John Pinsent in Brighton, NL. Submitted by Karen Pinsent

RUNNER UP



Taken by Lee Tremblett, Bonavista

HONORABLE MENTIONS

Lobster Fishing off Musgrave Harbour in June 2020. Submitted by Aubrey Brinson.



10 year old Carly Tatchell helping her pop (Harrison Plowman) put out lobster gear off Bartlett's Harbour on opening day in 2020. Photo taken by Marvin Tatchell



Claude Matterface with a load of snow crab in the 2020 crab fishing season, home port Boat Hr West, Placentia Bay. Photo taken by Darlene Matterface



Rita Pomroy, Level 2, Fisher 22 years, 71 years young, fishing cod and feeding the gulls in Placentia Bay December 2020

Bonnie and Josie Hann loading capelin off of Chimney Cove. Photo taken by Julia Crocker

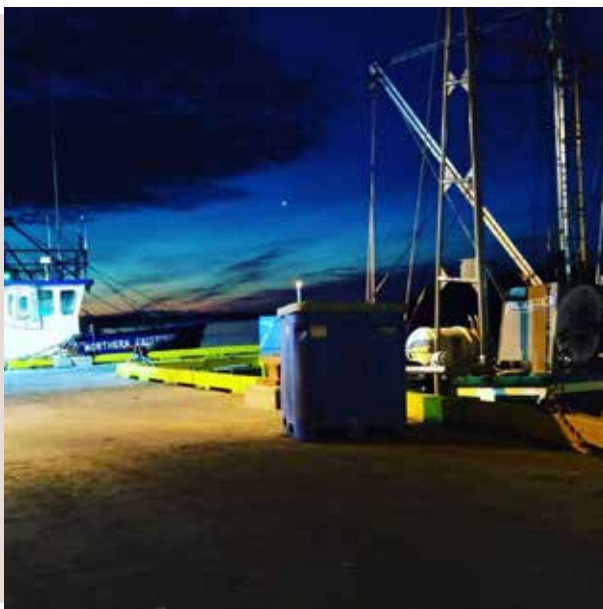




Photo of Julie Crocker during the 2020 2J Turbot Fishery, taken by Bonnie Brake



Cruz Ryan during this year's mackerel season in Whitebay, off their homeport of La Scie, with the caption: "Full to the hatch covers and then some!" Photo taken by Craig Ryan



The Northern Enterprise offloading Turbot. April Quinlan, Comfort Cove



Abbott's Pride returning to home port in Summerville, Bonavista Bay, from harvesting capelin in 2020. Skipper Paul Abbott, photo taken by Rhea Carew, and submitted by Colleen Abbott



Lee Tremblett, Bonavista



Future skipper's Grayson Jacobs age 5 and Paige Jacobs age 14, home port Joe Batt's Arm, Fogo Island. Photo taken by George Jacobs JR.

Father and Daughter, Billy and Holly Greenham. Taken aboard the "Newfoundland Spirit" in 2019 while Crab fishing in the St. Anthony Basin.



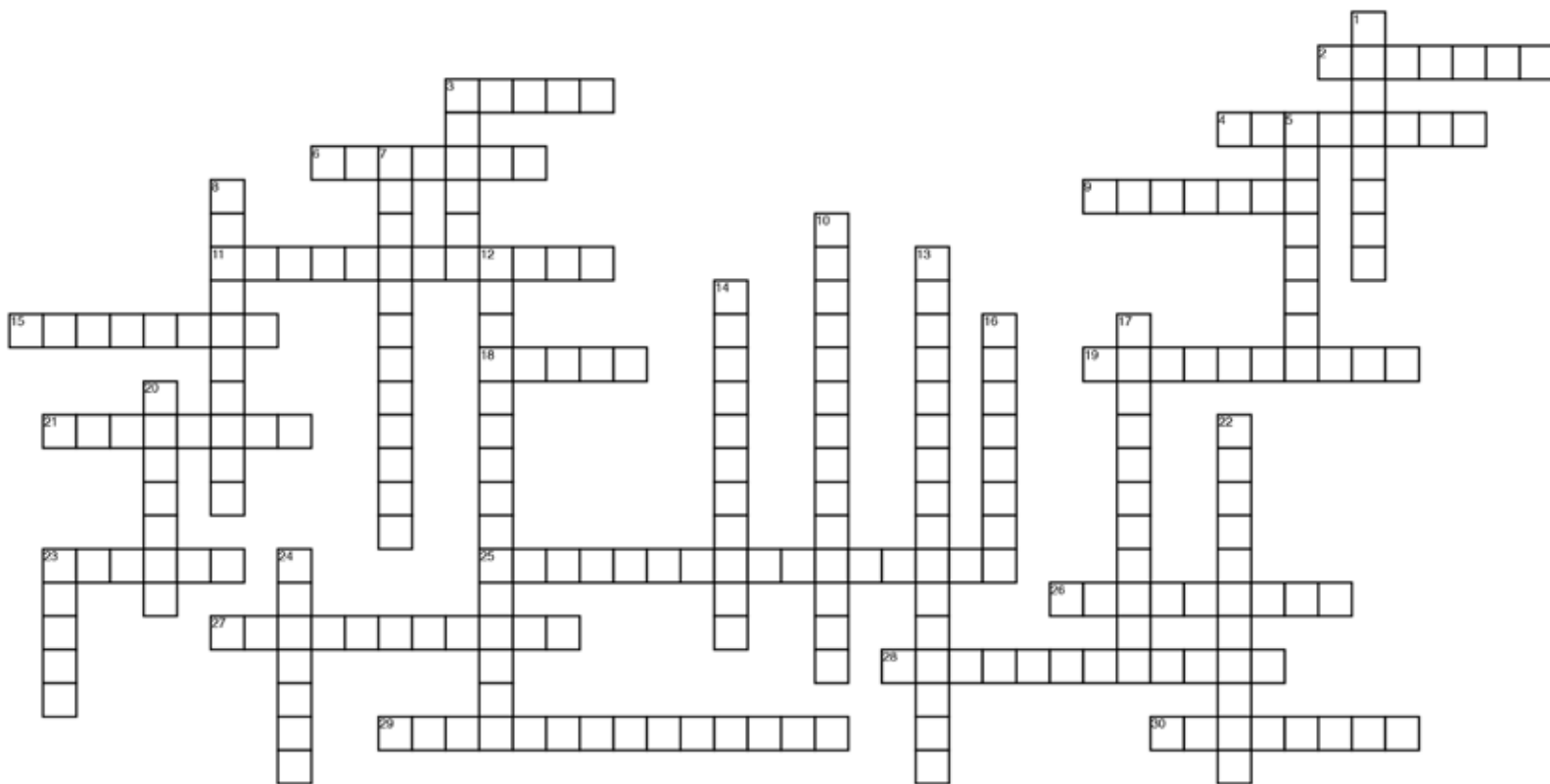
Fishing partners Brian Martin and Guy Gray holding cod on the wharf in Shoe Cove, Notre Dame Bay October 2020



Skipper Jim Porter, Raymond Porter, Wendy Porter, Randy Porter, Glen Murphy, and Chelsea Porter during the capelin fishery in 2020. Taken Chelsea Porter, Port de Grave

SPRING EDITION CROSSWORD

All answers are from articles in this issue of the Union Forum.



ACROSS

2 Our lobby presented recommendations to all provincial political parties, however, due to the pandemic it had to be ____.

3 International Women's Day was ____ 8th.

4 When new federal regulations are in effect, a DFO Administrative Review team will conduct reviews of licence holders, and provide recommendations that will be provided to the federal ____ of Fisheries and Oceans.

6 The ____ and Liberal Party were unable to offer any real commitments to any of our questions during Virtual Lobby Week.

9 This image shows when redfish are bunched up or aggregated.

11 Our COVID-19 survey indicated a significant percentage of members experienced a decline in their _____ during the pandemic.

15 The trawl did not work nearly as well in the fall months for catching redfish ____.

18 New federal Owner-Operator and Fleet Separation regulations come into effect this year on the 1st of ____.

19 The minimum commercial size of redfish is 22 cm _____.

21 The _____ was officially announced on January 15th, 2021.

23 Our COVID-19 survey included questions about _____, income, employment insurance

and mental health.

25 One of the four pieces of approved gear for the Lobster Gear Project.

26 The Exxon Valdez tanker spill, Prestige tanker spill, and the ___ Horizon drilling rig spill, are frequently referenced.

27 Processing companies are the driving force behind ____.

28 The B&B Mariner and M&R Tradition fished _____ side by side during the redfish experiential fishery.

29 One of the recommendations FFAW brought forward during Virtual Lobby Week:

Supporting the ___ in the Fishery.

30 One of the best ways to combat the spread of COVID-19.

DOWN

1 These concerns appear as 'the elephant in the room' when raised with government departments, agencies and ocean stakeholders in relation to the fishing industry.

3 This environment is particularly vulnerable to oil spills.

5 St. Anthony Seafoods is based in an excellent location at the tip of the ___ Peninsula.

7 Paid sick days are not just a labour rights issue, it's a ___ issue.

8 'Fishing for Trade' is also known as ___ fishing.

10 Another name for 'deepwater flounder'

12 Ongoing work for the redfish experiential fishery includes determining post-release survival of this species.

13 ___ is a family-owned multi species plant based in Arnolds Cove.

14 This organization approved the NL-FHSA's Strategic Plan and \$1.75 million in funding over five years.

16 In the 1970s into the 1990's, an increasing number of inshore harvesters fishing flounder were represented by an increase in ____.

17 The AFF ___ Project launched on January 6th, 2021.

20 New Transport Canada Navigation Safety Regulations came into force in this month in 2020.

22 ___ does not apply to the province of Newfoundland and Labrador.

23 Unifor is calling for two weeks of paid sick days for every worker during the pandemic, and ___ days after that.

24 The C-NLOPB's two-day Virtual Spill Prevention and Response Forum took place in ___ 2021.



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!

FFAW | UNIFOR STAFF LISTING

Keith Sullivan	President
Robert Keenan	Secretary-Treasurer
Jason Spingle	Inshore Staff Representative (West Coast, Northern Peninsula & Labrador)
Monty Way	Inshore Staff Representative (Connaigre Peninsula, Burgeo-Ramea-Francois, Jackson's Head to North Head)
Dwan Street	Inshore Staff Representative (St. Bride's to English Harbour East, 3K Inshore North Head to Cape Freels)
Miranda McGrath	Inshore Staff Representative (Cape Freels to Cape St. Mary's)
Greg Pretty	Director, Industrial/Retail/Offshore
Allan Moulton	Service Representative, Industrial/Retail/Offshore
Johan Joensen	Staff Representative, Industrial/Retail/Offshore
James Farrell	Solicitor and Staff Representative, Industrial/Retail/Offshore
Lisa Smith	Policy Lead
Michelle Brake	Policy Officer
Jackie Baker	Science Projects Manager
Dr. Erin Carruthers	Fisheries Scientist
April Wiseman	Science Coordinator
Ian Ivany	Science Coordinator
Robyn Lee	Petroleum Industry Liason
Beverly Davis	Support Staff, Fisheries Science Stewardship and Sustainability Board (FSSSB)
Angela Tucker	Support Staff, Science
Alyse Stuart	Campaigns and Government Relations Coordinator
Courtney Langille	Communications Officer
Vanessa Morris	Controller
Paula Rose-Bian	Membership Administrator
Rachel Waye	Executive Assistant to the President
Stephanie Pritchett	Executive Assistant to the Secretary-Treasurer
Melissa Parrott	Payroll and Accounting
Darlene Jacobs	Reception and Administration
Brenda Pieroway	Support Staff, Corner Brook Officer
Myra Swyers	Support Staff, Corner Brook Officer

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

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Maud Maloney
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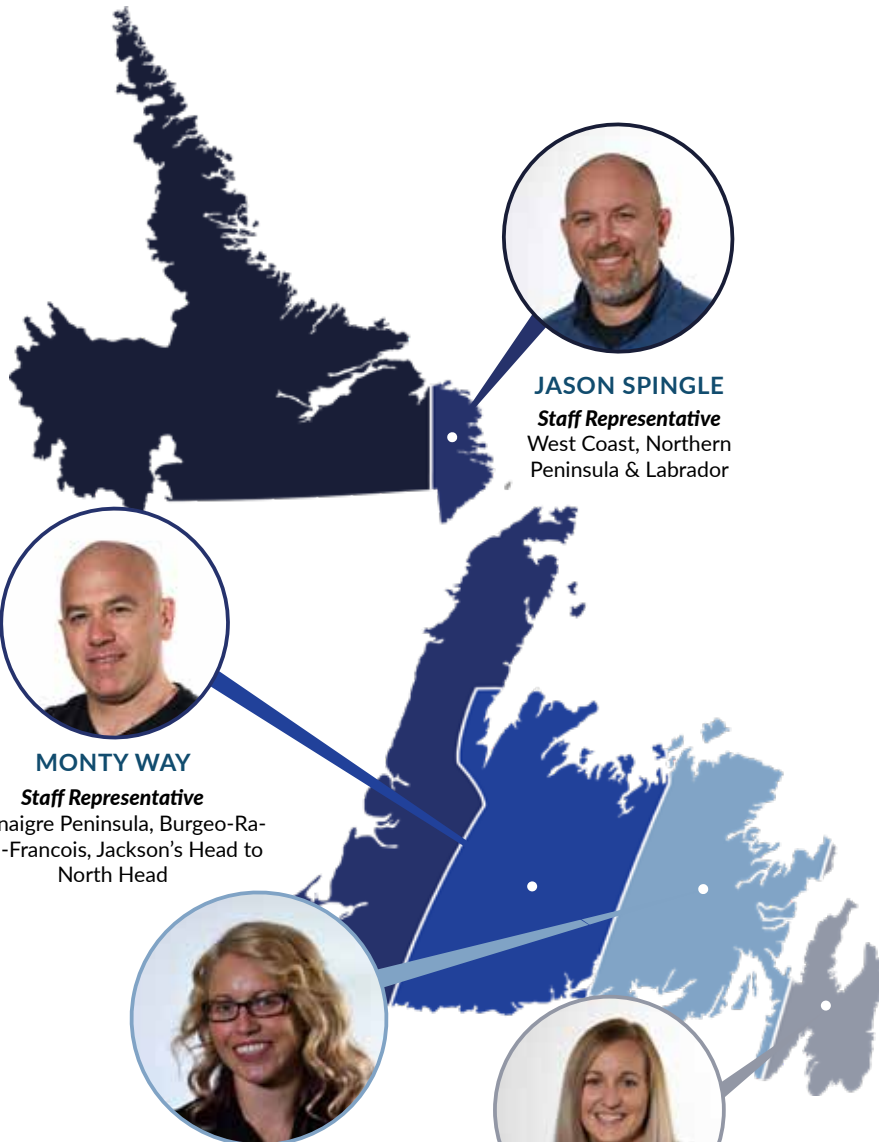
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FFAW | UNIFOR

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Deepsea Director*



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Industrial/Retail/Offshore*



JAMES FARRELL
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Industrial/Retail/Offshore*



JÓHAN JOENSEN
*Staff Representative
Industrial/Retail/Offshore*



JASON SPINGLE
*Staff Representative
West Coast, Northern
Peninsula & Labrador*



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 In-
shore to North Head
to Cape Freels, OCI
trawler fleet*



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

ELECTED LEADERSHIP



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

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EXECUTIVE BOARD

Keith Sullivan	PRESIDENT
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 & SOUTHWEST COAST
Glen Newbury	INSHORE NORTHEAST COAST
Mike Noonan	INSHORE CREW MEMBER
Joan Doucette	INSHORE WOMEN'S POSITION
Nancy Fillier	INDUSTRIAL NORTHERN PENINSULA & LABRADOR
Sheila Howell	INDUSTRIAL NORTHEAST COAST
Joey Warford	INDUSTRIAL NON-FISHING
Charles Baker	INDUSTRIAL SOUTH & SOUTHWEST COAST
Warren Broderick	INDUSTRIAL-RETAIL-OFFSHORE AT SEA
Karen Caines	INDUSTRIAL WOMEN'S POSITION

INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

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

INSHORE COUNCIL

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
Vacant	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
Roger Fowlow	FRANCOIS TO CODROY	Loretta Kelly	WOMEN'S POSITION
Darren Boland	HIGHLANDS TO COX'S COVE	Nancy Bowers	WOMEN'S POSITION
Blaine Crocker	TROUT RIVER TO EDDY'S COVE WEST	Ren Genge	MEMBER AT LARGE
Carl Hedderson	BARR'D HARBOUR TO NODDY BAY & LANSE 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



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