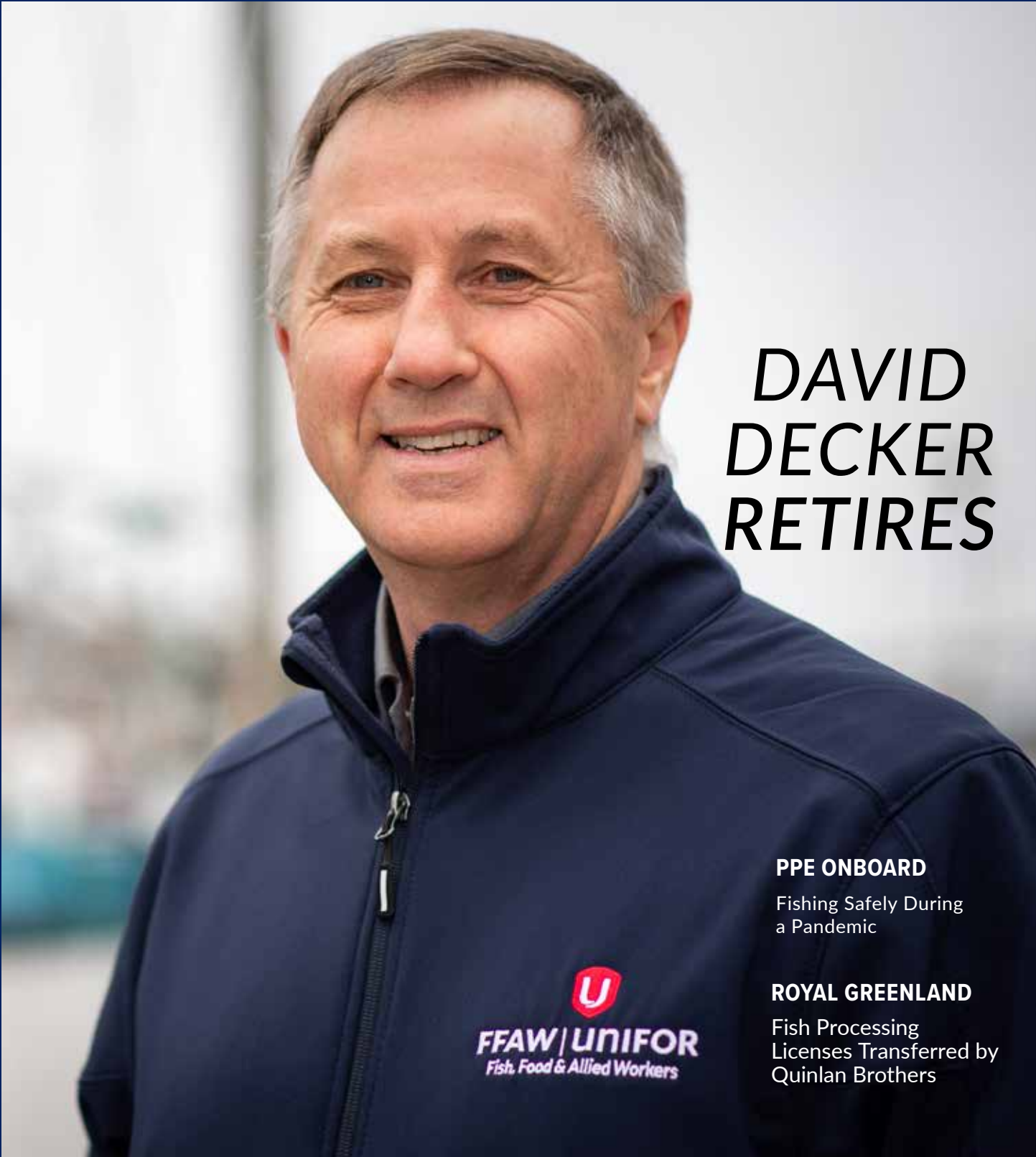


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THE UNION FORUM

FALL/WINTER 2021 ISSUE



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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.

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A MESSAGE FROM THE PRESIDENT



Keith Sullivan, President

2020 has been a disastrous year on many levels. Many of our friends, families, as well as entire communities and industries, have struggled to navigate this global pandemic. As we draw near the end of this year and prepare for another to begin, many of those challenges remain, but opportunities also exist.

On October 22nd, Premier Furey announced details relating to the Economic Recovery Task Team, with Dame Moya Greene named as Chair. The immediate concern was that the team members, while accomplished, came primarily from the corporate world and possess minimal experience with workers, especially those from rural Newfoundland and Labrador. Though the team is filled, FFAW-Unifor is determined to have the voices of our members heard by the this committee and the government.

We know that building a more sustainable economy in Newfoundland and Labrador must include diversifying and should be focused on the strengths in our communities that have led us through the most uncertain waters. Marine industries can thrive in our province and beyond as we have exceptional talent, experience, and resources in all our marine sectors.

The fishery in Newfoundland and Labrador has been the most valuable industry in our province for centuries and for most communities, the single most important industry. So, why is there such little focus on increasing the value and protecting the fishery for Newfoundlanders and Labradorians? As the largest private sector union in the province, we must all hold our governments accountable in protecting the inshore fishery.

There is a new buzzword circulating on the federal scene coined: The Blue Economy.

The speech from the throne asserted the government will “look at continuing to grow Canada’s ocean economy to create opportunities for fishers and coastal communities” and remarked that investing in the Blue Economy will help Canada prosper.

According to the World Bank, the blue economy is the “sustainable use of ocean resources for economic growth, improved livelihoods, and jobs while preserving the health of ocean ecosystem.” Furthermore, in a recent meeting we had with federal Minister of Fisheries and Oceans, Bernadette Jordan, she stated that the development of the Blue Economy must start with fish harvesters and coastal communities.

This all sounds great, but what this actually means to our current government is still not clear. If Minister Jordan is sincere, then the actions of the Trudeau government must reinforce recent changes made to the Fisheries Act that uphold owner/operator fleet operation and keep the value of the inshore fishery in communities –not corporations.

This year we are expecting to have regulations for the recently enshrined Fisheries Act that has a primary consideration to legislate the preservation or promotion, of the independence of license holders in commercial inshore fisheries. The two most important policies that will soon come into law are the **fleet separation and owner operator policies**:

The fleet separation policy, prohibits fish processors

and other corporate interests from owning or controlling inshore fishing licenses.

The owner-operator policy, requires license holders to be eligible local inshore fish harvesters and operate their enterprise.

The former Fisheries Minister, Dominic Leblanc, noted that “Owner-Operator, Fleet Separation ... exist to ensure that inshore and midshore harvesters remain independent, and that the benefits of inshore and midshore fishing licenses flow to the fish harvesters who hold them and to the coastal communities that depend on the resource. These policies are helping to generate stable and long-term economic prosperity in Atlantic Canada and they’re helping the middle class thrive.”

This recognition was a good start, but actions can speak louder than words. Actions should promote inshore fish harvesters, fish processing work, and good jobs in our communities. Actions must include meaningful and concrete consultation that is given weight in all government and departmental decisions.

Despite knowing the value of these fisheries to our coastal economy, why is there so little action on promoting independent commercial inshore fisheries at the federal level beyond wide-sweeping promises that take years to enact?

The answer is invariably the same for all levels of government: corporate interests, with significant capital and power are able to aggressively lobby to influence the rules. This allows them to get more fish and as a result increase their wealth, even if this is not in the best interest of the people of our province. We only need to look to the recent Royal Greenland decision to understand who governments favour.

If both levels of governments are genuine in bolstering our economy and increasing the value of our growing wild fisheries there are concrete steps to take that do not require billions in investment – just sound decision making that prioritizes workers over owners.

FACTS AND FIGURES

THE GOOD NEWS

First, the facts tell us that the fishery has grown in value and 2015 – 2019, and that these years have been the most valuable in our province’s history.

Even in 2020, it offered stability to our coastal economy that was ravaged due to minimal opportunities in major sectors like tourism due to the pandemic.

The demand for high quality wild seafood is growing and our fish is harvested and processed by the most skilled professional fish harvesters and plant workers in the world.

There will soon be a regulation supporting the new Fisheries Act confirming that corporations, especially fish processing companies, can not own inshore fishing licenses.

Despite these laws relating to owner/operator and fleet separation being federal legislation, the impact will protect the value of our adjacent fish resources for our people and province because local harvesters, workers, and local communities

THE BAD NEWS

Corporate offshore fishing licenses and quotas can be sold outside of our province, even to companies with head offices outside of Canada, which severs any connection between our people to adjacent resources. Furthermore, offshore companies are increasingly shipping fish to foreign countries unprocessed, thereby devaluing it for Newfoundlanders and Labradorians.

Fish processing companies are the biggest culprits for rule breaking and taking the value of fish out the hands of independent owner operator harvesters, which is too often young people and women trying to enter the industry.

WHAT WE CAN DO

- Promotion of resource access for inshore owner-operators is the most valuable action to our people, communities, and provincial economy. Our provincial government must support resources going to these owner-operator fleets. There are new opportunities in species like redfish that provincial government must demand go to adjacent inshore harvesters and be used to create good jobs on our shores.
- Provincial government has the jurisdiction to decide the conditions of licensing for those companies who seek the privilege of fish processing in Newfoundland and Labrador. They must make it a condition of licensing for the company to commit to not benefiting from inshore fishing licenses that they have in their control; basically, support fleet separation rules as mandated by the Fisheries Act.
- The processing sector in this province has concentrated to a point where we have just three companies with extreme control over the market with the ability to force lockouts and depress prices against fish harvesters. We have seen this in species such as cod, squid and shrimp in just the last two years.
- A focused effort must be made to ensure a competitive environment where fish is properly valued based on the most accurate industry information. There must be more transparency in the value of different product forms by species companies must abide by the integrity of collective bargaining.
- We need continued focus and support on necessary infrastructure for the delivery of quality product to market.
- Given our demographic realities, we must attract new people to our province for the jobs we have and will have in the years to come. Immigration and support for new entrants must receive more focus.

The fishery is complicated, but the path becomes clearer when goals are set and promises are met.

The path to revitalizing coastal communities requires leadership that we hope Dame Greene and her team will help our Premier and colleagues understand. Similarly, we need leadership and courage from our Federal Government to act on their own advice. As your Union, we will continue to hold governments accountable to protect the future of the inshore fishery and all of our members from coast to coast.



A MESSAGE FROM THE **SECRETARY- TREASURER**



David Decker, Secretary Treasurer

After over thirty years with FFAW-Unifor, I enter into my retirement with the calm satisfaction of knowing our Union is stronger than ever in our fight for progress and prosperity in our communities. The fishery continues to be the guiding force for building a vibrant, strong, and sustainable rural Newfoundland and Labrador.

Over the years, we've faced significant challenges with the cod Moratorium, changes in the ecosystem, corporate control of our public resource, and harmful decisions at the bargaining table. Through it all, we have remained focused and steadfast in our vision to protect the inshore fishery and work every day in the best interest of our families and our collective advancement.

I know these challenges are not over. Behind every hard-fought victory we still find more work to be done. Our ecosystem is changing, and as a result our economy and livelihoods are being forced to adapt. We must be the ones to guide these changes and sit at every table where the future of the fishery is discussed. From the decline of shellfish in our ocean, to the reduction of valuable stocks, to an ongoing global pandemic—there are serious and significant issues for this membership. Each barrier that finds its way to our doorstep must be faced together with new ideas, new approaches, and considerable strategic strength to actualize our long-term goals.

This is why I am excited to see such talent, commitment, compassion, experience, and dedication in our staff at FFAW-Unifor. We have a team that worked throughout the uncertainties of the pandemic to ensure the membership was supported. The FFAW-Science team is on the cutting edge of fishery developments, including the bright future for redfish in the Gulf of the St. Lawrence. Our labour experts are fighting for more employment benefits, for workers facing difficulties on the job, for members trying to navigate the workers compensation process, and for those

bargaining contracts in employer-centered systems. We advocate and lobby all levels of government with clear resolve to protect the owner/operator fleet, challenge unfounded decisions from DFO, and ensure all our members voices are heard around the tables of government. We are here for you.

However, we know nothing is ever given, we must all fight for the future we want to see in this province. If you are working in the fishery or in the industrial-retail-offshore sector, there are no easy answers to the complex issues facing workers. That is why we must be stronger than ever as a Union.

It has been thirty years since I started with FFAW, and in that time I have seen firsthand what our membership is capable of when we recognize the power we have in unity. When we demand in one voice for change, that echo is heard from coast to coast. It is too easy to cast blame and listen to those who would rather see individual gain over community growth, but quite frankly, we never take the easy way.

That is why in the years and decades to come, one thing that must remain constant in a sea of uncertainty is our unwavering belief in this Union and our understanding that it has been built one win at a time by those members who came before us, and must last for those who come after us.

It has been an honour to serve this Union. Wherever I am and whatever I am doing, I will always be fighting for the fishery and coastal communities we all call home.

A MESSAGE FROM THE INDUSTRIAL DIRECTOR



Greg Pretty, Industrial Director

In the early days of the pandemic, food workers were deemed by federal and provincial governments to possess certain elements of being essential workers.

Ultimately, those engaged and participating in food services by way of production, transportation, and were said to possess the quality and scope of work required to be essential workers. Thus, the significant and risky task of keeping the Nation's food chain moving in the frightful face of a global pandemic was elevated.

At a time when COVID-19 severely curtailed, our members working in processing plants across the province were told to go to work as essential and to trust the government that they would be protected with both physical PPE and economic incentives.

Leaving the safety of their homes, stressed and terrified by daily COVID-19 reports, they bumped and crashed, shoulder to shoulder with up to 150 co-workers, for as many as 70 straight days. Many were not able to see parents or relatives for months at a time, finding the small moments in between shifts to look after their family. Those with vulnerable family members dropped off food and supplies at their doors, heartbreakingly waving at them through closed windows. Such were the risks and sacrifices of our essential workers.

Then the news from both provincial and federal governments about support for businesses. Large amounts of funding were announced for employer

wage subsidies, larger amounts for employer infrastructure including new freezers, personal safety equipment, and rent relief for vertically integrated companies. There were also announcements surrounding loans, forgivable loans, and grants for businesses.

As for essential workers, there were only scant messages from politicians alluding to essential worker pay. There were assurances that the money was coming for essential workers and that patience was needed to figure out the details. Finally, after weeks of angst and torment, the announcement came. Devastatingly, the full scope of the promised essential worker pay for the vast majority of essential plant workers did not actualize. The Essential Worker Support Program included a convoluted set of qualifying rules for pay that excluded the very workers that they had promised to reward.

Across the Province, plant workers were outraged by the callousness of the decision. One member from the Burin Peninsula noted "the same crowd will be in the plants and on doorsteps soon enough looking for votes."

We are all getting used to COVID's new normal. Food facilities, as we have witnessed, are high risk and categorized as essential for reasons of national interest. Going forward, the federal agencies with the mandate to designate essential workers should ensure that, once deemed essential, workers share in federal and provincial funding entitled for essential workers.

Now for the good news - Bargaining begins for the largest NL crab plants early in the New Year and there's an upcoming Provincial Election. Essential workers will not wait, and they are not forgetting who followed through on promises, and those who remained silent.



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ELECTION

OF THE SECRETARY-TREASURER

On September 23, 2020 the FFAW-Unifor's Executive Board were advised that Secretary-Treasurer David Decker would be stepping down from his position and retiring.

As per Article VII, Sections 1 - 12 of the FFAW Constitution, the vacancy of the Secretary-Treasurer triggered a number of actions, namely:

- That the election to fill the vacancy to be conducted within 30 days of the close of the nomination period;
- That the election take the form of a secret ballot vote of the members of the Executive Board, the Inshore Council and the Industrial/Retail/Offshore Council;
- A special joint meeting of the Executive Board and Councils would be convened for the purpose of conducting the vote.

On October 2nd, nomination papers were sent to all FFAW members in good standing with a nomination period of October 9th to October 22nd. At the deadline only one nomination was received. The Election Committee Chairperson reviewed the nomination papers and deemed them to be in good order and declared **Robert Keenan as the new FFAW-Unifor Secretary-Treasurer.**

ROBERT KEENAN

Hello fellow members. I've been asked by our new Editor of the Union Forum to provide a brief biography of myself so that people can place a face and facts to the new Secretary-Treasurer. However, before I offer insights on my background and experience, I want to deliver a message of my own.

This is your Union. I work for you. It is my job to ensure that as a Union, our members are more prosperous and secure as we move forward in a positive way on prices, wages, and working conditions. We are a province endowed with great natural resources and those resources need to be employed to build wealth at home with people and communities and not in boardrooms catering to far away shareholders.

I come from very modest means as one of five children. My mom is from a very large inshore fishing



Robert Keenan, Incoming Secretary-Treasurer

family in Conception Bay North and my dad was raised by a single mother in Northern Ireland and moved to Fogo Island in 1964 then met my Mom in Labrador.

My personal moto is hard work. It is this resolve that has pushed me through my honours degree at Memorial and my Law Degree at the University of New Brunswick. Then, as I left to practice criminal and family law in Saint John, NB and Fort McMurray AB, it was the commitment to my work that kept me going, despite encountering the best and worst of humanity.

In 2008, after the sudden passing of my father, I moved back to Newfoundland and Labrador. The next year I started working in municipal development, trying to help our small towns find a pathway to real sustainability. It was here that I first recognized the prominence of the inshore fishery as a way to revitalize our communities.

In 2014, I applied for a vacant petition with FFAW and after two interviews with Keith, Dave, and Earle I was offered the position. In my six years at the Union I've worked primarily in fish price collective bargaining, where the Union has been very successful in recent years. Working primarily with Keith, the Union's negotiated prices have produced six of the highest value years ever in the inshore fishery despite a steady decline in landings. We cannot take credit for all of that – the market certainly helped – but we have been far more successful in having our price positions win the day in collective bargaining.

I look forward to meeting as many of you as possible in the coming months, COVID-dependent. We have much important work to do as a Union. However, the membership can be confident in knowing we have a strong team assembled to work on your behalf.

DONATION TO **CARA HOUSE**

Workers at Beothic Fish Processors stepped up and collected weekly against their coworkers and were able to donate \$2,060 in Gift Cards to the local Women's shelter, Cara House, in Gander. Gift cards made the most sense with COVID-19 precautions, as they are easy to store and empower the women who need them most. They recently presented the cards to AnnMarie Connors, Executive Director, and look forward to continuing support of the Cara House's work in the community.



DAVID DECKER

Retires



David Decker grew up in Ship Cove, on the tip of the Northern Peninsula, where he fished with his dad, Raymond. After high school, like many young people growing up in rural Newfoundland, he had a yearning to travel and broaden his horizons. While most were extending their horizons to places like St. John's or Corner Brook, Dave was travelling throughout Southeast Asia with Canada World Youth.

After returning from his world travels, Dave studied accounting in college and took a job at an office in St. John's, but longed to be back in Ship Cove where he could spend his days helping his father on the water and the shore. It came as no surprise that within a year he was back home and starting a fishing enterprise which would eventually take him to the coast of Labrador.

With his feet firmly planted in the fishery, he started

attending Union meetings in his area, armed with a firm grasp on the challenges facing his fellow fishermen. David never left a room without letting everyone know what his concerns were and his vision for addressing these problems. His commitment and dedication to protecting the inshore fishery was noticed by Father Des who asked Dave to attend a three-week safety training course, called Lifeline. Dave quickly showed promise, and within a year he was asked to take a position with the Union as a Staff Representative in Corner Brook.

One of David's greatest strengths was a focus on long-term planning and conservation initiatives that centered on harvester's knowledge. For example, David led the introduction of "v-notching" in the lobster fishery, which is considered to be one of the most important conservation efforts in the lobster fishery.



Overall, David is likely the greatest champions of fish harvester-led science in the history of the inshore fishery in Canada. He established an entire section of the Union devoted to science which oversees critical projects, such as the snow crab survey, cod sentinel, and the lobster science project.

In 2003, David moved to St. John's to take on the position of Inshore Director, though he soon moved to the Secretary-Treasurer position with the departure of Reg Anstey. He inherited an organization that was in transition, and not yet recovered from the challenges of the Moratorium

Using inventive and creative arrangements, he found a way to increase our coffers while offering more service to our members. He hired new staff and got the Union more involved in science projects to give harvesters greater input into the decisions that were being made about their industry. He worked with the oil companies and put Fishery Liaison Officers on seismic vessels to protect fishing gear from damage and protect the important post-season crab season. He was the driving force in the formation of the Groundfish Industry Development Council, which is a partnership between the Union, some fish companies and both levels of government to help redevelop the cod fish industry in this province.

During his 17-year tenure as Secretary-Treasurer, David used his distinct communication abilities and passion for the inshore fishery to reimagine how our Union can learn from the past to secure the future. His focus was on the owner-operator, as that was the link between that brought the wealth of the ocean to the people of the province. On this belief he never wavered, and he fought tirelessly with incredible conviction to secure owner-operator for future generations.

For the last 30 years, David Decker has achieved the rare distinction of being both a guiding and transformative force for this Union. He will go down in Union history as a dreamer who always thought outside of the box and fought relentlessly to protect and promote our membership. As Dave says, in the end it must always be about the people in our communities.

“

David Decker achieved the rare distinction of being both a guiding and transformative force for this Union. He will go down in Union history as a dreamer who always thought outside of the box and fought relentlessly to protect and promote our membership.

On behalf of our membership we wish David and Jackie, Michael, Danielle, Jessica and his grandchildren all the best in their new chapter.

”



PRAWN FORUM

Johan Joensen, Industry Liaison

The 2020 International Coldwater Prawn Forum – Industry Meeting – took place virtually on November 19th. At this meeting representatives primarily from the United States, Canada, Greenland, Iceland, Norway, Denmark, and the United Kingdom participated in industry discussions.

Participating in these meetings gave us an opportunity to engage with industry from the other jurisdictions supplying coldwater prawns to the international market. Despite declines in landings, Newfoundland and Labrador continues to be a major supplier of product to the market

Part of the meeting focused on the global supply and the challenges faced in the market. The United Kingdom remains the primary market for cooked and peeled coldwater prawns. The industry overall

recognizes that the one uncertainty facing everyone equally is the entire Brexit process. The manner in which the United Kingdom is withdrawing from the European Union will likely affect the market, though whether in a positive or negative sense is still unclear.

Other concerns involve recent increased Russian activity in the shrimp fishery and ongoing market challenges related to COVID-19. This year was a difficult for the coldwater shrimp fishery across the globe. We are hopeful that there will be some improvements in 2021.

In 2021 the International Coldwater Prawn Forum – Open Meeting – is being planned to take place in Tromsø, Norway on November 18th; pending circumstances surrounding the global pandemic.



OUR LONG-TERM SCIENCE TECHNICIANS



EARLE POOLE

NAFO DIVISION 2J

Labrador, NL

For the last three years Earl Poole has been employed as FFAW's lead field technician in Labrador

Earl brings a wealth of experience to his role as science technician. For approximately 20 years he fished alongside family during the commercial cod fishery and the commercial snow crab fishery in Labrador

When asked why he wanted to work as the FFAW science field technician he said, "I have always been in love with the ocean, I love being on a boat, whether it is a small boat or large boat, it does not matter". Earl says he is interested in seeing what is "happening in the fishery". Since he started with field technician, he has noticed changes in what he is seeing on the water compared to when he first started. He noted, "the science is really important to our fisheries, especially the crab, and not to let it go the way the cod went". In NAFO Division 2J, Earl is deployed as the FFAW observer/field technician for the Industry Snow Crab Survey, technician for the 2J sentinel sites, involved with the Cod Quality Program and currently in training to conduct 2J cod tagging.

Earl Poole grew up in what was known as Fox Harbour and is now known as St. Lewis. Earl and his family live in St. Lewis, where his family has been for generations.



KEISHA CAINES

NAFO DIVISION 4R

Northern Peninsula, NL

In 2007, Keisha Caines started with FFAW-Unifor as FFAW field technician on the great Northern Peninsula - 4R. After spending time in Corner Brook enrolled in the Fish and Wildlife sampling program in 2004, Keisha soon after joined the FFAW science team.

Thirteen years later and Keisha still enjoys her job as a FFAW science technician; projects she is deployed on have grown over the years to include: at sea sampling on the Lobster Science Project, Deployment for the Snow Crab Survey, 4R Acoustic Cod Tagging Program, as well as the Cod Quality Project. Her deployments have taken her to conduct surveys in 4R, 3Pn, and 3K.

When asked what she loves most about her work, Keisha says she "loves being on the water, meeting new people, new experiences, and just being on the go".

"Seeing what is new from year to year, seeing the changes from year to year. I have seen a lot of changes over the years", says Keisha.

Asked what is hardest about her work, she said "sometimes it can get pretty rough at sea".

Keisha fished alongside her father for a couple of years, fishing for Lobster and Cod. She grew up in Daniels Harbour, where she currently lives.

UPDATE: COD QUALITY

Ian Ivany, Staff Representative

“QUALITY MATTERS.”

A simple statement, but a universal truth no matter the product. However, ensuring quality is not always an easy task, especially with the highly perishable nature of most fishery products. Now nearing the end of its sixth year, FFAW's Cod Quality Program was developed to address these quality challenges, and aid Newfoundland and Labrador in transitioning from a fishery that was historically one of quantity to quality. With Grade A cod selling at double the price of Grade B in recent years, there exists a massive opportunity to improve upon the livelihoods of individual harvesters and the health of the industry as a whole.

2020

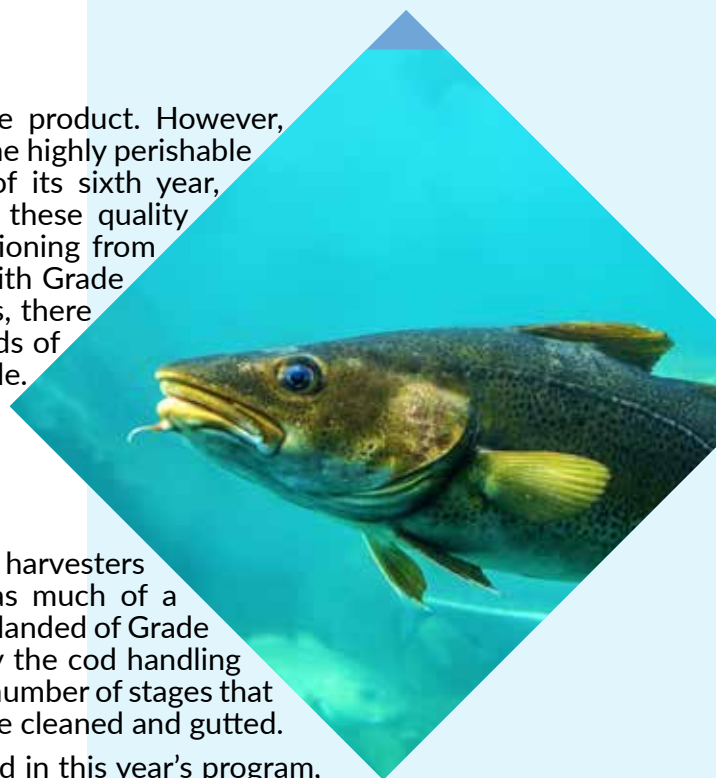
This year has been challenging for all, but it is a credit to the harvesters involved that the 2020 Cod Quality Program has been as much of a success as previous years, with close to 90% of total volume landed of Grade A quality. This high quality has been driven in large part by the cod handling protocols implemented by FFAW. These protocols govern a number of stages that occur during the handling process, including how the fish are cleaned and gutted.

Also of note, is that to date, 50 harvesters have participated in this year's program, an increase of more than 10% of the number of participants from last year. Despite the uncertainty as a result of COVID, cod quality participants have made 500 trips this year landing almost 400,000 lbs of cod.

DATA COLLECTION

Data collection is a critical component of this program, and this data is intended to evaluate the effect of numerous variables on cod quality, as well as explore any issues that arise in the chain of custody during harvest (i.e. from the time a gear is set up until the moment the cod is graded). Data is collected on a wide range of factors, including: temperature of fish; water and air; soak time; season; depth; gear type, among many others. Given that this is the 6th year of the program, we now have data from thousands of landings since 2014.

One interesting wrinkle in this collection process began in 2019, with the introduction of temperature measuring data loggers. These small devices are able to measure water temperature at various time intervals ranging from once every second to more than 18 hours. The loggers are first tied to gear as it is being set, and later can measure the temperature of the water surrounding the fish from the handling process through storage and then transportation. At even 5-minute intervals, this can potentially mean thousands of data points for a single landing. Given that 150 loggers were deployed this year, this is a massive amount of information that in the future could be critical in determining the impact of temperature on cod quality.



PANDEMIC SAFETY: PPE ONBOARD

April Wiseman and Brenda Greenslade

To say that 2020 has been a challenging year is an understatement. A global pandemic, political unrest, social hardship and economic misfortunes have taken this province and the country by storm.

The FFAW and the NL-FHSA have been working together to gain an understanding of COVID-19 and its potential impact on the fish harvesting industry in this province. We have been bringing awareness, implementing safety measures, working with transport Canada, advising occupational health and safety committees, and seeking guidance from the chief medical officer. All of these actions were done in consultation with our members to ensure safety is the priority in uncertain times.

Personal protective equipment (PPE) is the most important gear to bring aboard any vessel or in any physical demanding workplace. It is the intention

that harvesters will apply what they can to ensure the safest work environment possible for themselves and their fellow crew members. Flotation devices, hard hats, steel-toed boots, hearing protection, proper gloves, eye protection and now PPE- are all critical to commercial fishing.

The NL-FHSA and the FFAW developed the Communicable Disease Briefing COVID-19 Safe Work Practice within using the most-up-to-date public health information available on COVID-19 and is subject to change as new information on COVID-19 becomes available. It is presented as a guideline for fish harvesters to use to prevent any injuries and spread of COVID-19 on their vessel and amongst their crew. To view all recommendations please visit the FFAW website under the heading COVID-19.

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FFAW | UNIFOR MEMBERS' **LOST GEAR PROJECT**

Dwan Street, Inshore Staff Representative

In 2019, the Federal Government launched the Sustainable Fisheries Solutions & Retrieval Support Contribution Program, or Ghost Gear Fund. The fund is a two-year program and is currently funding twenty-six projects across Canada that aim to retrieve abandoned, lost, and discarded fishing gear from our environment.

Recent studies indicate that ghost fishing gear may make up 46-70% of all macro-plastics in the ocean by weight.

All projects funded must fall under one of four pillars:

- Ghost gear retrieval
- Responsible disposal
- Acquisition and piloting of available technology
- International leadership



FFAW's initiative is a two-year project, with this first year focused in 4R (Bay St. George) and 3Ps (Placentia Bay and Fortune Bay). In 2021, year two, the project will move to 2J3KL with retrievals in each of the three areas.

The gear used in retrieval has been modeled after the drag developed by the Fundy North Fishermen's Association. Fundy North have been retrieving derelict gear since 2008. The gear consists of a bar equipped with 5 grapnels for dragging – a complex piece of equipment graciously fabricated by our FFAW-Unifor members at Steelfab Industries.

A second vessel has been equipped with a sidescan sonar operated by our colleague, Kirk Regular, at the Marine Institute. The sonar vessel scans the bottom for potential targets that the vessel will make an attempt to retrieve. These targets are coupled with locations given by harvesters in the area who were interviewed for their expertise.

In September, the project kicked off in Bay St. George, with deployments happening from Little Port Harmon over the course of five days. Harvesters indicated that the location was relatively clean, and a large amount of retrieved gear was not expected.. Over the course of the week, we did retrieve one lobster pot some buoys, rope, a tire, metal from an old plane crash,

and were able to release ten lobsters back into the marine environment

The project then moved to Jerseyside, Placentia Bay. We retrieved ropes, buoys, and a significant length of derelict cable. It became clear, quite early, that debris in the Bay made dragging problematic. We discovered abandoned cables, vehicles, drums, pipes, and various other remnants of the American base presence in Argentina, indicating that a large cleanup of the Bay would be beneficial for ensuring the health and cleanliness of the marine environment in Placentia Bay.

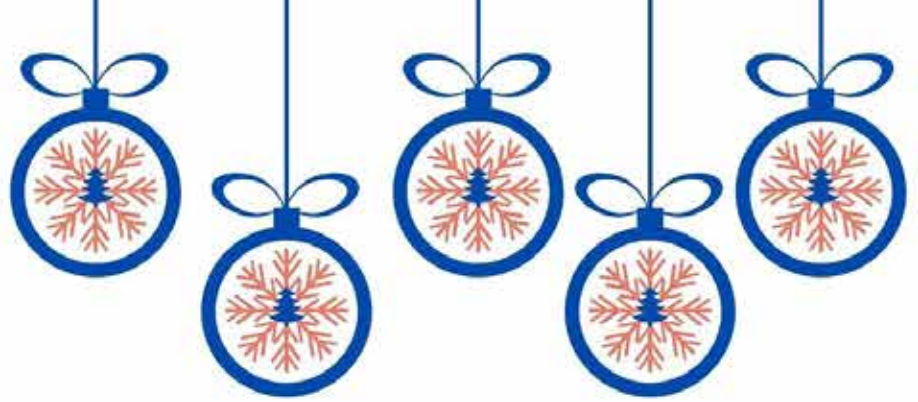
At the time of writing, we are planning to complete the final phase of 2020 in Fortune Bay, deploying from Harbour Breton. The project will target areas such as Pass Island that have long been identified by harvesters as areas with lost gear.

We thank everyone who has worked hard to ensure the success of this important project and we look forward to moving into the next phases.



LOST GEAR PROJECT CONTINUED





**Wishing You &
Your Family A
Merry Christmas
& Happy New
Year**



FFAW | UNIFOR
Fish, Food & Allied Workers

WORKPLACE NL STAT REVIEW

Alyse Stuart, Campaigns & Government Relations Coordinator

Representatives from FFAW-Unifor presented to the Worker's Compensation Statutory Review Committee with recommendations to support our membership.

Workers in fish processing continue to have a high occurrence of lost time and injury claims, with the incident rate of soft tissue injuries and lost time from work consistently higher than the provincial average. In addition to high rates of soft-tissue injuries, hearing loss and head injuries, shellfish processing plant workers also face safety concerns from carbon monoxide leaks, fires, and ammonia gas exposure. Many plant workers, particularly women, suffer workplace-related chronic health concerns such as shellfish asthma, which are unique to the processing industry.

To address these higher incident rates, we recommended that the Workplace Health, Safety and Compensation Act be amended to state that no injured worker can receive compensation pay that is less than the provincial minimum wage, and the Income Replacement Rate be increased. In order to offer more robust information about health and safety in this province, the commission must allocate

the maximum of its total investment to expand the research portfolio.

Additionally, FFAW-Unifor supported the recommendation made by the Newfoundland and Labrador Federation of Labour to increase transparency surrounding PRIME rebates and establishing more Worker Advisors throughout the province.

It is no secret that fish harvesters in this province are a part of one of the most dangerous professions in the world. Harvesters are working in a fast-paced, physically exhausting, isolating, unforgiving, and threatening environment. With the cooperation and insights from fish harvesters, these risk factors have been mitigated as adaptations continue to be made. In general, there has been a more concerted effort on safety. With the investment in safety gear by harvesters engagement with the Canadian Marine Advisory Council and, more recently, involvement with the NL Fish Harvester Safety Association (NLFHSA).

Given these gains, the current PRIME system for fish harvesting is working while other fundamental aspects of the system must be reformed for workers.

Help us understand trends in recruitment, training and retention of the workforce in the fisheries in Newfoundland. If you fish for a living, you may be able to participate in an online survey created by a research team from the Ocean Frontier Institute at Memorial University. In appreciation for your time, you may participate in the draw of one survival suit valued at \$680.



To participate go to: <https://www.ofigovernance.net/recruitment> or contact Maria Lopez at malopezgomez@mun.ca or 709-770-4375.

Participation in this study is entirely voluntary and is NOT a requirement of FFAW.



FFAW-Unifor is committed to helping our communities and have donated to the Kids Eat Smart program and our striking brothers and sisters at Unifor Local 597

CORPORATE CONCENTRATION

IN THE NEWFOUNDLAND AND LABRADOR FISHERY

Robert Keenan, Secretary Treasurer



Royal Greenland of Denmark will become one of the largest fish processing companies in

NL

In early October 2020, the Provincial Minister of Fisheries, Forestry and Aquaculture, Elvis Loveless approved the transfer of the fish processing licenses held by Quinlan Brothers to Royal Greenland, thus solidifying the largest fish processing company in Newfoundland and Labrador. It was a deal that should never have been allowed to happen and presents an existential threat to the owner-operator inshore fishery in this province.

In 2014, Royal Greenland had no presence in this province; a mere six years later and it is the largest processor. It is important to understand how this has happened, though there is nothing unique about Royal Greenland's methods. They simply served as the corporate wolf in sheep's clothing.

ROYAL GREENLAND'S RECORD IN THE INSHORE FISHERY IN 2020

- It pushed hard for harvesters to start fishing crab in this province while the pandemic was still a serious concern, thus putting the lives of thousands of people in this province at risk;
- It pushed to grant bigger vessels first access to the crab fishery and supported smaller vessels having to wait weeks before they could fish;
- It supported ASP's 1 cent offer for snow crab – the only offer ASP made during snow crab negotiations this year;
- It supported ASP's final offer price in negotiations of \$2.90 per pound, which was offered at both the original and reconsideration Price Setting Panel hearings;
- It pushed to reduce the price of turbot from \$1.80 to \$1.25 under the guise of COVID, though such a drop was not justified in the market;
- It was one of the key players in a month-long illegal lockout of shrimp harvesters;
- Once the lockout ended, it showed little interest in buying shrimp from NL harvesters, though it had no issue with buying perhaps 200 million pounds worth of shrimp from Greenlandic harvesters.

Prior to Royal Greenland, the best example of the corporate deception was when Wal-Mart arrived here in 1994 after taking over Woolco/Woolworths. The Wal-Mart strategy was simple – sell items for slightly less than the rest of the marketplace and pay employees slightly more. This attracts both consumers and workers to their store.

Fast forward 15 years and Wal-Mart stands largely

alone in the department store market in this province and has made strong gains in the grocery store sector. Meanwhile, the community/corner store has been decimated, leaving empty business buildings scattered across our landscape. In general, Wal-Mart prices are not the lowest as they face very little competition in this province. What once seemed like a slightly higher wage for workers at Wal-Mart has not kept up with inflation and is no longer a livable wage. Unsurprisingly, Wal-Mart has a long history of fighting against a higher minimum wage.

The same approach is being followed by Royal Greenland in this province. In 2016, when Royal Greenland was fully operational, it made waves with harvesters with extra payments for crab, lobster, and shrimp. There was talk that maybe Royal Greenland was what the inshore fishery needed to provide some added competition in the marketplace.

Now in 2020 that belief no longer exists. The purchase of Quinlan Brothers by Royal Greenland was announced in mid-March mere days before the province was locked down. Under the chaos of a global pandemic Royal Greenland sealed a deal to become the biggest processor in the province within the year. Any hope that Royal Greenland would be the force needed to improve the processing sector in this province disappeared with that deal and the actions they followed only further proved the danger of their corporate control.

All of this behaviour did nothing to change the Provincial Government positive view on the sale of Quinlan Brothers to Royal Greenland. Despite the lack of a comprehensive review process of the merger to consider the impact of foreign ownership on our fishery, or the fate of a large number of

We must let the province know that it is wrong and irresponsible to turn over a large segment of our processing capacity to a company whose allegiance is with a foreign country and not the people of Newfoundland and Labrador.

CORPORATE CONCENTRATION CONTINUED

controlling agreements held by Quinlan Brothers, the Minister signed off on the Royal Greenland deal.

Regardless of FFAW's position that the aspects of foreign ownership and controlling agreements must be debated in the House of Assembly, the Minister has done nothing. He has merely pledged to consult with stakeholders on these issues, long after the horse has left the barn. The Minister has also pledged to hold Royal Greenland's feet to the fire. We have little confidence in this pledge and we highly doubt that pressure on Royal Greenland feet will consist of questions on controlling agreements and conflicts of interest.

That is the issue we face, so what can we do? First, we have to understand that we need to have a long-term approach. There will be no quick fix. Second, it is unlikely that this deal will be undone. Our province's finances are in such a mess, that there is considerable focus on showing the world we are open for business. Rescinding business deals, no matter how bad they are for the province, soils this perspective.

Third, and most important, harvesters must view the provincial government as the real target of our collective frustration. After all, it is the province that allowed this deal to proceed and it is the province that paid no attention to the impact on fish harvesters.

We must let the province know that it is wrong and irresponsible to turn a blind eye to the actions of processing companies engaged in acquiring controlling agreements. The existence of these agreements is accepted fact; to turn a blind eye to their establishment is to give silent approval to agreements that are soon to be illegal.

We must let the province know that it is wrong and irresponsible to endanger fish harvesters collective bargaining rights in the face of corporate consolidation in fish processing. Harvesters need more market information that is fair and transparent. Never again should harvesters have to negotiate a species without accurate information, which is what occurred this year in the mackerel fishery.

As always, we will have to depend on our unity in addressing the challenges posed to us by an aggressive processing sector and an inattentive provincial government. This is our fight to win.



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LET'S TALK

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LET'S TALK

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UPDATE: COVID-19

Dwan Street, Inshore Staff Representative

The northern cod fishery improvement project is now in its fourth year. As we have successfully completed the milestone of the third-party assessment, completed by the late Eric Dunne in February 2020, we now move into addressing some of the outstanding roadblocks that have been looming against the possibility of MSC certification of the stock.

These indicators rest largely in the hands of DFO. The Northern Cod Working Group has, in the past, met regularly to address many of these issues. Leading up to winter 2020 we had been pushing for the working group to meet once again as the outstanding issues – such as a rebuilding plan, full suite of harvest control roles – had not received what we feel is the necessary attention.

FFAW submitted multiple requests for the work group to reconvene. Shortly after our last request we were surprised by the massive impacts of the COVID-19 pandemic, leaving uncertainty as to when and how the group would be able to meet and complete this very important work.

In this we were not alone. The folks at FisheryProgress.org, the database and assessment body for FIPs worldwide, sent a notice that reporting and deadlines on FIPs would be relaxed as many, worldwide, were being faced with challenges completing the necessary actions. In our case, reconvening the working group has proved difficult as these meetings are best held in-person rather than by conference call or virtually.

The stock assessment for 2020 did go ahead virtually, but with its own challenges.

Now, as we move forward, we continue to push for further options on addressing the questions that loom. The fishery for 2020 was able to proceed and will close this month.

In the meantime, we have requested, and been approved for, an extension on the FIP for another five years. The end date will now be 2025.

We will continue to keep you updated on progress and new milestones reached over this time.

PANDEMIC RELIEF FOR HARVESTERS

After our membership sent over 2000 letters to Members of Parliament, The Fish Harvester Grant and Benefit portal was open in August, and after several extensions, officially closed on October 19th. In the table below, the current totals outline the investment for harvesters in Newfoundland and Labrador:

TOTAL Number of Applicants Paid	TOTAL Number of Grants Paid	TOTAL Number of Benefits Paid	TOTAL VALUE of Grants Paid	TOTAL VALUE OF Benefits Paid	TOTAL (\$) PAID
5452	2298	4895	\$14,445,170.98	\$20,052,332.03	\$34,497,503.01

These numbers indicate over **34 million dollars** in support for harvesters in Newfoundland and Labrador during the pandemic!

FFAW-Unifor will continue to push the expansion of program for new entrants.



UPDATE: **GREEN CRAB MITIGATION**

Dwan Street, Inshore Staff Representative

As the year comes to an end, so does the bulk of the green crab mitigation projects in both Placentia Bay and Fortune Bay. While periodic maintenance hauls will occur throughout the Winter months in sites throughout Placentia Bay, the bulk of harvesting is done for the fourth season. In Fortune Bay, this mitigation was year one of two, harvesting thirteen sites across the bay.

While final tallies and data are still trickling in, by all indications mitigations in both areas were successful in removing large amounts of the invasive species from the waters of 3Ps.

In Placentia Bay, harvesters and FFAW science technicians have indicated that catch rates, for the first time since the project began, seem to have increased after three years of steady declines. It will be interesting to receive the final numbers and compare year-over-year.

Fortune Bay harvesters did a wonderful job finding pockets and hot spots to set their pots. Final insights will be presented in the next edition of the Union

Forum as we continue to calculate data as it arrives.

In 2021 the Placentia Bay mitigation will enter its fifth, and final, season. This Project, in partnership with Marine Institute, has removed the species from the marine environment while also replacing valuable eel grass beds in these areas. The Project, jointly funded by the province and NRCAN, will enter the second year and then move to disseminating the results in a series of community meetings, hopefully not entirely virtual.

We would like to thank all harvesters and technicians who have taken part in these very important projects.

Invasive species identification cards are available at the St. Johns office, compliments of our colleagues at DFO's Invasive Species Department. If you stop by, please ask for one!

We look forward to updating you on the results of these projects for 2020 in the next issue.



Wishing you a safe and happy holiday season.



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UPDATE: OIL AND GAS

Robyn Lee, Petroleum Industry Liaison



While the worldwide pandemic impacted some offshore oil and gas activities in 2020, low oil prices created uncertainty in the petroleum sector in 2020 as well.

Drilling – Two of three planned exploratory drilling projects this year proceeded. The third project (CNOOC) was postponed as the drillship was unable to leave port in Spain due to the pandemic. The West Aquarius finished drilling for ExxonMobil in May and the Transocean Barents completed drilling work outside the 200 mile limit for Equinor in late October. Both projects were located outside the 200 mile limit. CNOOC's drilling program has been rescheduled for 2021.

Seismic - Two 3D vessels conducted seismic work in Newfoundland waters this year – Ramform Atlas and Ramform Titan. As was reported in the last issue, there were concerns raised by members related to seismic as one of the areas straddled turbot grounds. We encourage harvesters to connect with their Staff Representatives and/or the Petroleum Industry Liaison to address concerns.

Production – The Terra Nova FPSO left the field in late June for Conception Bay. Due to the pandemic it lost its berth at a shipyard in Spain that would have extended the life of the floating production, storage and offloading vessel by a decade. The FPSO will tie up at the Bull Arm fabrication facility for 6 months, or longer, as its fate is determined. The Henry Goodrich drill rig is cold stacked in Bull Arm and the West Aquarius is anchored there too awaiting future work.

It is uncertain at this time how the Cenovus-Husky Energy merger will impact operations at the White Rose field although the White Rose FPSO continues to produce oil. Construction of the stalled West White Rise extension project in Argentina has been cancelled for 2021.

The Hibernia and Hebron fields continue to produce oil, although drilling has ceased at Hibernia for the time being.

Ongoing Project Reviews - There have been a number of exploratory drilling projects reviewed over the past year as well as ongoing committee work involving industry updates, research initiatives and policy review. Unfortunately only a small number of oil and gas engagement meetings were held with harvesters in 2020. However, general comments were submitted on behalf of the fishing industry. FFAW-Unifor has kept in regular contact with companies planning or conducting oil and gas related work offshore as well as regulatory bodies throughout the pandemic (e.g., CNLOPB, IAAC).

2021 Outlook – It is early to anticipate work plans for next year but it is expected that PGS seismic vessels will be back in NL waters and the CNOOC drilling program will proceed. Stay tuned for more details in the spring edition of the Union Forum.

If you have questions related to oil and gas issues please contact Robyn Lee, Petroleum Industry Liaison at FFAW-Unifor at (709) 576-7276.

DOES YOUR WORKPLACE HAVE A

HARASSMENT AND VIOLENCE POLICY?

It is unfortunate that workplace harassment and violence is a reality for many workers in the province. While the impacts of harassment can be felt by anyone, women and other equity-seeking groups such as people of colour or LGBTQ* workers are more likely to experience harassment, bullying, and violence in their workplaces.

Workers can be subject to harassment at the hands of managers, customers, and in some cases, even their own co-workers. While many employers have put harassment prevention policies in place voluntarily, new provincial regulations make it mandatory for employers to have written procedures to deal with workplace allegations of harassment.

Employers have been required under provincial laws to conduct workplace assessments and limit the risks of potential workplace violence since 2019. However, the Government of Newfoundland and Labrador recently announced changes to Occupational Health and Safety laws that now require employers to develop, implement and maintain a written harassment prevention plan to address

The new provincial regulations require an employer's harassment policy or "harassment prevention plan" to set out a process for:

- Employees to report instances of workplace harassment;
- How complaints related to harassment are investigated; and
- The notification of investigation results and any actions taken as a result of the investigation.

instances of alleged "workplace harassment".

Workplace harassment is defined as: inappropriate vexatious conduct or comment by a person to a worker that the person knew or ought to have known would cause the worker to be humiliated, offended or intimidated. "Vexatious" is often defined as conduct causing annoyance, frustration, or worry.

If your employer is not addressing workplace harassment or violence in an appropriate manner or does not have a harassment policy in effect, be sure to get in contact with your union or staff representative at the earliest opportunity.

GET TO KNOW

IAN IVANY

SCIENCE COORDINATOR

Buchans, NL

Ian Ivany was raised in the central Newfoundland community of Buchans, former home of Clarence the Caribou. Growing up in the company-owned mining town, he witnessed first-hand the importance of unions in protecting the rights of workers. Ian has always been fascinated with the ocean and has a strong belief in rural sustainability. Together, these elements led to his pursuit completing both a B.Sc. and M.Sc. in Environmental Science with a focus on fisheries. After graduating from Memorial University, Ian spent three years as a Research Assistant with a small-scale fisheries research lab. He brings more than five years of experience in fisheries research to his current position of Science Coordinator with FFAW.



APRIL WISEMAN

FFAW-UNIFOR SCIENCE COORDINATOR

Mount Pearl, NL

April Wiseman is a FFAW-Unifor Science Coordinator. She is a new hire that is involved in many science projects, such as the continuous snow crab survey, cod quality, cod sentinel, lost gear, and the lobster science program.

April grew up in Mount Pearl, and recently graduated from the Marine Institute with a concentration in Marine Environmental Technology.

Her passion for Newfoundland culture, our fishing communities, and the ocean has been influenced by her late grandfather. April is proud to be a new member of the FFAW and looks forward to helping the future of the fishery.



FFAW | UNIFOR

MIRANDA MCGRATH

INSHORE STAFF REPRESENTATIVE

Bonavista North, NL

Miranda McGrath moves into the position of Inshore Staff Representative for Cape Freels to Cape St. Mary's, replacing John Boland. Miranda grew up in St. Bride's, Placentia Bay, in a family that spent their lives depending on the fishery, whether it be harvesting, working as a dockside observer, or working in the fish plant.

Miranda moved to the city after finishing high school to complete a Bachelor of Science degree with a focus in Marine Studies. She joined the FFAW team at a Data Entry position in 2017, then moved into a Science Coordinator role where she worked on projects like the Post Season Snow Crab Survey, Lobster Science Program, and Cod Tagging. Miranda is very excited to put her life and education experience to practice as she moves into the position of Staff Representative.



DWAN STREET

INSHORE STAFF REPRESENTATIVE

Spillar's Cove, NL

Dwan Street grew up in the small fishing community of Spillar's Cove, just outside of Bonavista, in Newfoundland and Labrador. Coming from a long line of fish harvesters and fish processing workers. And up in a fishing household meant knowing the importance of a strong union that fights for workers' rights and social justice. She joined FFAW-Unifor in 2014 and became a Women's Advocate in 2016.

Dwan holds a Bachelor of Arts (Sociology and Anthropology), Master of Arts (Social Anthropology), and Master of Marine Studies (Fisheries Resource Management), as well as a Certificate in Criminology. She is an Executive member of Unifor's Atlantic Regional Council as well as member-at-large on Unifor's National Fisheries Industry Council. Dwan also serves on the Board of Directors of the Canadian Independent Fish Harvester Federation.



ALYSE STUART

CAMPAIGNS & GOVERNMENT RELATIONS COORDINATOR

St. John's, NL

Alyse Stuart is originally from Saint Andrews, New Brunswick but now calls St. John's, Newfoundland and Labrador home. She has provided media commentary, public presentations, and guest lectures about equity, fair pay, labour activism, and progressive policy. In 2015 she became a Fellow for the School of Graduate Studies at Memorial University. Alyse is moving into the role of Government Relations and Campaigns Coordinator with years of experience lobbying all levels of government. She is excited to continue connecting with members throughout the province, engage in campaigns work, and be a part of the undeniable legacy of FFAW in Newfoundland and Labrador. As the granddaughter of inshore fishermen and fish plant workers, and long-time labour advocate, she knows the power of a united union for building a stronger province for all workers.

JAMES FARRELL

INDUSTRIAL STAFF REPRESENTATIVE

St. John's, NL

On October 13, James Farrell joined FFAW-Unifor as the Industrial Staff Representative. With over 10 years of experience in collective agreement negotiation and administration, James is an experienced labour lawyer eager to put his skills to work to fight for the rights of the workers in FFAW's Industrial Sector.

James is the son of a former FFAW member who retired after 42 years of service at Molson Breweries in St. John's, and understands the importance of good Union jobs to our families and communities. James holds a Bachelor of Commerce and a Bachelor of Arts in Political Science from Memorial University and a Law Degree (Juris Doctor) from the University of Calgary. He is a member of the Law Society of Newfoundland and Labrador and the Canadian Association of Labour Lawyers.



2020 SNOW CRAB SURVEY

+ NEXT STEPS

Erin Carruthers and Miranda McGrath



The annual snow crab Survey was first implemented in 2003 because harvesters wanted a more fishery focused survey as opposed to relying on the DFO trawl surveys. DFO, FFAW and fish harvesters came together to form an extensive survey, covering all Crab Management Areas (CMAs) surrounding Newfoundland and Labrador.

From 2003 up until 2016 the survey remained constant – harvesters set 6 pots inshore and 10 pots offshore at each station. Those stations remained consistent year after year. These original stations were set by harvesters and scientists, and the survey was meant to be representative of historical fishing grounds, with some stations outside those areas.

In 2017, DFO Science proposed that the study of the entire stock – seeing what’s happening beyond these “core” original stations – would provide crucial information for the stock and the fishery. Crab fleet chairs, DFO science and management, and FFAW staff agreed that throwing out the past information was not acceptable and that together we would test a random survey by developing a 50/50 survey over a 5-year period. 50% of the stations would be core stations and would be comparable to the time series, while 50% of the stations would be stratified random. While random stations are sometimes in

areas where harvesters would not expect crab, high numbers of females and smaller male crab are often a happy surprise for harvesters.

Together we have increased the number of small mesh pots in the survey. Only 5 years ago, there were enough small mesh pots to cover only 10% of the survey stations. In 2020, over 80% of the stations had a small mesh pot. Crab numbers, sizes and maturity stages from small mesh pots should give us a much-improved outlook on incoming recruitment throughout the stock area. And, as we learned in our extensive consultations to help build a management plan the NL snow crab fishery, harvesters throughout the Province want management of the fishery to be based on knowledge of what you have (residual biomass) and what is coming into the fishery (recruitment).

Information from our revised Collaborative Post-Season (CPS) snow crab survey will improve our understanding of residual biomass, those commercial-sized male crab on the grounds after the fishery closes. The revised survey will also improve our understanding of incoming recruitment, those small crab caught on the margins of historic fishing grounds in small mesh pots.

Snow crab harvesters throughout the province said

that they wanted to avoid picking through soft-shell crab and harming incoming recruitment to the fishery. One way to do that is to ensure a healthy residual biomass. Large commercial-sized males should out-compete soft shell males for the food in baited traps. Again, this points to the need to understand residual biomass in all Crab Management Areas throughout the province.

Science is iterative and cumulative. Both snow crab harvesters and DFO-Science have new questions. Questions that we should be able to address with our revised CPS survey. We are now part way through our 5-year period for the revised survey, and plan to look at the data to ensure we are getting the information we need on residual biomass and incoming recruitment.

PENNECON | LONG HARBOUR

ARBITRATION WIN FOR MAINTENANCE SUPPORT TECHNICIANS

James Farrell, Industrial Staff Representative

FFAW-Unifor represents Maintenance Workers employed by Pennecon at the Long Harbour Processing Plant, where nickel concentrate mined from Voisey's Bay is processed into finished nickel and associated copper and cobalt products.

The Employer "Pennecon" and FFAW-Unifor agreed to a Collective Agreement to be in effect until December 31, 2021. In addition to the negotiated base hourly wage for Maintenance Support Technicians in Long Harbour, your Union also negotiated additional salary in the amount of \$4.55 per hour. This additional compensation was added, in part, to recognize the workers' responsibility to mentor, coach, and train Vale Processing Plant Operators and each other in maintenance activities.

FFAW-Unifor and its members in Long Harbour were shocked in July of 2019 when Pennecon announced that it would no longer pay the extra \$4.55 per hour as the workers were no longer responsible for mentoring and training Vale employees. The Union immediately filed a grievance and the matter proceeded to an arbitration hearing in St. John's in July of 2020.

FFAW-Unifor Staff Representative Allan Moulton

was one of the Union's witnesses at the arbitration hearing. He testified about the history of the additional \$4.55 per hour compensation and described how the job duties of the workers were unchanged, despite the reduction of \$4.55 an hour in their pay, which was unilaterally imposed by their employer without negotiation. The employer took the position that it could terminate the extra compensation without regard to the language of the Collective Agreement.

In his arbitration award issued on October 2, 2020, Arbitrator David Buffett, Q.C., disagreed with Pennecon's position that it could terminate payment of the \$4.55 per hour at any time and at its own discretion, and upheld FFAW-Unifor's grievance. He found that the employer was required to pay the extra \$4.55 per hour until they provide notice to the workers that they are no longer expected to mentor, coach, and train Vale employees and each other.

This is a significant victory for the Union and its members, demonstrating the importance of defending hard-earned negotiated collective agreement rights at arbitration.

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
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Northern Peninsula

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WOMEN'S REPORT

Tina Pretty, Women's Advocate Coordinator



After 41 years at the FFAW I will be leaving my work family and spending more time with my own family and grandchildren.

When I started at the Union in the fall of 1979, it was like many workplaces at the time. Women were expected to wear skirts, dresses, dress pants, and heels.

We were expected to make coffee, bring the serving tray into meetings, and clear it all away afterwards. It fell to women of the office to keep the kitchen clean and tidy, and there was an actual list posted in the kitchen rotating the work only amongst only the women.

All management, staff reps, and Executive Board were male. All support staff were women.

It was also a time when it wasn't uncommon for some men in the organization to comment on your appearance, your weight (losses and gains), and even your personal life. Being young I didn't know what to do about this kind of behaviour and you certainly didn't talk about it, let alone speak to management about it. The attention was unwelcome, unwanted and uninvited.

Gradually, over time, workplaces and attitudes changed as more women entered the labour force and began to advance to middle and upper management positions. Women brought their own perspective to table and used their new access to work for change and improvements. As sexual harassment lawsuits forced employers to implement policies on acceptable behaviour, sexism slowly started to leave the workplace dressed in outdated mandatory high heels and skirts.

In reflecting on how much has changed for women over the past four decades I realized that so much has actually been achieved:

Women in our Industrial sector grieved and won the right to apply for jobs typically performed by men. I think of pioneers like Bernice Duffett from Port Union who got that night watchman's job because she refused to accept the injustice of being told she couldn't apply because it was a man's job.

I witnessed women running for office in the Union to represent their members. They pushed for affirmative action positions and eventually ran for seats on our two Councils and Executive Board. They started serving on Shrimp Negotiations Committees, and helped negotiate prices for lobster and cod. I think about women like Mildred Skinner who was the first woman elected to the Inshore Council who went on to sit on our Executive Board for many years.

A big catalyst for change in the union was the hiring of Lana Payne as a Communications Officer. Lana soon took on many other roles including being our in-house Employment Insurance expert and coordinating the Women's Committee, as well as other management roles.

WOMEN'S REPORT CONTINUED

Since my involvement with the Women's Committee beginning in 2009, I've witnessed many changes and improvements for women that a young Tina couldn't have imagined.

More and more women are taking to the boats as enterprise owners or entering the industry as crew members. More women are putting themselves up for election - Two years ago the FFAW Executive Board welcomed its first woman Vice-President, Doretta Strickland and she has certainly been a voice for change! That same year saw the election of three other women, Joan Doucette, Sheila Howell, and Karen Caines - bringing the percentage of women on the Board to a record high of 25%.

We have a great network of Women's Advocates that I've enjoyed working with these past number of years. The Women's Advocate Program was developed by our national Union to combat domestic violence, the fall-out of which we now know irrefutably spills over into the workplace.

Myself and Mildred Skinner were the first two Women's Advocates trained in 2009. It's expensive to send women to the Unifor Education Centre in Ontario, so back in 2011 David Decker and I had a discussion on how we could get more women trained. We approached our national Union on cost sharing the training to be delivered in the province. That's when our network of Women's Advocates really took off. From 2011 to 2016 another twenty-eight women were trained. Our women have done such great work on the ground helping women in their workplaces and communities, and I thank each and every one of them from the bottom of my grateful heart for stepping into this volunteer role and making a difference.

There have been so many great fights that have been won, like the reinstatement of the FVIC that was cut in the 2013 budget. This program helped victims and perpetrators alike and had a great success rate of getting couples back on track with counselling provided for both parties. Women from our union were heavily involved in the One Billion Rising events that resulted in government not only bringing this program back in 2014, but also expanding it province-wide.

Then there was the huge win of paid domestic violence leave in Newfoundland & Labrador.

Effective January 1, 2019 women fleeing abusive relationships can now avail of 10 days leave - 3 paid; 7 unpaid days. Newfoundland was much slower bringing in this legislation than other provinces - and I need to give credit to Ministers Siobhan Coady and Sherry Gambin-Walsh for being instrumental in pushing for this legislation.

FFAW women were at the forefront of demanding a Safety Sector Council for the Seafood Processing Industry. They demonstrated outside of WorkplaceNL and met with Minister after Minister making their case for safe work environments for their members. Our women took this issue on because the disease has affected disproportionately more women than men due to gendered workplaces. We are now part of a subcommittee of the Manufacturing Sector Council and we are looking forward to continuing to push for better work conditions through this Council.

The recent announcement by the Furey government on \$25 a day childcare is certainly a step in the right direction and, quite frankly, I didn't think I'd live to see the day when NL subsidized childcare. Childcare has long been seen as a pillar of women's equality. But besides making economic sense to fund childcare spaces, women's groups have been hammering at this issue since I was a young woman. Finally, we are moving in the right direction.

I've learned that there's a common thread through all of this progress: Change doesn't come gift wrapped. It's the result of unrelenting fighting, lobbying, and persevering until the job is done.

We are a progressive Union and I would like to see FFAW continue to be supportive of women in our Union - So that all our members can reach their economic potential and work in safe and respectful workplaces.

“

Thank you for the opportunity to work with all our wonderful women. It was by far my most rewarding work.

”



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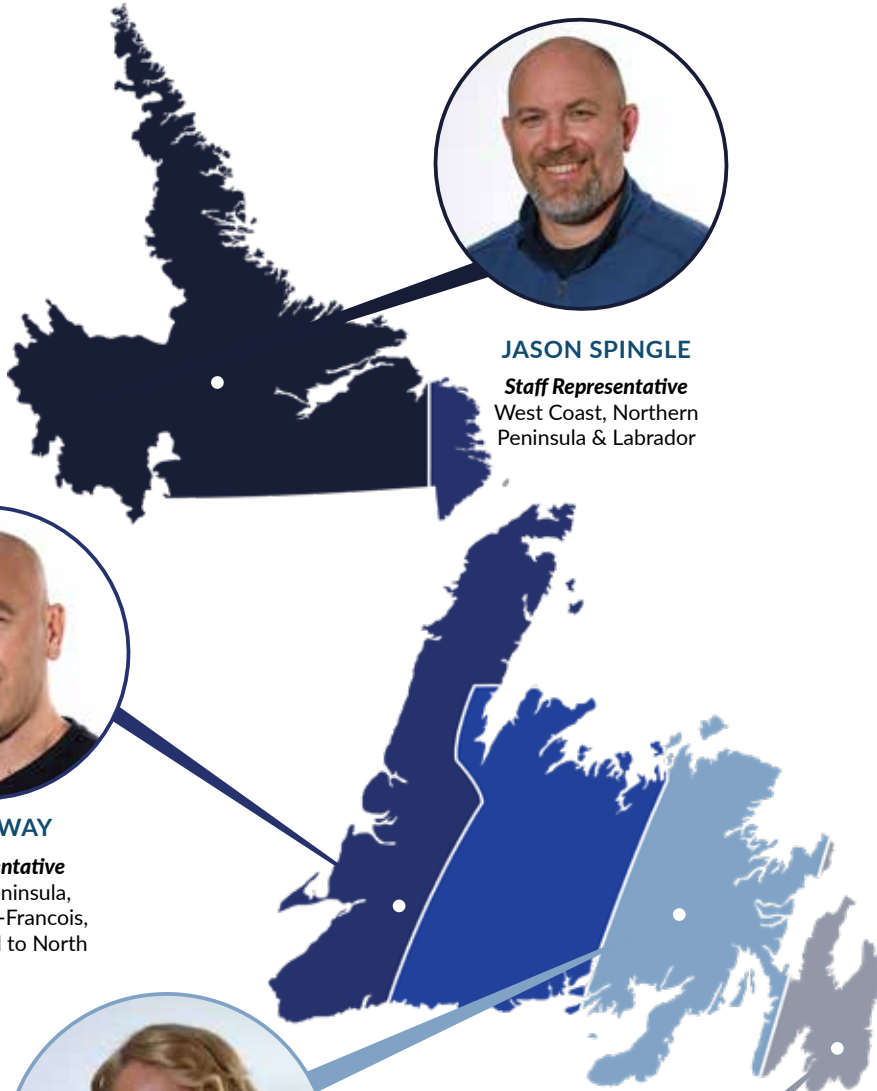
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West Coast, Northern Peninsula & Labrador



GREG PRETTY
Industrial/Retail/Deepsea Director



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



ALLAN MOULTON
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Industrial/Retail/Offshore



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



JAMES FARRELL
Staff Representative
Industrial/Retail/Offshore

ELECTED LEADERSHIP



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

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EXECUTIVE BOARD

Keith Sullivan	PRESIDENT
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	Ed English	M&M OFFSHORE
Charles Baker	EXEC BOARD/GD. BANKS SEAFOOD	Eric Day	BGI, HARBOUR BRETON
Nancy Fillier	EXEC BOARD/LFUSC	Flora Millis	ND COMFORT COVE
Sheila Howell	EXEC BOARD	Hubert Stacey	OCI ST. LAWRENCE
Joey Warford	EXEC BOARD/MOLSON	Lloyd Squibb	HR. GRACE COLD STORAGE
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	Trudy Byrne	ST. ANTHONY SEAFOODS
Candace Francis	OCI PORT AUX CHOIX	Vicki Morris	LAB. SHRIMP CO. PROCESSORS
Keith Sheppard	PENNECON		

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	NEWTOWN TO ELLISTON
Nelson Bussey	AVALON PENINSULA	Dennis Chaulk	LITTLE CATALINA TO GREEN'S HARBOUR
Vacant	WEST & SOUTHWEST COASTS	Darrin Marsh	WHITEWAY TO CARBONEAR
Glen Newbury	NORTHEAST COAST	Keith Smith	HR. GRACE TO PORTUGAL COVE NORTH
Joan Doucette	WOMEN'S POSITION	Matthew Petten	HENLEY HARBOUR TO CARTWRIGHT
Mike Noonan	CREW MEMBER	Harrison Campbell	CREW MEMBER
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 & L'ANSE AU CLAIR TO RED BAY	William White	MEMBER AT LARGE
Michael Symmonds	QUIRPON TO ENGLEE	Glen Winslow	MEMBER AT LARGE
Albert Wells	JACKSON'S ARM TO N. HEAD	Andy Careen	MEMBER AT LARGE
Eldred Woodford	N. HEAD TO POINT ALBERT INCL. NEW WORLD ISLAND AND TWILLINGATE	Ivan Lear	YOUNG HARVESTER
		Jay Ryan	YOUNG HARVESTER

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!

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