

THE UNION FORUM



**Provincial government
misteps leave harvesters
without buyers**

Vale Contract Flip in Long Harbour a Hit to Middle Class NL

NATIONAL INDIGENOUS HISTORY MONTH JUNE 2022



THE UNION FORUM

SUMMER 2022 ISSUE

FFAW | UNIFOR
Fish, Food & Allied Workers

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

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

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

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A MESSAGE FROM THE PRESIDENT

Keith Sullivan, FFAW-Unifor President

SUMMER 2022

As we seem to be finally rising from the ashes of the pandemic, rank and file workers all over the world are in a crisis as those at the top get richer... and richer, and richer. The income gap between the rich and poor continues to widen, and here in Newfoundland and Labrador is no exception. Multi-million- and billion-dollar corporations who have reaped untold profits at the expense of hardworking people continue to take a larger slice of the pie, leaving less for everyone else.

Companies like Vale who put 150 skilled trades workers out of work in Long Harbour when they flipped a contract in May to the lowest bidder and eliminated the signed Collective Agreement that still had three years left before renewal. Most of these workers are now told they can have their jobs back – but it will be at significantly lower pay, fewer benefits, weakened job security, and without their previously held seniority.

It's atrocious what these companies are permitted to get away with. Instead of implementing legislation to protect workers in Newfoundland and Labrador, our government has sat by and watched it happen. Certainly, failing to see or care about the impact it would have on these workers and their families who have spent the last several years putting down roots in the Placentia Bay region.

At a time when we should be looking for ways to

revitalize jobs and the middle class, the provincial government is failing to protect workers. Companies are trying to push us back to the days of the merchants and our elected MHAs are sitting idly by while it happens.

The Association of Seafood Producers (ASP) and their member companies are in a desperate bid to drive workers back to the dark time before workers rose up and fought back against the oppression that held them down. At every turn, ASP has attempted to erode harvesters' shares in the market and pit union member against union member. At negotiations this spring they presented insulting price offers well below what the market indicates is fair, and they sow seeds of mistrust on the shop floor

Despite losing at the Panel during Spring negotiations, ASP members have thus far refused to purchase shrimp and sea cucumber and the threat with capelin looms at the time of writing this article. These multi-million dollar companies have a stranglehold on the owner-operator fishery and will stop at nothing to reduce harvesters' share of prices. But your Union remains equally determined to fight for the fair market value owed to fish harvesters for your catch.

Companies continue to pit union members against union members by telling plant workers we aim to reduce their hours. This could not be further from the truth. These fear-based tactics are not based

in truth (see p.38 (MYTHS VS FACTS)).

It's a simple fact that there is not enough processing capacity to support the current snow crab fishery in our province. This year's quota of 110 million pounds is a far cry from the 52 million it was just three years ago. Adding additional processing capacity for snow crab will not take away any current processing jobs – it will create new jobs for people in our rural communities and ease significant constraints experienced by harvesters.

In reality, the lack of capacity to handle other species is costing both harvesters and plant workers. Processing companies are refusing to purchase shrimp and sea cucumber from inshore harvesters which is impacting thousands of plant workers in the province in addition to the harvesters that rely on these fisheries. Ministers Bragg and Davis continue to protect companies and promote secrecy surrounding processing production and sales information in Newfoundland and Labrador and harvesters are left with no avenue to sell their catch.

The provincial government's refusal to take meaningful steps towards addressing any concerns plaguing the inshore fishery is hurting the economic prosperity harvesters, plant workers and coastal communities. It is a privileged position to hold a processing license in Newfoundland and Labrador. It is abundantly clear that something must be done by our government if these companies are refusing to operate while a fishery remains open.

Meanwhile, on the federal level, fish harvesters continue to be treated with disdain by the Department of Fisheries and Oceans. As we know, DFO Science and fish harvesters don't always agree. This July is the 30-year anniversary of the cod moratorium, but for many people in the industry the devastation is still fresh in their

minds. Because it was the fishermen who first raised the alarm on the stock's depletion, and government who dismissed them.

In the three decades since, we've led the charge in improving science by initiating dozens of surveys and other scientific projects – bringing quantifiable information from fish harvesters to the science assessment table. While DFO has struggled to deliver adequate science in several key areas and reduced its science capacity over the years, our Union has invested greatly in building a robust science team equipped with a full-time fisheries scientist and other science support staff, allowing us to fill in many of the gaps left by the federal government.

At a time when we should be looking for ways to revitalize jobs and the middle class, the provincial government is failing to protect workers. Companies are trying to push us back to the days of the merchants and our elected MHAs are sitting idly by while it happens.

But despite those thirty years and all the progress that has been made, harvesters still do not have a valued seat at the table and DFO continues to ignore fish harvesters and their contributions. We've witnessed a concerning trend of decisions that fly in the face of logic – a divergence from focusing on true science and fact and making decisions solely to appease the environmentalist doctrine. From mackerel to gulf shrimp, recent decisions from DFO are not supported by robust scientific evidence.

Most FFAW-Unifor members are head and eyes into their busiest time of year, but please know that your Union remains focused on these big picture issues that affect your day-to-day lives. We work behind the scenes each and every day to address issues at the federal and provincial levels, to make meaningful changes for workers in this province. It is certainly not an easy or smooth battle to fight, but it is one that I am proud to be a part of. To the over 13,000 FFAW-Unifor members around this province – the contributions you make to your workplaces, your families, and your communities are worth fighting for.



Newfoundland and Labrador

**One Ocean.
One Climate.
Once Future – Together.**

THE THEME FOR WORLD OCEANS DAY 2022 IS “ONE OCEAN. ONE CLIMATE. ONCE FUTURE – TOGETHER”. The ocean connects, sustains, and supports us all. Yet, its health is at a tipping point with the impacts of climate change becoming more and more evident. As the past years have shown us, we need to work together to create a new balance with the ocean that restores its vibrancy and protects biodiversity.

World Oceans Day is June 8th, and this year’s planning Committee co-ordinated a week of interactive educational activities that launched on June 3rd leading up to the 8th, to celebrate the critical role of the ocean and the marine ecosystem. World Oceans Day in Newfoundland and Labrador pivoted to an entirely virtual platform in 2020 with the expectation of returning to an in-person celebration for 2023.

This year’s Committee is comprised of representatives from Fisheries and Oceans Canada; Parks Canada Agency; the Department of Fisheries, Forestry, and Agriculture; World Wildlife Fund Canada; Canadian Parks and Wilderness Society NL Chapter; Fish Food and Allied Workers Union-Unifor; and the Marine Institute. This year’s World Oceans Day virtual celebration reached over 45,000 people in Newfoundland and Labrador and beyond, and the Committee is excited to deepen its impact looking ahead to 2023!



FFAW-UNIFOR SCHOLARSHIPS

Fish, Food and Allied Workers (FFAW-Unifor) awards six \$750 scholarships every year to eligible dependents of members in good standing.

One application is sufficient for all six scholarships. Two \$750 scholarships are available under each category:

- Ray Greening Memorial Scholarship
- Richard Cashin Scholarship Award
- Robert White Scholarship Fund

To qualify for any of the six FFAW-Unifor scholarships, candidates must supply the selection committee with the following:

- high school transcript of Level III marks;
- list of any scholarship(s) already received;
- an essay of at least 300 words on the fishing industry, the industry your parent is now employed, or the labor movement.
- a letter of recommendation from either of the following:
 - principal of your school or a clergy person of your choice;
 - member of the local Union executive or boat delegate.

Candidates must be accepted as first-year students in any post-secondary institution. All applicants will have an equal opportunity of being awarded a scholarship. Those deemed eligible will have their names drawn. In other words, the person with the highest marks will not always be the winner.

The application form is available for download on our website in the Member Resources section.

The deadline for applications is **October 31st, 2022.**



HIGHS AND LOWS OF THE 2022 SNOW CRAB FISHERY

Miranda McGrath, Staff Representative

This year began with much hope and potential for a successful snow crab fishery. Rumours spread that crab was going to be sold at an all time high, the market is on fire and processors were even expecting the price to harvesters to be above \$10/lb. Unfortunately, these rumours did not materialize as expected.

We began community and fleet meetings this spring by letting harvesters know that there was some uncertainty in crab markets and that we were monitoring all of the available information very closely. Understandably, this was met with frustration from harvesters, as many had already secured new licenses or equipment in hopes of what was supposed to be an unprecedented year.

Crab negotiations started in March and despite an Association of Seafood Producers (ASP) member declaring 2021 was one of the best years they've had, ASP claimed that the shares to harvesters last year were too high. This was followed by ASP arriving at the standing Fish Price Setting Panel arbitration for snow crab and presenting a motion to remove Earle McCurdy from the Panel - a move that was clearly premeditated and a deliberate act to undermine the collective bargaining process on the eve the snow crab fishery. The delay forced by ASP pushed the snow crab price hearing by five days and led to a loss at the Panel with an initial price set at \$7.60 as opposed to the \$9.05 submitted by the FFAW negotiating team.

Around this time, we had also taken part in the Snow Crab Science Advisories with DFO. The assessment update this year seemed positive, with most areas experiencing favourable

biomass increases despite concerns over incomplete surveys and the impact this may have on the integrity of DFO Science. All snow crab areas were considered to be within the projected healthy zones, except for 2HJ which was projected to be in the cautious zone of the provisional Precautionary Approach (PA) Framework. Harvesters submitted modest TAC recommendations based on their personal and historical knowledge along with the information presented by DFO. Yet, when DFO announced the management plan many harvesters, particularly in 3L inshore, were disappointed by unexpectedly low increases relative to the positive science reports.

Despite a difficult loss at the panel, harvesters proceeded to go fishing at season opening only to be met with entirely unreasonable trip limits and scheduling imposed by processors. It was a difficult pill to swallow given companies continued to import crab from other provinces for processing in NL.

Despite the crisis the snow crab fishery was actively experiencing, the provincial government dragged its heels on approving requests for additional snow crab licenses. Two requests were finally granted for small amounts of processing after the season was already well underway. Despite the Fish Processing Licensing Board's recommendation to approve several new processing licenses, Minister Derek Bragg once again found himself supporting corporate concentration as opposed to helping coastal communities.

It's a simple fact that there is not enough processing capacity to support the current snow crab fishery in our province. This year's quota of 112 million pounds is a far cry from the 52 million it was just 3 years ago. Adding additional processing capacity for snow crab will not take away any current processing jobs - it will create new jobs for people in our rural communities and ease significant constraints experienced by harvesters.

FFAW-Unifor has asked Minister Bragg, and the many ministers before him, to improve transparency and competition in the industry.

Additional seafood processing licenses will not remove or displace existing jobs in the province, despite management-led tactics to influence precarious workers into believing otherwise.

We were then met again with unfair trip limits and scheduling by processors refusing to buy from boats on certain days, while they still were importing crab to process from the Maritimes. Yet, requests for new processing licenses had been submitted to the panel and reviewed recently in favour of new processing capacity



but were denied by the Provincial Fisheries Minister who stated that he "certainly don't want there to be an overcapacity of fishing licences or processing plants." The potential for expansion into multi-species plants and multi-species fishing is there, but we're being controlled by the big companies that want us only doing crab now, then only capelin, then only cod, and that control is

noticeable in the actions of our current provincial minister.

Following that horrible decision came the announcement by ASP that some processors will be limiting production of crab with only 65% of crab already landed and Labrador harvesters only having a week on the water. Only two weeks prior had ASP went back for a price reconsideration at \$6.15 that was accepted by the panel. This created havoc as harvesters wondered what this meant for the rest of their crab season.

Harvesters were critical of ASP's intentions and believe these companies must be required to be more transparent regarding information on product yields and markets. Many harvesters have made huge investments in their enterprises and ASP's message causes unwarranted stress and anxiety on harvesters, crews, plant workers and all their families. Additionally, concerns were voiced regarding available cold storage which raises questions regarding what cold storage infrastructure has been added since the Canadian Stabilization funding provided to companies in recent years.

The provincial government's refusal to take meaningful steps towards addressing any concerns plaguing the inshore fishery is hurting the economic prosperity of coastal Newfoundland and Labrador. Definitely a year of struggles and uncertainty for the Snow Crab industry with many tasks at hand for the coming year. The government will have to address these issues before another year passes. Again, we need more transparency into processor market information and sales, more crab and multi-species processing capacity, and more communication and regard for harvester perspective in fishery management

It is a privileged position to hold a processing license in Newfoundland and Labrador. It is abundantly clear that something must be done by our government if companies are refusing to operate while the fishery remains open.



WORKERS AT FOGO ISLAND CO-OPERATIVE SOCIETY VOTE IN FAVOUR OF ENHANCED CONTRACTS

Workers at Fogo Island Co-operative Society Vote in Favour of Enhanced Contract Fish plant workers at the Fogo Island Cooperative Society Ltd. voted in favour of an improved collective agreement after a tough set of negotiations with its employer earlier this year.

The plant's local negotiating committee did an incredible job motivating and uniting workers throughout the process. The Committee held consultations with workers in January of 2022 to determine bargaining priorities. Employees were clear in their expectations for fair wage increases and corrections to an inequitable and outdated overtime system.

The Committee was united in the belief that the employer was not serious about concluding a revised collective bargaining agreement at the negotiating table and contacted Minister Bernard Davis, the Minister Responsible for Labour, in early March to request that a conciliator be appointed to assist the parties in coming to a deal.

Minister Davis appointed Mr. Brian Kenny as the Conciliation Officer, and he was also unable to compel the employer to provide any wage and overtime offer that was acceptable to the Negotiating Committee. Talks had broken down with the employer walking away from the bargaining table, leaving the Union in a legal strike position as of Friday, April 8, 2022.

The employer's unwillingness to come back to the negotiating table was met with fierce resistance from union members when they rejected the employers "final offer" with 95% of workers voting in favour of strike action. Armed with a united and determined union membership, the Bargaining Committee provided the employer with a 36-hour deadline to either get back to the bargaining table, or the Committee would call for a strike with the crab season about to begin.

The employer only then realized the collective strength of workers and got serious about coming to an acceptable deal with the Union. In the end, the FFAW-Unifor Bargaining Committee was successful in securing fair improvements to the Collective Agreement between the workers and the Co-operative, including:

- The addition of a new statutory holiday;
- Significant improvements to an inadequate overtime system;
- Wage increases of \$1.00 per hour in 2022, \$.40 in 2023, and \$.40 in 2024; and
- Other improvements to the terms and conditions of employment.

Workers at the Fogo Island Co-operative Society should be proud for sticking together and supporting their incredible Bargaining Committee throughout this difficult process. The following members of the Committee are tireless in their efforts to advance wages and working conditions for members:

- Betty Brett
- Tiffany Morgan
- Melissa Torraville
- Lorraine Budden
- Elaine Lynch
- Jim Gidge

The Committee is excited to build on these gains in the next round of collective bargaining!

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



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THE FLIP AND THE FLOP: CONTRACT FLIPPING HURTS

Alyse Stuart, Staff Representative

For years, FFAW-Unifor has been sounding the alarm on the lack of provincial regulations and oversight in labour relations, which has opened the door for contract flipping practices, without consequence. In early May, mining company Vale in Long Harbour retendered a contract resulting in 150 skilled trades workers losing their employment. The contract 'flip' meant these individuals lost high-paying, skilled employment overnight, and those who have received new offers must choose between going back to work for significantly less pay and benefits or not going back to work at all.

This announcement came less than one year after the Union established a collective agreement to increase wages and benefits until the year 2025. The retendering of the contract as a money-saving move by Vale eliminates this labour management agreement as well as the established seniority list. These workers have built lives and established families in the Placentia region because of the quality employment that Vale offered. Most shockingly, there is a concerning trend of new employment offers being withheld from those who are currently, or were recently, on medical leave or other work restrictions.

Make no mistake, the intent of contract flipping is to depress wages for workers in order maximize profits for a company that is already seeing **billions** of dollars in record revenues. It is abundantly clear that Vale's only concern is shareholder returns – not the hardworking people who are the reason profit is possible—because you do not make a billion dollars you take a billion dollars (see graph).

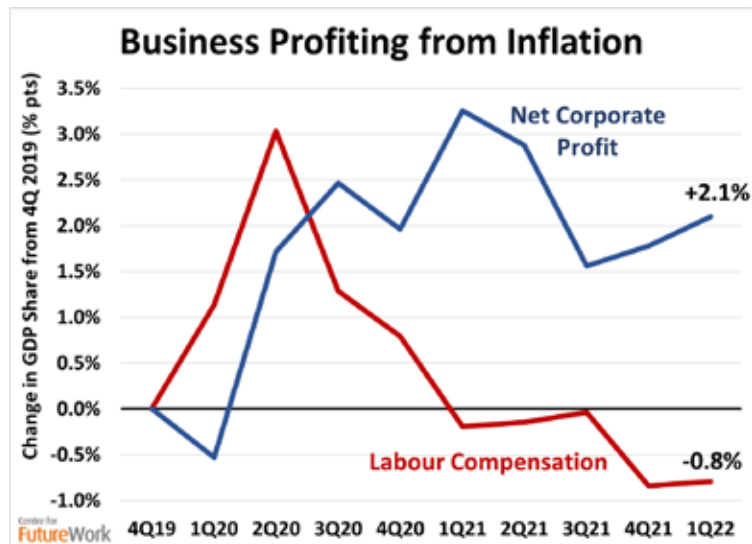
While it is the hope that corporations doing business in this province would operate in an ethical and decent manner, that is not always the case. That is why it is the responsibility of our government to do everything possible to ensure all companies, no matter the size or location, are supporting the future of our economy without exploiting our people and resources. If the government continues to allow contract flipping, it will effectively erode good quality jobs from our rural communities through union busting and insecurity.

Why does it matter?

If our workforce and resources are consistently under threat of being sold and resold to the highest bidder, we are prisoners to the whims of foreign multi-national corporations unable to chart economic independence. Yesterday it was Long Harbour, tomorrow it could be you.

What should the government do?

In theory, a government should always people above profits, however, too many times our elected officials fall short. The government has the responsibility to strengthen labour standards and labour relations to protect workers in Newfoundland and Labrador.



THE PERSONAL LOCATOR BEACONS HAVE ARRIVED



The first shipment of 500 Personal Locator Beacons (PLBs) has arrived. They are in the process of being shipped to fish harvesters. There are more PLBs available through the PLB campaign if you are interested in getting one.

PLBs are available at a subsidized cost of \$170.00 plus HST. To learn more about the PLB campaign and how to submit an application, visit frcnl.ca.

"Personal Locator Beacons are worth the investment. My life is worth the cost of safety equipment and more. If you haven't applied for one, I suggest you do so."

—Jarvis Walsh



NEW SQUID RESEARCH PROGRAM IN NEWFOUNDLAND AND LABRADOR

Dr. Erin Carruthers, Fisheries Scientist

NL squid commercial landings increased dramatically in 2021 with 11,092t reported, which was valued at more than \$16 million and a 3-fold increase over the previous year. The last time NL squid landings were above 10,000t was in 1997. DFO Science has also been seeing an increase of shortfin squid in their annual research vessel survey, with biomass indices increasing by more than a factor of 4 over the past five years, compared to the biomass indices from the previous two decades.

Dr. Krista Baker, the DFO Research Scientist responsible for restarting the DFO-NL squid science program, agrees that the abundance of squid off NL during the last 4 to 5 years is the highest we have observed in many years, likely several decades. Both the commercial landings and the available survey data indicate that in recent years the abundance has been booming in NL waters, a trend that hopefully continues, Dr. Baker says.

It is difficult, however, to understand why and how there are increases in the availability of squid in NL waters, with some researchers linking the abundance of squid in NL waters to changes in oceanographic patterns, like the location of warm fronts, and, of course, changes in the abundance of the species across their range.

Northern shortfin squid (*Illex illecebrosus*), which is most of the squid that we see in coastal areas of NL, are highly migratory and are managed under NAFO. They are thought to spawn off the United States and are carried by the Gulf Stream into NL waters. In the summer, they move to warm inshore in the pursuit of prey. In the late fall, they move back offshore and migrate south off the continental shelf of the US where they will

spawn. They die shortly after spawning which means their typical life span is less than a year. This makes it difficult to predict squid abundance in Newfoundland and Labrador waters. As Dr. Krista Baker says, "Since squid have such a short life span, their abundance can fluctuate widely from year to year in response to changing environmental conditions throughout their range".

Krista Baker and her team are starting a 3-year research program to better understand squid throughout their range and their fisheries in Atlantic Canada. They will be examining the genetics from Florida to NL to determine if previous understanding squid movements are still correct. They will also be collecting samples from commercial harvesters for a better understanding of the squid being caught in the fishery (e.g., size, sex, and maturity), as well as collecting information from recreational harvesters about their fishing activities and catch.



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SETTLEMENT TRAY PROJECT: TRACKING LOBSTER PATTERNS IN PLACENTIA BAY

April Wiseman, Science Coordinator

The Lobster Settlement Project kicked off in 2018, when FFAW-Unifor's Science Technician Scott Smith interviewed long-time lobster harvesters from around Placentia Bay. Harvesters were asked questions about changes to their catch rates, the sizes of lobster in their catch, and any changes in the environment, habitats, and lobster interactions with other species.

Most interviewed harvesters (11/15) reported a decrease in the number of undersized lobsters in their catch over the past 10 years. Some harvesters reported an increase in egg bearing females from 2016-2018. Otters and green crab were identified as some of the key predators of lobster in Placentia Bay. Harvesters reported that green crab destroy important lobster habitat like eelgrass, and negatively impact vulnerable juvenile and molting lobsters in many parts of Placentia Bay. As a result of these interviews, we chose to focus on tracking young-of-the-year lobster, and monitoring juvenile abundance and recruitment levels across the bay.

Although we set 10 settlements trays at each of the 4 monitoring areas (Lawn,

Merasheen, Placentia and Woody Island), no young of the year lobster were captured in the trays in the first year of the program. Since then, lobster settlement records have increased with 74 young of the year lobster recorded in 2020 and 159 young of the year lobster recorded from settlement trays in 2021. Lawn saw the highest count with 106 young of the year. All lobster released back to the water.



Here you see fish harvester Jamie Barnett holding a tray with 7 young of year lobster.

This coming 2022 season, we will be deploying settlement trays and modified traps at the four monitoring areas but will also be setting green crab traps to compare the relative

abundance of these invasive predators among the four areas.

Be on the lookout on social media FFAW's website for applications. www.ffaw.ca



We Thank all participants and funding partners.

The story of Sébastien Rail

— Snow crab and lobster fisherman and JOBEL user

"In the beginning, I was weary of the unknown. The idea of using JOBEL was a big step for me. I was used to checking my grids with the maps and my plotter positions when fishing snow crab and lobster in Anticosti to complete my paper logbooks. Even if it was cumbersome, it was my way to do it and I was well set in my habits. Anyway, eventually I had only one year left before JOBEL became mandatory for lobster. I created my JOBEL account online and played with the free demo modules available. But I was still unsure of myself as it was a new way to do things.

So, I went to the free JOBEL training sessions. It was so helpful. It gave me the confidence that I needed. Today, I will never ever go back to my old ways, and I am well set with JOBEL. What I love the most is that it works even when I am in Anticosti for 10 weeks without network and I can still enter my trips. No more paper maps. Everything is entered and calculated automatically for me. I use it for all my fisheries and looking forward to the upcoming new modules."

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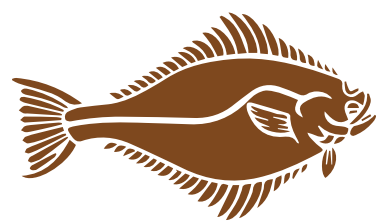
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2022 FISH PRICE NEGOTIATIONS OVERVIEW

Jake Rice
Manager, Policy and Price Negotiations

We're entering June at the time of writing this update, and the first 5 months of 2022 have been complicated to say the least. The end of 2021 saw astonishing growth, both domestically and internationally. The US, our largest trading partner, as well as China saw significant growth during this period which led to an increased demand for Newfoundland and Labrador products all over the world. This demand fueled a rise in prices for many of the species harvested here and some, like crab, moved to record highs.

Now in 2022, we are faced with inflation at 40-year highs, diesel at times over \$10.00/gal, a continuing war in Ukraine, and the struggle to get through the Covid pandemic. While these are challenging times, there are some bright spots to highlight thus far in 2022.



HALIBUT

For 2022, FFAW and ASP agreed to rollover the Halibut Collective Agreement for how prices are based. The

Halibut Collective Agreement establishes prices based on the actual market returns of processors/buyers. Establishing a price for halibut is a multi-step process that takes place over a period of four weeks.

The initial price for halibut is set at the beginning of Week 2. The initial price may increase when the final price is set in Week 4, depending on the market returns of the halibut sold by the Buyer/Processor. This 4-week process is repeated for each week during the halibut season.

HALIBUT PRICING PROCESS

WEEK 1

Harvesters sell halibut to processors/buyers.

WEEK 2

On Tuesday, the initial price for halibut sold in Week 1 is established. Harvesters are paid for the halibut sold in Week 1 according to this initial price. Processors/Buyers sell halibut bought in Week 1 to market.

WEEK 3

Week 1 halibut still entering the market.

WEEK 4

By noon on Tuesday, Processors/Buyers will have submitted all receipts for halibut bought in Week 1 to the independent third party (Quinlan Boland Barrett). By the end of the business day on Thursday, the final price for halibut caught and sold in Week 1 will be established. If the final price is higher than the initial price, the difference will be paid to the harvester at the next pay period. The final price cannot be lower than the initial price.



CRAB

US demand for crab in 2021 skyrocketed and crab ended 2021 at \$16.80 USD per the UrnerBarry (UB)

index. This record price remained until the beginning of February and since has continued on a steady decline. The initial price at the start of negotiations this year was \$15.75 on the UB. After an attempt by ASP to have Earle McCurdy removed from the price setting panel, the panel finally held the crab hearing on March 31. At that

time crab had dropped further to \$13.75 on the UB.

FFAW offered \$9.05 based on a \$14.25 USD price while ASP offered \$7.60 based on a \$12.00 USD price. The Fish Price Setting Panel ultimately choose the ASP offer and summarized the following in their decision:

The Panel's decision is premised on the highly unsettled nature of the market, and the difficulty of quantifying inventory levels. The continuous nature of the decline in the Urner Barry index right up to the date of the Panel hearing was a significant factor in the Panel's decision. The market may continue this downward trajectory until a balance between supply and demand is realized.

The UB index has continued to decline since the initial panel decision and on May 12th ASP submitted their application for a price reconsideration on crab pricing. On May 14th the panel heard the price reconsideration arguments with FFAW submitting an offer at \$6.55 while ASP submitted an offer at \$6.15. The panel again selected the ASP offer based on the continued decline of the UB index.

While this crab season has not followed the strong 2021 season like we had hoped, it has been a positive season in that catches have been good thus far and prices to harvesters have remained near record levels for a season despite the economic challenges of 2022.



LOBSTER

Lobster saw amazing growth in 2021 and ended the year at \$11.00 USD per the UB index. In early 2022, lobster rose to \$16.00 USD in March before starting its annual price drop as supply increases into the market.

This year during negotiations FFAW's argument was to have any type of price deduction removed from the lobster formula. ASP pushed for a reinstatement of the \$0.15 cent deduction to the

formula. The panel in its decision summed up the positions as such:

This year, both parties came to the Panel with final offers based on the Thursday/Tuesday basis for pricing under the formula. ASP's price position was to reinstate the \$0.15 deduction (a four-cent change from 2021), while the union's final offer called for the elimination of the deduction altogether. ASP said the four-cent change would reduce total payments to harvesters by approximately \$428,000 (0.5%) based on 2021 landings. The FFAW position is to eliminate the \$0.15 deduction, which would see harvesters paid an additional \$1,180,000 (1.4%) for their landings.

The elimination of the UB deduction is paramount to achieving a fair share for harvesters. A share that over the last two years has not been fair across many species. Harvesters made extraordinary sacrifices during 2020 to ensure that many fisheries were given a chance in an unsettled market due to Covid-19. Processors gladly accepted the harvesters sacrifices and turned them into record profits over the last two years. The panel's lobster decision by selecting FFAW's position of no deduction is a clear recognition of previous sharing imbalances. This is a step in the right direction for harvesters in 2022 and for years to come.



SPRING SHRIMP

Spring Shrimp negotiations in 2022 saw FFAW and ASP with two very different approaches

to the strong global shrimp market. ASP used negotiations to discredit the market report and talk down the strong shrimp market seen throughout the UK and Europe. ASP's offer of \$0.90 vs FFAW's offer of \$1.42 showed a complete lack of respect to harvesters. ASP stated there was a desire of having a spring fishery this year but an offer of \$0.90 was lower than ASP's 2021 offer of \$1.00. The panel made note of this in their final selection as noted below:

As noted previously, the current Shrimp market prices are well above levels seen this time last year. At that time, the Panel chose the ASP

price of \$1.00, based on the prevailing market conditions. This year ASP has offered \$0.90, which would suggest a lower market than last spring, but this is not supported by the information provided to the parties and the Panel. In the current market, acceptance of the ASP offer would result in a significant erosion of share for harvesters.

Share to harvesters in 2022 has been a key element of all FFAW submissions and we will continue to fight for a better share of the lucrative markets we are seeing in 2022. The panel selecting FFAW's price in spring shrimp recognizes that ASP and its members continue to undermine fair sharing through any means necessary. FFAW will push the panel through its submissions to hold ASP accountable for its attempts to further erode harvester share.



LUMP ROE

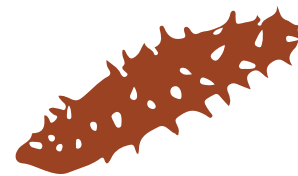
For 2022, FFAW and ASP agreed to rollover the 2021 lump roe agreement. The starting minimum price is \$1.35/lb, but the price can increase to harvesters based on actual sales price to the market as has been the case for several years.



COD

Cod negotiations this year resulted in a late afternoon deal between FFAW and ASP just as panel submissions were being sent in. Negotiations this year went back and forth on the

strengths and challenges in the global cod market. Ultimately, FFAW and ASP were able to agree on a \$1.05 price for 2022.



SEA CUCUMBER

In 2021, harvesters saw a number of issues in the sea cucumber grading process and that was FFAW's focus

in negotiations this year. The 2021 average water loss in sea cucumbers provided by ASP was 34%. This is a significant departure from the DFO deduction of 23% from years past. The water loss last year seen by some harvesters was over 40%. Harvesters experienced a multitude of issues with dockside graders and inconsistencies throughout sampling and offloading.

ASP offered a rollover of the grading and water loss procedure with a price offer of \$0.55/lb. The \$0.55/lb was a 9% reduction from its \$0.60/lb offer in the spring of 2021, and a 22% reduction

CONTINUED ON PAGE 21

from the actual price agreement, which enabled the 2021 fishery (i.e., \$0.70/lb). FFAW's offer for 2022 was \$0.68/lb and based on a 27.5% deduction for water content.

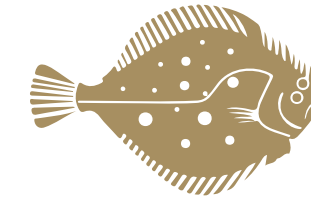
The panel noted the following in their decision when they selected FFAW's price offer and water deduction %:

The price offer of ASP is \$0.55/lb. which is \$0.05/lb. lower than their offer last spring, and \$0.15/lb. lower than the actual price of \$0.70/lb. which enabled a fishery in 2021. The ASP price is based on their determination of actual net weight of landed product, which they indicate in 2021 included a 34% average deduction for water, and 2.42% deduction for other unusable material. The ASP offer is 22% lower than last year's \$0.70/lb. price.

The FFAW offer is \$0.68/lb. based on a 27.5% deduction for water. Using the deductions ASP put forward for water and other factors, the FFAW price of \$0.68/lb. is roughly equivalent to \$0.74/lb., which is \$0.04/lb. (5.7%) above last year's price paid to harvesters. The Panel notes that a year-over-year comparison of exchange rates shows an improvement this year compared with the same time in 2021.

This was a big decision for harvesters as it aims

to reduce the uncertainty and inconsistency found within the grading process. Harvesters deserve a transparent and consistent process across all dockside graders and offloads. This year's panel decision works to set that process back in line with the past practices that allowed an orderly fishery for so long.



TURBOT

Turbot negotiations in 2022 saw ASP offer a rollover price of \$1.70 while FFAW offered \$1.85 to the panel.

Over the last 2 years we have seen a rise in export price while harvester share has remained flat. At the center of this year's negotiations, was again harvester share. FFAW argued that harvester share has taken a back seat in favor of processor profits and that must stop, now. FFAW pushed for a greater share to harvesters and the panel agreed with our arguments.

The panel recognizes that turbot is not just a favor to harvesters for their crab. Newfoundland and Labrador turbot is prized throughout the world and turbot harvesters deserve the respect of a fairer share in light of their efforts and a rise in global prices. 2022 was a step in the right direction to ensure ASP is held accountable for a fair share of the profits.

EMPOWERING THEM FREE ONLINE COURSE ON GENDER-BASED VIOLENCE

What is the goal of the "Empowering Them" course?

Empowering Them is the St. John's Status of Women Council's first free, publicly accessible e-course on gender-based violence (GBV). The goal of this course is to help everyone in our community realize that GBV is not a private issue or a women's issue, and give people the skills and tools to help end GBV. Our community will be safer and stronger as a result of everyone doing this e-course.

Who can take the course?

This e-course is for everyone and anyone in our community! As this course was being created, the hope was for it to be used by teenagers, adults, parents, siblings, friends, workers, partners, and groups - literally everyone! You might be experiencing abuse, you might be unknowingly inflicting it, or it might be happening to someone you care about or someone you hardly know at all. Whatever the case is -

gender-based violence impacts us all (all genders), and that's one of the things learned in the e-course.

Is there any prior training needed to take the course?

There is absolutely no prior training needed to take the Empowering Them e-course. This course was informed by the folks in our community, and was created with ease of understanding in mind. This isn't an academic course, and the concepts and topics included are simple to grasp. Once you finish the course, you'll get a printable certificate of completion!

What are some important lessons in the course?

This e-course teaches you to think differently about the myths and stereotypes surrounding GBV, see differently by recognizing the signs of abuse (that you may not be aware of), and to act differently when you suspect it by the simple act of a check-in. We hope that it will give you the tools to take action with confidence.

How can members register for this program?

This course is completely free, virtual, accessible, and self-paced. You can create an account and take the course on your own time. Just visit www.empoweringthem.ca to get started! If you need any help getting going, you can email me directly at tania@sjwomenscentre.ca.

MINISTER IGNORES ESTABLISHED PRECAUTIONARY APPROACH FOR SHRIMP – SLASHES QUOTAS IN STRUGGLING FISHERY

Minister Joyce Murray's decision today to slash quotas in the Gulf of St. Lawrence shrimp fishery in April dealt a significant blow for harvesters and plant workers who have already experienced drastic cuts over the last number of years. A cut of nearly 20% in Shrimp Fishing Area (SFA) 8 in the Gulf of St. Lawrence is contrary to the recently established Precautionary Approach (PA), showing Minister Murray's lack of understanding of collaborative fisheries management.

The current PA was established in 2013 after extensive consultations between scientists, managers and fish harvesters. Minister Murray's decision completely disregarded the years of collaboration and hard work.

Despite the stock being categorized in the healthy zone, DFO announced a 19 per cent reduction in SFA 8, 18 per cent reduction in SFA 9, 13 per cent reduction in SFA 12, with a very small increase to SFA 10. Under the PA, the maximum annual decrease should be 15 per cent. Newfoundland harvesters only have access to one fishing



area, SFA 8, and have been hit the hardest by the Minister's decision. Shrimp harvesters and processing plant workers have already been devastated by past cuts of more than 50 per cent in recent years and this decision rubs salt in the wound.

Unlike many other fisheries and areas of the province, in most cases inshore harvesters who fish Gulf shrimp only have access to shrimp and cannot supplement with another fishery. Harvesters, plant workers and entire communities are concerned with the growth of redfish and the time for a transition is urgently needed. It has been cautioned by harvesters that reductions in quotas will only be additional shrimp for the redfish to feast on.

The explosion of the redfish population in the Gulf is making it impossible for the overall size of the shrimp stock to improve. It's one more reason that proves the Minister is disconnected from understanding the true picture and interconnectedness of our fisheries and the implications they have on each other. The 4R and inshore shrimp fleets in the Gulf need to be guaranteed a priority and majority share of the upcoming redfish quota, as continued reductions in shrimp carry the harsh reality of the eventual displacement of the shrimp fishery. The future of our west coast and Northern Peninsula depends upon it as they are being squeezed out of what's left of the shrimp fishery.

The federal government must take a more holistic approach to managing and understanding our fisheries – and a critical part of that is giving fish harvesters and industry scientists a respected seat at the table. A transition plan must be implemented before it's too late.



GREEN LIGHT FOR BAY DU NORD PROJECT

Courtney Langille, Government Relations and Campaigns

The Bay du Nord Project (BdN) consists of several oil discoveries in the Flemish Pass basin, some 500 km northeast of St. John's. The first discovery was made by Equinor in 2013, followed by additional discoveries in 2015, 2016 and 2020. In April this year, the Government of Canada approved the BdN environmental assessment, and the Project is widely considered a unique opportunity to generate significant value and increase global competitiveness of the NL oil and gas supply chain.

The BdN discovery is at a water depth of approximately 1170 metres, and the new discoveries are at approximately 650 water depth. Together with Equinor's partners, they are working towards a final investment decision with first oil expected to be produced in the late 2020's.

The oil industry hasn't come without significant impacts on the fishing sector. Harvesters have watched the petroleum sector grow on traditional

fishing grounds and exploratory seismic work conducted over most of the continental shelf. FFAW fleet chairs were engaged in consultation process for the Project and were reassured that the location would not lead to any loss of fishing grounds, and the depth would not have a negative impact on valuable commercial species such as turbot.

FFAW continues to work with the oil industry on the need for rapid compensation in the event of a significant oil spill offshore and irreparable damage to marine habitat. Several compensation programs are now available to read on oil company websites. Working collaboratively with the oil industry has advanced the understanding of key issues and concerns experienced by inshore harvesters. Overall, it is very positive that regulators have facilitated an inclusive consultation process and recognized that the growth of one sector should not be at the cost of another.

LINE CUTTERS AVAILABLE FOR THE 2022-2023 SEASONS

The line cutter gear we distribute is improved each year based on feedback from fish harvesters. For example, harvesters suggested the kits come with safety covers for the blades and that different pole lengths are needed for different vessel sizes and fisheries. The latest version, complete with blade covers and modifiable poles, was developed in collaboration with WWF-Canada, Whale Release and Strandings NL, and CPAWS. See the YouTube video here: https://youtu.be/O_mzNdNW7Sg

If you would like to have a line cutter onboard for the 2022-2023 fishing season at no charge to you, please contact Erin Carruthers or April Wiseman at the St. John's office (576-7276) or email us (ecarruthers@ffaw.ca or awiseman@ffaw.ca).



ANNUAL MEMBER PHOTO CONTEST

Each year, FFAW-Unifor accepts photos for our annual photo contest in an effort to showcase the incredible work of our members.

What are we looking for? Photos taken of our members in their day-to-day work lives. On the water, in the plant or on the job site. We want to showcase what you do for a living and the things you see along the way!

Three winners will be chosen:

First Prize - \$150 Canadian Tire Gift Card and Photo to be Featured on Cover of Union Forum Magazine Fall 2022

Second Prize - \$100 Dominion Gift Card

Third Prize - \$75 Dominion Gift Card

Requirements to enter:

- Photos must be high resolution (full-size image)
- You own the rights or have permission to use the photo
- By entering, you give permission for submitted photos to be used in future promotional material including on social media
- No limit to entries - submit as many photos as you want!

All entries must be received by August 12, 2022.

Send photos to communications@ffaw.ca with the following information:

- Photo taken by
- Location of photo or home port
- Who or what is in the photo

CHECK OUT SOME OF THE AMAZING ENTRIES SO FAR



The Atlantic Conquest in St Brides, taken by Jenna Corcoran



Photo submitted by Gavin Campbell



Husband and wife team Jamie and Jennifer Barnett with a full load of snow crab aboard their new vessel, Total Confusion.



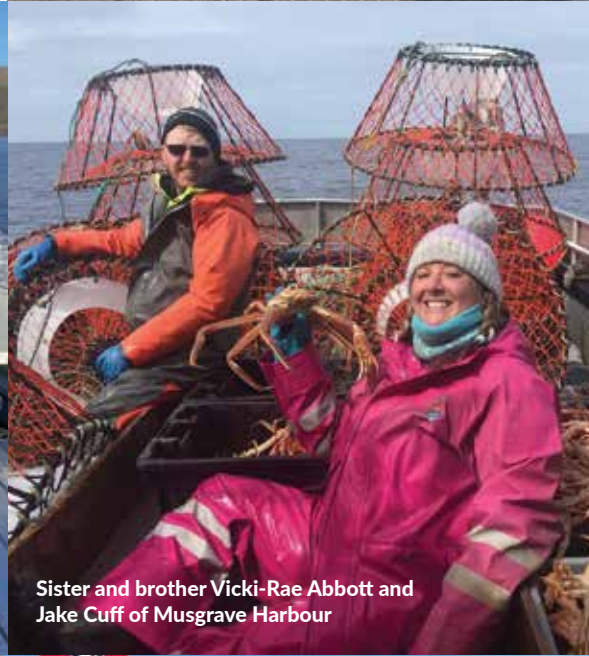
Darren Dodge of Lamaline holding an albino snow crab. Photo taken by Clint Walsh.



The MV Julie Phillip Departing Charlottetown, NL on September 21 2016, taken by Carolyn Ellis



Tom and Rosalyn



Sister and brother Vicki-Rae Abbott and Jake Cuff of Musgrave Harbour



Elaine Parsons of Fermeuse



Three generations of Jones fishermen photo by Shelby Tatchell

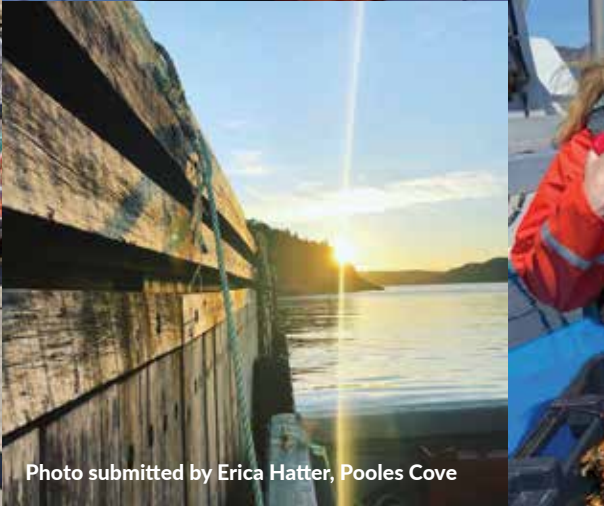


Photo submitted by Erica Hatter, Pooles Cove



Claire and Aaron Daley on lobster opening day in LFA8, photo by their father Austin Daley



Fishing crab on the Captains Finest of Catalina

Tyler Hepditch of Port de Grave getting an early start at the crab fishery. Photo taken by Brandon Reid



Submitted by Charlotte Burry of Glovertown



April Durnford with a 12lb lobster



Full load of crab onboard the Kayla and Kathy of Boat Harbour West, Placentia Bay. Pictured are Skipper Claude Matterface and Darlene Matterface photo taken by Ross Matterface.



Jeff Chippett hauling his herring net for bait for the lobster traps Leading Tickles. Photo by Melissa Chippett



Brett Boland by Brent Boland Bay St George South



An orca whale spotted by Bonnie West while fishing on the west coast



Photo of Linda Clements taken by Glenn Davies



Getting ready for the crab fishery in Wreck Cove. photo by Cathy Hunt



Second day of the lobster fishery in English Harbour East, Fortune Bay. Photo by Laura Lee Labour.



Patricia Rumbolt of Port aux Choix found this sweet little lump fish in a crab fish.



Jeff Chippett hauling his herring net for bait for the lobster traps Leading Tickles. Photo by Melissa Chippett



Clyde Pearson taken by Michael Petten



Cheryl Thornhill banding a lobster



Cody Porter enjoying the big catch 100 miles from Port de Grave Photo taken by Uncle Kenneth Porter



Glen Best and Clifford Cull, photo taken by Allison Best



Matthew Lavers, Terrance House, David Dobbin aboard the Ocean Supreme in Port Saunders Harbour, looking for Herring. Photo by Karla Gould.



Vale Long Harbour during a nightshift with Labrador Catering photo by Camryn Walsh





"This is our first year as enterprise owners. We took over the enterprise that Peter Marche, Colin's father, fished for 58 years. The name on the boat is special, and we honor Colin's mother, who fished with Peter for 35 years, who sadly passed away a couple of years ago. Their legacy lives on at the beach. Colin is a third-generation fisherman. As this was our first setting day, we made shirts for our friends and family and our crew." - Chaslie Kook-Marche

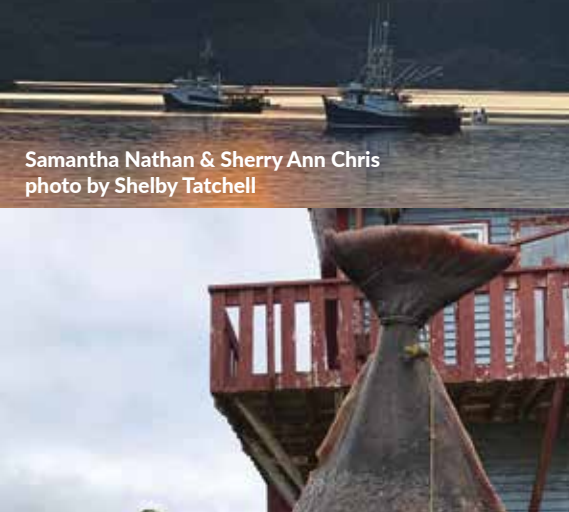
Mackenzie Piercey of Hearts Content helping her dad, Greg Piercey, haul his herring net



Walrus in Port Anson Photo taken by Amy Peckford daughter of member Amanda Peckford

Samantha Nathan & Sherry Ann Chris photo by Shelby Tatchell

Photo from Santana May of Burgeo



Jocelyn and Brothers docking to unload seining gear in Summerford. Taken October 2020 by Danielle Wheeler

Melton Keeping of Burnt Islands 3pn Atlantic Halibut

The Englee Pride Ready to be launched after preparation work completed for the crab season at the Marine Service Center in Englee. Photo taken by Todd Curtis.

Skipper Jamie Snook and his 72-year-old father at the 2022 crab, from Harbour Breton

IMPROVED COLLECTIVE AGREEMENT FOR DOCKSIDE MONITORING EMPLOYEES

After a lengthy consultation period with employees of the Fish Harvesters' Resource Centre's Dockside Monitoring Program, and a difficult round of collective bargaining negotiations, workers have overwhelmingly voted in favour of an enhanced collective agreement.

Harbour to Port aux Basques (including La Poile/Burgeo), Jackson's Arm to Harbour Deep;

- Barry Thompson, Dockside Monitor, Conception Bay to Bay de Verde

The Union Negotiating Committee consisted of the following members:

The Committee met in St. John's over five days in mid-February. Over this period, they conducted approximately six collective bargaining sessions and successfully negotiated a number of stronger provisions to the Collective Agreement including:

- Jayne Caines, Dispatcher, Labrador, Northern Peninsula (to Cow Head);
- Alisa Daye, Dockside Monitor, St. John's, Southern Shore, St. Mary's Bay
- Derek Martin, Lead Observer, Bonavista to Catalina, Random Island, Southport/Gooseberry Cove, Arnolds Cove to Fairhaven;
- Robert Murphy, Dockside Monitor, Ship Harbour/Fox Harbour, St. Brides, Branch, Burin Peninsula;
- Eric Sansome, Dispatcher, Twillingate, New World Island, Change Islands, Fogo Island;
- Ruby Sheppard, Lead Observer, Rocky

- The addition of a new statutory holiday, and multiple floating holidays depending on hours worked;
- A significant improvement in the gas mileage rate, with built in protection against rising gas prices. As gas prices rise, so does the mileage rate reimbursed to members;
- Wage increases of 7.25% over three years, including a 4% wage increase in 2022;

Congratulations to the Committee and the workers on these important advancements to their working conditions!

LABOUR RELATIONS CHALLENGES AND UNIONIZING IN NEWFOUNDLAND AND LABRADOR

Alyse Stuart, Staff Representative

Simply put, unionizing in Newfoundland and Labrador is like fighting the boss with one hand tied behind your back.

For the last several decades successive governments have been actively anti-union with strong support for business lobby groups, resulting in a lingering climate of fear and distrust of unions among the general population. As attitudes begin to change and more workers seek to join in a union, they are met with one of the most restrictive labour relations for unionizing.

To certify:

1. over 40% of the employees in the workplace must sign a union card which are checked by the Labour Relations Board
2. once these cards are verified then a secret ballot will be sent to every worker
3. at least 70% of those eligible must participate in a vote
4. if 50% plus one of vote yes—you are certified, and the bargaining begins.

However, due to significant delays with the Labour Relations Board, the process has taken months, which adversely impacts organizing and momentum. Additionally, one of our recent drives during the pandemic used a secret mail-in ballot sent to workers addresses and had to be mailed back within a certain timeframe. The problem was that many of these workers were at sea, moving

between jobs, or lived in rural locations without reliable mail servicing. Therefore, the vote did not meet the threshold of participation.

When you are organizing against a hostile employer, any extra hurdle can act as a barrier to participation, giving employers time to threaten and pressure workers. It was not always this way.

For a brief period, the province used automatic certification for union drives. Instead of having to jump through hoop after hoop, once most workers signed union cards, which were certified by the Labour Board, you were certified as a union. Canada has restored automatic certification federally, recognizing that signing a union card is democratic and should be honoured as such.

Workers have never had more collective potential as we face a worker shortage across the country with mass resignations, a shrinking labour market, and aging workforce. Never has the number of people nearing retirement been so high as more than 1 in 5 (21.8%) persons over the age of 55. We have a unique opportunity to put upward pressure on wages and benefits as employers scramble to fill vacancies and respond to this market reality.

It is time for the provincial government to give workers a fighting chance and encourage unionization with the necessary changes in our Labour Relations Act.

Safety Bulletin

MARINE WEATHER INFORMATION UPDATE

Environment Canada provides a useful marine weather forecast service. Please note the following important changes:

- **The Weather forecast number (709-772-4145) has been discontinued.**
- **Hello Weather** is a new automated weather service launched by Environment Canada, effective December, 2021.

This new service provides:

- air quality
- current weather conditions
- health index information
- information on impending hazardous weather
- marine weather
- weather forecasts

- **How to contact Hello Weather:**

- Call toll-free (English: 1-833-794-3556; French 1-833-794-3836 – 79HELLO)
- Marine weather can be accessed under Option 4
- You will need an area access code (found on the website or acquired through the automated message). For example, the access code for St. John's is 02024; Lewisporte 02009; St. Anthony 02037

- Record the new **Hello Weather** toll-free number and your access code(s) in your **Newfoundland and Labrador Fish Harvester Safety Logbook.**

- **Need to speak to an Environment Canada meteorologist?**

- Use the free-for-use service to access marine weather information 24 hours a day, seven days a week.
- Telephone 1-844-505-2525
- \$2.99 per minute, plus taxes
- Fee added directly to your telephone bill

The information on marine forecast contacts is under review by Environment Canada. Be sure to update your **Emergency Contacts & Reference Information** section of the **Newfoundland and Labrador Fish Harvester Safety Logbook.**

PROVINCIAL GOVERNMENT FALLS SHORT: 6 MONTHS OF ASKS AND NO DELIVERY

Courtney Langille, Government Relations and Campaigns

At FFAW-Unifor's Triennial Convention in Fall 2021, inshore membership unanimously passed two resolutions directed at the provincial Department of Fisheries, Forestry, and Agriculture to safeguard the integrity of our fishery in a time of economic rebuilding and transition. Your Union sent a letter to Minister Derrick Bragg on December 10th, 2021, citing those resolutions:

- **A Fairer System for Fish Price Negotiations** – Increasing concentration of the processing sector has significantly decreased wharf competition and the Fishing Industry Collective Bargaining Act should be independently reviewed to assess what should be improved to ensure fair prices for raw material.
- **Enforcement of the Fisheries Act Regulations** – The federal regulations that came into effect on April 1, 2021, must be enforced on a provincial level to bring consequences to processing companies who continue to undermine the sustainability of our coastal communities.

In a critical and sensitive time for Newfoundland and Labrador following COVID-19 and other longstanding stressors within the industry, the importance of a meaningful dialogue was emphasized to the Minister. Especially since the issues rooted in the resolutions had been recommended in countless meetings and submissions in recent YEARS (not months or weeks). However, instead of prompting effective discussion on the path forward for necessary changes, what followed was almost 6 months of Groundhog Day – bringing these same issues and adjunct concerns forward in letter after letter, in monthly meeting after monthly meeting with informed recommendations:

- The issuance of more processing licenses to companies that do not already hold crab

licenses.

- Legislation be passed capping the growth of the big 5 processing companies at current levels.
- That the Fishing Industry Collective Bargaining Act be amended to include a second price reconsideration that allows for prices to be adjusted in line with the market.
- That the Fishing Industry Collective Bargaining Act be amended to increase transparency and information sharing from the processing sector to provide more fairness in collective bargaining.
- The need for outside buyers to increase wharf competition; and
- The need for provincial government to prevent the illegal control of inshore fishing licenses.

Just as we had warned in these communications with the Minister, without any intervention from the province the unbalance between harvesters and the Association of Seafood Producers (ASP) erupted. In a sickening display of contempt for fish harvesters, the ASP arrived at the standing Fish Price Setting Panel arbitration for snow crab on Friday March 25th, 2022 and presented a motion to remove Earle McCurdy from the Panel. The move was clearly premeditated and a deliberate act to undermine the collective bargaining process on the eve the snow crab fishery. On March 28th, FFAW held demonstrations in St. John's and Corner Brook demanding a fair process, fair prices, and outside competition because of the corporate concentration in the processing sector. Minister Bragg addressed the crowd of hundreds of harvesters and supporting community members, declaring among other condescending statements, that his office does not hear these concerns.

So, we promptly set up an email campaign and invited membership to send their own message to the Minister so he could understand the growing frustration among harvesters. Between March 25th and May 5th, over 400 letters were sent to Minister Bragg and his Department requesting engagement in these issues.

As a result of the inaction by the Minister to help stabilize conditions within the industry, inshore fish harvesters started this year's season feeling abandoned and undervalued by provincial government. Harvesters must operate under trip limits that have been unilaterally imposed by processing companies in the snow crab fishery. As a result, harvesters with modest snow crab quotas are being required to go out on trip after trip at a time of profoundly inflated fuel costs to achieve their landings which directly impacts their economic return. This is also a matter of safety, as it requires more time on the water and ocean conditions are both unpredictable and unforgiving.

Meanwhile, companies are importing product from other provinces for processing in Newfoundland and Labrador while imposing unreasonable limits on inshore vessels. This is not putting the interest of Newfoundlanders and Labradorians first. It is, instead, protecting corporate interests. While we understand the weight of these decisions and the time needed in that process it cannot be disputed that additional licenses will create desperately needed competition in the sector and provide harvesters with more options for selling their catch

While the recent granting of a snow crab processing license for the plant in St. Mary's is an opportunity for the province as well as for the FFAW members who have been out of work since the plant closed, it is disappointing to see the capacity capped by the Minister when so little exists in our province.

There are several opportunities for Minister Bragg, as a key figure that shapes important policies, to show harvesters and plant workers that he hears them, and he values them. If we can agree on anything, it's that we need to stop reliving the rolling agenda of unresolved issues and finally address them.



MARINE SERVICE CENTRE LOCATIONS

Fermeuse

- 150 Ton Capacity
- Up to 30ft Wide



Harbour Breton

- 50 Ton Capacity
- Up to 20ft Wide

SERVICES

- Mechanical & Electrical Repairs
- Vessel Maintenance & Repairs
- Steel & Aluminum Fabrication
- Marine & Fishing Supplies
- Dockside Repairs
- Dry Dock Vessels
- Vessel Painting
- Vessel Storage
- Fiberglassing
- Carpentry
- Stabilizer Fin Installation
- Extensions and Refits

CONTACT US TODAY

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ICEWATER HOLDS OWED STAT PAY - EMPLOYEES RALLY OUTSIDE WORKPLACE

Employees of Icewater Seafoods in Arnold’s Cove held a demonstration in April outside the plant gates calling attention to the employer’s refusal to pay stat holiday pay per the collective agreement. Over 50 employees and community supporters attended the demonstration where Greg Pretty, FFAW-Unifor Industrial Director, and Brenda King, Icewater Union Local President, spoke to the crowd and to media about the Company’s egregious behaviour. The demonstration gained considerable media attention in the province and was featured on VOXM, NTV and CBC. The matter is going to mediation in June and if not resolved will proceed to arbitration.



OCEAN BREAKER RETIRED FROM SERVICE AS OCI DRIVES DOWN UNIONIZED WORKFORCE

Johan Joensen, Staff Representative

In the middle of April, FFAW received the unfortunate news that Ocean Choice International had decided to issue lay-off notices to all unionized crew on the Ocean Breaker. This vessel has been in operation for Ocean Choice International for over a decade, employing approximately 60 crew in total across two shifts – of these 60 crew, 46 are unionized positions.

The reason for these lay-offs was that the company made a decision to list the vessel for sale. The company did not find it feasible to keep operating the vessel while waiting for a purchaser, considering alleged low fish prices and high fuel costs.

The crew on the Ocean Breaker had finally managed to get a new collective agreement in place in the Fall of 2021 after their previous collective agreement expired on September 4th, 2020.

It is disappointing to see a decision like this. Particularly because we know that the remaining vessels are going to struggle to land the product held by the company. Now the fleet consists of two unionized and two non-unionized vessels – in comparison to the previous four unionized and two non-unionized vessels Atlantic-wide.

It remains to be seen if there will be a process in place to replace the Ocean Breaker.

VALE CONTRACT FLIPPING HELPS SHAREHOLDERS AND HURTS HARDWORKING NEWFOUNDLANDERS & LABRADORIANS

In early May, mining company Vale in Long Harbour retendered a contract resulting in 150 skilled trades workers losing their employment through subcontractor Pennecon Maintenance Services. The contract flip saw these individuals lose good-paying, skilled employment overnight, and those who received new offers were faced with choosing between going back to work for significantly less pay and benefits with new contractor DF Barnes, or not going back to work at all.

FFAW-Unifor, which represented the skilled trades workers employed through Pennecon, had an established collective agreement in place until the year 2025. The skullduggery, money-saving move by Vale eliminated this collective agreement between Pennecon and FFAW-Unifor as well as the established seniority list and hard earned union-rights like paid leave and modest wage increases in future years.

“What followed was a company-favouring union entering the workplace and signing a farce of a collective agreement without a single vote from the rank and file,” explains James Farrell, FFAW-Unifor Staff Representative. “This supposed collective agreement was, in reality, an employer doctrine that provides absolutely no protection to employees.”

Despite losing the legal rights as their union representation, FFAW-Unifor continued to work closely with former Pennecon employees who were placed in an extremely vulnerable position and feared speaking out publicly against Vale’s actions. Employees quickly realized the risks to certifying with this other union and requested a membership drive for certification of DF Barnes employees through the FFAW. At the time of print, a card drive was complete and approximately 50% of cards were signed in support of the FFAW. This is expected to trigger a certification vote among all employees in this skilled trades unit.

“What followed was a company-favouring union entering the workplace and signing a farce of a collective agreement without a single vote from the rank and file,”

Due to the abysmal state of the current contract with DF Barnes and the complete lack of commitment by this second union, it is expected that FFAW-Unifor will become re-certified for these members in Long Harbour and new contract negotiations will begin.

“These people have devoted the last several years to building up the Vale Long Harbour operations. Instead of being thanked for their commitment and hard work,

Vale has uprooted their lives and forced them to come back for less pay, benefits and protection,” said FFAW-Unifor President Keith Sullivan. “Companies should not be permitted to operate in this manner and our provincial government has the tools available to protect hardworking Newfoundlanders and Labradorians from being treated like they are dispensable.”



MARCH DEMONSTRATION IN ST. JOHN'S

Hundreds of people gathered at an FFAW-Unifor demonstration outside Confederation Building in St. John's to call attention to the Association of Seafood Producers (ASP) and their deliberate, repeated efforts to undermine fair collective bargaining.

The Union demanded Premier Andrew Furey, Minister Derrick Bragg and Minister Bernard Davis immediately step in and ensure fish harvesters are treated with fairness, dignity and respect by processing companies during the price setting process and to ensure real competition happens in the processing sector. Instead, Minister Bragg addressed the crowd and attempted to drive a wedge between plant workers and fish harvesters, emphasizing his willful ignorance to the problems facing the industry.



MYTH VS FACT

Dispelling Rumours Surrounding the FFAW's Ask for Additional Processing Capacity

Approximately 110 million pounds of snow crab is set to be landed during the 2022 season, a far cry from the 52 million pounds landed just three years ago.

The Association of Seafood Producers (ASP) and their member companies are in a desperate bid to drive workers backwards. At every turn, ASP has attempted to pit union member against union member and sow seeds of lies and mistrust on the shop floor.

The lack of capacity to handle current quotas is costing both harvesters and plant workers. Processing companies are refusing to purchase shrimp and sea cucumber from inshore harvesters which is impacting thousands of plant workers in the province in addition to the harvesters that rely on these fisheries.

It is a privileged position to hold a processing license in Newfoundland and Labrador. No company should be permitted to shutter operations while a fishery remains open.

Our Union remains committed to protecting all of our workers and ensuring the Newfoundland and Labrador fishery is vibrant and sustainable for generations to come. Together, we are stronger.

(1)

MYTH: There is not enough product to go around.

FACT: There's so much snow crab available, OCI is about to build a large processing plant in Nova Scotia. Other "unionized" NL Fish Merchants are having their crab processed in non-union plants to avoid worker contracts and higher hourly rates.

(2)

MYTH: Granting new snow crab licenses will take 200 jobs from elsewhere in NL.

FACT: Processing companies have already removed thousands of good processing jobs from NL. They HAVE created thousands of processing jobs in other Countries to the detriment of our incomes and our economy.

(3)

MYTH: Worker-led push back at NL processing facilities

FACT: Management-led tactics against precarious workers to rally and sign petitions.

(4)

MYTH: The small amount of additional processing capacity added this season has hurt plant workers in the province.

FACT: More multi-species value-added processing will only increase our current limited capacity to extend the season, thereby, helping more plant workers province-wide. It is not about cutting smaller pieces of the pie but baking a bigger pie for all workers.

Companies continue to hurt plant workers by refusing to purchase species like shrimp and sea cucumber.

(5)

MYTH: Extending the crab season would allow current snow crab plant workers to work a longer season instead of creating new jobs in other regions.

FACT: The current snow crab season cannot be changed. The season is set by DFO based on crab spawning and soft-shell timing - changes to the season would not allow for the sustainable, top quality product that our province is known for.

In total, the St. Mary's license of 2.5 million pounds and the additional 1 million pounds is-sued to Dandy Dan's Seafoods means Minister Bragg's decision reallocated a maximum total of 3.5 million pounds of snow crab, just 3.1% of the total catch for Newfoundland and Labrador.

(6)

MYTH: Companies want to protect workers in this industry.

FACT: Companies want to protect their profits in this industry.



GUEST COLUMN

WHAT MACKEREL MEANS TO OUR COMMUNITIES

Trevor Jones, La Scie

I've been a professional fish harvester for over thirty years. Three generations in my family have made our livelihoods from fishing, with two before me and my two sons following in my footsteps.

I lived and work through the cod moratorium, and I've watched our inshore fishery evolve in ways we never thought possible. But what I am witnessing these last few years has truly made me question whether an inshore fishery will be around one hundred years from now, as our federal government continues to fail us in catastrophic ways. The failures, one by one, are leading to the erosion of coastal communities and the foundation on which they are built.

We all know it was fishermen who first signalled the northern cod crisis – long before science caught up and acknowledged we were right all along. Since that time, the profession of “fisherman” has become much more than going out and hauling up a few nets of fish.

I am a small business owner, with a crew to support, licenses to maintain and all the associated expenses of any business. I am

extensively trained in marine safety and am a certified Level II fish harvester. I participate on many committees, including those for various stock assessments, management advisories and for price negotiations. Because I am more than just a “fisherman” – I am a steward of the marine resource, and I am invested in protecting those resources to benefit generations to come.

I know we sound like a broken record when we go on and on about the Department of Fisheries (DFO), and their inability to effectively manage fisheries. And to those removed from the industry, it may seem like we're always asking for more. But what we are asking for is fairness. We ask for comprehensive stock assessments and for fisheries decisions that are based in fact. What we have long asked for, and what we continue to ask for from DFO, is for a respected seat at the table.

The latest blow came on March 30 when Minister Joyce Murray announced a moratorium on the mackerel fishery in Newfoundland and Labrador. The decision, in short, is a result of DFO's refusal to conduct adequate science.

Our Union and their staff scientist, Dr. Erin

Carruthers, have been advocating for more mackerel research for the last several years because harvesters have observed significant changes in distribution and spawning patterns that are not accounted for in DFO's current surveys. We know that DFO has been significantly underestimating the biomass of mackerel and for years we've proposed additional projects that would prove what we're seeing in a scientific way that can be used in stock assessments.

Observations of young mackerel in various regions suggest that significant spawning is occurring outside the southern gulf. As it stands, DFO's larval survey is only done in the southern gulf and assumes no spawning is occurring elsewhere. Despite supposed declines according to DFO's stock status updates, we've witnessed the complete opposite on the water. We're witnessing abundant mackerel at different life cycles than would be expected based on DFO's surveys and rather than expand survey areas and approve funding for new projects, the government has put their head in the sand.

DFO does not even track the substantial removals from the recreational fishery or the impacts of removals of Canadian mackerel in US waters (the stock is migratory) – and yet the decision this year was to eliminate an important economic contributor for Newfoundland and Labrador impacting hundreds of fish harvesters and plant workers who rely on this fishery. Disturbingly, the Minister made the decision to leave the untracked recreational mackerel fishery open.

Now, I am left with mackerel gear I have no use for and nothing to replace this lost income with. Each fishery has a web of people who are connected either directly or indirectly and the loss of mackerel will be felt by many. My family, and my crew and their families will be significantly impacted, as mackerel accounts for between 10 to 70 per cent of my enterprise depending on the year - not to mention the plant workers, truckers, grocery stores and other suppliers who also play a role in this fishery.

Because time and time again, our government has shown they would rather sacrifice our livelihoods than do the work needed to better understand



the current state of stocks. Instead of making the desperately needed investments in new science, instead of listening to the concerns of harvesters, and instead of taking much needed action – Minister Murray has decided to entirely eliminate this important piece of our living. From their perch in Ottawa, they will watch our communities crumble.

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THE ATLANTIC SEAL SCIENCE TASK REPORT: THE GOOD, THE BAD, AND WHAT WE ALREADY KNEW

Courtney Langille, **Government Relations and Campaigns**

In some ways, the Atlantic Seal Science Task Team (ASSTT) Report was worth the two-year wait. But the nine recommendations put forward are longstanding propositions made by FFAW-Unifor on the need for clear management objectives for seal species.

The ASSTT was announced back in March 2020, to gather input on the Department of Fisheries and Ocean's (DFO) science activities and programs related to seals and their role in the Northwest Atlantic ecosystem. The ASSTT was commissioned in direct response to the concerns raised by commercial fish harvesters in Eastern Canada about the impact seal predation is having on fish stocks.

FFAW participated in an information session in May 2021 to contribute to the Team's investigation into the relationship between seals and fish populations and much of the perspective and experiences of inshore harvesters was reflected in the 17-page Report. At the time of consultation FFAW indicated the following to the Task Team:

1. DFO/Canadian Government learned nothing from 4T-Southern Gulf (near cod extinction due to seal predation)
2. In the face of obvious destruction by seals, DFO made conscious decisions to portray harvesters and those living in coastal NL as self-serving and uninformed on the marine environment
3. Immediate focus and strategy needed on fixing the credibility issues of DFO and damage done to the reputation of fish harvesters
4. Immediate need for real focus with increased

investment on market development

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. Slightly less populous, but more destructive, grey seals are found in the Gulf of St. Lawrence, and like other invasive species, continue to expand their habitat to other areas of the province, including fresh water. 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.

For years, fish harvesters have been calling on DFO to collect more accurate information on seal populations around Newfoundland and Labrador that are impacting the abundance of adjacent fish resources. In fact, since August 2019, your Union has issued 17 media releases raising the alarm on natural mortality from predation being the largest factor in the health of valuable fish stocks, notably capelin and northern cod.

In addition, the calculation of predation that DFO has been referring to since the 1990's assume seals are eating the whole fish and harvester observations have evidenced that seals often eat only the stomach of one fish before jumping on the next. As a result, a seal will kill more fish that it will eat, and it is doubtful this has been considered in any analysis of predation.

In February, FFAW launched a national awareness campaign bringing attention to seal overpopulation, associated prey consumption, and

how DFO has dragged their feet on conducting science on seals for years. The campaign has been met with support from like-minded organizations across Canada who also recognize the potential for the sealing industry to complement the federal government's strategy for a blue economy. The importance of bringing together diverse voices from all levels of government, the sealing industry, the fishing industry, Indigenous peoples, and international partners cannot be understated in the pursuit of more fulsome data on seals and the economic growth that is possible with seal product development.

In addition to recommending that DFO work



Courtney Langille attended National Seal Product Day in Ottawa in May

urgently to address gaps in seal diet information, population distribution, and the relationship between seals and the dynamic of important fish stocks, the Report also recognizes the importance of a collaborative approach in working with members of industry. This includes consideration to support industry vessels to expand data collection efforts and for the Government of Canada to work to open markets and reduce trade restrictions for seal products, such as fur garments, meat, and oil.

While the recommendations in the Report are an

essential starting point for true environmental sustainability and market innovation, it is hardly new information. In 2012, the Senate recommended a harvest quota of 70,000 grey seals, but no action was taken. Despite warnings from 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. 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. Which is not the case here, or in British Columbia, Quebec, nor any

other place bounded by an ocean where seal species are eating ocean resources to extinction.

The day after the Report's release, Minister Joyce Murray and Minister Gudie Hutchings announced from Corner Brook that a Seal Summit will be hosted in St. John's this Fall as a first step to actioning the recommendations by the ASSTT.

As we move forward from the propaganda that has villainized the industry, leadership must be demonstrated at the federal level and across

the various federal departments and agencies which influence the seal hunt to further develop existing markets for Canadian seal products and to open new markets. Supporting the annual seal harvest by purchasing Canadian seal products is one of the most direct and impactful ways to contribute to the balance of our marine ecosystems. It's a sustainable industry that is well-regulated, ethically sourced, and offers valuable economic, health, nutritional, and cultural benefits. But we knew that. It's more important to tell this to other trade nations at the seal summit this Fall – I am optimistic that they will be invited.

KEEPING THE HALIBUT FISHERY STRONG AND BUILDING A NEW REDFISH FISHERY IN THE GULF

Dr. Erin Carruthers, Fisheries Scientist

Atlantic halibut are doing very well in the Gulf of St. Lawrence. Catches have increased steadily since the 1960s and are at the highest point in time series. Recruitment and exploitable biomass estimates remain high, while exploitation rates remain low for 4RST halibut. For Newfoundland-based 4R harvesters, and harvesters fishing in the adjacent 3Pn management area, Atlantic halibut supports a high-value, sustainable, line-trawl fishery.

With the phenomenal growth in Gulf redfish stocks, however, there are concerns that bycatch of Atlantic halibut in the new redfish fishery will harm Atlantic halibut populations and high-value fisheries in 4R and 3Pn. The growing redfish fishery could likely support an annual sustainable harvest of *at least* 40,000 t. Given the Gulf-wide TAC for Atlantic halibut in 4RST was 1,716 t in



2021-2022, even low bycatch rates of halibut would have a major impact on Atlantic halibut fisheries. Additionally, researchers from the Memorial University showed that halibut winter spawning grounds overlap with the historic redfish fishing grounds.

There are multiple ways to minimize bycatch of less abundant species and often more than one approach is needed. Fish harvesters can target areas and seasons where and when there is



minimal overlap between the target and bycatch species. Harvesters can also target depths and habitats with minimal overlap. The use of modified gear that lets bycatch species escape while retaining target species and harvesters can use best handling and release practices for improved post release survival of the bycatch species. It is, however, crucial to evaluate the efficacy of these different approaches, which is exactly what we are doing with our experimental redfish fishery projects.

Our work so far has shown that:

No Atlantic halibut were caught in any of the tows fished using semi-pelagic trawl gear but efficacy of the semi-pelagic gear depends upon having the redfish sufficiently aggregated or bunched-up;

The experimental trawl, with a horizontal separator panel and escape gap on the belly of the trawl, greatly reduced groundfish bycatch without decreasing retained redfish catch; and

At least some of the Atlantic halibut bycatch survived being captured in the redfish trawl, hauled aboard and released with a satellite tag attached.

Last year FFAW Science Technician Trevor Chaulk



attached 4 satellite tags to Atlantic halibut and 2 of those 4 fish appeared to survive for at least 3 months post-release. This past March, Trevor sat-tagged an additional 9 Atlantic halibut, with data from those fish available soon.

One of our remaining questions is: are Atlantic halibut inshore of the redfish fishing grounds in September and October? If there regional and seasonal separation of redfish and Atlantic halibut in the fall months, then fishing redfish in the fall would be another approach to minimizing bycatch of Atlantic halibut. We also plan to do additional comparative fishing to refine the experimental bottom trawl during September and October 2022.



WELCOME NEW STAFF

FFAW | UNIFOR STAFF REPRESENTATIVES

INDUSTRIAL
RETAIL
OFFSHORE



NEW INSHORE STAFF REP & AREA CHANGES

SHERRY GLYNN

We would like to welcome Sherry Glynn to into the position of Inshore Staff Representative, filling the position left vacant by Monty Way's departure this spring.

Sherry, who is from Bay Bulls, first worked with the FFAW from 2004 to 2009 in market research and with the science program, and previous to that was an at-sea fisheries observer. She returns to the FFAW after a 13-year hiatus with provincial fisheries where she worked on seafood market development and fisheries policy.

Sherry is currently working toward a Master of Employment Relations at Memorial University, and holds a Master of Marine Studies (Fisheries Resource Management), Bachelor of Science in Marine Biology, and Diploma of Technology in Marine Environmental Technology. A strong believer in the cultural and economic power of the fishery in Newfoundland and Labrador, Sherry looks forward to meeting members throughout her area – both familiar faces and new ones.

With Sherry joining the organization we have

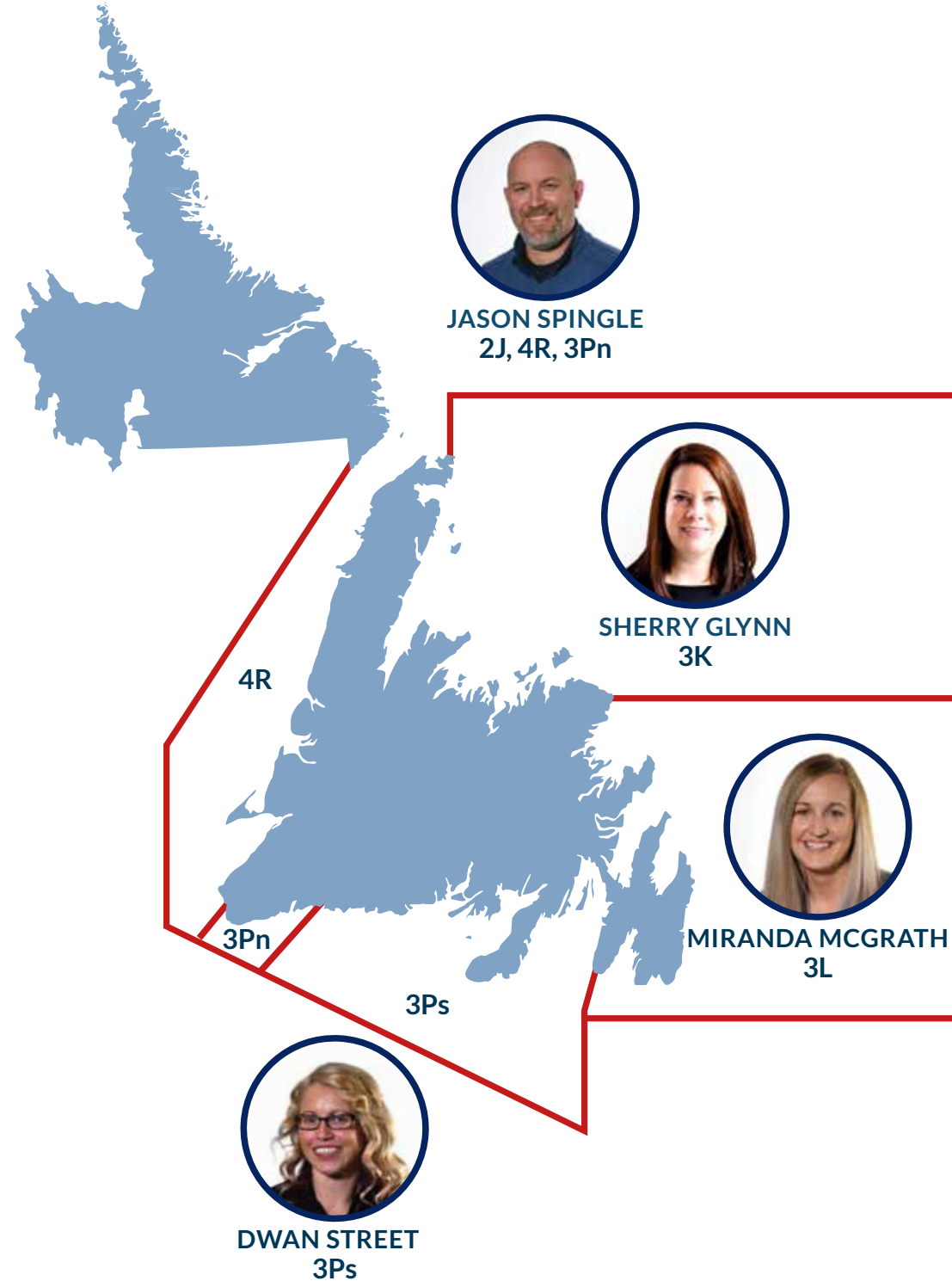
taken the time to make some adjustments to the areas represented by staff representatives. **Sherry will be representing the area of 3K while staff representative Dwan Street will now represent the entirety of 3Ps. We are working diligently to make this transition as smooth as possible.**

We extend a warm welcome to Sherry and a heartfelt thank you to members in 3K from Dwan as she moves to represent the south coast. We would also like to extend sincere thanks and appreciation to Miranda McGrath and Jason Spingle who handled issues on behalf of both areas in addition to their own these last few months.

Sherry can be reached by email at sglynn@ffaw.ca (3K)

Dwan can be reached by email at dstreet@ffaw.ca (3Ps)

Both are available through the St. John's office at 576-7276.



GREG PRETTY
Director



ALLAN MOULTON
Service Representative



JAMES FARRELL
Staff Representative



JÓHAN JOENSEN
Staff Representative



ALYSE STUART
Staff Representative
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Nancy Bowers - Women's Position

Nelson Bussey - Inshore, Avalon

Nancy Fillier - IRO, N. Peninsula, Labrador & NE Coast

Kevin Hardy - Inshore, West & Southwest Coasts

Sheila Howell - IRO, Cape Freels South to Cape Pine

Flora Mills - IRO, Women's Position

Glen Newbury - Inshore, Northeast Coast

Mike Noonan - Crew Member

Ken Harnum - IRO, Offshore At-Sea

Joey Warford - IRO, Non-Fishing

Loomis Way - Northern Peninsula & Labrador

FFAW-Unifor is led by the 16-member Executive Board, which is elected by secret-ballot vote 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.

INSHORE COUNCIL

KEITH SULLIVAN - Executive Board

ROBERT KEENAN - Executive Board

TONY DOYLE - Executive Board & Chair

Nancy Bowers - Executive Board

Nelson Bussey - Executive Board

Kevin Hardy - Executive Board

Glen Newbury - Executive Board

Mike Noonan - Executive Board

Loomis Way - Executive Board

JAMIE AYLWARD - Crew Member

DAN BAKER - St. Bernards to MacCallum

DARREN BOLAND - Highlands to Cox's Cove

AUBREY BRINSON - Gander Bay to Cape

Freels, including Fogo & Change Islands

HARRISON CAMPBELL - Henley Hr to Cartwright

ANDY CAREEN - At-Large

BRIAN CAREEN - St. Brides to Point Lance

DENNIS CHAULK - Newton to Elliston

JIM CHIDLEY - Pouch Cove to Point Lance

BLAINE CROCKER - Trout River to Eddies Cove W.

RENDELL GENGE - At-Large

CARL HEDDERSON - Barr'd Hr to Noddy Bay & L'Anse au Clair to Red Bay

MATTHEW JONES - Crew Member

LORETTA KELLY - Women's Position

IVAN LEAR - Young Harvester

DARRIN MARSH - Little Catalina to Greens Hr.

CLAYTON MOULTON - Monkstown to Garnish

MATTHEW PETTEN - Hr. Grace to Portugal Cove N.

ROBERT ROBINSON - Cape St. John to N. Head

JAY RYAN - Young Harvester

JODY SEWARD - Crew Member

KEITH SMITH - Whiteway to Carbonear

MIKE SYMMONDS - Quirpon to Englee

ALBERT WELLS - Jacksons Arm to Cape St.

John's

GLEN WINSLOW - At-Large

SHELLEY WHITE - Women's Position

WILLIAM WHITE - At-Large

ELDRED WOODFORD - N. Head to Port

Albert, including NWI & Twilingate

please note the newly elected Inshore Council members will be installed at the Fall 2022 meeting

IRO COUNCIL

KEITH SULLIVAN - Executive Board

ROBERT KEENAN - Executive Board

DORETTA STRICKLAND - Executive Board & Chair

CHARLES BAKER - Executive Board

NANCY FILLIER - Executive Board

SHEILA HOWELL - Executive Board

FLORA MILLS - Executive Board

JOEY WARFORD - Executive Board

GAVIN BRAKE - Molson

WARREN BRODERICK - Cancrew

BETTY BRETT - Fogo Island Crab & GF

TRUDY BYRNE - St. Anthony Seafoods

ERIC DAY - BG Harbour Breton

CHRIS DYKE - MOWI

KEN HARNUM - Altera

GLENDA HERRIDGE - OCI Fortune

DARREN MELINDY - Cahill Fabrication

VICKI MORRIS - Labrador Shrimp Company

KAREN POWELL - Happy Adventure

BARRY RANDELL - OCI Bonavista

GREG RYAN - OCI Port aux Choix

RUBY SHEPPARD - FRC

HUBERT STACEY - OCI St. Lawrence

WILL STACEY - OCI Lynx

SHELDON SQUIBB - HG Cold Storage

PETER WINSOR - Beothic Seafoods Ltd.



“Similar in some ways to how urban planning is used to help us organize the ongoing development of cities—for example, setting aside green spaces while also allowing for housing developments or other uses—marine spatial planning provides a forward-looking approach to ensuring effective use of our ocean spaces. - DEPARTMENT OF FISHERIES AND OCEANS”

Abe Solberg is the new Marine Spatial Planner for FFAW. As a marine spatial planner, Abe will be documenting and maintaining FFAW’s spatial data and working to build FFAW’s capacity when engaging in the marine spatial planning process.

Abe is originally from Chicago, IL, and first moved to Canada in 2016 for his master’s degree in geography. After graduating, Abe moved to New York City and began working in homelessness prevention and public housing, where he used a variety of spatial data to identify the spatial patterns of homelessness and housing insecurity. In 2020, Abe moved to St. John’s to begin a PhD at the Centre for Fisheries and Ecosystem Research at the Marine Institute of Newfoundland and

Labrador, where he broadly researches how the inclusion of environmental, ecological, and local knowledge into the scientific advice process can improve the way we manage stocks on the NL Shelf. His research is focused in NAFO Divisions 2J3K.

Abe is excited to begin his work at FFAW, where he hopes to work with FFAW-Unifor members to identify historic and emerging fishing grounds, as well as using FFAW-Unifor data and harvester knowledge to improve estimates of inshore fish abundance. As our fishery continues to grow, Abe looks forward to documenting its spatial extent and highlighting fishing priorities throughout Newfoundland and Labrador.



HALIBUT WITH MANGO SALSA

Fresh flavors and colors make this dish perfect for summer. You can substitute mangos with fresh peaches and not be disappointed. You can also use cod or haddock in the place of halibut using the appropriate cooking method for your choice of fish.

Salsa

For maximum flavor these ingredients should marinate for a minimum of 30 minutes. It can also be made 2 days ahead. This recipe will easily serve 4 fish fillets.

Finely dice and place in a medium sized bowl and mix:

- 2 Ripe Mangoes or 3 Ripe Peaches
- 2 Tbsp Sweet Onion (Vidalia is my favourite but red onion is common)
- 1/2 Cup Red, Yellow or Orange
- 1/4 Cup Jalapeno Pepper (seeds removed if you don't like spicy)
- 2 or 3 Tomatoes (Roma's work best)
- 2 Tbsp Cilantro
- 1 Garlic Clove - crushed and minced
- Juice of 2 Limes
- 2 Tbsp Extra Virgin Olive Oil
- 1 Tsp of Apple Cider Vinegar

Additional options could be:

- 1/2 cup of rinsed black beans
- 1 diced avocado
- 1/2 cup of corn (can or fresh cooked)

Halibut

Preheat your oven to 400 Fahrenheit.

Halibut can dry out quickly, so your goal is to not overcook.

Give your fillets a quick wash under cold water and pat dry with paper towel. Season with salt and pepper to taste.

You will have best results using a cast iron skillet for even heat distribution.

On medium high heat melt 2 tbsp of butter and 1 tbsp of a light oil such as vegetable oil.

Butter is a flavor builder, but it has a low smoking point and by mixing the light oil it allows you to cook with a higher heat or for a longer time.

Add your halibut - skin side down for 2-3 minutes. Transfer your skillet to your preheated oven for 7 minutes.

Plate; squeeze a lemon wedge on top of fish & top with salsa. Enjoy with a side salad or roasted potatoes.

Options:

If you don't have a cast iron skillet or an oven transferable pan, you can remove your seared fish and continue baking on a cookie sheet.

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