

THE UNION FORUM

50th Anniversary Issue



**Honouring Our Past,
Steering the Future:
FFAW Celebrates 50 Years**



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THE UNION FORUM

WINTER 2021/2022 ISSUE



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A MESSAGE FROM THE PRESIDENT

FFAW CELEBRATES 50 YEARS

FFAW-Unifor held its 13th Triennial Constitutional Convention November 23-24, 2021 in St. John's, 50 years after the first Convention was held back in 1971. Coverage of the Convention will be included in the Spring 2022 Issue of the Union Forum.

CONVENTION VIDEO - A HISTORY OF THE FFAW

If you would like to receive a link to view the 30 minute Convention Video, please email communications@ffaw.ca.



Keith Sullivan, **FFAW-Unifor President**

November 23-24, 2021 we held the FFAW's 13th Triennial Constitutional Convention in St. John's. Over 120 delegates from all sectors of our Union attended. It was a celebration of 50 years since the Union's founding convention back in April of 1971. As current union president, it's important for me to both recognize the gains we've made as well as look towards the future - to ensure these advances are not taken away.

Five decades is no insubstantial amount of time, and what has been achieved is nothing short of profound. Collective bargaining rights. Unemployment insurance. Workers Compensation. Pretty simple things that we now take for granted only exist today because unions fought for them. Because this Union fought for them.

We will continue leading the fight on behalf of our members. Because after 50 years, our common goal remains the same.

This Union started out as a Union for fishermen, plant workers and trawler crews. And it wasn't long before we grew to include other industrial units, like breweries, steel fabrication, hotels, and now a strong membership in Long Harbour.

Some have asked me how can the FFAW represent all these different sectors? What I say to that is we are a Union of diversity, and it has always been that diversity that gives us our strength. When our common goal remains fighting for a vibrant and sustainable Newfoundland and Labrador that benefits all of us.

We've had remarkable, tenacious leaders come before us. Richard Cashin, Kevin Condon, Ray Greening, Earle McCurdy, Reg Anstey, David Decker. But it's not just the ones who've had their names on the letterhead. It's been the

support of the membership that drives this union to be what it is. It's the grassroots, local leadership that have been the guiding forces in our communities and instrumental in all our successes.

Better safety. Better wages. Better working conditions. Better treatment by management. Better protection. Better representation. These are the principles that guide everything we do.

There are always new challenges that we must face head on. And as we look at the next 50 years, we need to envision where we see ourselves. We need to reinvent the way we do things. As the world is constantly changing around us, we must evolve with it or we face becoming outdated.

But change doesn't mean we weaken. It means we become stronger by leveraging the strengths of our members to stand up against the status quo.

Corporations have made it their guiding priority to erode the owner-operator fishery. Because without a strong owner-operator fishery, the companies have full control. Without a strong inshore fishery, our rural, coastal



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

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

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

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

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members in person.

Union staff, Robert and I, we can't wait to get back out in your communities and in your workplaces. We plan to hold meetings, conferences, events, rallies, and demonstrations to get back on the ground to continue building the FFAW legacy. We will be back out in full force, and we need you there.

Showing up now is more important now than it ever has been.

Over the last 50 years we have made significant changes. We've experienced setbacks and successes. Together we've weathered the storms that come our way and now is not the time to let those accomplishments be for nothing.

Every time we show up to a meeting, each call to your MHA or MP, every signature on a petition, when your volunteer your time to a committee, when you share a Facebook post—all these seemingly small actions are collective action.

So, keep showing up. Be a voice. Stand up for what you believe in. Encourage others to get involved. Because we can't do it alone. The stronger our solidarity – the stronger our results.



communities have no plan for sustainability. No plan for the future of this province.

After nearly two years without in person meetings, I can't tell you how incredible it felt to have over 120 delegates in the room together in November. And as we get used to this new normal and resume many of the activities we couldn't do for a while, it's now more important than ever that you take action.

In many ways, the last two years have left us complacent. Certainly, engaging membership online over emails, social media and zoom meetings got us through the worst of the pandemic but we know it is no replacement for seeing

FFAW | UNIFOR WOMEN'S ADVOCATES

FFAW women have been vocal on issues of gender-based violence and have a network of Unifor-trained Women's Advocates in all areas of the province. From 2009 to 2016, 30 women have stepped up to receive the 40-hour training to help coworkers and women in their communities.

If you would like to speak with a Women's Advocate on issues related to workplace violence or harassment, intimate violence, suicide prevention, sexual assault, or addictions, please refer to the list of Women's Advocates on our website, www.ffaw.ca

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



Women's Advocates training, 2016

Get involved with your Women's Advocacy programs and training!

astuart@ffaw.ca

GETTING TO 100 YEARS



Robert Keenan, Secretary-Treasurer

This year marks the 50th anniversary of the Fish, Food and Allied Workers Union. It is a wonderful benchmark to reach, and it proves the sustainability and longevity of the idea that Richard Cashin, Father McGrath, and a group of harvesters on the Great Northern Peninsula had in 1971.

But as General Rick Hillier noted in his speech to delegates at the most recent convention, 50 years is a blip in time. There are a many groups, countries, and organizations that have lasted far more than 50 years and have passed into history and are forgotten. History does not lie – there is no man-made group or structure that is eternal.

With 50 years behind us, how do we chart the 50 years ahead? To do that we need to ground the Union in the present and understand the dramatic changes that have occurred over the last five decades.

Most fish harvesters are not poor. Many have middle and upper middle-class incomes and can afford new vehicles, nicer homes, and vacations. Most unionized plant workers are better off today than ever. The challenges they face relates to demographics and how their plants will adapt to the aging workforce. As for our members doing other work, some are already paid middle class wages and others have experienced wage growth.

The challenge for the next 50 years will be sustaining the gains of the Union and growing its membership.

We currently face a labour shortage and high inflation. But neither will last. At some point the labour situation will balance out and there will be pressure to stall or rollback the employment gains made during the labour shortage. This cannot happen. The gains made by workers are best secured through Unionization. There are numerous fish plants and other sectors where an FFAW union-drive makes perfect sense. It would not only grow the membership but secure higher wages, which all workers will benefit from.

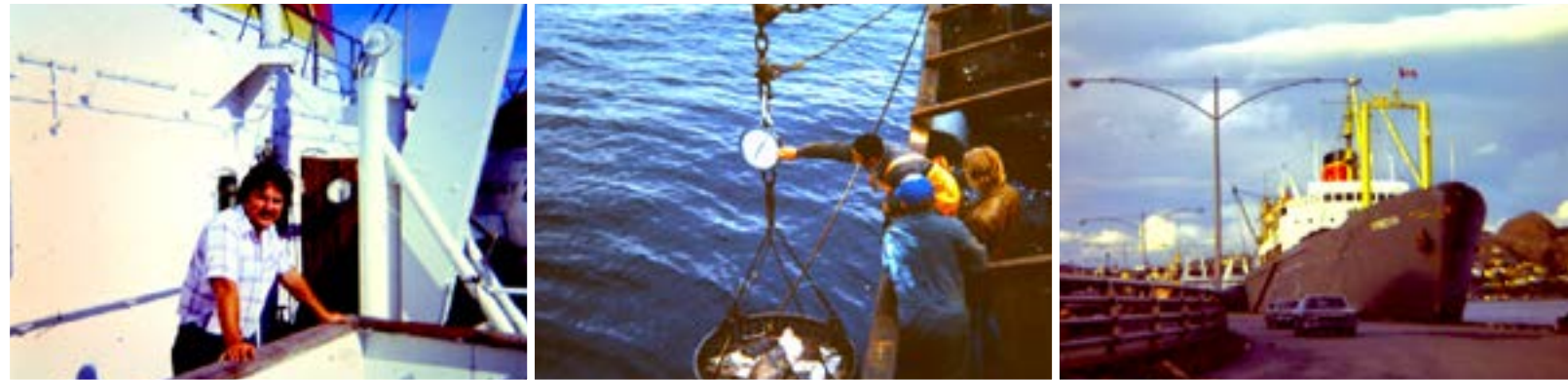
For plant workers, the challenge over the next decade will be incorporating new workers, be they local or not, into bargaining units. Processing companies are already seeking to bring foreign worker into Union plants; rest assured, all workers in these plants will be unionized and will have to abide by union rules. But there is no doubt that processing companies will try to use foreign workers to undercut Union authority. We cannot allow this to happen. In circumstances where foreign workers are warranted, these workers need to be welcomed into our Union family.

For fish harvesters the challenge will be securing the future. There does not need to be any more rationalization in snow crab – one only has to look at the price of licenses and understand that demand has far outstripped supply. Fish harvesters fish under preferential conditions – no new licenses, individual quotas in crab – that has allowed for the accumulation of wealth over the past decade. Still, at its core, the inshore is a community fishery. The purpose of adjacency, set out in every definition of the term, is to provide benefits to the community. The community in the present tense is accountable for how its actions affect the future.

Harvesters need to be cognizant of how their actions and ambitions of today affect the future. There is no need to further consolidate the fishery. There is more interest now to be a fish harvester than there has been in decades; these new harvesters need an opportunity to eventually own an enterprise, but as the number of enterprises continues to shrink, so does the opportunity for the next generation. That is not a legacy that is sustainable. We need to think of the bigger picture in the harvesting sector and avoid having the next 50 years be the decline of the inshore fleet. I want to wish everyone a safe and Merry Christmas and a Happy New Year. I've enjoyed serving as your Secretary-Treasurer for the past year and look forward to a better, happy, and hopeful 2022.

HAPPY BIRTHDAY FFAW, YOU ROCKET OF A UNION

Greg Pretty, Industrial/Retail/Offshore Director



I was in the fourth calendar year of my NFFAW employment. T'was the Year of Our Lord Nineteen Hundred and Eighty-Three. Under the apprenticeship of NFFAW Business Agent Kevin Carroll, I had already served four summers before the mast. I'd sailed under the flags of Russia, Bulgaria, Portugal, Egypt and East Germany, all in the service of our inshore members, that being the wildly successful Over-The-Side Sales Program.

So, it came to pass that I, at the time, being of fit mind and body, was summarily exiled by President Richard Cashin, to a large Nova Scotian trawler port for a period of four weeks. Or so that was the plan.

Replete with book bag, handwritten scrolled instruction, pencil and scribbler, I was to catalogue and record for the ages, just how much trawler crews, upon landing, were being rooked and robbed by their employer, an offshore Fish Merchant Family.

Like their Newfoundland counterparts, they too had a peculiar penchant for petulance and turning beautiful, brilliantly white cod loins into fish sticks. In short order, I discovered the weight of an offshore Fish Merchant's ton, no matter in which Province they reside, is approximately 2900 lbs., give or take 300.

So, I quickly came to learn, the noble art of robbing from the poor and giving to the rich, is a well-steeped Fish Merchant family tradition.

My four-week exile lasted four years. (Note: One doesn't want to walk one of Cashin's miles).

From 1983 to 1987, we organized and negotiated contracts in fish plants, offshore trawler fleets, scallop

fleets, dairies and supermarkets across Nova Scotia and PEI. We did it through union mergers and good old fashion door to door card signing. With President Richard Cashin taking on anti-worker governments and mealy-mouthed merchants, we made an incredible difference in workers lives. Like our NL example, the Atlantic Canadian workers organized and pushed back against employer cruelty and were rewarded with collective agreements, pay increases and, importantly, respect and dignity which are always in short supply in unorganized workplaces.

Now with our Union in the 50th year of service to our members, I look back at the people with whom I worked and learned so much from in those days so long ago. All their efforts burn bright with each victory and continued success of our 50-year history.

Matt Murphy, John Boland and Leo McCormick, a seasoned, feisty former Canadian Labour Congress Representative. Levi Harvey, NL trawlermen Ches Cribb, Frank Strickland, Guy Hackett and Keith Halleran. What an incredible lineup of all-star organizers. The fish merchants didn't stand a chance.

Irma Hackett ran our office in conservative, old money, Lunenburg. Irma was truly awesome and possessed incredible organizing skills. She remarkably found us or left messages for us in the restaurants and gas stations we frequented from Yarmouth to North Sydney. Irma ensured we were well connected years before cell phones.

Despite having a strong marine tradition, the old money of Lunenburg had little respect for trawler crews, particularly those who had moved there from the NL trawler ports of the Burin Peninsula and Harbour Breton.



Our office was a lot like a Sheriff's office in Wild West. We hugged and slugged every day. Together, we fought hard to correct injustices at sea and in workplaces. From successful deep-sea bargaining to nine-month scallop fleet strikes and everything in-between. As I used to say at the time, "We're world famous in Lunenburg."

Leo and I crossed paths with Larry Wark and Hemi Metic of the Canadian Auto Workers (CAW) when we dropped in to support them with their huge organizing drive in Nova Scotia. We liked what we saw, the drive and the passion during periods of incredible adversity. We were like-minded trade unionists and we kept going back.

Two years later, thanks to Cashin's foresight, our Union merged with the CAW. The bond between Richard Cashin and the CAW's Bob White re-energized the Union, strengthened its foundation and positioned us for a deep, successful run into the future.

It was a truly remarkable period of our Union's history.

For now, it's Happy Birthday FFAW and thanks to all the staff and members who stood and fought to make a difference.

Job well done.



A MATCH TO A BLASTY BOUGH: MCCURDY PENS TELL-ALL BOOK ON UNION HISTORY



Earle McCurdy, FFAW-Unifor President 1993-2014

To have any kind of understanding of where you're going, you first have to understand where you've come from. In the case of the union now known as FFAW-Unifor, the past fifty years have been quite a journey.

A regional union known as the Northern Fishermen's Union was established on the Northern Peninsula in 1970. By April, 1971, it had transitioned into a province-wide industrial union known as Newfoundland Fishermen, Food and Allied Workers Union (NFFAWU).

The NFU was designed to accommodate both fish harvesters and fish plant workers, and one of the key decisions at the founding convention of NFFAWU was to create a similar structure, patterned on the constitution of the United Food and Allied Workers Union in British Columbia.

Most people working in the fishing industry have always worked in a unionized fishery. To truly understand the importance of the union, we need to look at what conditions were like prior to the creation of the union.

Fish harvesters were still operating under the notorious "truck system" in which fish merchants set the price for supplies they sold on credit in company stores, and the prices they would pay for fish. Cash was virtually non-existent. The practice of the fish trades association was to meet on Water Street in St. John's once a year to unilaterally decide the price of fish. No negotiations. No Panel. The companies decided and that was it.

Plant workers, meanwhile, depended for the most part on a rise in the minimum wage to get a wage increase. To make matters worse, until 1974, the minimum wage for women in

the province was less than it was for men.

Trawlermen worked in deplorable, dangerous conditions for low, unpredictable pay. They were deemed to be "co-adventurers", a word that suggested some kind of partnership that didn't exist in reality.

To make the task confronting the newly minted union even more challenging, the first Labour Relations Act passed by the new Smallwood government after Confederation did not provide collective bargaining rights for fish harvesters, and nothing had been done since to correct that major shortcoming. Until the union came along. One of its first campaigns was to pressure the provincial government for collective bargaining legislation for fish harvesters, a goal which was achieved within months.



Space limitations allow only a thumbnail description of some of the major challenges the union faced over the ensuing fifty years:

- The 1971 strike at the fish plant in Burgeo, in which the owner closed his doors and said he'd never operate in a unionized environment.
- A major break-through in plant worker wages and benefits at B.C. Packers in Harbour Breton. This became the model collective agreement for the industry, spreading quickly to other companies.
- The 1974/75 trawler strikes which put an end to the "co-adventurer" system and resulted in major gains for trawlermen. This action started with a tie-up in the inshore fleet on the Northern Peninsula. Union President Richard Cashin assigned staff representative Bill Short to take a couple of Northern Peninsula men to meet with trawlermen to seek their support. The whole matter came full circle when the settlement to the trawler dispute included federal government financial support to the trawler companies that Cashin convinced the government to extend to all inshore fishing enterprises in Atlantic Canada.
- Involvement by the union in "over-the-side sales" of fish which provided an outlet and badly-needed income for inshore harvesters for landings that were surplus to plant requirements.
- The key role played by the union in convincing the federal government to set aside three offshore shrimp licenses for the people who live in coastal Labrador. This led to the creation of the Labrador Fishermen's Union Shrimp Company, which has been the backbone of the coastal Labrador economy ever since.
- Gradual development of province-wide collective bargaining for inshore fish prices, culminating in a province-wide strike lockout in 1980, at the same time as a strike by plant workers against the biggest fish company in the province, Fishery Products and a lockout at the National Sea Products plant in St. John's.
- A successful campaign to convince the provincial government to provide universal coverage for fish harvesters in the workers' compensation program, with the buyers responsible for paying the premiums.
- Re-inventing the union by leaving our former international union in favour of the new national organization, the Canadian Auto Workers, under the dynamic leadership of Bob White. The CAW immediately played an active role in breakthrough negotiations with the newly-created Fishery Products International.
- Dealing with the developing crisis in cod stocks, and the failure of the stock assessment procedures to identify the problem until the damage had been done.
- Reacting boldly to John Crosbie's announcement on behalf of the federal government of a moratorium on northern cod with benefits capped at \$225 a week. Richard Cashin immediately took to the airwaves to make it clear that the union would use its full resources to thwart the moratorium unless the feds significantly improved the benefits. The federal bureaucracy, which normally moves on even minor matters at the speed of continental drift, had an improved package ready for Crosbie to announce within a couple of weeks, with benefits ranging from \$225 to \$406 weekly.
- The moratorium years were a dark period in the province's history; more than 35,000 people left the province between 1991 and 1996. The union's reaction was to campaign hard to have blossoming crab and shrimp stocks accessible to those who had lost their livelihoods to the collapse of not only northern cod, but a couple of dozen other groundfish stocks in Atlantic Canada, including Gulf and 3Ps cod, and valuable flatfish stocks. The crab fishery was expanded to include supplementary and small boat fleets, and for the first time, midshore boats were given access to the northern shrimp fishery, creating processing jobs at a peak of 13 shrimp plants before the stocks declined again.
- In response to the provincial government's ill-advised decision to implement "raw material sharing", a system of plant production quotas that would seriously lessen competition for raw material and transfer power and money from harvesters to the processing companies, the union, with tremendous support from the membership, launched a formidable fightback campaign that left the policy in tatters.
- An ongoing fight to maintain the owner-operator and fleet separation policies that are the link between coastal communities and adjacent fish resources
- An eventually successful campaign to get rid of the notorious LIFO (last in-first out) policy that would have ended inshore participation in the northern shrimp fishery.
- A major fightback in 2019 that forced the Department of Fisheries and Oceans to back down from whopping, arbitrary and unnecessary cuts to crab quotas.



Virtually every one of these challenges was about power. The gains that were made would not have been possible in the pre-union days. Of course, there were setbacks along the way – that’s called life – but our members have a lot to be proud of.

Now you might say there’s so much that’s happened and so much more detail required that someone should write a book about it. It so happens that I’ve done just that.

Drawing on my hands-on experience (three year as editor of Union Forum 13 as secretary-treasurer and 21 as president) as well as interviews with dozens of current and former union rank-and-file leaders, I have provided detailed accounts of these and other chapters in the union’s colourful history, described the critical importance of rank-and-file leadership on union boards, councils and committees, and outlined the efforts over the years to reach out to women members to make sure their perspective and voice is heard.

Titled A Match to a Blasty Bough: How FFAW-Unifor Confronted Power and shared the Wealth and published by Boulder Books, this account of our union’s history should now be in newsstands.

Researching and writing the book was a big undertaking, but it was a privilege to do it, just as it was a privilege to serve in leadership positions through thick and thin, good times and bad, on behalf of our dynamic membership, the guts of the sustainable communities in rural Newfoundland and Labrador.

The power struggle in the fishery will never end. Good luck to the current and future leadership and membership in continuing to fly the flag that was first run up the flagpole more than fifty years ago.

Editor hired

After months of planning, the union has finally gotten Union Forum off the ground as a monthly newspaper, and Earle McCurdy of St. John's has been hired as editor of the paper.

A graduate of Memorial University, he worked for one year with Canadian University Press and four years as a reporter with the Evening Telegram.

During his years with the Telegram, he covered labor news and politics, and among his assignments were many NFFAW activities, including coverage of the strike in Port au Choix during 1974, the three month trawlermen's strike in 1975 and last fall's convention.

McCurdy began his duties with the union at the beginning of April, and once the problems of starting up the paper are over the way, he hopes to go around the province to see as many union members as possible.

A 1971 Union Forum clipping announces Earle's hiring as the new editor of the magazine.



"THIS IS OUR STORY." – EARLE MCCURDY

A MATCH TO A BLASTY BOUGH

HOW FFAW-UNIFOR CONFRONTED POWER AND SHARED THE WEALTH

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AFFILIATIONS OVER THE YEARS: AMC TO UFCW TO CAW TO UNIFOR

The Amalgamated Meat Cutters Union (AMC) in Chicago gave Richard Cashin and Father Des the financial and personnel backing desperately needed to expand organizing efforts in the very early days of the union, in 1970, and remained the NFFAW's parent union following certification in 1971. In 1979, the AMC merged with the Retail Clerks International Union to form the United Food and Commercial Workers (UFCW).

In 1987, a lack of Canadian autonomy with the UFCW led to crisis within the FFAW. The Newfoundland and Labrador local pulled out of UFCW and announced an affiliation with the Canadian Auto Workers Union (CAW). The new parent union leveraged new gains for collective bargaining and saw significant improvements to wages and benefits for plant workers.

Then, in 2013, we became FFAW-Unifor when the CAW merged with the Communications, Energy and Paperworkers Union of Canada. The FFAW became not only the largest trade union in Newfoundland and Labrador, we also leverage the largest private sector union in Canada. The affiliation with Unifor affords our NL local with critical national support when lobbying the federal government, for example in gaining Justin Trudeau's commitment to give the inshore the first 115,000MT of northern cod.



RAW MATERIAL SHARING

A HISTORY OF FIGHTING BACK

Miranda McGrath, FFAW-Unifor Staff Representative



Taking on the government is never a small task for any group, but when you have a government that wants to give all control of the fishery to the processors you see what our Union is truly made of. In 2005, as many folks will remember, Danny Williams' government decided to fulfill the dreams of processors across the island by implementing Raw Material Sharing (RMS) for Newfoundland and Labrador.

This was an unprecedented move by the government.

The processors were pushing for RMS for years, and the Union had even brought the issue to the Supreme Court when the processors staged an illegal lockout in 2003 because we would not let them have complete control over our fishery.

RMS was proposed by the processors as a way to manage and rationalize the processing sector but also promoted transferability of these production quotas. This rationalisation would involve transferring and combining the production quotas to bigger plants, seeing even more corporate concentration than what we have in today's fishery.

The Union reacted strongly with a major fightback campaign to oppose this decision by the Williams government. We stood united to oppose the decision on RMS and were determined to do what it took until we were taken seriously.

Government may have underestimated the FFAW, as members of our union sat in the House of Assembly in protest for 17 consecutive sitting days. Two mass protests were held at the Confederation Building and we blocked off the port of St. John's and the shipping lanes in Placentia Bay. Whatever it took to be noticed, we were willing to do the work, until finally the government caved.

Danny Williams had clearly made a mistake and eventually appointed Mr. Richard Cashin to review the matter. Through that review, Richard Cashin recommended the immediate termination of RMS and advocated for the development of the Standing Fish Price-Setting Panel. The government accepted all of Cashin's recommendations, proving how standing together is better than sitting down – fighting back definitely makes a difference.



UNITY '84 CAMPAIGN

Courtney Langille, Government Relations and Campaigns



There were severe economic difficulties in the fishery in the mid-1980's, and the financial performance of most companies in a groundfish dominated industry had weakened considerably. As a result, Fishery Products International (FPI) was formed in 1984 from the restructuring of the offshore sector of the Newfoundland and Labrador fishery from the ashes of four failing companies: H.B. Nickerson, John Penny and Sons, Fishery Products, and the Lake Group.

Given the role which the fishing industry played in the province's economy, there was a clear recognition that a planned and measured approach to industry restructuring was the best public policy. The assets and operations of these companies were merged, and the Government of Newfoundland and Labrador, the Government of Canada and the Bank of Nova Scotia invested approximately \$252 million to form Fishery Products International (FPI).

One of the first operational acts of FPI was turning back the progress made in plant and trawler contracts, attacking wages benefits, and contract language for plant workers. If the new contract demands came into effect, it would have destabilized the economies of rural communities with FPI fish plants and influenced other plants to rollback their contracts as well.

The Union fiercely reacted and launched a public campaign called Unity '84 to engage leaders and members in the fight to protect coastal communities and their collective

agreements. Trawlermen went on a strike that lasted 6 months and Unity '84 banners, petitions, and political meetings continued to leverage the campaign.

Eventually, government brought in a new management team to take over FPI. The Union would be successful in restoring its hard-fought wages, benefits, and contract language in both the trawler and plant collective agreements. The campaign further solidified the solidarity between trawler crews, fish harvesters and plant workers to negotiate fair contracts with adequate wages.

Unity '84 created a platform for collective action and continued growth, and was foreshadowing of a greater fight to come.



GREAT TRAWLER STRIKE OF 1984



Jóhan Joensen, FFAW-Unifor Staff Representative

The year 1984 started off as any other. The FFAW had been up and running for 13 years and had to that point won several major fights for members. As had always been the case in preparation for the fishing season, the Union and FPI started negotiations for plant workers and trawlermen on May 29th with the parties meeting several times to exchange proposals for the plant contract.

However, the Union negotiating committee was shocked when during these meetings the company proposed rollbacks in 15 out of the 22 clauses in the plant workers' agreement. The alarm rang even louder when the trawler negotiating committee met with the company on May 31st, with the company proposing to go back to the co-adventure system that existed in Newfoundland before the historic trawlermen's strike of 1974.

In line with attempting to turn back time a decade for trawlermen, the company wanted to cut the per diem, weaken the safety clauses, remove their participation in contributions to Canada Pension Plan premiums, and generally disenfranchise workers. With the additional proposals from the company for plant workers, these changes were a concerted attack on the collective agreement, perhaps one of the most severe in Canada.

The committees met to try to understand what was happening. Was it a deliberate attempt at union-busting, or the result of incompetence and stupidity, or a combination of both? The Union decided that since FPI was not bargaining in good faith, the company's proposals should be made public.

What followed was a public back-and-forth between the company and the Union. The company was alleging misunderstanding or misrepresentation, while the Union claimed that the executive of the company was willfully ignorant to what their bargaining committee was proposing.

On the eve of the trawler strike, the anti-labour trend had reached its peak in Newfoundland and Labrador, when the Premier of the day, Brian Peckford, spoke directly to all fishermen and plant workers and told them that they had to make sacrifices. However, FFAW members knew they would not sacrifice a fair deal.

In June month, the trawler committee decided they had enough, members gave a thirty-day strike notice to the company. The 800 trawlermen employed by the government-owned Fisheries Products International, firmly held that the failure of the fishing industry structure is what caused the trawler strike. The 1984 negotiations were coming on the heels of the committee effectively holding the line on a two-year wage freeze for the trawlermen against constant company pressure to lower wages and benefits.

Due to the strike initiated by the trawlermen starting on July 30th, 3,700 plant workers in year-round FPI plants were laid off due to a lack of raw material. The strike tied up all 61 of FPI's trawler fleet.

Richard Cashin said, "We hope that the message which trawlermen give today will be received and understood so that we can get back to the challenge of making the industry work." He went on to say, "We will only do that when there is genuine respect for the working people in this industry and that means a fair deal for all."

In the midst of the strike, the Pope John Paul II visited Newfoundland and Labrador. In his visit to Flatrock, the Pope used the occasion to speak strongly in support of workers' rights. The Pope was calling for a new ethical dimension to our profit-oriented system, something the Union had been fighting for 13 years at that point and continues to fight for today.

As the strike carried into the fall of 1984, trawlermen indicated that despite the hardship they were going through, they were determined to hold the line for a fair settlement. Isaac Harding of Marystown said, "the trawlermen are prepared to stick to their guns. I think the company is trying to stall us, but why I wouldn't be able to say. But I really think if they had a mind to get the bargaining table seriously, they could come up with a contract to satisfy the trawlermen."

Grand Bank fleet steward Onslow Tulk commented, "it seems like everyone is sticking together, under the circumstances. What the company put out was a bit ridiculous. We really couldn't afford to go on strike, but



Trawler negotiating committee, L-R (seated): Purchase, Keating, R. Strickland, Hillier. Standing: Union Business Agent Matt Murphy, Tulk, Hackett, Langdon, Spurrell, Cribb, F. Strickland, Gibbons

they didn't leave us any choice. We don't want to give up anything we've got. If we could get a little extra in places that would be fine, but they want to keep stripping the contract and we just can't stand for it."

After a tough six-month strike, in early February 1985 trawlermen ratified a new 45-month collective agreement with a 76% ratification vote. The new agreement included strengthened seniority provisions and increase in per diems that amounted to about \$2,800 annually by the last year of the contract. Other gains were a health insurance package, increases in clothing allowances, tow job and diversion pay, stand-by pay, icers' commissions, and ship's loss allowances.

Marystown fleet steward Ches Cribb commented at the time, "Basically, what we were looking for was to hold the line. None of the trawlermen wanted to roll the clock back. We not only had the company against us, we had the government against us as well. But we fought a long battle, and we won."

As the trawlers got back on the water, workers were needed in FPIs processing plants. By March the plant workers employed by FPI ratified a new 45-month collective agreement which gave them a 19% wage increase, a pension plan and improved insurance coverage. The ratification vote carried by a 71.4% majority of those who voted.

It was a year of great change and another testament to the power of FFAW members to fight for what is fair no matter the obstacles put in our way.



Meeting for trawlermen in Marystown, 1984

MEASURING THE SUCCESS OF OUR UNION



David Decker, **Secretary Treasurer (2003-2020)**

If I learned anything over my career with the FFAW, it's that you can't measure success by a single moment in time. Each moment over the course of this union's history is a building block, and when you step back and look at it all cumulatively, you can really see just how far we've come.

I was born in Ship Cove on the tip of the Great Northern Peninsula, my father a fourth-generation fisherman and my mother a schoolteacher. I fished with my father until the infamous fishery depression of the early 70s. I took the opportunity to participate in an 8-month international exchange program including three months in Borneo, gained a broader global perspective and returned to the province to work in St. John's. But the love of the fishery and the ocean pulled at my heart and as the fishery started to turn around in the late 70's, I returned home and started up the enterprise again with my father.

It was the fall of 1990 when I started delivering Lifeline safety courses for the union. A year later, I accepted a Staff Representative position on the west coast. I was just a year into my time as Staff Rep in 1993 when the first serious discussions around conserving the lobster fishery began. Cod had collapsed and it was crucial we did what we could to preserve and rebuild the lobster fishery for the west and southwest coasts.

The local leadership were community minded. They cared about their fellow harvesters, their communities and they cared about making the industry better for all. It was with this frame of mind that we worked together to lay the groundwork for sustainability and prosperity.

The first steps were conservation minded. Reducing season lengths, reduced trap numbers, juvenile escape mechanisms and v-notching were harvester driven initiatives that

focused on protecting the health of the resource for generations to come.

The next big step was helping fish harvesters to diversify their enterprises. No single species could allow people to make a real living, so we focused on maintaining and increasing access to resources.

In 1992 we lobbied hard and received the first inshore crab permits in the province for Bay of Islands, Bay St. George, and later Bonne Bay. All along the rest of the west coast we defined inshore zones, and even though we couldn't get permits at that time, the success of our lobbying clearly helped to spark the rest of the province's inshore fisheries in demanding access.

For many, the mid-90's was focused on getting more access to crab, but being from the area I was in, we were also seeing the opportunity in northern shrimp. The 4R mobile gear fleet in particular had lost access to any resource once cod and redfish collapsed. We fought hard and in 1997, we were successful in breaking the stranglehold the large corporations had on this resource and we gained access for the inshore. This victory not only created thousands of good paying jobs, but it was also the lifeline for many coastal communities, sustaining many enterprises through the difficult years in the crab fishery.

Then in 2003 the Minister announced a long-term closure to the gulf cod fishery. There was major fightback as the union mobilized up and down the west and southwest coasts. It was weeks and weeks of sustained pressure which led to the fishery being reopened the following year, and a modest fishery has been maintained ever since.

But why was that so critically important? Gulf cod is still struggling but that's known to be a result of major environmental shifts and natural mortality (i.e. seal predation), not because of overfishing. Maintaining access to cod, and access to other species like caplin, halibut, turbot, herring, etc., allowed these families to eke out a living in those trying years. It allowed them to stay in their communities. It gave an important source of income to these families and allowed enterprises to sustain themselves. Adding into the mix another incredible harvester-driven initiative like the Atlantic Halibut Sustainability Program, and it's clear the work of this union has made a real, tangible impact on the lives of our members.

In 2011, things were still very difficult for many lobster harvesters. We managed to get \$18 million dollars in federal and provincial support for a lobster buyout program. The voluntary retirement program reduced the number of

licenses and provided a better living for those who remained in the industry. Simultaneously, we were able to implement a market-based pricing formula for lobster via the Fish Price Setting Panel. This was the next critical step in ensuring fish harvesters received a fair price for their catch, based on actual market prices.

Today, from the tip of the Burin Peninsula to the tip of the Northern Peninsula, the fishery is primarily driven by the lobster industry. The vast majority of lobster harvesters would agree that recent years have seen great catches and good prices, giving the best incomes most have seen. But how did it get to be that way? It was all these individual actions that together were the building blocks that make today's fishery more profitable and sustainable than ever.

But it's too easy for everything we've worked for to slip away. It's critically important that young people in the industry today stand up and fight. Like the local leaders of our past who drove these initiatives and countless more, we need new leadership to take up that fight for the next generation.

Over the years, I have been incredibly fortunate to work with great local leaders who believed in something bigger and better was possible with the support of a strong Union that had the wherewithal to ensure there is something for those that come next. So, when we look back and try to measure our success, we need to look to collective strength of our actions. Because looking at a single moment in history does not tell the story of the many, many wins that have built this union, this industry, and this province into what it is today.



FROM THE PLANT FLOOR TO THE STREETS

PRO STRIKES AND SOLIDARITY

Alyse Stuart, **FFAW-Unifor Staff Representative**

In our union history it is often the strike at Burgeo (also a featured article in this forum), that marks our first test and victory. But it was certainly not to be the last.

In 1980, we faced major adversity in our union against a company trying to break the organization by pitting plant workers against harvesters.

After years of progress in negotiations in the late 1970's there was considerable pressure to stagnate these gains due to inflation and hardline bargaining by companies who were unwilling to pay fair wages or improve working conditions. Despite efforts by the union to bargain fair deals, negotiations broke down and there was a vote at Fishery Products International (FPI) plants for a strike mandate. On July 8th, 1980, 2300 plant workers from FPI held a legal walk-out with the support of 38 tied-up trawlers and 500 crewmen.

Only days later amidst the ongoing turmoil in the inshore fishery and subsequent lack of productive negotiations with processors, who claimed to be suffering from a hard year with minimal profits, harvesters also held a strike vote. The union's intent was to have targeted actions throughout the province to pressure companies to negotiate fairly while maintaining an active fishery for members. However, the response from the Fisheries Association of Newfoundland and Labrador (the ASP of 1980) was swift and catastrophic as they moved to shut down all major fish plants in the province instead of negotiating with the union.

This move by processors was a direct attack on all workers as it would threaten the ability of harvesters and plant workers to access the life-saving UI (unemployment insurance) benefits. The intent was clear: to splinter plant workers and harvesters while threatening economic stability for thousands in the off-season. Additionally, and quite diabolically, companies unilaterally dropped fish prices as a tactic to stop deducting union dues to further destabilize the FFAW's ability to organize workers.

It was a tumultuous time to say the least, with companies unwilling to negotiate and the fishery stuck at a standstill during the most profitable time of the season. Thousands of lives hung in the balance during what became a 13-week strike that tested the foundations of the Union, most



notably, the resolve of union brothers and sisters to stand in solidarity against companies looking to exploit their vulnerabilities.

Yet, we know all too well that our members are not afraid of a fight!

In the end, FFAW was victorious. Plant workers negotiated increased wages and workplace protections, harvesters won a price increase, and together they sent a strong message to companies that they could not be divided.

This tradition of unity between plant workers and fish harvesters would be the framework for push back during one of the darkest times in our province's history—the moratorium. Without the united front of tens of thousands of harvesters, plant workers, and community members in the wake of the largest lay-off in Canadian history, you can guarantee the government would not have provided the same scope of benefits package. These supports were only possible due to the union fighting for all members whose organized revolt forced the government to recognize the community impact of the closure.

More recently, with the proposed reductions in crab quotas in 2019 we once again saw the message our members can send when they stand together. If not for the hundreds of plant workers who joined harvesters on the steps of Seamus O'Regan's office in downtown St. John's, chanting for fair allocations and our rural economy, we would not have seen the changes necessary to sustain our inshore fishery that year.

We know that there are still many fights at our doorstep as we demand fair wages, better employment insurance, more protections for workers, and the sustainability of rural NL. But we also know that none of these battles can be won without solidarity with all sectors of our membership. Companies like FPI and those that have come since, want nothing more than to divide us in an attempt to fracture our greatest strength and control workers for their own profits.

To that we will always respond with raised fists, "workers' rights are under attack, what do we do—stand up, fight back!"



NORTHERN SHRIMP AND THE BATTLE FOR RURAL NEWFOUNDLAND AND LABRADOR

Dwan Street, FFAW-Unifor Staff Representative

After the moratorium on northern cod in 1992, harvesters were facing a shifting environmental regime that produced devastation for those harvesters and their communities that traditionally relied on codfish. These shifting conditions, however, did bring with them new opportunities in other species. Shellfish, namely snow crab and northern shrimp, began to flourish. Northern shrimp was not a new species to the fishery. As stated in the All Party Committee submission in 2016:

“The northern shrimp fishery began in the 1970s through the use of foreign charters in northern areas, and was Canadianized in the 1980s as it expanded to more southern areas, particularly off the coast of Newfoundland and Labrador. In 1996, the overall Total Allowable Catch (TAC) for northern shrimp had reached 37,600t and landings that year had a total market value in excess of \$120 million. Newfoundland and Labrador received limited benefits from this valuable fishery, however, as only the offshore fleet had access to the northern shrimp fishery and of the 17 offshore licences issued, only 8 were from Newfoundland and Labrador.”

The inshore fleet did not have access. Through a strong lobby by the FFAW in 1997, the overall northern shrimp TAC was increased by 21,450t to 59,050t and inshore harvesters were granted access to the resource. Harvesters invested in gearing up for this new fishery, one that would provide jobs not only to inshore vessels but to those working in plants where the product from the inshore would be landed.

The fruits of this labour were felt in rural Newfoundland until 2010 when the quotas of shrimp that had increased significantly since 1997 and provided thousands of good paying jobs began to decline. It was then that those in the fishery were made aware of LIFO (Last In, First Out).

LIFO, or “Last In, First Out,” cannot be found in management plans for northern shrimp until 2003 and applied to temporary access. Despite harvesters’ permits being converted to permanent licenses in 2007, inshore harvesters took the brunt of quota reductions in line with this policy – simply stated, LIFO means exactly what it stands for: those who were last to enter will be the first to leave. The inshore, the last entrants, would take 90% of quota cuts whereas the offshore would take only 10%. Because of LIFO, harvesters lost tens of thousands of tons of quota and three shrimp plants in the province had shuttered their doors.



By 2016 northern shrimp harvesters and plant workers were facing more devastation felt along the lines of the moratorium in the 90s; shrimp populations were declining drastically as our waters experienced yet another shift, back towards a regime more like the 80s and 90s. After the science was presented to industry by DFO a stark reality loomed – if LIFO was to stand, the inshore sector would be all but eliminated from the industry and more plants would close their doors, putting thousands out of work.

FFAW moved into communities to rally community leaders, Boards of Trade, businesses and all who would be affected by this massive loss of value to our communities. Out of this mobilization was born the “Rural Works” campaign, one that saw not only fish harvesters and plant workers pressure government to abolish LIFO but also brought out everyone in these communities. It was clear that the effects of such drastic cuts would not only be felt by harvesters and their families; businesses would close, communities would no longer be able to pay for water systems put in place to assist shrimp plants and economic devastation would be felt province wide.

In 2015, Liberal leader Justin Trudeau promised a review of LIFO when elected. As the fishery loomed and with devastating cuts on the horizon, FFAW members blocked the Bella Vista in St. John’s, bussed from communities all around our province, accompanied by political leaders and community leaders. The message was clear – LIFO has to go. From there members moved to the Holiday Inn on Portugal Cove Road where members rallied out the Northern Shrimp Advisory meetings taking place at the hotel.

Members and union representatives marched through the Holiday Inn, just outside the doors of the meeting, chanting the LIFO had to go. No one in attendance was about to see the desolation of their community due to an antiquated policy that had no solid roots in fisheries management. The solidarity of the union and the communities in which



our members raise their families and live their lives was an amazing sight to behold.

In March 2016, after this demonstration, Trudeau lived up to his word and suspended the fishery for shrimp in SFA 6 until a full scientific assessment and a review of LIFO were complete. Trudeau appointed a Ministerial Advisory Panel, consisting of Chair Paul Sprout, Barbara Crann, Trevor Taylor and Wayne Follett, to handle the latter task. Their task was not a simple one, as the mandate included 1) the recommendation as to whether LIFO should be maintained, modified, or abolished, 2) to establish the key principles that should govern such a decision; and 3) if modified or abolished, what future allocation of the resource would look like post-2016?

Pre-consultations began the week of May 2, 2016, where the Panel met with stakeholders. Formal presentations to the Panel took place throughout late spring in St. John’s, Gander, St. Anthony, Mary’s Harbour, Happy Valley-Goose Bay, Iqaluit, Nunavut and Halifax. FFAW presented to the Panel on the importance of this fishery and the importance of the principle of adjacency in fisheries management at all provincial and locations and in Halifax.

Members showed up in droves and traveled to ensure the Panel knew just how important the inshore northern shrimp fishery is to not only their families and communities but to the economic longevity of the province.

The union also submitted a written submission. On June 22, 2016, the Ministerial Advisory Panel on LIFO released its much-anticipated report. The Panel recommended that LIFO be totally abolished and that a new sharing arrangement for the TAC of northern shrimp be

NORTHERN SHRIMP AND THE BATTLE FOR NL CONTINUED

established for the 2016 season onward. Former Fisheries Minister Dominic Leblanc accepted the recommendations of the Panel’s report wholeheartedly.

We had won.

As a result of the hard work and determination of the people who make this union, the new northern shrimp fishery permanent proportional sharing arrangement meant that shrimp in SFA 6, the main area fished by inshore harvesters (SFA 7 has been under moratorium since 2015 and is a NAFO managed stock) would result in a fairer share to inshore harvesters. Historical attachment would be decided upon using the time frame of 1997-2009, a period that best represented all fleets and groups that benefit from northern shrimp. Also, allocations to special interest groups that hold quota that had been previously exclusively leased to the offshore could now be leased for the inshore fleet to harvest.

Northern shrimp is showing bright signs of improvement in the latest assessments and the TAC has been steadily increasing. While we still have a fight on our hands to ensure harvesters and plant workers alike receive increases that are fair and continue to help their communities thrive, without the fight and significant win that abolished LIFO our economy would be lacking millions of dollars.

The abolishment of LIFO is a fine example of the old FFAW motto – fight back makes a difference!



GOING "FULL BORE"

AND OTHER LESSONS FROM UNION LEADER RICHARD CASHIN

Alyse Stuart, FFAW-Unifor Staff Representative

Recently, in preparation for our 50th anniversary edition of the Union Forum, I had the pleasure of meeting with our union founder, Richard Cashin, to learn more about our union's history from the person who was at the helm when it all began.

There is no story of our union that can be told without Richard Cashin. From unlikely beginnings gathered around kitchen tables on the Great Northern Peninsula, to church halls in economically disenfranchised outport communities—it was Richard and his renowned reputation as an orator who brought thousands together.

Despite a different upbringing from many in outport Newfoundland, with Richard being a lawyer from town and a former Member of Parliament, he had the innate ability to connect with working people by illuminating the path towards a better province he knew was possible. It is said that he was able to make a crowd of angry fists turn into chants of solidarity with one of his signature electrifying speeches.

Much like the mentions of Smallwood or Crosbie, the legend of Richard Cashin is a part of our collective history during the foundational time where we moved from a colony of disorganized settlements to a province attempting unity. However, in the process of province-building, outport Newfoundland and Labrador was largely ignored and left to fend for themselves under the oppressive thumb of generational merchant rule. Thousands lived day to day and season to season without proper social protection or economic security. This had to change.

Richard Cashin recognized that "if anything was going to change it had to be from the ground up" and so began the journey from province-building to union-building. Cashin recognized that the success of a fisherman's union relied on making sure it was a union for everyone. In communities that are dependent upon the inshore fishery, it is an industry that goes beyond the boat and onto the floor of the fish plants, and more often than not multiple family members were involved. Therefore, in those early years it was a community-minded approach to organizing the inshore fishery, challenging the elite, and building an economy with the working people of the province—not on top of them.

In my afternoon with Richard Cashin, he remarked with a nimble wit and unmatched tenacity about the generational accomplishments that were achieved during his time as the



Richard Cashin in Lunenburg 1984 with Bill Parsons

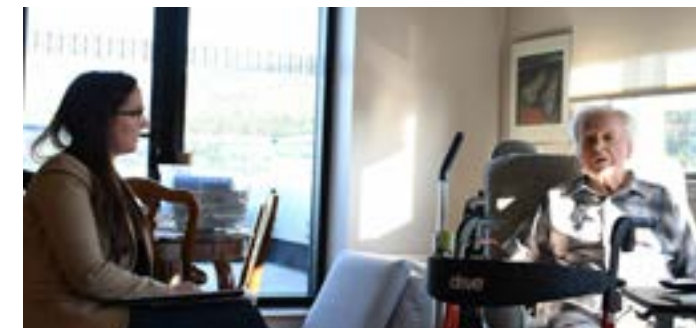


Nearly 85 years old, Cashin is still a skilled orator with keen interest in current issues and politics.

- **1958:** Graduated from St. FX University in Antigonish Nova Scotia which he credits to informing his world view on redistributing wealth, trade unionism, the success of community co-operatives, and the joys of Cape Breton hospitality.
- **1961:** Graduated from Dalhousie Law School
- **1962-1968:** Member of Parliament for St. John's West until what Mr. Cashin describes as his "involuntary retirement"
- **1971:** First Convention of the Northern Fishermen's Union
- **1971-1993:** President of FFAW
- **1990:** Order of Canada
- **1991:** Memorial University Honorary Graduate, Doctor of Laws
- **1992:** Sworn into Queen's Privy Council of Canada
- **2019:** Order of Newfoundland



Cashin Retires; 1993



Alyse Stuart interviews Richard Cashin at his home in St. John's in October 2021

President of our union. One only need to read "More Than a Union" by Gordon Inglis or Earle McCurdy's recent "A Match To a Blasty Bough" to understand the monumental impact of Cashin, as both offer a chronological narration the formation of FFAW and the ongoing resolve of working people to demand more.

When speaking with Richard Cashin he cites the creation of the Labrador Fishermen's Union Shrimp Company (LFUSC) as one of the major accomplishments during his tenure with the union. No doubt influenced by the Antigonish Movement during his time at St. Francis Xavier University, where co-operatives were organized to share the wealth among those most attached to the resource, thereby ending generations of exploitation and empowering communities to be the leaders of their own economic destiny. Cashin recognized the unprecedented opportunity for communities adjacent to the burgeoning northern shrimp fishery on the southern Labrador coast and put theory to practice.

Richard said he made a case to Romeo LeBlanc, former Minister of Fisheries, on the principle of adjacency to guarantee licenses be granted to Labrador harvesters, and then made sure a company was created based on a co-op model that would keep all profits in the community. The result was the LFUSC which is still owned by local harvesters whose profits are sent back into community development, and to this day it remains the largest community-based company in Canada.

In our conversation on that day and in those since, it is abundantly clear the unrivaled steadfastness and

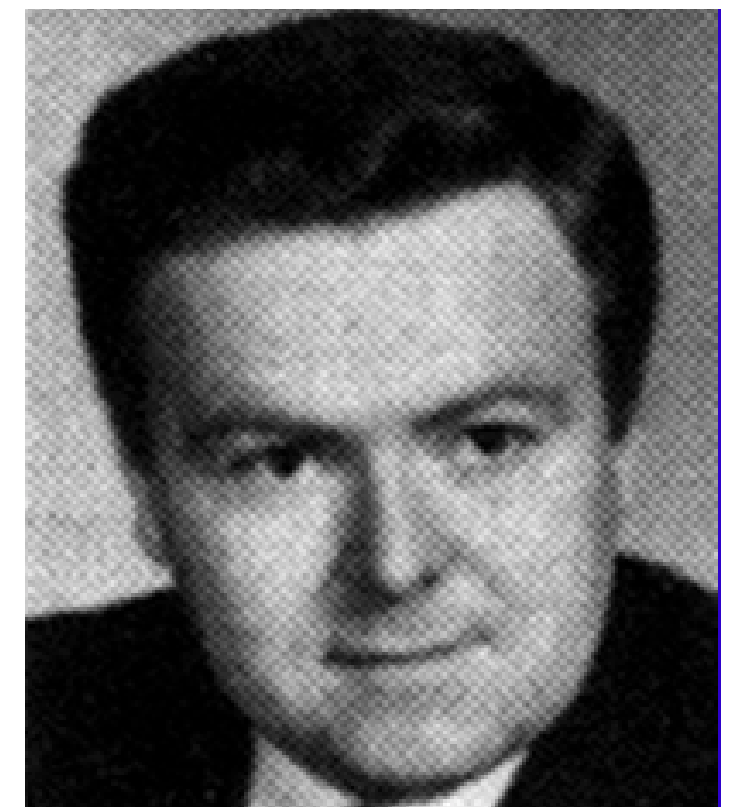


The three past and present presidents of FFAW; Keith Sullivan, Richard Cashin and Earle McCurdy

commitment Richard Cashin continues to embody as one of the founders of our union. If I mention to anyone about having the chance to meet with Richard Cashin, stories start coming out of the woodwork about times on the road; times in the front of an angry crowd that turned into a group of union brothers and sisters; times of revolutionary turmoil; times of laughter when the world seemed like it was collapsing; and times where against all odds one man came to speak truth to power for a generation of workers.

Of course, I would have been remiss not to ask Richard about our next 50 years. He told me, with punctuated passion that it was a ripe time to organize as the gap between rich and poor is growing. Perhaps most importantly for me, as a union organizer about to hit the road for the next chapter of this union, he said whatever we do we "have to go full-bore."

And that is what I intend to do, as I'm sure if I don't, I'll hear all about it from Richard.



A young Richard Cashin, during his stint as MP before joining Father Des on the Northern Peninsula to undertake organizing efforts.

THE TIME WAS RIPE FOR A UNION



Bill Broderick, **FFAW-Unifor Inshore Director (2004 to 2020)**

It's been fifty years since the FFAW was first founded, and I know there is no shortage of people to talk about all the work this Union has done in those intervening years. But I happen to be one of the few who's been around not only since it all began – but in the years leading up to the Union's formation. When we look back at how far we've come it's more important than ever to understand how we got here in the first place.

There was a major generational shift that occurred around that time as industrialization swept the globe. For the parents of my generation, self-sustainability was possible as long as there was food on the table – food that was mainly caught, gathered and foraged ourselves. It was after confederation when prosperity began to reach our outports and things like electricity and telephones became more and more accessible. But with things like electricity and telephones came regular bills to be paid.

Parents also had another new need for real money – providing an education for their children was now a priority for many families as the old way of life was changing. It was this shift that made it clear that the old way of doing things could no longer sustain a meager standard of living in a modernizing world.

I was born on the island of St. Brendan's on the northeast coast in 1950 and began my career fishing with my father in the 1960s. Each summer we made the trip to the Labrador coast to fish on the prime fishing grounds surrounding Groswater Bay.

Then in 1968, foreign efforts landed 800,000 metric tons of cod on the Hamilton Banks coast of Labrador. We didn't return to Labrador the next year, opting to fish from home in St. Brendan's because the signs of fish were not good. The city of foreign draggers right off the Labrador coast was wreaking utter devastation on the resource.

There were few fish to catch and what could be caught we were being paid 2.5 cents a pound for – the price certainly couldn't sustain a family and it was clear the merchant days



weren't behind us. The companies decided the price and there was no recourse besides tying on.

Still, my father's optimism brought us back to Labrador for one more shot in 1970. Our crew of six men landed one single cod fish in all our traps that summer.

The foreign destruction of our fishery left my family and many others destitute and unsure where to turn. Like many others who no longer had a place in the fishery at the end of the 60s, I had to look elsewhere for work. My father took construction work while I went to university, and for a short period I became a teacher. But the fishery was still in my blood, and I was certain we could build an industry for the future.

The period of Coaker and the FPU was long behind us by then, and the industry was ripe for a new period of change. The Newfoundland Federation of Fishermen, set up in the 50's by Premier Smallwood, had no real ability to get anything meaningful accomplished. We were still stuck under the thumb of the merchant with no alternative for selling our hard-earned resources.

What the people needed was access to different species and to get paid for the resources that came from this increased access. The meager amount of cod would not get a family through the winter, and diversification was urgently needed.



John Broderick (Bill's father), crew member Frank Broomfield, and Bill Broderick who is age 15 at the time. The year is 1965 and the crew are in a little harbour known as Curlew, on the Southside of Groswater Bay approximately 20 miles from Cartwright. John is splitter, Frank is header and Bill is cut-throater.

So, when Father Des and Richard Cashin started spreading the idea of a union, people were ready. Something had to be done and Cashin had the charisma and drive needed to do it.

The Union provided people with a voice. It provided an outlet for much needed collective action. When the fish began to return in the 70s, especially after the 200-mile limit was enacted in 1977, I returned to fishing full-time in 1980 and continued to fish full-time for next 25 years in the under 40' fleet. I credit the early work of the Union for laying the foundation that allowed me to continue doing what I love in the place I call home.

My involvement with the union only grew over the years, and I am proud of the work we've accomplished together. One thing is for certain though: we cannot forget where we came from.

NEWFOUNDLAND FEDERATION OF FISHERMEN

In 1969, Premier Joseph Smallwood formed the Newfoundland Federation of Fishermen (NFF) to advocate for fishermen. The NFF collected inconsistent dues from voluntary membership, was reliant mainly on government funding, and was unable to collectively bargain on behalf of members. As a result, the NFF was powerless and ineffective leading fish harvesters to consider alternative approaches to advocating for themselves.



Cod traps were commonly used in the 70's and 80's



Congratulations to FFAW-Unifor on 50-Years of contributing to the cultural, social, and economic fabric of Newfoundland and Labrador

David Brazil
Leader of the Official Opposition
MHA for Conception Bay East - West Island

4200 725 0994

CO-EXISTENCE WITH THE OFFSHORE OIL INDUSTRY



Robyn Lee, Petroleum Industry Liaison



Although the first exploration wells were drilled off the coast of NL in the early 1960s, it took the world oil crisis of 1973 to create further incentive to explore oil and gas potential in the province. A second world oil crisis in 1979 coincided with the discovery of the Hibernia oil field on the Grand Banks.

Conflict and legal battles over benefits between federal and provincial governments ensued until the Atlantic Accord was signed in 1985. After a series of setbacks, the first oil was produced from Hibernia in 1997. The past twenty years have seen three additional projects come onstream on the Grand Banks, with a fifth project in the Flemish Pass under consideration.

Without a doubt, oil production on the Grand Banks has been beneficial for the provincial economy. Royalties paid to the Government of Newfoundland and Labrador have totalled over \$23 billion.

But growth of the oil industry hasn't come without significant impacts on the fishing sector. We've watched the petroleum sector grow on traditional fishing grounds and exploratory seismic work has been conducted over most of our continental shelf.



My position was created at the FFAW in 2006 in response to growing concerns over the impacts the oil and gas industry has on traditional fishing activities. Since that time, the Union has had the capacity to liaise more effectively with the oil and gas industry. A large part of my role is reviewing new oil and gas projects and activities, working with fish harvesters to determine if and how they will be affected, and doing everything we can to mitigate any potential conflicts.

The FFAW continues to be concerned about expansion into new areas. Fishing activities or patterns have been forced to change because of oil activity, causing considerable debate and discussion at meetings with regulators, governments and industry over the years.

Throughout, FFAW has lobbied successfully to prevent seismic operations on fishing grounds during peak fishing activity, sensitive spawning times and during science surveys. FFAW has also lobbied for research to be undertaken on the effects of seismic on fish species and

| | DISCOVERED | FIRST OIL |
|-------------|------------|-----------|
| Hibernia | 1979 | 1997 |
| Terra Nova | 1984 | 2002 |
| White Rose | 1984 | 2005 |
| Hebron | 1981 | 2017 |
| Bay du Nord | 2013 | TBD |

their habitat. Union members have worked with DFO to examine effects of seismic noise on species such as monkfish, northern shrimp, snow crab and groundfish.

We continue to work with the oil industry on the need for rapid compensation in the event of a significant oil spill offshore. Several compensation programs are now available to read on oil company websites.

The Union also facilitates the Fisheries Liaison Officer (FLO) and Fisheries Guide Vessel programs, doing all we can to improve at-sea communication and prevent conflicts between the two industries.

Working collaboratively with the oil industry has advanced the understanding of the issues and concerns raised by harvesters. Harvester voices have been instrumental on committees, panels and discussion groups over the years. We'll continue to work with the petroleum sector and regulators to bring concerns forward on behalf of members to mitigate impacts of oil and gas on the fishing sector.

ONE OCEAN was launched in 2002 to operate as a liaison organization for the fishing and petroleum sectors. This organization has provided a neutral and practical forum for both industries to enhance coexistence by facilitating communication, understanding and cooperation. Many initiatives have been achieved under the One Ocean umbrella and mitigations have been put in place over the years to safeguard fishing activity including the use of Fisheries Liaison Officers onboard seismic ships and the use of Fisheries Guide Vessels during rig moves across fishing grounds.

CO-EXISTENCE WITH THE OFFSHORE OIL INDUSTRY CONTINUED

| | |
|--------------------------|-----------------------|
| Number of wells drilled | 500+ |
| 2D seismic data acquired | ~879,000 km |
| 3D seismic data acquired | Over 5 million CMP km |



Fisheries Liaison Officer (FLO) Darryl Chislett keeping watch on a seismic vessel to prevent conflicts with fishing activities.



Congratulations to the FFAW-Union for 50 years of unionization and the many victories along the way. Wishing members a safe and happy holiday season!

CHURENCE ROGERS

Member of Parliament for Bonavista-Burin-Trinity

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50 YEARS OF DEFYING THE ODDS

Lana Payne, National Secretary-Treasurer, Unifor



test after test. Some more divisive and complex than others. Some seemed insurmountable. And yet the knowledge that worker power, collective bargaining power was at its strongest when all workers in the industry came together has been the key to the success of the union that so many said shouldn't have been.

Though they have often not received the credit they deserved, the women of the union were always there during the difficult moments, organizing, strategizing and in the thick of it. They were the glue. They were tough and strong and they changed the union. Made it stronger. And better.

Social unionism was their gift to FFAW. They understood their lives would not be fully better just with only collective bargaining. They needed political bargaining too. They also brought uncomfortable and difficult conversations to a place they had never been - the floors of meeting and convention halls. They spoke of equality, their treatment in the plants and on the boats. They fought for respect and equal pay. They brought the epidemic of violence against women out into the open onto convention floors. And they organized within the union to make the union theirs too - not merely the "fishermen's" union, but a union for everyone.

When Premier Danny Williams introduced raw material sharing in 2005 - a disastrous scheme that would have

CONTINUED ON PAGE 31



A young Lana Payne in her early days with the FFAW

They said it couldn't be done.

They were wrong. They are still wrong.

50 years ago the forces against a collective voice, collective bargaining, and a union for the fish harvesters and plant workers of Newfoundland and Labrador were powerful. They were wealthy. They were connected politically. They controlled the economy. The government. Communities.

And they grossly underestimated the will of 10000s of workers from 100s of communities scattered around thousands of kilometres of coastline.

They underestimated the smarts and outstanding oratory skills of Richard Cashin. They underestimated what happens when working people organize. And how one victory can lead to another and another and another. They underestimated how decades and decades of exploitation and injustice would be the catalyst for the building of something that became more than a union.

Years later when asked about the sheer audacity of organizing fish harvesters and plant workers into a province-wide union, Cashin would say the idea was like a match to a blasty bough. The fire was lit. That turn of phrase would stay with me decades later during all the times this union, my union, would have to reassert itself over and over again including defending workers and their livelihoods throughout the largest layoff in Canadian history - the 1992 closure of the northern cod fishery.

Throughout the last five decades, the union has withstood

suppressed fish prices - it was the women of the union who after more than 40 days of protests and court injunctions across the province who tackled the premier in the halls of Confederation Building. It was a day I will never forget. They were an inspired force. The next day, the premier who never blinked, blinked. Never doubt that women can get things done.

Despite all the challenges - fisheries closures, short-sighted government restructuring plans, resource crisis after crisis, market crashes, and corporate greed - FFAW and its members defied all of the odds.

They did it with great leadership over many decades. They did it with hard-fought solidarity. They did it by remaining relevant to their members. They did it by organizing every single day. They did it because the spirit of 1971 carries on in the members of today. The spirit of a fighting union, an organizing union.

They did it because of the incredible foundation laid by Richard Cashin and so many others.

A match to a blasty bough, indeed. The fire still burns in a new generation of trade unionists. Thank you for all you do and congratulations on 50 years of building trade union power. It has been a distinct honour to be part of it and during my 17 years working with you, you have never failed to inspire with your tenacity and kindness. Let's remember this incredible union history the next time someone says: it can't be done.

All my love and solidarity,

Lana



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THE HISTORY OF OWNER-OPERATOR AND FLEET SEPARATION POLICIES

CORNERSTONES TO PROTECTING THE INDEPENDENCE OF FISH HARVESTERS

Courtney Langille, Government Relations & Campaigns

Fleet Separation was established as policy in 1979 and holds that only inshore fish harvesters are authorized to own inshore licenses, and processing companies or other corporate entities are forbidden from doing so. Owner-Operator was established as policy in 1989 and places obligations on inshore harvesters by requiring those who hold a fishing license to be aboard the vessel when the license is fished.

These policies are the pillars that protect the independence of fish harvesters and are clear in their principles to keep the value of the fishery within communities not corporations. FFAW is a long-time champion of the Owner-Operator and Fleet Separation policies and has been a consistent advocate for their greater enforcement.

What has been the reality since the late 1990s, however, is a clear undermining of these policies.

Corporate control of fishing licenses has altered the landscape of the fishery. Harvesters operate their enterprises according to their own rules and DFO regulations, and they retain the ability to negotiate fish prices as a collective group of independent harvesters.

Corporate control removes these key pillars of inshore economic success. A corporate controlled license is fished according to the direction of the corporation and fished at minimum prices with many other restrictions and claw backs for those harvesters. If a harvester fights against these positions, the corporation facilitates the movement of the license to another harvester looking for work.

In 2007, the Policy for Preserving the Independence of the Inshore Fleet in Canada's Atlantic Fisheries (PIIFCAF) was announced because controlling agreements were then recognized as a threat to the viability of the inshore. But PIIFCAF was toothless and controlling agreements proliferated in the years since it was established. Over its lifetime, PIIFCAF cancelled fewer than five licenses in all Atlantic Canada for being in controlling agreements.

In 2018, the then Minister of Fisheries, Dominic LeBlanc, made a statement that fish harvesters had been waiting to hear for decades – that he had the opportunity to make amendments to the Fisheries Act that will strengthen fish management policies, and that he intended to use



this opportunity to enshrine Owner-Operator and Fleet Separation in law.

FFAW representatives attended the meeting in Chester, Nova Scotia when Minister LeBlanc had made these statements. There was an overwhelming feeling of both success but also a realization that there was still extensive work to be done to ensure this commitment was upheld. Officially known as "Regulations Amending the Atlantic Fisheries Regulations, 1985," Owner-Operator and Fleet Separation became federal regulations as of April 1, 2021.



The presiding Minister of Fisheries and Oceans when these policies became regulation, Bernadette Jordan, noted in a press release:

"By enshrining the policies of Owner-Operator and Fleet Separation into law, we will help ensure that the revenue from the fishery stays in our coastal communities. Thank you to the harvesters whose advocacy and partnership have led to these changes that will bring greater prosperity and opportunity to Atlantic Canada. Over the course of its lifetime, fleet separation alone has safeguarded thousands of jobs for the province and millions of dollars to coastal economies."

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

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

During this year's provincial election, FFAW lobbied for the new federal Owner-Operator and Fleet Separation regulations to spur action at the provincial level. FFAW again emphasized that this was not just a federal issue, that the province held jurisdiction over the licensing of processing plants whose owners were the main culprits behind controlling agreements.

Owner-Operator and Fleet Separation regulations are an extension to the Principle of Adjacency. The arrangement of Fleet Separation is that the Owner-Operator fleet lands it's fish locally. This maximizes employment and local value for the fish caught by the Owner-Operator fleet.

Owner-operator and fleet separation play a central part in the ongoing debate on adjacency. These are crucial foundations for decisions on allocation and access for the emerging Unit 1 Redfish Fishery, which is expected to become commercial in the next two to three years. In the redfish fishery of the 80's and 90's, inshore harvesters had been denied a significant share of the Gulf redfish fishery, and the majority was allocated to the offshore sector. Thirty years ago, redfish were landed by offshore vessels fresh

to processing plants in communities along the Gulf of St. Lawrence and sustained onshore processing jobs. However, the offshore sector is fundamentally different today and vessels are equipped with factory freezers that will now process redfish onboard and then ship it off to a low wage country for further processing. Redfish represents a significant socioeconomic development opportunity for the Western region, and federal Government must actualize its own Owner-Operator and Fleet Separation regulations to protect the harvester-producer relationship that keeps the wealth of our wild resources in adjacent communities, not exported by corporations.

FFAW will continue to participate in the legislative process as it unfolds to ensure the independence and protection of the owner-operator fleet for this generation, and the next.



LONG MAY YOUR BIG JIB DRAW

THE EFFECT OF COLLECTIVE BARGAINING ON THE PRICE OF FISH

Robert Keenan, Secretary-Treasurer



DFO's publicly available data goes back as far as 1990 but does not differentiate between inshore and offshore. DFO data separated by fleet exists back to 2008.

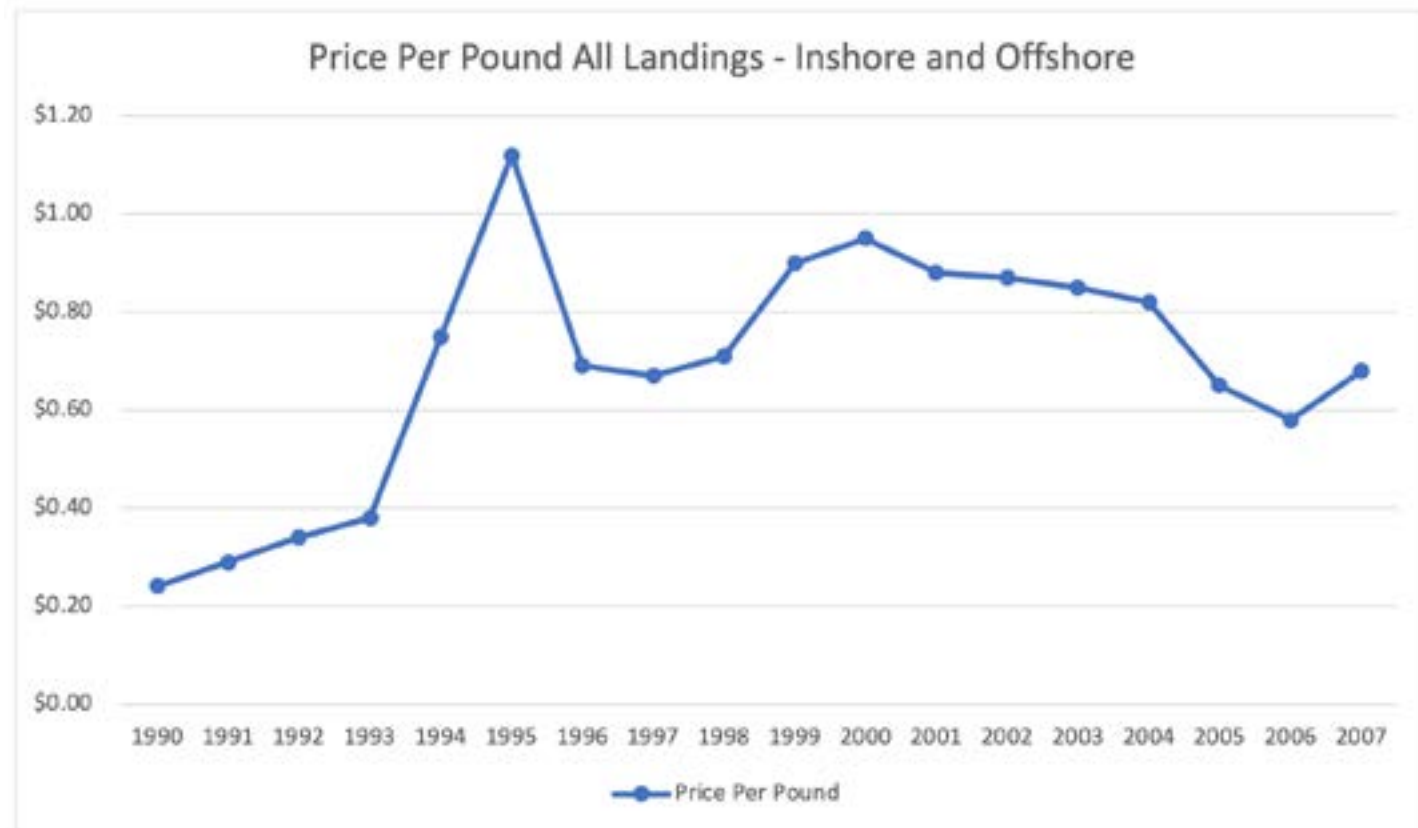
So, with a clouded eye to the past, we will draw some general conclusions about the value of the fishery from 1990 to today.

While the FFAW has long promoted itself as "more than a Union," its primary legislative responsibility is to negotiate collective agreements and fish prices. If it does not do this, it is not a Union.

The fishery has become far more valuable in the past 10 years, reaching levels that few could imagine 30 or 40 years ago. It is difficult to properly quantify how the value of the inshore has changed since the founding of the Union.

- In 1990, both the inshore and offshore combined landed 475,807 MT of fish.
- In 2021 (so far), both the inshore and offshore have landed 183,763 MT of fish, just 39% of the amount landed in 1990.
- In fact, NL has never come close to landing the same quantity of fish that it did in 1990. In 1992, the landed volume declined by more than 50%.

The table below is the price per pound of all fish for both the inshore and offshore from 1990 to 2007. The per price value of all fish is good for determining overall increases in value.



While the numbers are positive, they do need context. One method of understanding value over time is to factor inflation into value. From a broad perspective, prices have far eclipsed inflation. For example, 24 cents per pound in 1990 is the equivalent of 41 cents today, thus prices have gone up in real dollars.

However, when broken into time increments the results are mixed. Thus, 24 cents in 1990 was worth 26 cents in 1995 when factoring inflation. During the same period, the price per pound moved from 24 cents to \$1.12, beating inflation by a large margin. But between 1999 and 2004 the price stagnated and then declined between 2006 and 2009.

It is interesting that if you account for an expected decline due to the financial crisis, fish prices really rebounded with the establishment of the Fish Price Setting Panel. If you view the Panel era as 2008 to the present, the price per pound for all landings has increased by 373% in 13 years. This is a rate of increase that is far higher than inflation, meaning that fish harvesters have experienced real economic gain.

There should be no doubt as to the true value the FFAW has brought to the inshore sector.





PREVENTATIVE MAINTENANCE

INSPECT THE FOLLOWING REGULARLY FOR SAFE SAILING

- Anchor Cable
- Anchor Winches
- Ballast
- Batteries On Board (detectors, emergency lights, etc)
- Bilge
- Electronic Equipment
- Fire Pumps
- Water Purification System
- Hydraulic System
- Life Rafts
- Lubrication/Grease Lines
- Main and Auxiliary Engines
- Plumbing System
- Refrigeration System
- Service Pumps
- Steady Bearings
- Steering System
- Strainers
- Heat Exchangers

BE PREPARED
BE SAFE

“SOMEONE, REACH OUT AND SAVE ME IN THIS ELEVENTH HOUR” BRIAN TOBIN AND THE TURBOT WAR

Dwan Street, Staff Representative



On the heels of the northern cod moratorium in 1992, fueled by the role foreign trawlers had played in depleting the cod stock, concerns began to be raised that European factory trawlers were overfishing turbot on the Grand Banks. In the absence of cod, turbot had become a species seen as a bright spot that could assist in economic recovery for those who had lost their livelihood when the cod fishery closed.

With the establishment of the 200-mile limit and subsequent economic control of the seas within this limit granted to the home country, foreign trawlers began increasing their fishing effort, including turbot, just outside the limit on the lucrative Grand Banks.

Turbot had not yet been managed under catch limits until 1994. Up to that point Spanish trawlers had fished turbot without abandon on the nose and tail of the Grand Banks. Recognizing the migration of turbot into deep waters at certain points of the year, Canada said turbot had moved to deeper waters outside of the 200-mile limit and that quotas should be set according to their historical fishing patterns within the limit; Spain and Portugal, however, claimed that since they were the first to explore this stock they should have historical attachment and be granted 75% of the quota.

From 1990 to 1994 catches rose from 27,000t to 62,000t.

In 1994 NAFO held its annual meeting in Nova Scotia where Canada requested a 15,000t quota and the European Union, representing Spain and Portugal,

requested 40,000t. NAFO compromised at 27,000t. The distribution key for all parties was then decided upon in Brussels on January 30-February 1, 1995.

Subsequently, Canada recorded numerous violations of the foreign fleet, including fishing inside the 200-mile limit as well as using illegal fishing gear to harvest the stock. Still reeling from the moratorium and economic devastation of the northern cod fishery, Canadian harvesters and officials were concerned the turbot stock would head in the same direction if action was not taken.

A NAFO regulation existed that required nations to inspect their vessels regularly, and observer coverage and VMS were also required. Yet, European vessels were not in compliance. Then-Minister of Fisheries and Oceans, Newfoundland and Labrador's own Brian Tobin, began heated discussions with European officials around these issues, particularly the use of illegal nets by foreign fleets while fishing for turbot. Tobin began doing his legal homework around Canada's power to seize a foreign vessel if it was found to not be in compliance.

Tobin's last straw was when both Canada and Europe both claimed 75% of the quota should be allocated to their respective countries but this was rejected by the EU Council who set their TAC at 18,630t, an amount that equalled 69% of the available allocation. He had attempted to extend the Canadian jurisdiction of the waters to include the entire Grand Banks which was rejected by the Prime Minister, and instead Tobin and the cabinet declared the Coastal Fisheries Protection Act regulations would be

broadened as of March 6, 1995 to make it illegal for Spain and Portugal to fish turbot on the nose and tail. This move was condemned by the EU.

The Canadian government was torn as some agreed with the EU that enforcing anything outside of 200 miles was unlawful. Tobin, however, was persuasive and eventually garnered the support he required.

All of this came to a head in early 1995. On March 9 a patrolling aircraft spotted a foreign trawler outside the 200-mile limit. The Cape Roger, Leonard J. Cowley and Sir Wilfred Grenfell pursued the vessel.

The vessel in question was the Estai, a trawler fishing under the Spanish flag at 220 miles off the Canadian coast in international waters. The vessel cut the illegal weighted trawl they were using to harvest turbot and fled. Canadian vessels kept chase, with one vessel using high powered water cannons to fend off other foreign vessels attempting to hamper the pursuit and with the Cape Roger firing three 50-calibre machine-gun warning shots over the bow of the Estai.

Finally, the vessel was boarded by DFO and the RCMP. The crew were arrested, vessel seized, and charges processed against the crew. The EU insisted the case be heard at the International Court of Justice in The Hague, Netherlands. The Spanish Navy then sent a vessel to protect its other fishing vessels.

As the legal battle played out, Tobin had DFO contract a vessel to drag for and retrieve the illegal trawl, consisting of a liner making the mesh smaller and thus illegal, that the crew of the Estai had cut loose. Tobin then scheduled a press conference in New York City, just outside the United Nations headquarters, where the trawl and undersized turbot were displayed for all to see, the net hanging from a crane - an image that is still unforgettable to Newfoundlanders and Labradorians who navigated through this troubled time in our fishery.

As he spoke passionately in front of the display, Tobin declared, "We are down to the last, lonely, unloved, unattractive little turbot, clinging by its fingernails to the Grand Banks of Newfoundland, saying 'Someone, reach out and save me in this eleventh hour as I'm about to go down to extinction'"

Canada gained allies in the fight, with Canadian flags hanging from houses and fishing vessels in Britain and Canada's gumption in arresting the Estai being applauded across the Atlantic.

Spain continued to assert that Canada did not have the right to arrest the trawler in international waters. The International Court of Justice rejected Spain's claims and the United Kingdom denied a request by the EU to propose sanctions on Canada. Spain, in the meantime, posted a \$500,000 bond and the vessel was returned



to Spain with the crew released. Tobin demanded all foreign fishing activity come to a halt. The Spanish fleet did leave for a short while but returned when talks at the G7 conference failed. As a result, Spain also implemented visa requirements for Canadians visiting the country and deported Canadian expats living in Spain at the time.

Canadian ships continued to protect our fishery with nets being cut from the Portuguese trawler Pescamero Uno. The Spanish Navy deployed another vessel, and Canadian warships and planes were then directed to fire on Spanish trawlers if weapons were observed. The Spanish continued to demand Canada back down and continued to claim they were fishing in international waters, outside of Canada's jurisdiction.

A deal was reached on April 5 though it was rejected by Spain - a move that prompted Canada to declare it would remove Spanish vessels with force. With pressure from the EU, Spain finally agreed on April 15. As a result the \$500,000 bond was returned to Spain, the order allowing the arrest of Spanish vessels was repealed and Canada accepted a reduction in its allocation of turbot. Observer coverage and VMS were then made permanent monitoring measures.

The Straddling Stocks Agreement was then signed in December 1995. However, the fallout of the Turbot War was not over. At the 2001 Helsinki meeting in Denmark, the EU began to move into a leadership position which worried the Canadian delegation. At this meeting Canada put depth restrictions for turbot fishing to a vote - and lost. While the Turbot Wars were a turning point in Canadian fisheries management and a volatile time in our history, our fight with NAFO over management of our turbot resource is far from over - as harvesters fishing 2+3 turbot can attest. We must continue to fight for a fairer share of the resource off our shores and to relinquish management of 3K, where the resource is unequivocally fished within Canadian waters, into Canada's hands.

The turbot wars amplified Brian Tobin's profile in the political arena, and also established Canada as a force to be reckoned with on the international fisheries stage.

Happy Holidays



And congratulations to the IFAW and all its members on your 50th anniversary!

**From your Member of Parliament
Seamus O'Regan Jr.**



www.seamus.ca



seamus.oregan@parl.gc.ca



709-772-1008

RISING FROM THE ASHES: THE COLLAPSE OF NORTHERN COD AND THE TRANSFORMATION OF A PROVINCE

Courtney Glode, FFAW-Unifor Communications

The northern cod moratorium is one of the darkest chapters of Newfoundland and Labrador's storied history. To this day, it remains Canada's single largest layoff with over 30,000 people losing their livelihood in the blink of an eye.

At the time, most would never have expected the moratorium to still be in effect today, over 29 years since that fateful day in July 1992 when John Crosbie, then minister of the Department of Fisheries and Oceans, announced a two-year closure on northern cod. The catastrophe of the moratorium forever changed the status quo for fish harvesters, plant workers and commercial fisheries. From science to management to marketing to professionalization, the old way of the fishery was soon long gone and what was left would evolve in ways we never thought possible.

“The fishery was already dead. John Crosbie just confirmed it.”

Inshore harvesters, after all, had been signaling the cod crisis long before fisheries science. With this disconnect, it was clear a new, more inclusive approach was needed to fisheries science and management. But first, tens of thousands of families were faced with the task of just surviving day to day.

John Boland started working for the Union as a staff rep in 1978 and had already been through many ups and downs in the industry, but nothing paled in comparison to the collapse of cod. At the time, Boland was based out of Grand Falls and was responsible for the area from Jackson's Arm to Valleyfield. He also serviced many of the plants in the region. According to Boland, when Crosbie announced the moratorium, it was no surprise to the inshore harvesters who had already been dealing with extremely low catch rates. Fish harvesters were struggling to make ends meet as it was, and many were unable to qualify for Unemployment Insurance (UI) at the time.

“The fishery was already dead. John Crosbie just confirmed it,” explains Boland. “We knew the fishery was over and the black cloud of uncertainty hung over us like a dead weight. There was little room for optimism in those early days when we were so unsure about what the future would bring. The fishermen knew two years wasn't going to fix the problem.”



Will Reid tells the story from the plant side of things. Reid was Vice-President of the IRO Council at the time, having worked in the Fisheries Products International (FPI) plant in Catalina for many years until a rotator cuff injury led him into staff rep work with the Union.

As Will tells it, the Bonavista Peninsula in the early 90's was a bustling hub of economic activity. With two massive plants employing over 2000 people year-round, the processing plants were the primary employment generator for the vast majority of people in the region.

“Relatively speaking, people were making good money in the plants at the time. They had good, stable jobs they could raise a family on,” says Reid.

Luckily, the Bonavista plant processed crab and remained opened through those trying years, but the loss of the plant in Catalina struck a shattering blow.



Longtime Catalina plant worker turned union staff rep, Will Reid, played a pivotal role in helping FFAW members through the difficult years after the moratorium.



“Catalina was a year-round plant with over a thousand people employed, so it was by far the most devastating thing this area has ever experienced. Every community was affected because there were so many people working there. Back then, we thought we just had to get through the two years, and we'd be back to work,” Reid recalls.

Of course, the first order of business for the FFAW at the time was ensuring the people who were now without jobs had the means to maintain a basic standard of living. When Crosbie announced the moratorium on cod, he also announced a meager compensation plan that would have paid \$225 a week – potentially half of what people would have gotten on UI.

As Earle McCurdy tells in his book, “A Match to a Blasty Bough,” the announcement was held at a hotel in St. John's that allowed fish harvesters and other spectators to view in an adjacent ballroom. When Crosbie announced the meagre compensation plan, according to McCurdy, “all hell broke loose. I've been through some wild situations over the years, but I don't think I've ever seen anything quite as dramatic as the scene at the hotel. Or as effective.”

Within two weeks, the NCARP program was announced followed by the TAGS program – providing significant relief to those who so desperately needed it. The Union had significant involvement with the development and administration of both programs – ensuring the benefits would go to those who needed it and in a way that made the most sense. The Union also fought hard, and succeeded, in maintaining those benefits when government try to claw it back.

But as the benefits began to run out and it became clear that the cod fishery was not coming back anytime soon, people had to look for other options.

“That's when outmigration really started to pick up,” says

Reid. “There was no more hope on the plant side of things.”

Will recalls lots of houses for sale and even more just boarded up and abandoned, because who was going to buy a house somewhere there was no work to be found? Property values – and people's investments – essentially worthless overnight.

Through seniority, the more senior workers got first access to the new jobs that came from shrimp permits years down the road. But young families couldn't – and didn't – stick around that long, and the 150 or so jobs provided through shrimp were no comparison to the thousand the cod fishery once provided.

“In 1992 we had 1500 paychecks going out of the Catalina plant between the full-timers, casuals, trawlermen and management. While the shrimp helped, it was no replacement for what had been,” Reid says.

On the harvesting side, a large part of government funding provided for retraining which led to many moving into the oil and gas industry. But for those who stuck it out - whose hearts could not stray far from the ocean or from their communities – they professionalized the industry, modernized the fishery, and played a pivotal role in turning the inshore fishery in Newfoundland and Labrador into the upper-middle class industry it is today.



"Sometimes one door has to close for another one to open."

"Sometimes one door has to close for another one to open," says Boland. "Not that any of us would have thought it at the time," he adds.

At the time of the moratorium there were fewer than 40 snow crab licenses and no access to northern shrimp. The fishery in those areas was mainly cod and small amounts of other groundfish. Following the moratorium, the FFAW fought for access to snow crab, northern shrimp and other species. Diversification would be essential for any fishery of the future and the Union would lead the charge in ensuring fish harvesters and plant workers got access to the adjacent resources off our shore.

"The transition to shellfish led to big capital investments. It was a tremendous amount of infrastructure to retool for shrimp and crab, so it was almost a mini-boom that helped the province in other areas like ship building," recalls Boland.

But like the story Will Reid tells of plant workers in the Bonavista region, most young people left the industry rather than stick it out for that eventual transition period.

"The people in their 40's at the time, they already had their families established and had so much into this industry, so what were they going to do? They toughed it out. A few young people hung around, but most relocated and retrained in other industries," Boland says.

Boland is also quick to point out that we don't want to go back to the pre-moratorium times.

"People seem to have this romantic idea of what the fishery was before the moratorium. But when I look back on the old archives, all I see is a lot of poor, hungry people who had to put in a lot of work for very little money," he says. "The real wealth started when we got access to snow crab.

So out of the wake of the moratorium, there was that silver lining."

As many of you might know, John Boland finally retired last



Union stalwart George Chafe, of Petty Harbour, at the TAGS Protest in 1997.



John Boland started working with the FFAW in 1978 and helped see members through many trying times - but nothing compares to the devastation wrought by the northern cod moratorium.

year after over 40 years with the Union. He leaves us with this parting piece of wisdom about what has happened in the years since the moratorium, "I think as Newfoundlanders and Labradorians, internally we see ourselves as people who are set in our ways and our traditions, and we don't want to change. But very few industries have had to change as much as the fishing industry has in such a relatively short period of time.

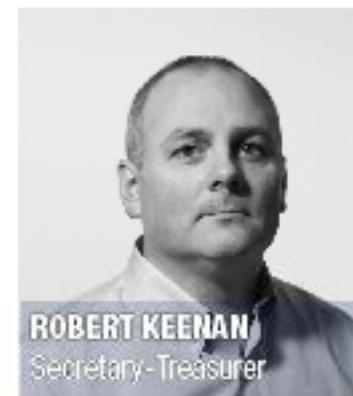
It speaks to the people who stayed in the industry, to their resourcefulness and to their dedication to their communities. They fought for a new way of life. They transformed the industry into one of the most highly trained professions in the world. In the face of adversity, they are the ones who made that change happen. So no, we can't ever go back to the pre-moratorium days. We can't forget how bad things were. People were in the fog for a long time, but we came out the other end."



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JOBEL NOW AVAILABLE FOR NEWFOUNDLAND FISH HARVESTERS

Increasingly, Canadian fishermen are going electronic for the declaration of their captures.

DFO started in 2018, the gradual implementation of mandatory electronic declaration of the captures in strategic fisheries. Lobster, snow crab, shrimp and herring fisheries in the Gulf and Quebec regions were the first ones to successfully use JOBEL, the first electronic logbook to meet DFO's requirements.

JOBEL, developed by fishermen for fishermen, has quickly imposed itself as the electronic logbook of choice across the Atlantic since 2018. It combines speed, simplicity, and data security to fit fishermen's reality at sea. JOBEL has modules for multiple fisheries available according to DFO's gradual implementation of elogs and requirements.

JOBEL is now available on the whole eastern coasts of Canada for lobster fisheries. We are expecting the JOBEL pan canadian modules for crab fisheries to be available beginning of 2022, on time for the start of the snow crab season.

What are JOBEL's features?

Developed according to DFO mandatory requirements, JOBEL is a comprehensive yet simple to use electronic logbook. It has an array of helpful features as it is focused on what fishermen really needs to make their life easier while meeting DFO's mandatory requirements.

It automatically takes GPS positions and calculates the NAFO areas and grids. There is no need to have a satellite internet on board neither there is a need for cellular network to get the required GPS positions. All the features related to the capture declaration work offline.



Another advantage and not the least, the mandatory crew register imposed by DFO is now included in the new Atlantic wide lobster module and will be implemented in 2022 in the modules for crab fisheries and shrimps. No need to write every day the whole list of your crew.

The fisherman has access to all his fishing trips entered over the year in one click and provides summaries and progresses on the capture of quotas during the season.

At DFO's and fishermen's request, JOBEL is going one step further in the register of found and lost gear. The end of paper declaration of marine mammal interaction is also a new advantage for JOBEL users.

What people say about JOBEL

"Switching from paper to Jobel is a real time saver, with its simple process adapted for use at sea, a fisherman can complete a declaration in less than two minutes with a minimum of experience. Jobel meets the expectations of fishermen who need a flexible, affordable and scalable solution," confirms Claire Canet, JOBEL project manager

at the Regroupement des pêcheurs du sud de la Gaspésie (RPPSG).

"Conscious that not everyone feels comfortable with smart phones or tablets, JOBEL has developed simple training tools for the fishermen. Hundreds of them in Quebec and many others in the Gulf received the short training delivered by JOBEL. It took place in small groups to help our members to feel comfortable with electronic declarations. It proved itself very efficient for them no matter their age group."

Over 100,000 trips have been successfully sent to DFO through JOBEL in recent years in lobster, snow crab, shrimp, and herring fisheries. As JOBEL is available on virtually all smartphones, tablets, and computers there is no need to purchase new equipment and the annual modules subscriptions makes JOBEL incredibly cost effective.

We asked a professional snow crab fisherman about his experience with JOBEL, it was without hesitation that he answered us:

"JOBEL's Snow Crab module is less complicated than a paper logbook. There is less information to enter on the positioning of the pots, for example. The agglomeration system is simpler than entering catches by grids. I would certainly not go back to paper," Gilles Duguay, snow crab fisherman in Zone 12.

What do I need to do?

It is easy to get free demo modules and subscribe to commercial modules. One needs to simply go on www.jobel.ca and click on "sign up" to create a free account.

Get in touch to know more and discuss the possibility for free training sessions in your area.

For more information on JOBEL, visit the website at www.jobel.ca or contact our team by phone at 1-833-689-5623.

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FISH HARVESTERS,
SAY GOODBYE TO THE
PAPER LOGBOOK**

**SNOW CRABS AND LOBSTERS
FISHERMEN, GET READY!**

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THE HISTORY OF GETTING HARVESTERS A SEAT AT THE SCIENCE ASSESSMENT TABLE

Dr. Erin Carruthers, FFAW-Unifor Fisheries Scientist



The FFAW-Science program first began nearly thirty years ago in 1994, on the heels of the moratorium at a time when harvesters insisted that their voices be heard. Inshore harvesters, after all, had been signaling the cod crisis well before DFO-Science acknowledged the problem. It was clear that DFO needed data from the inshore and from inshore harvesters.

Inshore harvesters' catch rates declined significantly through the late 1980s. Nonetheless, information from the inshore was not considered in stock status assessments and management prior to the moratorium. The Cod Sentinel Program was designed, in part, to ensure that changes in inshore fish abundance and health were tracked.

The Cod Sentinel program is a collaboration with DFO-Science, designed to collect information on cod distribution, abundance, and sizes, as well as other biological information such as, what cod are eating based on their stomach contents. The Cod Sentinel program was also designed to bring inshore fish harvesters and their knowledge into the resource management process.

Of course, Sentinel – like all our programs – are about more than the data collected. Harvesters become active participants in research, stock assessment, and management. Ideally, harvesters contribute to all stages of research, assessment, and management processes from on-the-water observations, identifying knowledge gaps, highlighting research questions that matter for the fishery, designing research programs and surveys to address those questions and gaps, and crucially evaluating and communicating results.

Both our collaborative post-season (CPS) snow crab survey and our Atlantic halibut longline surveys on the south and west coasts were designed to improve the assessment of fishable biomass. Understanding the fishable biomass is of critical importance to fish harvesters. In the case of Atlantic halibut, prior to our survey there were no stock-wide indices of commercial-sized halibut.

Every year more than 85 enterprises participate in the CPS snow crab survey. In the CPS, and indeed in all our programs, we strive to ensure that all harvesters have an equal opportunity to participate in and benefit from FFAW-led science programs. In recent years these programs have included mackerel egg and larvae surveys, trapping young-of-the-year lobster, deploying acoustic receivers for whales, capturing live shrimp for laboratory growth studies, testing sustainable trawl fishing gear, among many, many others. These programs are in addition to our long-standing survey programs for cod, lobster, crab, halibut and other groundfish species.

Over the past three decades, and in the seven years I've been in this role as Fisheries Scientist, we have worked together to build a substantial, robust science program. Since Cod Sentinel to the more than 20 programs we are now involved in, our overall goals remain the same: ensuring the best possible information is collected to support sustainable and healthy fish stocks, fisheries, and communities. This means ensuring that fish harvesters and their knowledge are active partners in all stages of research, assessment and management.



COD SENTINEL PROGRAM BRINGS HARVESTERS' KNOWLEDGE TO ASSESSMENT TABLE

Ian Ivany, FFAW-Unifor Science Coordinator

As the Union enters its 50th year, we reflect on the beginning of its Fisheries Science Program nearly 30 years ago. The harvester-led Cod Sentinel Survey, which began in 1994, was developed by harvesters and the Union in collaboration with DFO.

Sentinel originated as an effort to incorporate harvester knowledge into the assessment process. Lack of consideration for harvester views is widely believed to have played a significant role in declining groundfish stocks in the mid-90s, as there was often a considerable gap between the observations of fish harvesters and fisheries assessment science of the time.

Data gathered by harvesters provides information on fish catch rates, sex ratios, length, and age. The collection of frozen samples and otoliths also allow DFO to track cod growth, health and feeding patterns. The goals of the Sentinel Survey are to track distributions of cod in the inshore and catch rates, in addition to the biological information above.

Harvester Terry Turnbull has fished the Penney's Harbour sentinel site since 1995 and values the sentinel for its role in providing crucial information on the status of cod in the area. "Fish was scarce when I started with this program, and although we still have a long way to go, I believe the sentinel is necessary in continuing to provide important information on cod."

The sentinel project has welcomed new harvesters to the program as others have retired this year, including Melissa and Jeff Chippett, who fish the Glovers Harbour sentinel site. Melissa says "The sentinel has already taught us quite a bit about the cod in our area. We've learned so much about its distribution that we wouldn't have been able to in our commercial fishery." Jeff adds "I've really enjoyed my experience with the sentinel program and hope to stay with it going forward. I'd strongly encourage any harvester to consider inquiring about sentinel."

Any harvesters interested in learning more about the sentinel program can contact Ian Ivany (iivany@ffaw.ca or 576-7276) for more information.



The first meetings for the Sentinel Program, held back in 1995.



IT STARTED IN BURGEO

THE BATTLE FOR THE RIGHT TO A UNION

Courtney Glode, FFAW-Unifor Communications



To understand what exactly started in Burgeo, we first need to understand what life was like in 1971, just as the fisheries union was gaining its legs. Because while the FFAW itself did not start in Burgeo, what happened there would set the stage for a new era in Newfoundland and Labrador's history, and a new future for the fishing industry.

Five decades ago, the landscape of our province looked very different than it does today. Newfoundland and Labrador was still adjusting to life as a Canadian province. Many coastal settlements were only accessible by water, and we rode on dirt roads that were oftentimes treacherous and impassable most of the year.

The entire per capita income was only half of the rest of Canada's, and in our fishing communities it was often worse. Fishing was hard and given little value in a fishery dominated by merchant control.

Traditionally, men worked aboard the boat either as inshore fishermen or as trawlermen aboard merchant vessels. Women and men alike worked in the plants – processing, salting, freezing, and boxing fish for export. Plant workers were not protected by minimum wage laws - wages were miserable and working conditions harsh.

For the fish harvester, the companies set the prices and the harvester's only choices were to go fishing or stay home. It was dangerous work for meager earnings –the harvesters were at the mercy of the merchants, who looked down upon and exploited those who made them wealthy.

For the necessities of everyday life that they could not produce themselves, they depended on the merchant who sold them their gear in the spring, bought their fish in the fall, and sold their supplies for the winter. Living under this system, most families rarely saw actual cash from their year's labour: their lives fortune or misfortune was but a line on the merchant's ledger.

It was under these circumstances that the NFFAW, as it

was known at the time, had just gotten off the ground. The Union's first Convention had been held in April, and by June tensions had boiled over in Burgeo.

“I'm not anti-union, I just think that in certain circumstances unions are not practical. And this is one of them. You haven't got the local leadership to run them intelligently, with all due respect to the people. I am very fond of them,”

Spencer Lake came from Fortune where his father owned several successful businesses in the fishery. In the early 1950's, Premier Smallwood approached Lake to take over the struggling fish freezing plant in Burgeo, owned by Fishery Products Ltd. With the promise of substantial government assistance, Lake agreed.

At the time, Burgeo had a population of about a thousand people. There were no roads in or out, no sanitation system, no municipal government and the town was severely lacking in services.

The Lakes set up a grocery store, a barber shop and beauty parlour, and brought in dairy cattle to provide the town with fresh milk. Spencer Lake even formed municipal government and made himself Mayor. Pretty soon, the Lakes' monopolized every aspect of life in Burgeo.

Spencer Lake, you see, firmly believed the people of Burgeo were unable to make decisions for themselves.

“I'm not anti-union,” said Lake, “I just think that in certain circumstances unions are not practical. And this is one of them: isolated outports in Newfoundland. You haven't got the local leadership to run them intelligently, with all due

respect to the people – I'm very fond of them.”

When efforts began to organize the plant workers in Burgeo, Lake threatened to sell the plant and abandon the town if the workers went ahead. They voted to join the union anyway. Lake refused to engage in negotiations with the Union, and on June 3rd, 1971, the workers voted to strike.

Non-union workers crossed the picket lines. Union members blocked the entrances to the plant. Lake tried to bring workers in by boat and was blocked by a floating picket line. Families became pitted against one another. The tensions mounted as weeks turned into months and the whole industry waited to see whether this new Union would stand or fall in the face of adversity. With an election underway,

RAY GREENING

A SHORT LIFE AND A REMARKABLE LEGACY

Ray Greening became Secretary-Treasurer of the FFAW in 1972 following the pivotal role he played during the Burgeo strike.

A dedicated trade unionist who made an exceptional contribution to the development of a fisheries union in Newfoundland and Labrador, Ray died of cancer June 2, 1980, at the young age of 43.

“Ray was a rare and exceptional human being whose life was dedicated to his fellow man,” said union president Richard Cashin at the time. “He treated those who knew him in a very special way. His respect for the dignity of his fellow man was a real inspiration to working people throughout Newfoundland. By the sheer strength of his integrity and conviction, he had a profound effect on those who had the privilege to work with him.”

Prior to starting with the NFFAW in 1971, Greening had already worked 16 years with Canada Packers, serving as secretary-treasurer of the local for several years before becoming a representative with the Retail Clerks International Union in 1968. When a conflict arose between the international union and the local membership, Ray worked for several months without salary, incurring personal debts in the process, to reform and reorganize the union and serve the needs of his fellow workers.

Upon joining the NFFAW, Ray quickly ran up an exceptional record of organizing plant workers, signing up plants in Valleyfield, Charleston, Dildo and Hant's Harbour, among others, within a matter of weeks. He was then assigned to work on the strike in Burgeo, where his ability to meet the challenge of pressure situations became evident. Once

Premier Smallwood refused to step in. Conservative leader Frank Moores promised to settle the dispute if elected, and when Moores became Premier he kept his promise by having the government buy the plant. The strike finally ended in March of 1972 and the first collective agreement was signed.

It was a landmark victory for the NFFAWU and showed workers everywhere the power of a strong Union. From 1971 onwards, the Union transformed the face of the fishery in this province.



the Burgeo strike was resolved, he continued to work with fish harvesters and plant workers as a business agent on the Avalon Peninsula. In 1972, he was elected secretary-treasurer, a position he held until his death.

Ray was widely respected and admired by all who had the opportunity to know him. The loss of Ray Greening left a tremendous void in this Union, and a great sense of loss with those who knew him. But his conviction in the principles of trade unionism, the cooperative movement, and the ability of ordinary working people to run their own affairs could not help but rub off on those who worked with him.

Union Leadership: Then & Now

A history of the top two elected positions within the Fish, Food and Allied Workers Union.



RICHARD CASHIN
President, 1971-1993



KEVIN CONDON
Secretary-Treasurer, 1971-1972,
Vice-President, Inshore, 1971-1993



RAY GREENING
Secretary-Treasurer, 1972-1980



EARLE MCCURDY
Secretary-Treasurer, 1980-1993
President, 1993-2014



REG ANSTEY
Secretary-Treasurer, 1993-2003



DAVID DECKER
Secretary-Treasurer, 2003-2020



KEITH SULLIVAN
President, 2014-Present



ROBERT KEENAN
Secretary-Treasurer, 2020-Present



WOMEN'S REPORT SISTERHOOD & SMASHING GLASS CEILINGS

Tina Pretty, FFAW-Unifor Executive Assistant/Women's Advocate Coordinator (1979-2020)

Back in 1971 when the union was formed by Richard Cashin and Fr. Des McGrath, I was just 11 years old and oblivious to happenings in the fishery. However, I'm pretty sure I heard of Richard Cashin as it was hard to ignore his fiery condemnation of the merchant class or of government inaction blaring from the TV set during the evening news. Little did I know in seven short years I would start my working career at the Newfoundland Fishermen's Union.

During a career that spanned 41 years from 1979 to 2020 - and several name and affiliation changes - I've witnessed a lot of history, the growing involvement of women in the union and how they helped shape the organization we are today. There could be volumes printed on women in the union and perhaps that would be a great project for someone to undertake in future. However, this article will be a bit of history and more importantly, a tribute to the activism of strong FFAW women who stepped up to mentor and lead the way for women's equality and improved working conditions for all members. Whatever fears they faced - lack of confidence, inexperience, judgement - they fought anyway.

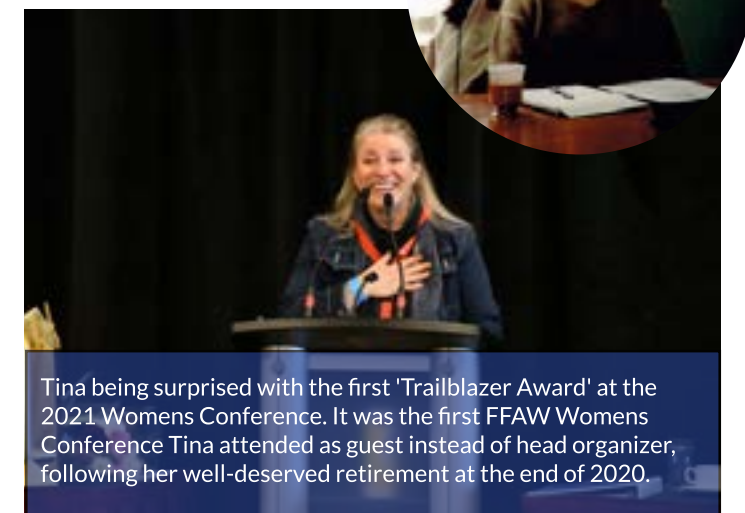
To begin, you need a sense of where women were in 1971. At that time only 44.8% of Canadian women were in the workforce compared to 95% of men. There were no women officers in the RCMP, no women pilots and women who worked as flight attendants (known as "stewardesses" at the time) had to resign from their jobs after they married. Women did not hold top leadership positions in politics, unions, or universities and no women had yet to be a Lieutenant-Governor in the whole British Commonwealth. I give these examples so younger women understand the progress made in the intervening half century.

At the formation of our union there were very few women fish harvesters. Many women were involved in the inshore fishery doing the land work of making the fish and helping their husbands, but this was unpaid labour. During the 1970s, as groundfish plants opened and salt fish fell out of favour, many women went to work in fish processing plants while their husbands continued to fish. While there was also a viable trawler sector that fished offshore, no women were ever employed on the trawlers.

In our inshore fishery there were a number of changes that occurred that led to women joining their husbands and fathers in the fishing boats. Perhaps the biggest change occurred when Rosanne Doyle from Witless Bay successfully challenged the Unemployment Insurance regulations (known today as Employment Insurance) in the 1980s which denied benefits to wives of fishers. Women were deemed to be "helpers" and as such were ineligible for benefits. This recognition of women's contribution to the enterprise helped pave the way for more women to enter the occupation. This change, coupled with women opting to have smaller families meant, out of necessity, women took to fishing to consolidate the family income by not having to pay crew members from outside of the family unit.

Today, women fish harvesters make up 23% of the industry and 8% are Level II certified harvesters. Over 100 women

Longtime fish harvester, activist, union leader, and empowerer of all women, Mildred Skinner of Harbour Breton



Tina being surprised with the first 'Trailblazer Award' at the 2021 Womens Conference. It was the first FFAW Womens Conference Tina attended as guest instead of head organizer, following her well-deserved retirement at the end of 2020.

currently own and operate their own Core enterprises. According to the PFHCB, the number of women enterprise owners is on the rise and accounts for nearly 10% of all fish harvesters pursuing professional Level I and Level II certification upgrading. Even the Marine Institute is seeing the percentage of female participants rise in Fishing Masters IV courses offered. As an occupation of choice, it's becoming obvious that fishing is a viable option for women.

Inshore women have made many inroads within the union it would be a disservice if I didn't mention Mildred Skinner. Mildred, since retired, was an inshore fish harvester from Harbour Breton who was the first woman elected to our Inshore Council in 1986 to represent her area. She went on to serve on the union's Executive Board in an affirmative action seat for numerous consecutive terms. She was for many years the co-chair of the Women's Committee and a trained Women's Advocate who continually made space for other women to get involved.

Women working in our Industrial/Retail/Offshore (IRO) sector, primarily in fish processing plants, have also come far. In 1970, a year before our founding, the minimum wage for women was set at \$1.00 an hour as compared to \$1.25 for men – a blatant case of discrimination. By 1972, the wage gap increased further as women earned \$1.10 an hour to a man's \$1.40. It would be another two years before the government of the day introduced a single minimum wage for both genders setting the bar at \$1.80 per hour. These were still extremely low wages and well below the Canadian average for this sector.

Doretta Strickland made union history in 2018 by being the first woman ever elected to the position of Vice President, Industrial Retail Offshore. Doretta is now serving her second term in the position. Considering the high percentage of women working in fish processing, it should be no surprise that most elected unit chairperson positions are held by women.

With that brief history taken care of I'd like to share some of the victories of the women in our union. These are but a sampling and there are countless more that could be written.

In the inshore, I recall women harvesters like Mildred

Skinner, Denise Grandy and Loretta Kelly telling of how they and others had to earn their place in the fishing boat and win the respect from their male counterparts. Mildred recalls once she was elected to the Inshore Council she had to gain her respect there as well and had to carve out a space for herself. That made way for women like Nancy Bowers, a fish harvester from Beachside and a newly minted Executive Board member who chased down a Member of Parliament on the highway so she could lobby to get a wharf for her town—her pursuit was successful.

In the industrial sector you have trailblazers like Bernice Duffett, a plant worker from Port Union who challenged the status quo in her plant when she wanted to apply for a watchman position, a job traditionally held by a man. She filed her grievance and won and opened the eyes of other women to what was possible. Next there was fearless Irene Ploughman who worked at Shawmut Fisheries in Witless Bay. She cornered Diane Finlay, Minister of Human Resources and Skills Development, in a bathroom to make her pitch on what was wrong with the Employment Insurance program and how it could be fixed. The Minister was in St. John's for meetings, and someone had the bright idea that it was a good photo opportunity to be seen at a fish processing facility, but they did not expect to have Irene waiting for them.

Women of the FFAW took on safety in their workplaces, like Occupational Shellfish Asthma, which is a cumulative disease predominantly impacting women in the plant. A group of dedicated union sisters lobbied ministers and officials and were eventually successful in becoming a subcommittee of the Manufacturing Safety Sector Council where concerns can be raised and addressed.

FFAW women have been vocal on issues of gender-based violence and have a network of Unifor-trained Women's Advocates in all areas of the province. From 2009 to 2016, thirty women have stepped up to receive the 40-hour training to help coworkers and women in their communities.

Over the past 50 years, so much change has taken place that the workplaces of 1971 are no longer recognizable. Gone are the days when women had to give up careers because



Women's Advocate Training 2016



CAW Women's Activist Training 2013

of marital status. We see strong women coming to the fore and offering themselves for not only union elections but for municipal and provincial offices. These days FFAW women are represented on many industry boards, and I have to say it has been very rewarding to see in the past year the hiring of three women for Staff Representative positions – Miranda McGrath, Dwan Street and Alyse Stuart.

For five decades women in our union have been fighting for change and taking their place as equal partners in their respective workplaces. With additional engagement with our women members, I can see even more glass ceilings being shattered over the next 50 years.

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





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OCI Titan



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Executive Board



SHEILA DOWELL
Executive Board



JOEY WARFORD
Executive Board



WADE FINTE
Pennecon



LARRY RINNELL
OCI Bonniata



BETTY BENNETT
Fogo Island Co-Op



ERIC DAY
BGL, Hc Brakes



FLORA MILLS
NO Cornish Cove



ROBERT STACEY
OCI St. Lawrence



VICKI MORRIS
Labrador Ship



PETER WILSON
Bodhic



EMILY SHEPPARD
HC



TRUDY BYRNE
St. Anthony Sealoods

NOT PICTURED:

EMERDA KING
Iceweller

WILL STACEY
Newfoundland Lynx

MARREN MELNIPPY
Cahill Fabrication

SHELDON SMITH
H.R. Grace Cold Storage

OLIVER IRWIN
OCI Port aux Choix

BRETT SPINNELLY
Pennecon

DAVID BRANDE
Molten

Shelley Hovidge
OCI Fortune

FFAW-UNIFOR Inshore Council 2019 - 2022



TONY DOYLE
Vice President, Inshore



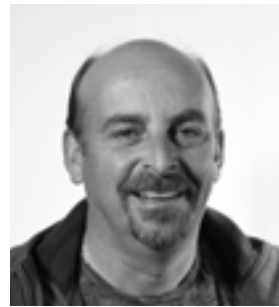
LOOMIS WAY
Executive Board



NELSON BUSSEY
Executive Board



KEVIN HARDY
Executive Board



GLEN NEWBURY
Executive Board



NANCY BOWERS
Executive Board



MIKE NOONAN
Executive Board



JIM CHIDLEY
Cape St. Francis to Point Lance



BRIAN CAREEN
St. Brides to Swift Current



CLAYTON MOULTON
Monkstown to Garnish



DAN BAKER
St. Bernards to MacCallum



DARREN BOLAND
Highlands to Cox's Cove



BLAINE CROCKER
Trout River to Eddies Cove W



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



MIKE SYMMONDS
Quirpon to Englee



ALBERT WELLS
Jacksons Arm to Cape St John



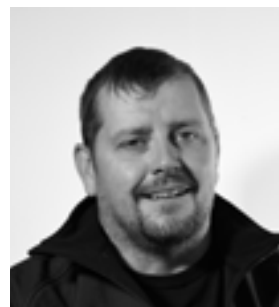
ELDRED WOODFORD
N Head to Port Albert
incl. NWI and Twillingate



AUBREY BRINSON
Gander Bay to Cape Freels
incl. Fogo & Change Isl.



ROBERT ROBINSON
Cape St. John to N Head

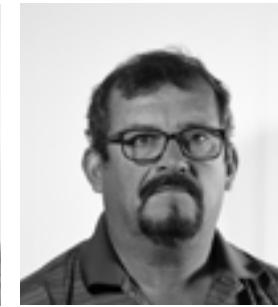


DENNIS CHAULK
Newtown to Elliston

FFAW-UNIFOR Inshore Council 2019 - 2022



DARRIN MARSH
Little Catalina to Greens Hr



KEITH SMITH
Whiteway to Carbonear



MATTHEW PETTEN
Hr Grace to Cape St. Francis



HARRISON CAMPBELL
Henley Hr to Cartwright



JAMIE AYLWARD
Crew Member Position



JODY SEWARD
Crew Member Position



SHELLEY WHITE
Women's Position



LORETTA KELLY
Women's Position



IVAN LEAR
Young Harvester Position



JAY RYAN
Young Harvester Position



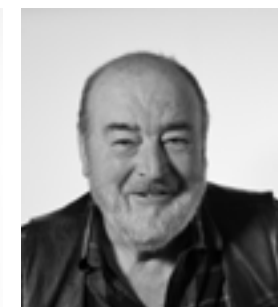
RENDELL GENGE
At Large



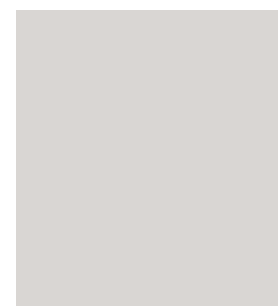
WILLIAM WHITE
At Large



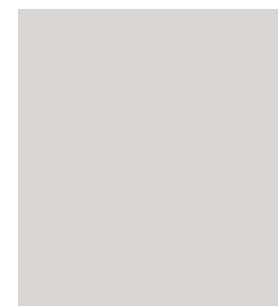
GLEN WINSLOW
At Large



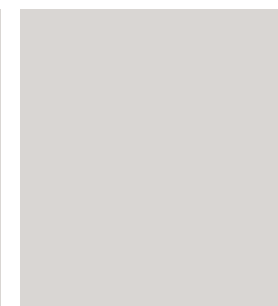
ANDY CAREEN
At Large



VACANT
Francois to Codroy



MATTHEW JONES
Crew Member Position



VACANT
Women's Position

FFAW | UNIFOR STAFF REPRESENTATIVES



JASON SPINGLE
Staff Representative
West Coast, Northern
Peninsula & Labrador



GREG PRETTY
Industrial/Retail/
Deepsea Director



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



ALLAN MOULTON
Service Representative
Industrial/Retail/Offshore



MONTY WAY
Staff Representative
Canaigre Peninsula,
Burgeon-Ramea-Francois,
Jackson's Head to
North Head



JAMES FARRELL
Staff Representative
Industrial/Retail/Offshore



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



ALYSE STUART
Staff Representative
Organizing



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



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