



**FFAW | UNIFOR**  
Fish, Food & Allied Workers

SUMMER 2021



# UNION FORUM

## SEEING RED

*On the Greene  
Report*

**PRIVACY RIGHTS IN  
THE WORKPLACE**

**SEAL TASK FORCE  
RECAP**

**SOME RARE CATCHES  
FOR THE 2021  
SEASON**





# Anti-Scab Law Now

Unifor is calling on all elected officials at the provincial, territorial and federal level to enact anti-scab legislation to restore balance.



[unifor.org/anti-scab](https://unifor.org/anti-scab)

# THE UNION FORUM

SUMMER 2021 ISSUE



## CONTENTS

### MEMBER INFORMATION

A MESSAGE FROM THE PRESIDENT	5
A MESSAGE FROM THE SECRETARY TREASURER	7
A MESSAGE FROM THE INDUSTRIAL DIRECTOR	9
Women's Report: Austerity & Women	11
Next Generation Photo Contest	13
Electrification of The Fleet	14
World Oceans Day	15
The Fish Price Setting Panel Process	16
The Atlantic Destiny: Unifor Members Safe After Close Call At Sea	19

### OIL AND GAS

Addressing Seismic Concerns Related to Groundfish	31
---------------------------------------------------	----

### INDUSTRIAL - RETAIL - OFFSHORE

Wins FOR MEMBERS Compensation Review Board	35
Privacy Rights In The Workplace	36
IRO Collective Bargaining Update	38
Shop Steward Training session	39
Icewater Seafoods in Arnold's Cove	39
Rare Catches	40
Rare Catches (CONTINUED)	41
Kid's section	42
highlighting the PFHCB for certification at 16	42
SPOT THE DIFFERENCE:	42
SUMMER 2021 UNION FORUM	43
Word Scramble	43
FLASHBACK	44
Ffaw   unifor Staff LISTING	45
Ffaw   unifor	46
WOMEN'S ADVOCATES	46
Ffaw   unifor	47
Staff representatives	47
Elected	48
Leadership	48
Inshore council	49
INDUSTRIAL-RETAIL-OFFSHORE COUNCIL	49

### GOVERNMENT RELATIONS & CAMPAIGNS

The Never-Ending (Pandemic) Election	21
Pushing Back against	22
the American Marine Mammal Protection Act	22
2021 Seal Task Force Meeting Recap	23
Analysis	25
Seeing Red on the Greene Report	25
Blue Economy STRATEGY	27

### SCIENCE

The Impact of Climate Change on the Fishery	28
Part 1: Rising Sea Level on Harbour	
Atlantic Halibut Update	30

# 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.

## Editorial board

Keith Sullivan, Robert Keenan,  
Alyse Stuart, Courtney Langille

## FFAW | Unifor

P.O. Box 10, Stn. C  
368 Hamilton Ave.,  
St. John's, NL, Canada A1C 5H5  
Tel: 576-7276 Fax: 576-1962  
Email: [communications@ffaw.ca](mailto:communications@ffaw.ca)  
Web: [www.ffaw.ca](http://www.ffaw.ca)

Printing: The SaltWire Network, St. John's  
Design: Sara Moriarity

The Union Forum  
is a member of



**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.

**©COPYRIGHT** and/or property rights subsist in all advertising and other material appearing in this edition of The Union Forum. Permission to reproduce any materials contained in this publication, in whole or in part, must be obtained from the FFAW-Unifor.

# A MESSAGE FROM THE PRESIDENT



Keith Sullivan, President

There has been so much movement within the industry and the province in the short months since the Spring issue of the Union Forum went into circulation: The controversial provincial election coming to an end with the Liberals narrowly winning majority; historic price decisions for snow crab and lobster, including an extraordinary reconsideration on snow crab; critical successes for our bargaining committees; the release of the Premier's Economic Recovery Team (PERT)'s "Big Reset" report by Dame Moya Green – the Spring of this year was heavy with suspense in our membership's sectors and the politics that influence them.

Much of the concerns that your Union has in connection with the PERT report, (or Greene Report as it has become better known as), are discussed in this issue, but there was another report brought forward that did not get the public discussion and consideration that the Greene report has. The People's Recovery discussion paper was prepared by a diverse group of over 60 diverse individuals and organizations from across the province to develop an alternative to the Greene Report and its proposals to cut or privatize public services in our

province. Similar to the Greene Report, the People's Recovery acknowledges that Newfoundland and Labrador requires significant change in order to regain economic stability. However, the approach to policy, demographic, and fiscal challenges is markedly different, and the physician's maxim cited in the Executive Summary, "First, do no harm", establishes a much more humane, open-minded approach to the changes that must take place.

Whether you have read either or both reports, the people of our province are presented with options – and so is our government. The public consultations that will take place should inform decision makers of just how disconnected austerity measures are from the realities of seasonal employment, rural living, and the workers of our province. A "reset" economy that is remodelled with corporate glass houses will pave over the very thing that our government too often commodifies to attract investors and visitors to our province: Our rural culture.

With that said, the recommendations in the Greene report are not yet policy, and we have many opportunities to showcase the irreplaceable and undeniable value in those sectors that we represent. Record snow crab prices this year combined with higher quotas and market demand will provide a significant contribution to the provincial economy, as well as an anticipated increase in total fish landings. With pandemic restrictions easing, provincial tourism and hospitality will directly benefit rural communities and create employment. While most industries were forced to downsize or dissolve in reaction to COVID-19, our membership held strong and held up what many sectors could not support in a time of crisis. And we continue to do so.

"Reset" is too close for comfort to "Resettlement". I concluded my Spring column noting that change has

created new priorities for your Union. Now, half-way through the year, we have indeed added new priorities in response to political, environmental, economic, and social developments. But our overarching commitment to ensuring that our membership has protection by maintaining quality and dignified access to programs and supporting sustainable local-first economic development, will never waiver. Strong communities, people, and public services are the way forward, and we must do them no harm.

# A MESSAGE FROM THE **SECRETARY- TREASURER**



Robert Keenan, Secretary Treasurer

One of the things that DFO seems to be on top of is posting updated landings and landed value information on its website. As I sit here writing, I looked up how this year has gone and two numbers jump immediately out at me:

- Snow crab – Landed value for 2021: \$503,487,222
- Lobster: Landed value for 2021: \$69,527,192

These are not final numbers as a few thousand tons of crab still need to be landed and there are still a few weeks left to the lobster fishery (and there's always a lag on the lobster numbers). Right now, with just these two species we have achieved the highest landed value in the history of the inshore fishery. We are likely going to experience an inshore fishery with a landed value of more than \$700 million this year, \$200 million more than any other year.

So how did we arrive at these prices? Aside from a strong market, FFAW was successful at 3 hearings with the Standing Fish Price Setting Panel—two snow crab hearings and one lobster. This is the same Panel who a month later would render two of the worst decisions in its history with cod and sea cucumber.

The Panel is one of the most divisive structures in the fishery. Most do not understand how it functions, its rules, or whether it represents progress or regression in the fishery. Part of the blame for this does rest with your Union, as we have not done a good enough job explaining the Panel process: timelines, process, etc. A few months ago, I did a YouTube video on the Panel's

reconsideration process and it got over 1000 views – ASP even created a transcript of it to use against us in our crab reconsideration. That made me realize how little people understood about the process and how much they wanted to understand.

Due to the lack of understanding about the Panel, the debate in the harvesting sector has been along two rails – get rid of the Panel or keep it. Those who want to keep it – myself included – are always having to explain the overarching need for the Panel against those who want it gone. This is a frustrating argument that does not serve the best interests of harvesters.

The bottom line is that we need a Fish Price Setting Panel, and any honest assessment of the circumstances of the fishery makes that clear.

First, processing companies actively work together to set low prices, which we know already, but to also ensure that whatever minimum price is awarded becomes the actual price. There is no wharf competition. The only competition for price is at the negotiating table and in front of the Panel. Aside from that formal process, the ability to negotiate a fair price is limited.

Second, relying on tie ups is very difficult. Getting harvesters across the province to tie on for a better price is very hard. The fishery is not the same in

every part of NL or the same in every species. A multi-week stoppage is just not an option for some. How could there be a tie-up in capelin? By the time it was resolved the fishery could be over for a lot of participants. I know much has been said online in the past few years on how harvesters have given up the right to strike for the Panel. I think the question should be would you rather have just the right to strike to set prices or would you rather just have the Panel? We cannot have both. I think faced with the difficult choice between watching the days available to safely prosecute your fishery pass by in a price dispute or allowing an arbitration system to set the price before the fishery starts, that the vast majority would opt for the latter.

Third, outside buyers are not coming to open up processing competition in this province. Yes, theoretically outside buyers would increase competition but the theory rests on both the province supporting the idea and the willingness of outside buyers to actually come to the province to buy. During crab negotiations, the market report from John Sackton said the following:

The terms of reference for this report specify that data should be focused on Newfoundland's crab as much as possible. However, many Newfoundland packers have expanded into the Gulf either on their own or are part of consortiums that have crab and lobster operations outside of Newfoundland. This means that the customer relationships and sales efforts of these packers involve crab from all the provinces, not just Newfoundland. So the supply, price, quality and availability of crab from the Gulf, from Nova Scotia, and even Russian crab all interact with crab from Newfoundland, often within the same firm.

What this means, is that there are very few outside buyers in Nova Scotia that are not already operating in one sense or another in NL. There are still some independent plants in Nova Scotia, but many of these are being squeezed by the larger processors who dominate NL and NS.

There is also the issue of the province endorsing outside buyers. Many have argued that your Union

is opposed to it and that is why outside buyers are not allowed. That is not accurate. Processing plants are very valuable to the provincial economy, to municipal revenue, to local jobs, and to the local economy. FFAW did a study on this with respect to the local value of fish plants, and areas with plants are always economically stronger than areas that have lost fish plants. So, it is not in the best interest of the province to undermine the current system and allow companies in that would only harm the local economy.

We actually brought up outside buyers for crab with the province this year when prices jumped in the Maritimes, but NL processors refused to pay in line with the market. It was a very short conversation. Essentially, the Minister just ignored what we had said and moved on to another topic. Moreover, processing companies have a lot of political clout and spend a lot on local elections. They obviously oppose outside buyers and their position holds a lot of sway.

The debate should be about how do we improve the Panel we have, and how we go about getting those improvements. The Panel has existed for 15 years; it is not perfect, and it could be better. Instead of tearing down the structures that help us, we need to work to make them better.

Safe and Happy Summer to all.



# A MESSAGE FROM THE **INDUSTRIAL DIRECTOR**



Greg Pretty, Industrial Director

I don't know why most people are so poisoned with the Greene Report.

We all should have known what to expect. The Premier didn't engage a 'Corporate Mother Teresa', the Premier and his team engaged the 'Lissie Borden of Economic Recovery' with an established track record of crafting financial paths with pure disconnect from the hopes, dreams, and adversities of the working class.

The business crowd who are into their second year of 75% Federal Wage Subsidies have decreed workers should pay the bill up to, and including, having their collective agreements and pensions legislated out of existence.

You may know it as Austerity, Skipper.

In a place where only half of the population is employed and half of them make more than a paltry minimum wage, the Big Reset recommends picking the pockets of an already pocket-picked provincial population... all while slashing medical services and

turning Memorial University into a quaint, 19th century Victorian College.

Only the Employers Council and the St. John's Board of Trade applauded the report's visceral contempt for working women and men. Some even called public radio and asked all Public Service workers to "embrace" austerity.

Wisely, the Premier distanced himself from the initial recoil of the report, lest the good Liberal voters think they were his ideas.

But, you know, while Dame Greene was ripe with ideas to fix every financial Provincial peccadillo, she steered clear of how we found ourselves in this mess in the first place. At the very least, she should have given a few pointers to help avoid these perennial economic catastrophes in the future. She did not.

Instead, she shamelessly promoted mass unemployment and immigration, and spoke nothing about strategies to keep the best and brightest working right here at home.

Of course, once the budget is balanced and the proposed Provincial Fund is plump with coin, the charlatans will inevitably find a way to spend it on themselves, again.

In our province, the Circle of Life is a Circle of Austerity.

Though the Premier and Dame Greene may think

we have forgotten, we have been running in these circles for decades and it has taught us that austerity does not work.

I recommend checking out Mark Blyth, Professor of International Economics at Brown University, Providence, Rhode Island on YouTube. Mark keeps the Austerity concept pretty simple.

He says austerity is a dangerous idea. Firstly, you can't cut your way to growth. Ask Greece. Secondly, it is heavily dependent on those who didn't make the financial mess (workers) to clean it up. The crowd who made the mess walk away without any penalty to their personal or professional lives.

Folks, there is a lot of calculated human misery in the Greene Report.

Talk to your MHAs about your concerns with austerity.

Newfoundlanders and Labradoreans deserve a more humane approach to economic sustainability. Job growth, opportunity, and living wages. World class child, medical care, and education. That's what we voted for, and we need to start working together for that.



## **NORTH ATLANTIC MARINE CONSULTING SERVICES**

Marine Surveys | Vessel & License Appraisals | Marine Insurance Claims

*Celebrating 30 years in the Marine Business*

**Christopher Ash, President**

**Office: 709.737.2182**

**Cell: 709.330.2182**

**ash@northatlanticmarine.ca**

**Suite 801, TD Place, 140 Water Street**

**St. John's, NL A1C 6H6**

# WOMEN'S REPORT: AUSTERITY & WOMEN



Alyse Stuart, Women's Advocate Coordinator

In the wake of the Premier's Economic Recovery Team Report (better known as the 'Greene Report'), and the 2021 provincial budget, women across Newfoundland and Labrador are facing the reality of austerity and its disproportionate effects. Cuts in public sector spending inevitably reduces the provision of essential services from government, such as early childhood education and healthcare. For a province with a rapidly aging demographic, cuts to our healthcare will be more catastrophic as beds in hospitals will decrease, wait times will increase, and family members will have to fill in the gaps. Ultimately, it is women who will make up the government shortfalls through unpaid care work.

When a government seeks to create policies that are centered on the reduction of deficits and not on the delivery of services to all citizens, costs are transferred to individual households. For example, amalgamating health jurisdictions may seem harmless, but it will mean a reduction in funding to healthcare, and there will be a reduction in services in favour of 'alternative' provisions to address restrictions in the budget. These provisions will be downloaded to individuals and families, especially in rural communities where you will be forced to travel further to appointments, wait longer for public long-term care, and experience a general wearing-away of services – including critical services currently provided by licensed nurse practitioners and cleaning staff.

Each hour that you must wait for a family member to be accepted into long-term care, every day that you must wait for your specialist appointment, and each additional moment you spend commuting to health centers, will be the cost of unpaid care. Women will carry the larger weight of this burden, and it will impact our mental health, physical health, and emotional well-being.

The gendered impact of austerity will likely hit sectors that predominately employ women the hardest with measures that aim to reduce public services. Additionally, when wages are frozen and pensions are under attack in the public sector, as is the case in Newfoundland and Labrador, women will be disproportionately impacted.

Very recently, countries like the United Kingdom and Greece implemented austerity measures to reduce deficits, such as massive public sector cuts, privatization, and micro tax increases – and they were a complete failure. These measures only pushed the burden of services from government onto households, and the long-term impacts have been overwhelmingly negative, especially to vulnerable populations. International organizations, including the United Nations and The World Bank, have been pointed in rejecting austerity as neither a method for fiscal solvency, nor social progression.

Women of our province have worked too long and too hard to see our gains for equality be lost for the sake of budget that will never be balanced. We don't give a royal Dame for austerity – your Union will continue to fight against these measures, and secure more supports for women in our communities.

If you have any questions or would like to be more involved with your Women's Advocacy programs and training, please reach out at [astuart@ffaw.ca](mailto:astuart@ffaw.ca).



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

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

**WE OFFER & GUARANTEE:**

- The lowest selling commission rate in the industry
- Extensive knowledge of the latest fishing regulations
- **FREE** income tax planning information on selling & buying through our associated company, "Sweetapple Accounting Group Ltd."
- Quality buyers in all fishing areas
- Over 40 years of experience assisting fishers with business advisory services through our associated company
- Website to advertise sales listings:  
[www.anchorsawaymarinebrokerage.ca](http://www.anchorsawaymarinebrokerage.ca)
- Magazine advertising in "THE UNION FORUM" to advertise all listings

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

**Linda Sweetapple, BA (Business Manager): (709) 256 8682 / (709) 256 8698**

115 Armstrong Blvd., Gander, NL, A1V 2P2

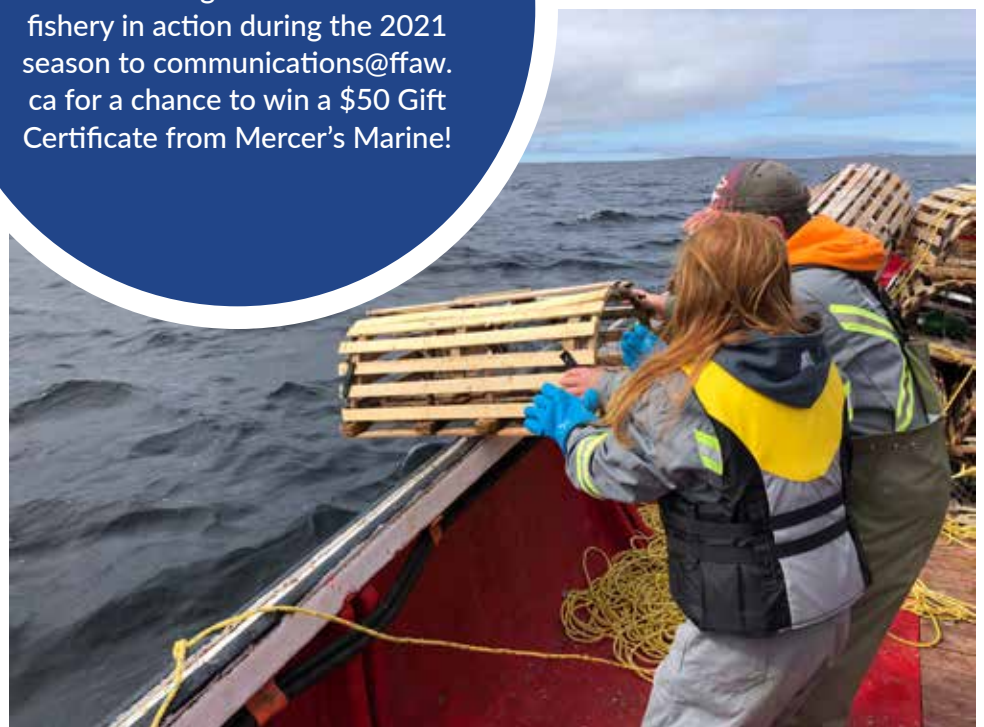
Tel: (709) 256-8682 | Fax: (709) 256-4051 | [dsweetapple@fms.nf.net](mailto:dsweetapple@fms.nf.net)



# NEXT GENERATION PHOTO CONTEST



Whether its little hands helping onboard, or being excited to be on the water - Send in your photos of the next generation of the fishery in action during the 2021 season to [communications@ffaw.ca](mailto:communications@ffaw.ca) for a chance to win a \$50 Gift Certificate from Mercer's Marine!



# ELECTRIFICATION OF THE FLEET

Jóhan Joensen, Staff Representative – Industrial/Retail/Offshore

Newfoundland and Labrador has the largest inshore fleet in Atlantic Canada, with 82% of small vessels (<35') registered. As these vessels are largely involved in day trips, there is great opportunity for electrification because of the ability to recharge each day at the dock or charging station.

Despite a push for more electric solutions to transition away from fossil fuel, most of the electrification to date has been in ferries, offshore supply vessels, river boats, large aquaculture vessels, and pleasure crafts. For the inshore sector in Newfoundland and Labrador, more data and research are vital to map the requirements for vessel electrification. This includes battery storage, power capabilities, Transport Canada certification, and charging realities in our predominantly rural

landscape.

There are still many questions to be answered in the early stages of this research. However, there are also many positive implications that can be used for next steps. Cost benefits over the long term could be encouraging, as the cost of fuel is one of the largest budget items for harvesters. Most interestingly, the impact of overall health in the harvesting sector could be improved in two key areas: hearing loss and exposure to fumes. Harvesters experience a higher rate of hearing loss due to the noise levels onboard most vessels. A quieter, battery-powered engine would help mitigate this impact. Additionally, the electric engine would eliminate or reduce the need for gas or diesel fuel being used, thus, eliminating the impact on harvesters' health from long term exposure.



# WORLD OCEANS DAY

Courtney Langille, Communications Officer



This year's World Oceans Day celebration was a virtual 4-day event for the second year. Prior to public health measure being implemented during the pandemic, World Oceans Day was an interactive opportunity to bring together thousands of children and adults alike at Memorial University's Marine Institute to the wonders of the oceans that surround us, and how to better protect them. The Planning Committee was determined to continue the event, and in 2020 they transitioned everything to digital platforms, including the booths that would showcase our province's fishery, environment sector, local crafters, conservation groups, and more!

The celebration launched on Saturday June 5th with the theme "One Ocean. One Climate. Once Future - Together", and a variety of programming about our oceans and conservation effectively engaged people around the province, including a K-12 art contest, a sing-a-long with Terry Riley, and ocean trivia. Similar to 2020, each day of the virtual programming had a specific ocean topic with related content, however, this year, the scope of activities broadened to include safe, outdoor participation with bubbled beach clean-ups, geo-caching, and highlighting ecotourism as part of the event line up.



Everything was hosted on the World Oceans Day NL Facebook page from June 5th to 8th, which provided a full itinerary of activities for people to get education, inspiration, and get linked to ocean-related businesses and organizations in virtual 'booths'. As a result of all this programming, we reached over 27,000 Facebook users from across the province and abroad!

The World Oceans Day Planning Committee is comprised of representatives from Fisheries and Oceans Canada; Parks Canada Agency; Fisheries, Forestry, and Agriculture NL; World Wildlife Fund Canada; Canadian Parks and Wilderness Society NL Chapter; Fish Food and Allied Workers Union-Unifor; and the Marine Institute. While the Committee hopes to return to the physical event in 2022, the virtual programming will continue as it has proved to be valuable for engaging residents from coast to coast to celebrate the critical role of the ocean and the marine ecosystem.

# THE FISH PRICE SETTING PANEL PROCESS

Michelle Brake, Policy Officer



We all know that there are 4 seasons in Newfoundland and Labrador: rain, snow, construction, and fish pricing. FFAW-Unifor began negotiating fish prices for the 2021 season in March, and have achieved some extraordinary successes, including historical wins in both our snow crab decision and the snow crab reconsideration. Many of the price setting decisions this year have been made through the Fish Price Setting Panel.

The Price Setting Panel was established as a legislative framework on February 23, 2006, as an amendment to the Fishing Industry Collective Bargaining Act. The Panel is tasked with identifying the parties permitted to participate in the collective bargaining process, setting a schedule for negotiations, distributing relevant market information, and holding a hearing in the case that negotiations are not successful between the parties. When a deal is not reached in the collective bargaining process, the Panel is required to set the price and the conditions of sale, based upon the written submissions from each party.

Currently, there are 3 members that participate on the Panel: Mr. Wayne Follett (Chair), Mr. William

Carter (Vice-chair), and Mr. Brendon Condon (member). There are also 2 additional alternate members: Mr. Wayne Fowler and Mr. James Flight. Each member is appointed to serve 3-year terms and can be re-appointed. There are 3 positions with appointments ending in October 2021, 1 member and the 2 alternate members.

At the time of this article, the FFAW has gone to the Price Setting Panel for a decision on 7 species—snow crab, lobster, Spring shrimp, Summer Shrimp, cod, sea cucumber, and turbot. For each species, there is a week of negotiation sessions between the harvesters and processors, and the exchange of a series of price offers. Since the pandemic began in March 2020, these meetings have taken place via video call. During the week of negotiations there are also several meetings with the harvesters' negotiating committee to discuss the market outlook and the fair price harvesters should receive for the fish they land.

When there is no deal reached between the harvesters represented by the FFAW, and the processors, most often represented by Association of Seafood Producers (ASP), both sides must submit a final price offer in the form of a written submission to the Panel by 4pm on the day before the scheduled hearing. The written submission outlines the information and market analysis in support of our price offer. The hearing is held the following day, during which a lead negotiator from each side presents the case to the Panel on behalf of their members.

In the hearing process, each side is given an opportunity to fully explain the details of their written submission and go over the information to support the market position their price offer



is based upon. We often use the prices received for exports and information in the trade media to support our position to the Panel, as well as incredibly valuable input from the harvesters who participate as members on the various negotiation committees. Each party must also prepare a rebuttal presentation. The written submission from the other side is carefully read and analyzed to determine the potential weaknesses of arguments put forward by the other party. The rebuttal is presented to the Panel with the goal of convincing them that the evidence provided in our submission more clearly reflects the reality of the market for the species being arbitrated.

The Panel often takes 2-3 business days to release their decision following the arbitration hearing. They are permitted to select only 1 price offer under the final offer selection model. Each party has one opportunity following a pricing decision from the Panel to request a reconsideration.

There are a few more species left to negotiate this

year—herring, squid, mackerel, and Fall shrimp. Whether a deal is reached through negotiations, or a final offer is selected by the Panel, your Union will continue to fight for a fair price for all harvesters through the rest of this season and into the next.

# 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 I 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 ATLANTIC DESTINY: UNIFOR MEMBERS SAFE AFTER

Submitted by Unifor

Twenty-eight Unifor members were rescued in high-wind conditions on March 2 after their vessel, the Atlantic Destiny, caught fire off the coast of Nova Scotia.

“There was no panic. The guys did their jobs and worked together. They performed perfectly,” said Garfield Forward, deck hand aboard the Atlantic Destiny and Local 1944 member.

Garfield was off-shift and asleep when the fire alarm sounded. All hands immediately met on deck and went to work with fire extinguishers, but they proved ineffective and a fire suppression grenade had to be deployed to extinguish the fire.

After the fire was out it was discovered that the vessel was slowly taking on water in the engine room and the control panel that operated water pumps was inaccessible. At that stage the distress call was issued.

The nearby fishing vessel Cape Lahave where Forward’s brother works was first on the scene. Approximately an hour later the Canadian Coast Guard plane from CFB Greenwood arrived and parachuted a rescuer onto the Atlantic Destiny.

The fishing vessel Maude Adams staffed by fellow Local 1944 members arrived two hours later to assist with the rescue efforts.

With the help of the U.S. Coast Guard, it took almost eight hours to evacuate the entire crew of the Atlantic Destiny, in part because of a malfunction in the Canadian Coast Guard rescue helicopter’s winch cable. The crew were all taken to Yarmouth for food, shelter and medical attention.



In his 36 years at sea, Forward had never had to abandon ship, and is glad it went as smoothly as it did. His only moment of fear was being lifted to safety on the helicopter.

“I’m afraid of heights. I’m sure that my brother was watching from the Cape Lahave as nervous as I was,” he said.

Local 1944 President Trevor Banfield credits the successful fire fighting and evacuation to the skill and training of the crew.

“I am so glad all members are safe. We have to give credit to the fact that they train for this before every shift on that vessel going out during every shift change,” said Linda MacNeil, Atlantic Regional Director.

Despite salvage efforts the Atlantic Destiny could not be saved.

The Atlantic Destiny employed 60 Unifor members in all, as two 30-person crews rotate on three-week shifts. Banfield says he will be meeting with representatives of the employer, Ocean Choice International, to determine next steps.

“We’re going to do everything in our power to help these skilled fish harvesters get safely back to work,” said MacNeil.



**ST. JOHN'S  
WOMEN'S CENTRE**

# Are you a **senior**?

Did you know that the Women's Centre offers support and resources to all women living in St. John's metro?



## **Socialize, network and relax with the community**

We offer a variety of recreational and social programs aimed to help connect you with your community. Call us to see what is happening now and what is coming up in the future!

## **Supportive Counselling**

Feel like you need to talk to someone to get some support, resources, or information? We are here for you!

## **Boutique & Personal Care**

Appointments are available monthly on Thursdays between 10:30 AM - 4 PM.  
Call us to book an appointment.  
All clothing and personal care items are FREE!

## **Right Here, Right Now Drop-In Counselling**

**What:**

Single-session counselling

**When:**

Tuesdays and Wednesdays  
between 12 PM - 5:30 PM.  
Evening appointments are available.  
Please call by 5:00 PM to make an appointment for that evening.

**Where:**

Available in person, by phone,  
and on Zoom



We are located at 170 Cashin Avenue Extension in St. John's. Our building is wheelchair accessible and has accessible parking. Call us at (709) 753-0220 or drop by to talk with us about how our programs can support you!  
Our doors are open from 8:30 AM - 4:30 PM Monday - Friday

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

The Women's Centre  
**(709)753-0220**

# THE NEVER-ENDING (PANDEMIC) ELECTION

Alyse Stuart, Government Relations and Campaigns Coordinator



The Newfoundland and Labrador pandemic election was a whirlwind. The election was held during the province-wide lockdown which led to countless delays and a stumbling move towards mail-in ballots. Under the province's fixed election date law, the vote was tentatively scheduled for October 10, 2023, but a caveat in the law mandates that an election must be held within one year of a new Premier assuming office. Premier Andrew Furey assumed the role on August 19, 2020, and requested for Lieutenant Governor Judy Foote to dissolve the House of Assembly for a general provincial election, scheduled for February 13, 2021. However, an unexpected COVID-19 surge in the week leading up to the election caused voting to be delayed in the Avalon Peninsula. Not long after, all in-person voting was eventually cancelled and delayed the election for every district until March 1, 2021. After several more delays, the final mail-in ballot deadline became March 25, 2021. The election was the first mail-in-only election in Canada and had the lowest voter turnout in history.

Results were released on March 27th, confirming a majority government for Andrew Furey and the Liberal Party:

**Liberal Party – 22**  
**New Democratic Party – 2**  
**NL Alliance – 0**  
**Non-Affiliated (Independents) – 3**  
**Progressive Conservative Party – 13**

On April 8th, the Liberal Government held the swearing-in ceremony for the new cabinet. Among those sworn into were the province's new Fisheries Minister, Darrick Bragg; and Minister Responsible for Labour, Bernard Davis.

During Virtual Lobby Week in January, FFAW-Unifor questioned parties on their commitment to improving transparency in price negotiations, investing in young harvesters, and eliminating barriers to new entrants created by corporate concentration. More broadly, FFAW sought commitments to workplace safety by standardizing PPE equipment, as well as increasing minimum wage to generate economic growth and reduce inequality.

We will continue to push and hold this government accountable for commitments to protect the integrity of our inshore fishery, and for additional protections for our members, recognizing that the safety statistics in fish processing are alarmingly high, with lost-time, incident, and illness rates exceeding the provincial average by a significant margin.

# PUSHING BACK AGAINST **THE AMERICAN MARINE MAMMAL PROTECTION ACT**

Lisa Smith, Policy Lead



The Marine Mammal Protection Act (MMPA) has been looming over the Canadian government since the 1970s. The Act imposes a condition on trading nations, such as Canada, to comply with America's intent of reducing marine mammal bycatch. Though the import provisions under the Act threaten Canada's seafood exports, those provisions have not been enforced. These import provisions will take effect January 1, 2022.

## *What does this mean for Canada?*

Under the regulations, harvesting nations must apply for a comparability finding application. This means that the American government will undertake a detailed evaluation of Canadian policies in relation to reducing marine mammal bycatch in our fisheries. Canada is on the hook to submit a comparability finding application by November 30, 2021.

## *What is the threshold that Canada must meet?*

In line with the US regulations, the threshold for trading nations must be comparable in effectiveness to the American regulatory program—this means that Canadian policy alternatives that

achieve the same end will meet the threshold (ex: reduce bycatch of right whales).

## *What has Canada been doing?*

The Department of Fisheries and Oceans (DFO) has introduced numerous measures that will allow for Canada's application to be granted. Measures include but are not limited to: Bill S-203, Ending the Captivity of Whales and Dolphins Act; amendments to the Marine Mammal Regulations; changes to regulations under the Fisheries Act (i.e: weak links); and changes to fisheries management, such as closures. It is interesting to note the differences in regulations; under American regulations fishery closures occur when there are 3 mammals present in an area, whereas in Canada 1 mammal triggers a closure. Weak links and coloured rope changes, for example, are part of the American policies under the Act but Canada has introduced similar policies here, though this is not necessary for compliancy.

Advocates have addressed this issue to government before the Fisheries and Oceans Standing Committees, in both chambers, and have disputed the impact of Canada's policies being more stringent than that of the US. With Canada being the largest seafood supplier by value to the US, and Newfoundland and Labrador product accounting for \$477 million of Canadian seafood exports to the US (33,000 tonnes), we must push back against arbitrary and limiting international regulations.

# 2021 SEAL TASK FORCE MEETING RECAP

Miranda McGrath, Staff Representative & Michelle Brake, Policy Officer



Seals are the real issue with Newfoundland and Labrador's fisheries, and the problem lies within the protection of this vastly overpopulated predator. Your Union has actively worked to influence the decisions made concerning seal populations and the fisheries that they impact. The latest action taken has been participating in a presentation to the Seal Task Force on the direct impact of these marine predators on our main fisheries.

Harvesters have been diligent in documenting the growing population of seals around the province with photos and videos to support their concerns about the overpopulation of seals effecting the health of our valuable fisheries. Quite recently, a harvester in Trinity Bay recorded a video of what they believe to be a group of seals 60 miles out from Baccalieu Island more than 5 miles wide. It is well known that Newfoundland and Labrador has the largest population of harp seals in the world, but it is time to have this accounted for in our ecosystem

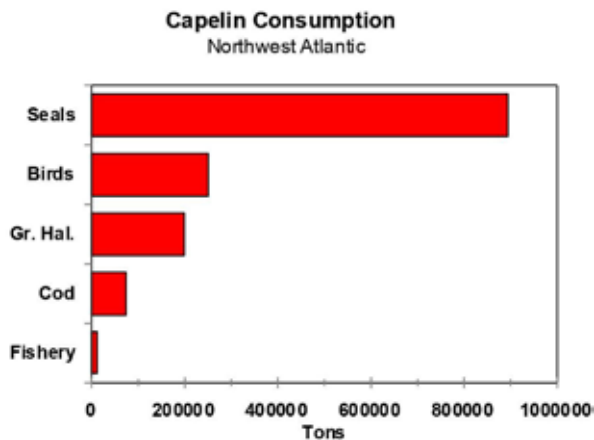
management. In the last 20 years, the harp seal population has been documented at approximately 7.6 million according to DFO estimates. This is five times the number of harp seals that populated NL waters in the 1970s. The population has skyrocketed since 2010 and these seals feed on high volumes of fish every single day, regardless of weather or quotas.

Slightly less common, but just as destructive, grey seals are found in the Gulf of St. Lawrence, along the West Coast of Newfoundland, and are expanding their habitat to other areas of the province. These seals eat up to 2 tonnes(t) of prey each year, and up to half of that amount is cod. In the 1960s, the grey seal population was estimated to be around 8,000. Today, the population is estimated to be over 400,000 in Atlantic Canada.

DFO estimates that grey seals may account for up to 50% of natural cod mortality. Harvesters have

worked hard to decrease fishing mortality, which is currently at an all-time low. However, natural mortality remains high, as seals play a role in limiting cod stock recovery. In Nova Scotia, DFO scientists have recognized that it would take a large reduction in the grey seal population to stop the decline in cod stocks. We have not heard similar statements in response to our plea to save the NL cod fishery. The current rebuilding plan for cod has put limitations on harvesting levels but has not taken any measures to reduce the impact of seals on the stock.

A cod assessment from 2001 shows that about 37,000t of cod was being consumed by harp seals. This was based on a 1996 population estimate of 5 million harp seals. The population is now estimated to be around 7.6 million, a 52% increase, which would equate to 56,240t of cod consumed by seals. For comparison, harvesters in 2J3KL were given access to only 12,350t of cod in 2020.



In 2012, the Senate recommended a harvest quota of 70,000 grey seals, but no action was taken. Despite warnings from individual scientists in other fisheries about the trajectory of cod due to seal predation, DFO and the federal government have done nothing to prevent the further decline of the cod stock due to seals. Through a full ecosystem approach to recovery, and a precautionary approach that fully recognizes the predation of seals, we should tackle the seal problem head-on. Instead, DFO has consistently portrayed harvesters and coastal communities in Newfoundland and Labrador as unwilling to cooperate in the conservation and sustainability of marine ecosystems. This is not the case - the science shows that seals are a leading

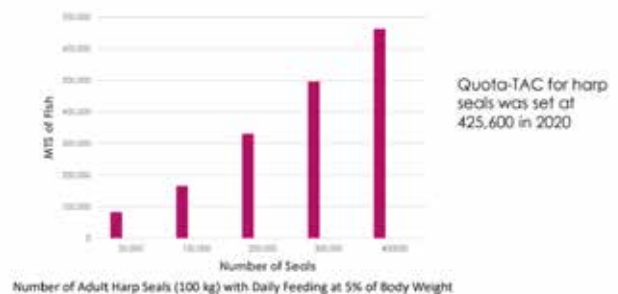
cause of high mortality among cod and capelin. As recommended to the Seal Task Force, our position remains that more emphasis should be placed on the market opportunities for seals, and that DFO must work to repair its credibility with harvesters by making sound and informed decisions concerning the impact of seals on our fisheries.

2021 brought a 25% cut to our capelin total allowable catch (TAC), but there was no change in the main predation to the stock. When you compare the fishery removals for capelin to the removals consumed by seals annually, the real change in management should be easily determined. There needs to be more action on the growing seal population, before our industry is left with nothing.

### Action Needed

- DFO/Canadian government learned nothing from 4T-Southern gulf
- In face of obvious destruction by seals – made conscious decisions to portray harvesters and those living in coastal NL as self serving and uninformed on the marine environment.
- Immediate focus and strategy needed on fixing the credibility issues of DFO and damage done to reputation of the fish harvesters.
- Real focus with increased investment on market development needed immediately.

### Fish Resource Consumption





# SEEING RED ON THE GREENE REPORT

Alyse Stuart, Government Relations and Campaign Coordinator

## AUSTERITY (n):

- difficult economic conditions created by government measures to reduce a budget deficit, especially by reducing public expenditure.

*"a period of austerity"*

There is a famous saying by poet and scholar Maya Angelou, which can be summarized as, when someone shows you who they are—believe them the first time. It is important to remember this wisdom when considering the motivations and experiences of Dame Moya Greene and the Premier's Economic Recovery Team (PERT). It was predominately a group of wealthy and connected people hand-picked by Premier Furey and led by a person who has made their millions slashing and burning public sector services, including Canada Post and Royal Mail. In her wake are thousands of good paying jobs in several countries, countless public services lost, and questions as to her ethics as she was making millions on the backs of displaced workers.

Without going into too much detail, it is clear that the austerity agenda was never hidden from Dame Greene's past and, in fact, it is foundational to her approach and recommendations. In meetings with FFAW-Unifor in late 2020 and early 2021, Dame Greene admitted that she did not understand much about the fishery sector, but nonetheless proceeded to suggest that our industry was dependent upon

government support and that rural communities are a major part of our fiscal problems. At no point did she offer even a whisper of recognition for the positive financial, social, and political impact that our 13,000 members have made and continue to make in hundreds of communities across this province.

The disregard for our industry was evident in the fisheries recommendations, which directly undermine the strength of our owner-operator fleet. The Report is in support of more corporate control and concentration, plainly stating that large processing corporations should have control over harvesters' licenses (creating more controlling agreements) and that there should be less processors in the province. On top of this, the recommendations sought to devalue the hard work of people in the harvesting and processing sector by accusing workers of being completely dependent on employment insurance. This view lacks a basic understanding of our federal employment insurance systems and the overarching realities of seasonal work in our province. Based on the language, composition of the team, and intent of the

suggestions, it is not hard to guess what organization had considerable influence on the section.

It is important that our Union brothers and sisters recognize the goal of this Report, the targets, and why we must fight against elitism and austerity. Moya Greene's report is filled with anti-worker language that seeks to pit worker against worker while painting our public services as a burden instead of our collective social safety net. Privatization of our assets is not a silver bullet, it is yet another way that corporations gain more control of our good and services, only to raise the cost for the sake of shareholder's profit (see: Alberta's selling of their provincially run liquor stores and private care homes in Ontario).

In jurisdictions across the world, from economists to public policy experts, the message remains clear: austerity measures do not work. They have the opposite impact on economies and the well-being of citizens due to decreased services and increased costs for those services. Given the push for austerity

from PERT, we must all ask ourselves: Why would we let a group of entitled business owners, who are largely disconnected from the working class, and led by a person who hasn't lived in the province since before the moratorium, decide our fate?

Do not let the cure be worse than the sickness.

Yes, we have a considerable challenge ahead of us due to decades of government mismanagement, a lack of political economy, and general failure of infrastructure oversight. However, despite the gravity of our fiscal deficit, it will not be solved using out-dated and destructive policies that only serve as a placebo to the public while private industry is given the keys to our collective house without any intention of serving those who live inside. Now, more than ever before, when the odds seem stacked against us, we must remember the power of our solidarity, the strength in numbers, and the resolve of Newfoundlanders and Labradorians to demand more from our governments.

# BLUE ECONOMY STRATEGY

Alyse Stuart, Government Relations and Campaigns Coordinator

The Blue Economy is an emerging global concept that encourages better stewardship of our ocean, or 'blue resources'. There are close linkages between the ocean, climate change, and the well-being of residents in our coastal communities. The federal government recognizes that we will require ambitious, co-ordinated actions to sustainably manage, protect, and preserve our ocean now, for the sake of present and future generations. Canadians depend on our oceans for leisure, sustenance, and their livelihood. Our ocean sectors contribute approximately \$31.7 billion annually in gross domestic product and account for close to 300,000 jobs.

The Department of Fisheries and Oceans (DFO) is facilitating a wide-reaching engagement process to inform the Blue Economy strategy, which will be the focus for the next decade.

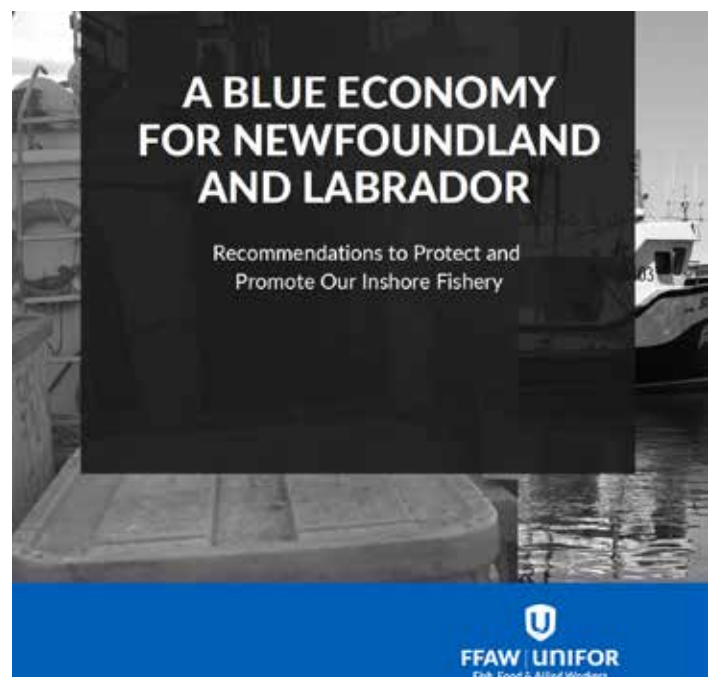
Harvesters' knowledge and the connection of the inshore fishery to our coastal communities must be a focal point of any Blue Economy initiative. Harvesters' livelihoods depend on the success of our ocean ecosystems - we are invested in their long-term health and resilience. Local harvesters are those most often on the water to notice shifts in population, pollution, traffic, and trends. The generations of ecological knowledge and experience must be central in all ocean-based decision-making. Therefore, the Blue Economy strategy must reflect the perspectives, experience, and realities of independent harvesters and their coastal communities. We need to ensure that the voices of our membership, from processing to harvesting, are included at every table.

To guarantee FFAW-Unifor members are represented during this process, your Union has been attending various roundtables with Minister

Bernadette Jordan, DFO, Memorial University, and other stakeholder groups. As part of this ongoing outreach, we have been active with our national counterparts at the Canadian Council of Independent Fish Harvesters to meet with Members of Parliament. Additionally, we sent out a survey to members inviting their input on the strategy.

Based on all these discussions, roundtables, research, and engagement, we have submitted a report to the online portal. The report is now available on our website.

Given the scope of the strategy, this engagement session is only the first step in an ongoing process to ensure harvesters and our coastal communities are the foundation to future work by the federal government. We look forward to working with all of our members in the fishery sector to help shape our collective vision for the Blue Economy.



# THE IMPACT OF CLIMATE CHANGE ON THE FISHERY

## PART 1: RISING SEA LEVEL ON HARBOUR

Ian Ivany, Science Coordinator



The effects of climate change on the ocean are well documented and numerous. Ocean acidification, altered species biogeography, sea level rise, and increased wind, storm, and wave action are just some of the difficulties presently being faced. With 15,000 people employed in the fishery, and more than 90% of its population living on the coast, these issues are of a critical concern to Newfoundlanders and Labradorians.

Rising sea levels, in addition to worsening weather and wave action are particularly alarming due to existing harbour infrastructure in NL. There are over 350 small craft harbours (SCH) in NL, and most of these harbours contain structures that were not designed with sea level rise or worsening weather in mind. According to National Oceanic and Atmospheric Administration (NOAA), global sea levels have risen more than 20cm, with a third of that increase occurring in the last 25 years. The rate of sea level rise is expected to increase even more going forward. NL sea level projections vary, but some regions of the province could experience as much as a 100cm increase by the year 2100, as stated in “Canada’s Changing Climate Report”, published in 2019 through Environment and Climate Change Canada.

All of the climate induced changes above are

interlinked, and resulting issues for NL include coastal flooding, soil erosion impacting the structural integrity of infrastructure, direct damage to coastal infrastructure due to high winds, service interruptions, and safety issues. Certain areas of the province, such as the Burin Peninsula, continue to be susceptible to flooding issues, for example, and communities in this area could be severely affected in coming years. The need for increased climate resilience in NL is clear.

In March of this year, engineering firm CBCL Limited released a climate change report after being contracted by the government of Newfoundland and Labrador, titled “Risk Assessments in Newfoundland and Labrador Resource-Based Industries and Municipalities”. The report highlighted the current and potential impacts of climate change on fisheries (and other resource-based sectors), as well as municipalities in our province. In the interest of building climate resilience, CBCL also made a number of mitigation recommendations which were often illustrated through case studies in the report.

One of the report’s primary recommendations was to adopt a more proactive approach in infrastructure planning. According to CBCL, any infrastructure design or planning going forward should account for sea level rise and worsening weather. Given that many SCH are ill-equipped to deal with climate-induced challenges, it was also advised that there be a province wide risk-assessment of SCH to identify at-risk areas and infrastructure.

Other recommended measures included generating flood risk maps and utilizing better

methods to communicate climate change issues to fisheries stakeholders such as harvesters, plant workers, and processors. Climate science is complex, and more effective outreach methods are needed by both the provincial and federal governments when informing those most affected. It was also advised that government agencies do a better job of notifying stakeholders about the funding opportunities that exist for improving at risk infrastructure in their communities.

*Canada's Changing Climate Report* and *Risk Assessments in Newfoundland and Labrador Resource-Based Industries* and Municipalities are available to read on the FFAW-Unifor website.

**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 [pfn@pfnhb.com](mailto:pfn@pfnhb.com).

## ATLANTIC HALIBUT UPDATE

# HIGH CATCH RATES IN THE NORTHERN GULF OF ST. LAWRENCE (4R)

Dr. Erin Carruthers, FFAW Fisheries Scientist



Atlantic Halibut are doing well in the Gulf of St. Lawrence. Gulf halibut catch rates in the commercial fishery and in the DFO research surveys are among the highest in the time series. While there is still no biomass estimate for Atlantic Halibut in the Gulf, we are getting closer.

6 years ago, FFAW-Unifor and halibut harvesters began pilot projects in the Northern Gulf to get the information needed to develop a Gulf-wide longline survey and tagging program. 3 years later, a Gulf-wide longline survey and tagging program was implemented by DFO, the FFAW, and 5 other fish harvester organizations. Our goal was to develop an index of exploitable halibut biomass (>85 cm), and

to get an indication of exploitation rates in the Gulf.

Information from the longline survey and tagging program data was presented for the first time at the 2021 assessment meeting.

Based on excellent catch rates throughout the Northern Gulf, 4R harvesters knew halibut were doing well. Harvesters fished using a standardized 500 hooks and soaked their gear for between 4 and 6 hours in the longline survey. Fishing locations, or survey stations, are set by DFO and are randomly distributed between 20 and 50 m and between 100 and 300 m depth, where halibut are expected to be in September when the survey is ongoing. Data from the longline survey confirmed what harvesters have seen, with high catch rates throughout the Northern Gulf and some stations catching more than 50 halibut on 500 hooks.

### GULF OF ST LAWRENCE (4RST) ATLANTIC HALIBUT TAGGING PROGRAM



**\$100 REWARD** per halibut (2 green tags)

Please return **both green tags** with this information:

- Tag numbers
- Gear
- Fishing Depth
- Location (Lat/Long)
- Fish Length
- Sex of Fish
- Your name, address and phone number



Please return **green tags** to FFAW or to the DFO office on the tag.

# ADDRESSING SEISMIC CONCERNS

## RELATED TO GROUND FISH

Robyn Lee, Petroleum Industry Liaison

We heard many concerns related to seismic shooting and turbot fishing last year in 3KL. The potential impacts of seismic activity on the fishing industry are concerning, and we have been continually advocating for local research to be conducted to better understand these impacts. Our approach has also been focused to ensure that research endeavors are collaborative. The fishing industry needs to be actively engaged in the design and execution of research to address questions related to seismic activity and fishing.

A study that assessed potential risks of seismic surveys to affect snow crab resources was completed (2015-2018), and results were communicated at crab fleet meetings and published. Since then, Dr. Corey Morris (Department of Fisheries and Oceans) has continued collaborative investigations to assess the potential risks to groundfish. This innovative research also involves working with harvesters in the Newfoundland and Labrador program to investigate the effects of seismic surveying on the abundance and movement of commercial groundfish in close proximity to commercial seismic surveying operations in our offshore waters. While preliminary work began in 2019, and the pandemic postponed work in 2020, research ramped up again this Spring in 3K.

In late May, two fishing vessels left port to set-up the test and control sites (red circles) near commercial fishing grounds to start groundfish-seismic experiments. The Atlantic Falcon and Precious Jewel are the research platforms being used to measure the impacts of seismic noise on groundfish before, during, and after seismic exposure. The Atlantic Falcon was tasked with

deploying oceanographic equipment, collecting water samples, and acoustic surveying. At the same time, the Precious Jewel conducted camera surveys and will conduct short trawling sets and acoustic tagging work on future trips.

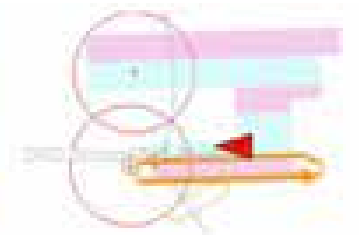
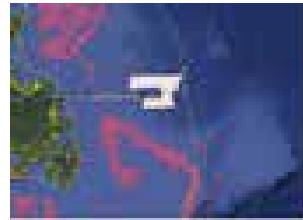
Pre-seismic data was collected from the test and control sites during the first deployment. The fishery opened prior to the seismic vessel passing through the test sites. As a result of fishing activity in the area, the seismic vessel had to alter its plans and moved into deeper water. Therefore, seismic exposure data was not collected at the test sites in early June 2021 as planned. However, other sampling trips are planned this season to acquire the critical information needed to assist in our understanding of seismic surveying on groundfish behaviour.





## SPOTLIGHT: **THE ATLANTIC FALCON**

Owned by Cindy Watkins from Summerford, NL, Cindy heard of the groundfish-seismic research charter opportunity through the FFAW Facebook page and was interested in entering her vessel into the draw. She grew up on the water, fishing with her parents, and worked for several years as a crew member before completing her Fishing Masters Class IV certification, and obtaining her Level II certification. She acquired an under-40-foot license prior to moving into the larger boat fleet with the Atlantic Falcon. She has a keen interest in the science component of fisheries management. "Science is critical for those of us invested in the fishery. We need to have a better understanding of the ocean so that future generations can fish as well," says Cindy. The crew of the Atlantic Falcon had a great first trip, learned a lot about the research, and are looking forward to the next trip.



We will continue to keep members apprised of project results and related information as it becomes available. Publications on crab research are available via links on the FFAW-Unifor website at: [Programs & Research | FFAW-Unifor | Fish Food & Allied Workers Union](#). If you have questions, please contact Robyn Lee, FFAW-Unifor Petroleum Industry Liaison, at (709) 576-7276.



# Fish Harvesters Talk Safety

*Check Out Their Videos online at  
[www.nlfhsa.com](http://www.nlfhsa.com) or the  
NLFHSA channel on YouTube*



**NL-FHSA**  
FISH HARVESTING  
SAFETY ASSOCIATION

VISIT  
[info.nlfhsa.com](http://info.nlfhsa.com)  
or  
709-722-8177  
FOR MORE INFORMATION

# UPDATES FOR PLANT WORKERS



## **Strong Wages for Our Members**

FFAW-Unifor continues to work with our negotiation teams to fight for strong wages that do not fluctuate with the market. Global marketplaces can be unreliable at best, our members at processing facilities have contracts that remain steady even if market prices drop.



## **Employment Insurance**

Your union was a crucial part of the fight to increase EI benefits, including the extension and minimum benefit floor. Along with Unifor national, we advocate for EI reforms that put our workers first.



## **COVID-19 Vaccination**

FFAW-Unifor called on the provincial government to include plant workers in early phases of the COVID-19 vaccination plan. On April 8th, Dr. Fitzgerald announced that processing sector workers had been added to Phase Two of the immunization plan.



## **Stronger Together**

Plant workers and harvesters in the province represent the backbone of our rural economy and together have fought to protect our fishery. In April, when DFO threatened a moratorium on 3Ps cod, plant workers and harvesters rallied to end at MP Churnace Rogers office. Together, we stopped the closure!

**FIGHTING FOR YOU!**

- Follow us on social media
- Sign up for our emails and newsletter at [www.ffaw.ca](http://www.ffaw.ca)
- Speak to your local union rep about how you can get more involved



# WINS FOR MEMBERS

## COMPENSATION REVIEW BOARD

Greg Pretty, Industrial Director

### MAJOR WINS FOR WOMEN IN A TENTATIVE AGREEMENT REACHED WITH PENNECON MAINTENANCE SERVICES:



Top-up of weekly EI Benefits to 80% of the employee's normal weekly earnings for 4 weeks of pregnancy leave



Employer will pay 100% of group benefits for the period of the leave



Recent wins for women in a tentative agreement with Pennecon Maintenance Services demonstrates tremendous progress made towards achieving equity for women in our Union:

- There will be a new clause that states "Pregnancy shall not constitute cause for dismissal"
- Employer and Union commit to improving opportunities for females in the trades
- Employer will top-up weekly EI Benefits to 80% of the employee's normal weekly earnings for 4 weeks of pregnancy leave
- Explicit guarantee that employees ending adoption, parental, and pregnancy leave return to their previous position with wage/duties/benefits protection
- Employees on pregnancy leave retains seniority and the Employer will pay 100% of group benefits for the period of the leave

# YOUR EMPLOYER IS NOT THE POLICE

James Farrell, Staff Representative – Industrial/Retail/Offshore



FFAW-Unifor Staff Representatives are hearing from Local Executive Representatives across all regions regarding increased demands from various company supervisors and management requiring unionized employees to submit to personal property searches or drug testing. Sometimes supervisors or management will hire a third-party ‘health and safety’ company to conduct the searches or testing.

There are circumstances where you can refuse such a demand.

If you are an experienced Union member, you may have heard of the rule in labour law called the “Work First, Grieve Later” rule. This rule means that when a worker is asked to perform a work-related task or receives an order from a supervisor that seems to violate the provisions of their collective agreement or their rights as an employee, the law expects and requires the worker to complete the task as directed (“work first”) and file the grievance with the Union’s assistance later (“grieve later”).

Management personnel take great joy in informing

Union members of this age-old work rule, but they often conveniently forget to inform workers of the very important exceptions to that rule.

The “Work First, Grieve Later” rule does not apply to orders from management or a supervisor that would require you to do something that is illegal (i.e. financial fraud or other criminal act), or something that is unsafe. But did you know that in some cases you also have a right to refuse to comply with orders that intrude too deeply on your personal and private life? Things that can intrude too deeply include (but are certainly not limited to): drug and alcohol testing, criminal background checks, fingerprint scanning, secretive surveillance, and the inspection of your personal locker in the workplace.

As is the case with most workplace legal issues, the context and circumstances are key. There could be very specific situations where an employer may be justified in a demand for a drug test or locker search of an employee, but employers do not have the blanket authority to take such measures in most cases, even if there may be some apparent justification for it.

Labour arbitrators across the country have repeatedly ruled that employees cannot be disciplined for refusing to submit to a physical search of their person or property, or a demand for drug testing, unless its authorized by the collective agreement or the employer has a legitimate concern about safety and the security of its operations.

If your supervisor requests that you submit to a drug and alcohol test or to a search of your person or property:

**ASK TO SPEAK TO YOUR UNION REPRESENTATIVE** or **CONTACT** your Staff Representative at the earliest opportunity. We will provide you with advice on your particular situation and help guide you through the process to ensure that your workplace rights are protected;

**TELL** the supervisor that you or the employee refuse the search/drug test while you seek advice from your Union and Staff Representative;

**TAKE NOTES.** The Company's actions in these situations may end up as the subject of an arbitration or other legal hearing or proceeding. Your notes may end up helping protect the legal rights of the workers that you represent.

**ASK** the supervisor or management questions about the demand for a search or drug test. For example: Why does the employer want to test/search this employee? What are the consequences for refusing to submit? How will confidentiality be protected?

**EXAMINE** your Collective Agreement for provisions regarding personal searches or drug testing. Ask to see the Company's policies. After considering the situation and receiving advice from your Staff Representative, you may decide to submit to the search/drug test, or to continue to withhold consent.

**FOLLOW US ON SOCIAL MEDIA**



 @FFAW\_Unifor  
 @FFAWunifor  
 @ffawunifor



**FFAW | UNIFOR**  
Fish, Food & Allied Workers

# IRO COLLECTIVE BARGAINING UPDATE

Greg Pretty, Industrial, Retail, Offshore Director & Jóhan Joensen, Staff Representative – Industrial/Retail/Offshore

- Greg Pretty, Industrial, Retail, Offshore Director & Jóhan Joensen, Staff Representative – Industrial/Retail/Offshore

IRO Staff and our bargaining committees have had an unusually heavy negotiation schedule to date. Despite ongoing COVID-19 restrictions, including travel bans, shutdowns, and the elimination of in-person meetings, our committees completed 12 collective agreements.

We thank our local committees for their



Since January 1, 2021, new Collective Agreements have been achieved for the below Bargaining Units:

Barry Group Inc.	Burgeo
Barry Group Inc.	Witless Bay
Beothic Fish	
CanCrew	Whiffen Head Tugs
Community Credit Union	Marystown
La Scie Offloading	
Labrador Shrimp Company	
OCI	Fortune
OCI	South Dildo, Port aux Choix, Triton
Pennecon Maintenance Services	
<b>St. Anthony Seafood</b>	

dedication, patience, and perseverance in dealing with the nuances of Zoom bargaining and the problem-solving during ratification meetings to secure the vote.

In addition to the table, the Barry Group Salmon Processing Plant in Harbour Breton is currently in bargaining, and Grand Bank Seafoods will have a late Summer start. At the time of writing, there are tentative agreements for Steelfab Industries Limited, CanShip-Umiak1, OCI – Newfoundland Lynx, which are out with the bargaining unit members for balloting. There are two further bargaining units that are in Conciliation, OCI – Ocean Breaker and Provincial Ready Mix. By the time you have this magazine in your hands, we would have worked to grow this list with another 5 ratified/renewed Collective Agreements.

It is worth noting major wins for women in the agreement with Pennecon Maintenance Services, which ensured there is a top-up of weekly EI Benefits to 80% of the employee’s normal weekly earnings for 4 weeks of pregnancy leave. Further, employer to pay 100% of group benefits for the period of the leave.

If you know a workplace that would be interested in unionizing, feel free to reach out to any of our IRO Staff Representatives to see how FFAW-Unifor can assist you.



# SHOP STEWARD TRAINING SESSION

ICEWATER SEAFOODS IN ARNOLD'S COVE

Allan Moulton , Offshore Staff Representative

Shop Steward Training with the FFAW-Unifor Committee and Shop Stewards at Icewater Seafoods in Arnold's Cove took place Tuesday May 18th, 2021. Greg Pretty, IRO Director, brought greetings at the launch of training, and Allan Moulton, FFAW-Unifor IRO Staff Representative, facilitated training for the group. All 9 participants were enthusiastic and eager to participate in the course, and provided great feedback on the training. Congratulations to all participants: Newly elected Chairperson, Brenda King; Committee Members Cynthia Lockyer, Judy Hynes, James Smith; and Shop Stewards Florence Barrett, Valerie Hickey, Clouston Deering, Matthew Brace, Mike Cadieux.



# RARE CATCHES



## 5LB SNOW CRAB

Offloaded from the Conception run by amber clarke on may 18



Caught by Kevin Hynes from St. Bernard's April 20



Caught in Garnish By Santana May 7th



## BLUE CRAB

Caught offshore pictured with Matty Tobin, sent by Shane Tobin May 24



Caught by Bernard Barter and Kevin Barnes April 30 in 13B - Sent by Kayla Barry



Joanne Valerie Stride sent in May 26 caught today in New Bay, Notre Dame Bay

Caught by Delores Penney May 15 in Area 3C, Green Bay



## LARGE SNOW CRAB

caught by Brian Careen Jr in 3PS





# RARE CATCHES (CONTINUED)

Rare albino lobster Caught by Victor Sheppard May 3rd. Caught off Little Port, NL - submitted by Peggy Sheppard



Pale Lobster caught by Jamie Payne of Cow Head June 1



## WHITE SNOW CRAB

Caught in Portugal Cove Conception Bay April 29th by Sharon Hammond



Caught by Bernard Barter and Kevin Barnes April 30 in 13B - Sent by Kayla Barry



Caught by Lowell Brake Area 14A May 12th sent in by April Lynn Crocker

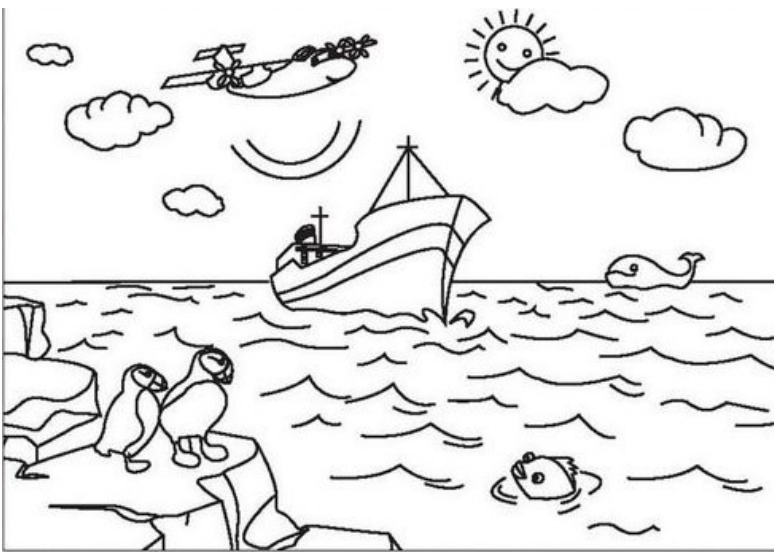
Caught by Delores Penney May 15 in Area 3C, Green Bay



# KID'S SECTION

## HIGHLIGHTING THE PFHCB FOR CERTIFICATION AT 16

### SPOT THE DIFFERENCE:



# WORD SCRAMBLE

- NTLCEEOI \_\_\_\_\_
- USRIATTYE \_\_\_\_\_
- SNOW RBCA \_\_\_\_\_
- EBTLRSO \_\_\_\_\_
- IEIMSCS \_\_\_\_\_
- LUBE COEYOMN \_\_\_\_\_
- NAAGRIGNIB \_\_\_\_\_
- GSNDHUIFOR \_\_\_\_\_
- EINLOLGN \_\_\_\_\_
- UADILRINST \_\_\_\_\_
- RINMAE \_\_\_\_\_
- TRMPUARETEE \_\_\_\_\_
- NCSTEIOMMUI \_\_\_\_\_
- LNPEA \_\_\_\_\_
- SODEFAO \_\_\_\_\_
- FHROEOFS \_\_\_\_\_
- AICLMTE \_\_\_\_\_

# 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](mailto: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

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

## Northern Peninsula

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

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

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

## West and South Coast

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

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

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

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

## Central/North East Coast

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

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

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

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

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

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

## Burin Peninsula

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

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

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

## Bonavista Peninsula

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

## Avalon Peninsula

Dwan Street  
FFAW Inshore Staff Representative  
709-770-1343  
dstreet@ffaw.net

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

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

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

Sharon Walsh  
709-769-8177  
swalsh@ffaw.ca

Alyse Stuart  
FFAW Women's Coordinator  
709-576-7276, 506-461-8540  
astuart@ffaw.ca

# FFAW | UNIFOR

## STAFF REPRESENTATIVES



**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 Inshore to North Head



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



**GREG PRETTY**  
*Industrial/Retail/Deepsea Director*



**ALLAN MOULTON**  
*Service Representative*  
Industrial/Retail/Offshore



**JAMES FARRELL**  
*Staff Representative*  
Industrial/Retail/Offshore



**JÓHAN JOENSEN**  
*Staff Representative*  
Industrial/Retail/Offshore

# ELECTED LEADERSHIP



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

FFAW-Unifor is overseen by the 16 member Executive Board, which is elected every 3 years. Below the Executive Board, there are two councils; the Inshore Council and the Industrial/ Retail/Offshore Council. These councils are also elected every 3 years. Each Council has numerous committees. The next elections will take place in 2021.

Keith Sullivan	PRESIDENT
Robert Keenan	SECRETARY-TREASURER
Tony Doyle	INSHORE VICE-PRESIDENT
Doretta Strickland	INDUSTRIAL VICE-PRESIDENT
Loomis Way	INSHORE NORTHERN PENINSULA/LABRADOR
Nelson Bussey	INSHORE AVALON PENINSULA
Kevin Hardy	INSHORE WEST AND SOUTHWEST COASTS
Glen Newbury	INSHORE NORTHEAST COAST
Mike Noonan	INSHORE CREW MEMBER
Joan Doucette	INSHORE WOMEN'S POSITION
Nancy Fillier	INDUSTRIAL NORTHERN PENINSULA & LABRADOR
Sheila Howell	INDUSTRIAL NORTHEAST COAST
Joey Warford	INDUSTRIAL NON-FISHING
Charles Baker	INDUSTRIAL SOUTH AND SOUTHWEST COAST
Warren Broderick	INDUSTRIAL AT SEA
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	Melvin Lockyer	ICEWATER
Karen Caines	EXEC BOARD	Peter Winsor	BEOTHIC
Warren Broderick	EXEC BOARD	Ruby Sheppard	FRC
Barry Randell	OCI BONAVISTA	Trudy Byrne	ST. ANTHONY SEAFOODS
Betty Brett	FOGO ISLAND CO-OP	Vicki Morris	LAB. SHRIMP CO. PROCESSORS
Candace Francis	OCI PORT AUX CHOIX		
Keith Sheppard	PENNECON		
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	WOMEN'S POSITION
Dan Baker	ST. BERNARDS TO MACCALLUM	Shelly White	WOMEN'S POSITION
Vacant	FRANCOIS TO CODROY	Loretta Kelly	WOMEN'S POSITION
Darren Boland	HIGHLANDS TO COX'S COVE	Nancy Bowers	MEMBER AT LARGE
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



## MARINE SERVICE CENTER LOCATIONS

### Fermeuse, NL

- 150 Ton Capacity
- Up to 30 ft wide

### Harbour Breton, NL

- 50 Ton Capacity
- Up to 20 ft wide

## CALL US TODAY!

### Noel Dunne (Fermeuse)

Office: (709)363-2737

Cell: (709)363-7999

Email: fermeuse@360marine.ca

### Carl Griffin (Harbour Breton)

Office: (709)885-2141

Cell: (709)885-5076

Email: harbourbreton@360marine.ca



## SERVICES

✓ Mechanical & Electrical Repairs

✓ Vessel Maintenance & Repairs

✓ Steel & Aluminum Fabrication

✓ Marine & Fishing Supplies

✓ Dockside Repairs

✓ Dry Dock Vessels

✓ Vessel Painting

✓ Vessel Storage

✓ Fiberglassing

✓ Carpentry

# OCEAN MARINE MARKETING INC.

Vessel Brokerage  
Fishing Enterprise Brokerage  
Marine Product Sourcing (New & Used)

We have Fishing Enterprises for sale  
in Fishing Areas 2J, 3K, 3L, 3Ps 3PN, & 4R  
(With & without vessels)

**Christopher Ash, President**

Office: 709.737.2182 | Cell: 709.330.2182

[ash@northatlanticmarine.com](mailto:ash@northatlanticmarine.com)

Suite 801, TD Place, 140 Water Street  
St. John's, NL A1C 6H6

