

THE UNION FORUM



MEMBERS AT WORK: ANNUAL PHOTO CONTEST

HISTORIC CRAB FISHERY TIE-UP: GAINS AND NEXT STEPS

BARGAINING WORKERS' POWER

Have your say in the future of Unifor's national bargaining strategy.



Spring strategy sessions are a first step toward developing a bargaining program that is reflective of the current challenges we face.

These sessions will provide an opportunity for local union leadership, bargaining committees and activists to come together, meet one another, and work collaboratively to inform union bargaining strategy.

Learn more at unifor.org/bwp



THE UNION FORUM

SUMMER/FALL 2023 ISSUE



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Annual Member Photo Contest



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QUESTIONS, COMMENTS OR SUGGESTIONS? LET US KNOW:

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Summer/Fall 2023

The Union Forum is the official magazine of the Fish, Food and Allied Workers (FFAW-Unifor) and is distributed to all Union members free of charge. The historical publication has been in circulation since the FFAW's inception over 50 years ago, in 1971.

FFAW-Unifor is Newfoundland and Labrador's largest private-sector trade union, with over **14,000 members** throughout the province. Many of our members are employed in the fishing industry, and we also represent workers in skilled trades, brewing, hospitality, metal fabrication and more. **Our diversity gives us strength.**

The Union Forum covers issues that matter to our members, documenting the **battles waged, victories won, and the continued pursuit of economic and social justice** for a vibrant and sustainable Newfoundland and Labrador.

Without the Union, you are but one voice. Without you, the Union has no voice. It's our collective strength that makes change happen!

Proud member of the:



The Union Forum - 3

A MESSAGE FROM THE PRESIDENT

Greg Pretty, FFAW-Unifor President



It's been a whirlwind eight months since I was sworn in. A multitude of crises for harvesters and industry, the crash of the crab market, including the historic, nearly 7-week tie up in the province's most important fishery. Retaliatory interruptions by provincially licenced fish companies in other significant fisheries such as lobster, halibut and shrimp. ASP attacks on the trip scheduling and crab tolerance dispute.

That the Price Setting Panel would select ASP's price of \$2.20 per pound, which even when considering the decline in the market was completely unjustified and crab harvesters knew it.

It was a brazen slap in the face from a crab pricing system that has been repeatedly failing harvesters. But then the market continued to fall, causing concern from all about what was happening to our bread-and-butter fishery. Because market prices dropped further after the first price decision, the Union had no grounds to file for reconsideration at the Panel.

Enterprise owners made the difficult but unanimous decision to hold strong and not fish at 2.20 per pound – what is a 70% price drop over 2022 prices. Crab harvesters, plant workers and other fishery workers held strong for those seven long weeks until movement was made, and our Union was able to achieve a formula-like deal for NL crab harvesters.

It was a trying time for everyone affected. As the weeks progressed, enterprise owners still supported the tie-up while others indicated they were eager to go fishing. Different financial situations meant different pressures from region to region and household to household. There were some who would have gladly held off for the entire season – two if it was needed – while others could not afford another week.

But the further drop in market prices meant ASP could likely submit for reconsideration at around \$1.65 per pound – a risk the Negotiating Committee was not willing to take. Premier Andrew Furey intervened when ASP was unwilling to make any movement with the Union. The provincial mediation and pressure from international markets for new fresh product led to the Union and ASP negotiating a formula-like deal

– locking in the 2.20 minimum and guaranteeing price increases when market prices rose. Shared risk.

In the end, the deal secured an extra nearly \$50 million dollars for inshore crab harvesters. By allowing time for companies to clear freezers of 2022 product, it allowed the fishery to go for over 14 weeks, giving plant workers a longer season in the end.

And it set precedent. A minimum price with guaranteed increases in line with the market – it was what harvesters had been asking for all along, just at a lower starting price than anyone wanted. But with the first price increase coming just a couple weeks after fishing began, it was reassuring that the snow crab markets were beginning to show signs of recovery.

It only happened because of solidarity of harvesters. Solidarity from those who believe you deserved better.

It wasn't a perfect year. Companies made the season much harder than it had to be – by engaging in favouritism, and unfair trip scheduling. Flexing the cartel muscle. ASP refused the Union's attempts to work out a fair schedule that would pace the fishery but ensure a fairness among harvesters and fleets. We know this is something can be worked out before next season. Predictability in prices and in scheduling will go a long way to ensuring a smoother season for all. But of course, that's not what the companies want.

Companies like OCI and Royal Greenland favor big boats who are under their financial control. Bigger quotas, less fuss, **put more strain on the small guys.**

This is their agenda.

Destroy the landscape of our communities. Of our economy. Of our culture.

Because what will be left of coastal Newfoundland and Labrador if there is no fishery left?

What will our tourism commercials look like then?

The fishery is as important to rural Newfoundland and Labrador today as it was 30, 40, 50, 100 or 200 years ago.

It was the reason people settled around the province. It is the reason they stayed. It is a sustainable industry that provides renewable, long-term economic prosperity to our communities.

The fishery is our past, our present and our future. It's what the FFAW fights for every day, and it's what we will continue to fight for in the days months and years to come.

But there are those who don't share that vision. There are those who will tear down the Union and its work no matter who is elected at the top. Their vision of the future is more for them and less for others.

When sixteen licenses aren't enough – what will ever be enough?

These 'fish harvesters', or more appropriately 'big business owners', have more in common with Royal Greenland and ASP than they do with you or I. They

try to turn independent harvesters against the Union by trying to convince you that their woes are your woes. When in reality, they'd just like to eliminate you and every other independent harvester for their own growth and benefit.

If they win, the companies win. Coastal Newfoundland and Labrador will lose.

It's the strength of our collective that has given us the wins of our past. The recent formula-like deal in crab. Our longstanding lobster price formula. Lobbying for better, collaborative marine science. Fighting for what is rightfully yours.

One person can't do it all, and that is what gives companies their power. But when the Union is there – you are not just one person. You are part of that collective power – the strength that comes when we all stand together for a common purpose.

2023 was undoubtedly a rough, cruel season. There's work to be done. For everybody, not just a handful of haters with a vision of a crab fishery which doesn't include you. Let's fight together to correct the injustices of 2023. Together, we'll do it.

MADE SAFE NL
Manufacturing & Processing Safety Sector Council

Health & Safety Education and Awareness.

The manufacturing and processing sectors can be noisy businesses. And too often, workplace noise is accepted as part of the process, but those noises can have long-lasting consequences in the form of hearing loss. The good news is that noise-induced hearing loss is 100% preventable.

A Hearing Conservation Program can help educate and build awareness about hearing protection in the workplace.

Not sure where to start? We can Help.

Noise-Induced HEARING LOSS is 100% PREVENTABLE

www.madesafenl.ca

SCAN TO LEARN MORE

Printable poster files available on our website

Work Safe. Home Safe. Every Day.

Contact us today: (709) 237-8711 • email: info@makesafenl.ca or visit www.madesafenl.ca

A MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle, FFAW-Unifor Secretary-Treasurer

I grew up in a household where work, and those who worked, were always respected and commended.

My dad worked in building construction and my mom a school teacher; different vocations that involved different types of commitments. Weekends and holidays also often involved working including gardens, berry picking, packing wood and helping to pour basements or shingle roofs, we were taught to work. For me, the road to a career involved a lot less physical work than my dad, and for sure the majority of FFAW members.

When this historic crab season started, there were predictions from harvesters, plant workers, and FFAW employees alike and while everyone was hoping for the best, no one that I spoke to predicted near the results we have today - almost 100% of 120 million pounds of crab landed and processed! In addition, there's the 20 million pounds of capelin, millions of pounds of turbot, 9 million pounds of shrimp and 15 million pounds of cod (so far). Not to mention herring, lobster, Atlantic halibut and sea cucumber.

Over the past weeks I've had the privilege to visit several plants around the province. First, I would like to thank our leadership, the workers and management for their welcome, professionalism and most of all their dedication. They all have worked nearly everyday in the past 10+ weeks, most 9-10 hours and up to 20+ days straight. The majority standing at their stations on damp concrete, on the dock, on butchering lines and in frost rooms. While there were frustrations and concerns expressed during



break in the lunchroom, I was still offered treats from lunch boxes.

After each visit I thought about how committed people are to their jobs, many with 30 -40 or more years on the seniority lists. Each time on the drive back I thought about the schedule they've kept. I also reflected on the few times I've done days of physical work and while I've always respected the work our members, both plant and harvesters, this season has certainly left me with a new appreciation.

What everyone else in this province should remember is that the fishery is unlike anything else - the crab, capelin, and lobster have a very short season and regardless of a delay these tough schedules have always been the realities. To our governments, you need to make changes to ensure these hardworking, seasonal workers receive the maximum EI support to ensure they're supported through the entire off-season. This industry makes enormous sacrifice to maintain our coastal communities, and without them they would certainly cease to exist. It's high time both levels of government acknowledged this and worked together on a vision for the fishery.

Finally, I want to say THANK YOU to each and every plant worker and harvester for your hard work and dedication that brings in the new dollars to our coastal communities, our province and indeed our country.

Finally, I want to say THANK YOU to each and every plant worker and harvester for your hard work and dedication that brings in the new dollars to our coastal communities, our province and indeed our country.

PERSONAL LOCATOR BEACON CAMPAIGN UPDATE

"BRINGING FISH HARVESTERS SAFELY HOME"

About the Campaign (April 2023 Update):

In 2022, a special Personal Locator Beacon (PLB) campaign was launched, making 2500 PLBs accessible to owner/operators in the NL fishing industry at 40% of the cost. The campaign was made available through a coalition of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA), Professional Fish Harvesters Certification Board (PFHCB) Fish Harvesters' Resource Centre (FRC), and the Fish, Food & Allied Workers Union (FFAW-Unifor). The campaign is ongoing and is now under the administration of the NL-FHSA.

What You Need to Know:

The PLB campaign is open to owner/operators and crewmembers who can indicate they meet the campaign's eligibility requirements.

A limited number of *McMurdo Fast Find 220 PLB (Canada)* PLBs are available for purchase.

The purchase price of a PLB is \$427.00. The coalition is subsidizing the cost to fish harvesters at 60%. Your total cost to purchase a PLB is \$170.00 (+HST) which amounts to \$195.50.

THIS MAY BE YOUR LAST CHANCE TO PURCHASE A PLB SUBSIDIZED AT 60% OFF THE PURCHASE PRICE



Application Requirements:

To place your order, complete the Application for Personal Locator Beacon form found on the nlfhsa.com website and supply the required documentation. It is critical that all PLBs are registered with the Canadian Beacon Registry. To ensure that your beacon is registered upon purchase, please complete the Canadian Beacon Registry form and submit with your application. We will be unable to process applications that are incomplete. All devices will be shipped free of charge via Canada Post to the address you provide.

A valid PFHCB Registration paid in 2023 is required in order for you to be eligible.

Owner/operators will need to include the following information with their order application:

- enterprise number
- FIN number
- current copy of your license

If you have any questions, contact Tina by email at plbinfo@nlfhsa.com or by phone at (709) 728-2168.



NOTE FROM THE SECRETARY-TREASURER: LOBSTER FUND UPDATE

History

The fee of 2 cents per pound of lobster was implemented for the 2022 season after winter consultations with fish harvesters. The majority of harvesters at the time recognized the need for species-specific program funding that could not be serviced through the regular union dues structure. Similar per pound fee structures exist in species like capelin, cod and snow crab.

The Union committed to providing regular, transparent updates on how the funds were being used.

Purpose

The lobster fee structure was implemented to address gaps in lobster science, to access additional market information on lobster, and to expand industry partnerships and collaboration opportunities. The FFAW will work to ensure sustainability of the NL lobster industry into the future and prioritize maximum financial return to inshore harvesters.

Objectives & Next Steps

1. SCIENCE CAPACITY

The lobster fund will provide the means to build on existing lobster science programs, such as recruitment indices and at-sea sampling programs, and we will continue to work with harvesters to identify additional research priorities.

In addition to the regular science assessment and advisories attended in NL, the lobster fund will allow FFAW science staff and harvester representatives to attend additional lobster stock assessments and research meetings in other jurisdictions.

2. INDUSTRY COLLABORATION

Expanding national and international partnerships is necessary for maintaining Newfoundland and Labrador's advantageous position as a global leader for lobster. Expanding on existing networks, attending various lobster specific meetings and DFO science assessments, and connecting with industry professionals across the globe are ways the FFAW will protect the NL lobster industry for generations to come.

We have consistently been a part of the Lobster Council of Canada, making multiple trips to Atlantic Canadian provinces to discuss issues, concerns and everything lobster related, but we now have the ability to join additional meetings, conferences and committees to aid in the development of Lobster as one of the primary fisheries in our province.

This winter, FFAW representatives travelled to the Maine Lobster Town Hall where many issues were discussed including international markets and market impacts surrounding the North Atlantic Right Whale. FFAW harvester participation in these Canadian and international lobster industry forums are critical to maintaining our position as the global standard for quality lobster. As many of you may have heard, Maine has received some negativity from environmental groups on their interactions with Right Whales, we want to be connected to their resolutions and work in conjunction with these entities to ensure lobster markets remain strong and accepting of Newfoundland product.

The FFAW will also be bringing in a specialized consultant on quality handling procedures to provide training to harvesters.

3. PRICING FORMULA AND MARKET INFORMATION

Pricing wise, the creation of the lobster formula has been a clear success for lobster harvesters in Newfoundland and Labrador, and ensuring we have all available market information will protect and provide opportunity for modernization where necessary. Currently, our price negotiations expert devotes a portion of their time to lobster market analysis and the negotiations process. Should additional consultants or specialized market reports be deemed necessary in the future, we will review fund allocations.

2022 Financial Update

The lobster fee accrued a total of \$180,000, which was under the projected revenue of \$200,000. Moreover, we are still in the process of collecting some of these funds from companies.

Of this amount collected, \$75,000 is allocated to build on existing capacity for staff scientists, science coordinators, field technicians, and harvesters

who are participating in existing lobster science programs. \$15,000 contributes towards the staff price negotiations expert who allocates a portion of their time to lobster market analysis and negotiations. The remaining funds went towards or is allocated towards costs associated with meetings & events specifically related to lobster, such as those noted above.

Commitment to Continued Accountability and Transparency

The previous Secretary-Treasurer committed to transparency at the time this fee was implemented, and I commit to upholding that promise. I've been in this position for one year and in that time, I've had the chance to closely review the Union's finances. I can assure members that these funds are and will be used appropriately for the betterment of the lobster industry in Newfoundland and Labrador.

To ensure transparency and accountability into the future, a committee of elected representatives has been created to oversee this program. The Lobster Fund Committee will be comprised of an elected

representative for each area who actively participates in the lobster fishery. The Committee will be chaired by the Secretary-Treasurer.

Current Lobster Fund Committee Members:

3K – Nancy Bowers
3L/LFA 10 – Tony Doyle
LFA 11- Alfred Fitzpatrick
LFA 11- Brett Cox
LFA 12 – Kevin Hardy
LFA 13 – Darren Boland
LFA 14 – Loomis Way
Secretary-Treasurer (Chair) – Jason Spingle

As always, I welcome members to come to us with questions, concerns or suggestions. Your local committee member, your Inshore Council or Executive Board member, your staff representative, or myself are here to address your needs.

Jason Spingle
 FFAW-Unifor Secretary Treasurer
jspingle@ffaw.ca

WELCOMING MEMBER REPRESENTATIVE FOR 2J4R3PN



Jeff Griffin joined the Union this Spring and has already made many connections in the region.

Jeff is from Corner Brook and has strong family ties to the fishing community of Harbour Breton. Many of Jeff's family members made their living in fish harvesting and processing, including his grandfather, who spent his entire career as a fisherman on the Grand Banks. Jeff is driven by a deep admiration for the industry and is committed to supporting its workers and respecting their significance to our province's success and culture.

Jeff has extensive experience in labour relations through his work in Occupational Health and Safety and Environmental compliance roles on projects throughout the province and elsewhere in Canada. His

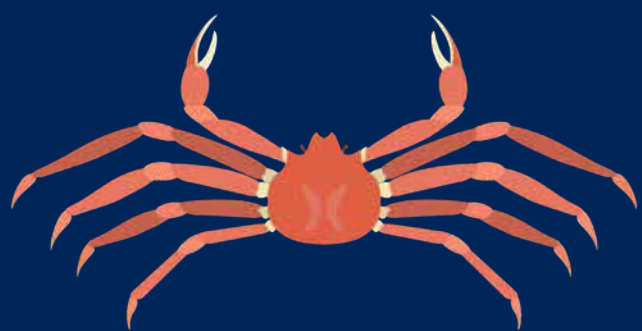
OH&S education and credentials are supplemented by additional studies in Natural Resources (Forestry) at College of the North Atlantic and Safety and Fire Fighting Emergency Response at the Fisheries and Marine Institute of Memorial University of Newfoundland.

As the Member Representative, Jeff represents the industry in matters related to the Newfoundland and Labrador inshore fishery. In this role, he will cultivate relationships and strengthen the organization's communication with fish harvesters, the IRO industry, and other regulatory authorities.

In addition to 2J4R3Pn, Jeff represents IRO locals Baie Verte Co-op, Barry Group Port Aux Choix, and St. Anthony Seafoods.



WHAT WAS ACCOMPLISHED BY THE NEARLY 7-WEEK CRAB FISHERY TIE-UP



TIME FOR COMPANIES TO MOVE 2022 CRAB - MAKING ROOM IN FREEZERS AND MARKETS FOR 2023 PRODUCT



A FORMULA-LIKE AGREEMENT THAT SECURED PRICE INCREASES TO HARVESTERS IN LINE WITH REAL MARKET INCREASES



\$50M

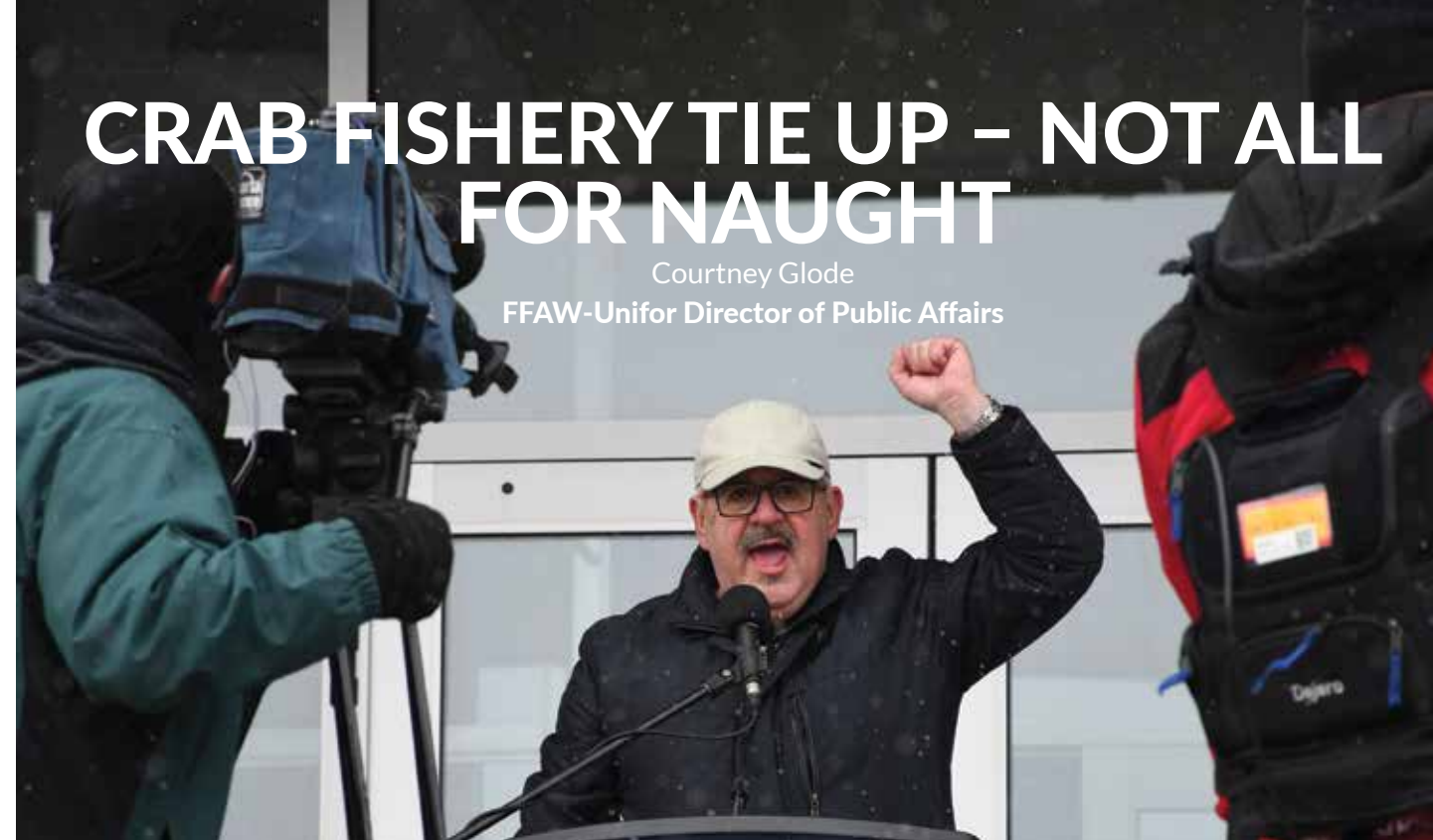
GAINED FOR CRAB HARVESTERS BY PREVENTING A RECONSIDERATION AT BELOW \$2/LB AND ENSURING GUARANTEED INCREASES WHEN THE MARKET ROSE

14

WEEKS (AT LEAST) OF FULL-TIME WORK FOR MOST PLANT WORKERS - AS OPPOSED TO THE THREAT OF A SEASON CUT SHORT WITH CRAB LEFT IN THE WATER

CRAB FISHERY TIE UP - NOT ALL FOR NAUGHT

Courtney Glode
FFAW-Unifor Director of Public Affairs



What was gained by the nearly 7-week tie-up to the province's crab fishery if the season started at \$2.20 per pound anyway? A lot, actually.

processed this year, and plant workers would have only had half the weeks of work they ended up getting this season.

A better question might be: what would have happened if the crab fishery started on the regular opening date?

If the crab fishery had opened on April 7th as planned, companies would still have had millions of pounds of crab still in storage from the previous year, further driving down fresh prices for 2023. The tie-up gave the companies time to get that product sold to allow space in freezers and markets for 2023 product.

If the crab fishery had gone ahead as planned at the Panel selected price of \$2.20 with no other criteria, there is a very high likelihood that a reconsideration would have been called within a week of opening and prices would have dropped to \$1.65 per pound.

If the fishery had not been delayed, it's unlikely even half of the province's quota would have been landed and



The tie-up took sacrifice and determination from every single fish harvester and plant worker who went without a pay cheque for seven long weeks in hopes that the result would mean better for them and their families. That solidarity and perseverance did pay off when difficult negotiations and eventually intervention from Premier Andrew Furey led to a formula-like deal being signed by the parties.

Plant workers have a sour taste from the weeks they went without work. Fish harvesters are still experiencing almost a 70% cut in incomes this year over last year. ASP takes advantage of this economic desperation of plant workers and harvesters - because when FFAW members are pitted against each other, the companies win.

WE CANNOT LET THEM WIN.

Plant workers and fish harvesters are the inshore fishery - the economic fuel for our coastal communities.





Communities thrive when both thrive, and most importantly, one cannot exist without the other. This is why the FFAW has always had both fish harvesters and plant workers – since the Union’s very inception over 50 years ago.

Communities like Triton, Comfort Cove-Newstead, Mary’s Harbour, Bonavista, New-Wes-Valley, St. Lawrence and Old Perlican continue to be important economic hubs because the seasonal inshore fishery provides jobs. Jobs in processing, in fishing, in dockside monitoring, trucking, welding and metal work, machinery, and more. Grocery stores, car dealerships and gas stations that only exist because of the inshore fishery.

Because when you look at who the real “enemy” is – anyone who supports the long-term sustainability of our inshore fishery is on the same side. The enemy is anyone who would see the elimination of inshore fish harvesters and processing plant workers as a win for Newfoundland and Labrador.

And that is, without a doubt, the goal of ASP and their member companies.

Remove the middleman! Cheap, overseas labour!

Does anyone really think these companies wouldn’t prefer to harvest via the largest boats with the fewest number of people, and not land a single pound for processing here in Newfoundland and Labrador?

It’s the responsibility of our federal and provincial regulators to ensure these companies use their licenses to benefit the people of Newfoundland and Labrador – not the CEOs and shareholders of companies. It’s also the responsibility of these

governmental regulators to ensure companies treat working people with **fairness and respect**. Two things that have been sorely lacking in many harvester-buyer relationships, and within many processing plants as well.

In the vast majority of cases, fish harvesters are tied to a single buyer with no alternative avenues to sell their catch. Plant workers are being worked to the bone by companies who blatantly ignore provincial OHS laws without consequence or oversight from provincial regulators.

This year’s drop in crab prices will continue to be felt throughout the province. The dramatic decline is especially challenging for those who have made recent investments in the industry. Young harvesters – young families – looking to make a future in the fishery. Some will not make it to the 2024 season.

Despite pleas for help, our federal government has failed to step in and help the crab industry in its desperate time of need. Hundreds of millions for oil and gas development and now for tourism, and yet for the 7,500 people who rely on the inshore crab fishery, the government has failed to even acknowledge the issue.

Members of Parliament that were elected by **you** to represent **you**.

Let’s remind these representatives that there is a federal election approaching, and you’re looking for elected officials that will take your issues to Ottawa and truly speak up on your behalf.

The House of Commons reopens on September 18 at which time our MPs have the opportunity to raise the

Union’s Economic Support Proposal to the floor for debate. Issues like ensuring seasonal workers receive top EI for the top number of weeks must be brought to the forefront, and that is what the FFAW will continue to do.

Talks will soon commence with ASP on working towards a crab formula before the start of the 2023 fishing season. Issues like fairness in trip limits and scheduling still must be addressed by companies. The work is far from done – but gains were made this spring. \$44 million into our communities instead of in the pockets of the companies is one big win to walk away with.



ECONOMIC SUPPORT PROPOSAL FOR THE NL CRAB INDUSTRY



PROTECT COASTAL COMMUNITIES

Help is needed to keep people in the fishery and in their communities. Our government has a long history of supporting prime producers and natural resource industries in crisis. This support has never been more needed.

DROP IN CRAB PRICES THIS YEAR **70%**

INSHORE FISHERY RELIES ON CRAB FOR MAJORITY OF LANDED VALUES **78%**

CALL YOUR MP AND MHA TO LET THEM KNOW HELP IS NEEDED!

\$10,000
FOR ALL AFFECTED CRAB HARVESTERS INCLUDING CREW

\$4000
FOR AFFECTED PLANT WORKERS, MONITORS, ETC.

UP TO \$15,000
FOR THOSE WHO MADE INVESTMENTS PROTECT FROM BANKRUPTCY

DEFERRED CEBA
PAYMENTS AND INTEREST FOR BUSINESS OWNERS



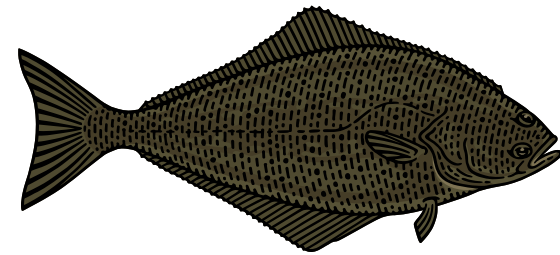
2023 NEGOTIATIONS REVIEW

Jake Rice, FFAW-Unifor Policy & Price Negotiations Manager

2023 has been a challenge for most harvesters regardless of species fished. The Covid pandemic turned the seafood industry upside down and we are still seeing those impacts today. 2023 has been filled with the challenges of major markets reopening from Covid, high inflation, interest rates, elevated fuel costs, the slowdown in the global economy, and cheap Russian goods flooding other markets.

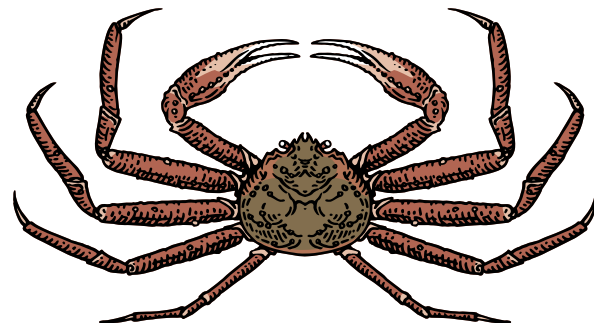
The uncertainty of a global pandemic initially sank many perceptions about the seafood industry in 2020 but what we saw was an unprecedented growth driven by retail sales. This continued throughout 2021 and into 2022. The government stimulus packages provided to Americans gave consumers additional disposable income that helped drive up the value of many species including crab, lobster, cod, salmon, and shrimp.

As sales rose, retailers continued increasing prices to consumers. What we saw beginning the first quarter of 2022, is that prices got too high for many consumers, and they began pushing back on retailers. This led to price drops across many species most notably crab. While different species have seen price drops at different times since early 2022, the record high prices achieved during Covid have certainly retreated for nearly every species harvested in Newfoundland and Labrador.



- HALIBUT -

Halibut has been a bright spot for harvesters over the last few years with market returns remaining steady. FFAW and ASP agreed to rollover the current halibut formula that has been used for the past few years. We were successful in getting the initial payment to harvesters increased this year and more in line with historical share percentages.



- CRAB -

Thanks to U.S. stimulus money and Covid-19 forcing U.S. consumers to eat more at home, retail snow crab prices to record highs during the pandemic. New 2021 snow crab prices started at \$12.35 USD and continued up to \$16.80 USD (\$21.50 CAD) by the end of the year. This boom in price didn't last long as prices began to drop in February 2022. The dramatic increase in snow crab prices at retail, coupled with the elimination of stimulus money, saw crab prices and sales drop dramatically. This reduction in crab sales on top of very good landings in 2021 and 2022, led to historically high inventory levels. Followed by a slowdown in the

USA and Japanese economies in late 2022 and early 2023, the crab market slowed to a crawl. Crab prices continued to drop through May 2023 when they finally bottomed out at \$4.65 USD.

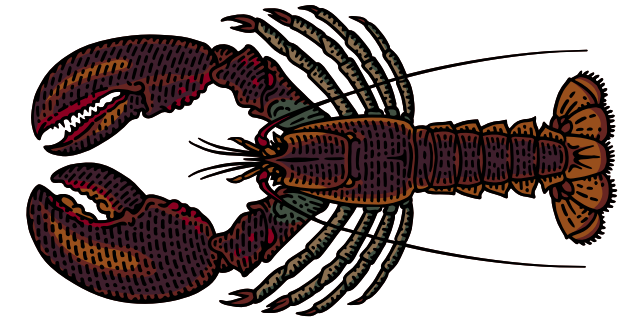
These events led FFAW and ASP exploring a new crab formula that would attempt to get prices more on track with actual market conditions. The basic premise of the formula would be to pay harvesters an initial price at landing and a follow-up payment later in the year based on actual sales of crab in the market. This is based on a similar structure to the current halibut formula. This would ensure that harvesters would capture gains in the market after their crab has been landed.

During negotiations it became apparent that harvesters and processors would not be able to agree on an initial landing price. At that point, both parties shifted back towards our standard negotiations and Final Offer Selection (FOS) offers. FFAW submitted \$3.53 based on a weighted average of all crab sizes and market share while ASP submitted \$2.15. At the Panel hearing, the Chair stated that both parties were too far apart and wanted the parties to go back to the negotiation table for a material change in price.

At that time, FFAW's crab negotiations committee met and reverted to our traditional 5-8 oz pricing index from UrnerBarry while also recognizing another price drop from the night before in UrnerBarry pricing. This latest price drop on UrnerBarry forced our offer to the Panel down to \$3.10. This was supported by a 2016 agreement between ASP and FFAW around a nearly identical UrnerBarry 5-8 oz price quote. The Final Panel offers from both parties were FFAW - \$3.10 and ASP - \$2.20.

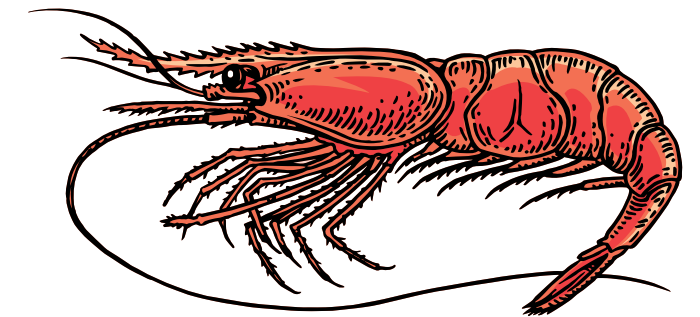
Unfortunately the Panel selected ASP's price offer of \$2.20. What resulted over the next 6 weeks, was an agreement between FFAW and ASP on a price structure modeled after a basic formula. Harvesters would get additional price bumps through the season if the UrnerBarry 5-8 oz price index hit certain thresholds. The first increase from \$2.20 to \$2.30 occurred less than two weeks into the season. Additional price bumps were achieved later in the season as well.

The 2023 crab fishery was undoubtedly tough for many people, harvesters and plant workers especially. What all parties need to work towards this fall and early spring of next year, is to avoid a repeat of 2022 and 2023. The foundation of a working crab formula has been set and now depends on both parties being reasonable to make it work for the entire industry.



- LOBSTER -

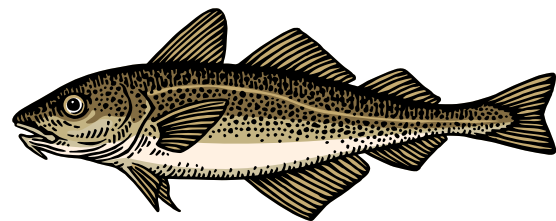
For the second year in a row, FFAW was successful at the Panel securing a lobster formula with no deductions. Unfortunately, just days after the season started, companies stopped buying from harvesters to renegotiate a new formula. Their first attempt failed as harvesters pushed back against any changes, but companies for a second time stopped buying from harvesters across the island. Lobster harvesters agreed to a deal with ASP that reduced harvester share, but guaranteed lobster would be purchased for the rest of the year.



- SHRIMP -

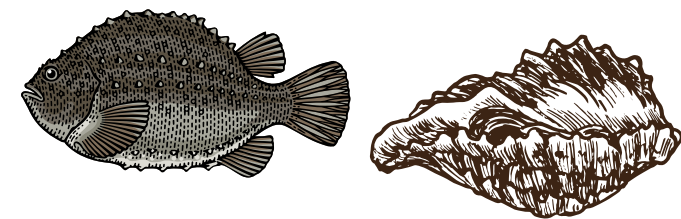
Like crab, shrimp markets have seen a dramatic downturn in the last year. In 2022, cooked and peeled shrimp prices hit levels not seen since 2019. However, our largest shrimp market, the UK, has dealt with severe economic hardship related to Covid, Brexit, and inflation reaching as high as 17% this year. In addition, the abundance of cheap warmwater shrimp from Latin America has put severe downward pressure on the UK coldwater shrimp market.

Unfortunately, ASP was successful at both Panel hearings this year but in August we saw a significant pricing shift in NL buyers. Buyers began adding \$0.28-\$0.30 per lb to shrimp landed at plant. These prices paid are right in line with our submission to the Panel this summer and shows our summer price offer was in line with actual market conditions.



- COD -

Similar to other species like crab and shrimp, global cod prices peaked in 2022. While cod prices have not bottomed out like crab and shrimp, prices have retreated in major markets. FFAW and ASP were able to come to an agreement on a price structure that kept almost all of our gains from 2022 negotiations. This year's negotiations saw a more discussion between parties than previous years and will continue through the season with regular meeting meetings to discuss cod markets and its impacts on Newfoundland and Labrador.



- LUMPROE AND WHELK -

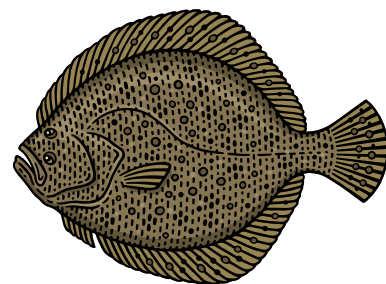
Both lumproe and whelk agreements were rolled over from previous years. These fisheries have struggled for stability over the last few years through the pandemic. FFAW sent a representative to gather market intel from the Luroma lumpfish conference in 2023, which was held for the first time since Covid began. FFAW will continue working to establish greater market intel to gain additional value to these fisheries.



- SEA CUCUMBER -

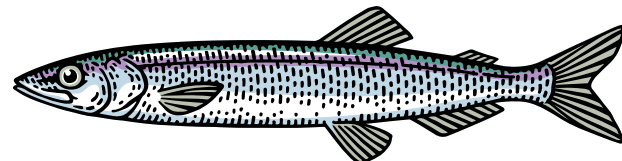
FFAW and ASP were able to strike an agreement for sea cucumber conditions in 2023. The agreement is for \$0.74/lb with a flat 34 % water deduction. The agreement also guaranteed harvesters a 10% tolerance for under 4" sea cucumber. This agreement was the first

step in both parties working closer together to ensure that this fishery continues to grow. Covid has been a real challenge for sea cucumber markets, especially in China, which is our largest buyer. The removal of Covid lockdowns in China should help to boost sea cucumber demand for the years to come.



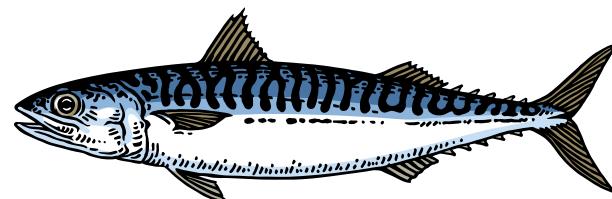
- TURBOT -

FFAW and ASP were able to come to an agreement for a rollover of FFAW's 2022 Panel selected price of \$1.85/lb. With our major markets, China and Japan still recovering from Covid and economic challenges, it was important to keep the gains achieved in 2022 and see that the turbot fishery remains strong for our members.



- CAPELIN -

The 2022 capelin season was not without its challenges. Both harvesters and processors wanted to avoid another year like last year and were able to agree upon a pricing table for 2023. The pricing table can be found on our website. Our pelagic fisheries continue to be pressured by NGO's that want our fisheries shut down just like they attempted in 2022. FFAW continues to push for better science and hold DFO accountable to harvesters and the industry for better management in consultation with our members.

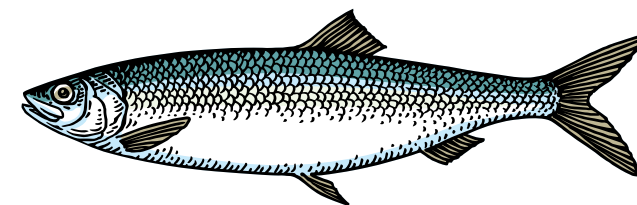


- MACKEREL -

Yet again another moratorium from DFO which saw no negotiations held for a second consecutive year. FFAW

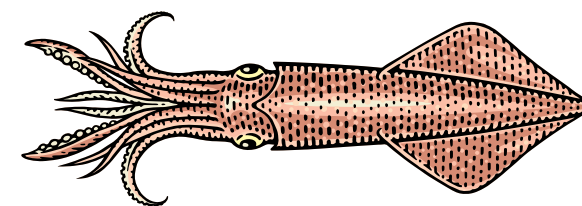
CONTINUED ON PAGE 17
Summer/Fall 2023

still fighting to hold DFO accountable for better science and hopeful with a new Federal Fisheries Minister, communication will improve with DFO.



- HERRING -

FFAW and ASP rolled over our agreement from last year which gives harvesters the opportunity to sell to willing buyers in this challenging year for many species. We will continue to evaluate how changes in regulations this year impact the size of herring landed and its impact on pricing going forward.



- SQUID -

FFAW and ASP agreed to \$0.75/lb for squid in 2023. This is a 5-cent improvement from our Panel position in 2022. Now the hope is that the squid show in numbers this year unlike 2022 for harvesters to benefit from this price increase.

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SCAN ME

PROVINCIAL FAILURE TO PROTECT TRADESPEOPLE: THE CONSEQUENCES OF CONTRACT FLIPPING

John Clancey, Tradedperson, Former FFAW-Unifor Member at Long Harbour

Tradespeople find themselves in an exceedingly challenging predicament.

I am currently employed by a maintenance contract company at the Long Harbor processing plant, serving VALE. Previously, I worked with Pennecon, which held the maintenance contract for approximately nine years. During that period, I enjoyed favorable benefits, and VALE explicitly communicated to us that, as essential workers contributing to the province's economy, our work would continue uninterrupted throughout the pandemic, as mandated by the government.

However, over the past year, I have witnessed a distressing shift in the perception of trade workers in this province. Since the end of the pandemic, being deemed "essential workers", seemed to hold no value when VALE made the choice of an unethical decision by re-tendering the maintenance contract. Last year, VALE executed a contract flip, resulting in the devastating loss of livelihood for over 200 workers. The issue of contract flips demands urgent attention and resolution within our province.

The province needs to follow the federal amendment to close the loophole on contract flipping. Nevertheless, the contract flip revealed a deeply concerning aspect beyond its immediate repercussions. Certain construction companies within the province have established unions with the intention of significantly underbidding other contractors. DF BARNES, in collaboration with ACRC Union 585, has utilized a voluntary recognition agreement to submit unrealistically low bids while offering collective agreements that fall below acceptable labor standards.

Regrettably, our workforce lacks seniority rights and representation, due to the voluntary recognition agreement that has been imposed on our workforce. Despite numerous issues raised, our union has failed to submit a single grievance on our behalf. Furthermore, our statutory holidays and vacation pay have been consolidated into our wages, depriving us

of actual paid vacation time. Consequently, we have experienced substantial wage reductions ranging from \$20,000 to \$40,000 annually. The well-being of workers is at stake, with many contemplating leaving their positions, attempting to do so, or grappling with the challenge of sustaining their livelihoods.

In the following CBC News Article, <https://www.cbc.ca/news/canada/newfoundland-labrador/vale-long-harbour-contract-flip-1.6465378> the following statement was made "...DF Barnes called the union's claims "categorically false," saying workers haven't been asked to take a pay cut." I agree with this statement, workers haven't been asked, we were not even consulted on the issue, DF Barnes along with the support of the Union 585, did not even attempt to create a dialogue on the topic, they just demonstrated how they were awarded the maintenance contract due to the lowest bidder by enforcing wage decreases to its maintenance personal, anywhere from 19.5%-29.5%.

It is essential to emphasize that this situation contradicts the fundamental purpose of unions.

DF BARNES, in collusion with ACRC 585, is actively undermining the hard-fought progress achieved by maintenance unions in the province. The situation has deteriorated to such an extent that other unions affiliated with the ACRC, such as Carpenters Union Local 579 and Millwrights Local 1009, have been expelled from the NL Building Trades due to the dubious practices of ACRC 585.

that don't comply with their ways and hire the ones that will.

We were presented with a basic wage and vague assurances that most of our contractual terms would remain unchanged. However, once we commenced our employment, it became evident that we were subjected to a bait-and-switch maneuver, causing us to forfeit nearly every previously enjoyed benefit. Moreover, we did bear the burden of paying 3.5% union dues on all wages earned. Trapped in an

unfavorable collective agreement, we now found ourselves with no advocate to champion our cause.

Fortunately, we found support in FFAW-Unifor, our previous union at the site when Pennecon held the contract. The FFAW took action to challenge the presence of ACRC 585. We were required to sign cards and, through Labor Relations, a vote was scheduled. Sadly, Labor Relations did not side with the workers on this critical matter. Following a hearing, it was decided to disregard the workers' votes, which, if counted, would likely have led to the removal of ACRC 585.

Subsequently, the union demonstrated a complete lack of effort in cultivating a positive relationship with its members. While union meetings were held, when confronted by the membership regarding why a union would endorse such an unfavorable agreement, the response received was astonishing.

Members were told that the union representatives did not even recall signing the agreement (despite their names appearing on it) and that the agreement was

deemed acceptable because "at least it got us here."

We took matters into our own hands, and put together a petition and had signatures signed. This now, again for the second time, has been submitted to Labor Relations. We had a vote, and is currently with Labor Relations, and we are unsure if it is going to move forward, as DF BARNES being a company as big as they are took regular workers from town, and ballooned their numbers so that our application may be rejected. Labor Relations has told us this is the first time in history they have ever seen a company fight to keep a union.

This is completely stacked against us, and The ACRC 585 is getting more contracts every day, completely overturning the lives of maintenance workers in the province. We have went through every avenue, and now we have come to you, we desperately need changes in legislation, and regulation with regards to unions and contract flipping, otherwise trades in this province, and the value to it's economy will be a thing of the past.



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WORKERS AT OCI ST. LAWRENCE SIGN NEW AGREEMENT WITH EMPLOYER

Johan Joensen, FFAW-Unifor Member Representative



After having rejected a tentative deal, and then going through the Conciliation process, the workers at OCI St. Lawrence have finally reached an agreement with the employer.

The new Collective Agreement is in effect from January 1st, 2023 to December 31st, 2025.

Amongst other improvements are a \$1.50 per hour increase over the span of the agreement, a reduced probation period, and posting of more positions. In the final year of this Collective Agreement, the lowest rate for those on the seniority list will be \$18.60 per hour, while the highest will be \$26.07 per hour.

As of the writing of this article there are 87 employees on the seniority list for OCI St. Lawrence. This processing facility primarily processes snow crab and sea cucumber and their operation usually run from April until October. For 2023 there is an expectation for operations to possibly continue into mid to late November.

Facilities such as the one in St. Lawrence, together with fishing enterprises, continue to be the backbones of the rural economy in Newfoundland and Labrador. This is why it is so important that consideration continues to be given to the fishing industry in the province!

Many thanks to the committee who participated in bargaining – Hubert Stacey, Darlane Brockerville, and Linzey Molloy.

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WORLD OCEANS DAY 2023

The first in-person World Oceans Day event since 2019 was held in June at the Marine Institute in St. John's. The event welcomes over a thousand visitors of all ages for the many marine-focused attractions – such as many touch tanks and other interactive and educational stations. The FFAW's booth this year features a directed fishing game where participants directed their fishing efforts around the province to see what they could haul up! Many thanks to Stacey Petten and Norman Lear for volunteering at the FFAW booth to speak to visitors about what life is like as a professional fish harvester.



BYRNE THROWS UP NEW BARRIERS FOR NEW ENTRANTS

Courtney Langille
FFAW-Unifor Government Relations & Campaigns

The inshore fishery is facing a demographic crisis – the majority of harvesters are approaching retirement age and despite acknowledging the seriousness of this crisis, action by our provincial government has been non-existent. Minister Gerry Byrne, who is responsible for the Department of Immigration, Population Growth and Skills, continues to fail the inshore fishery by putting roadblock after roadblock in front of efforts to increase recruitment and retention of new entrants.

TIMELINE

<p>AUGUST 2022 Provincial Government approves increase of 600% in tuition fees for harvesters, causing the 12-week Fishing Master IV to increase from \$690 to a staggering \$4,650.</p>	<p>OCTOBER 2022 FFAW-Unifor submitted a joint application with the Professional Fish Harvesters Certification Board (PFHCB) and the NL-Fish Harvesters Safety Association (NL-FHSA) through the Labour Market Partnerships program.</p>	<p>DECEMBER 2022 Clarifications sent to department at their request</p>	<p>JANUARY 2023 Additional clarifications sent to department at their request.</p>	<p>APRIL 2023 Following requests for updates, department officials responded indicating that they were still evaluating the proposal</p>	<p>JULY 2023 Province officially rejects the proposal with no explanation or requests for additional information</p>
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Minister Byrne has failed to explain why his department is not supporting this proposal, when the objectives are specifically what has been identified by the provincial government as an area of focus.

Meeting labour supply challenges will require extraordinary efforts, innovative approaches, and expanded collaboration among industry organizations, training institutions, and government. The challenges we face cannot be realistically met when post-secondary programs are made inaccessible and labour market supply challenges are blatantly ignored by the very entities that should share a similar vision to support the development of the industry.

We remain hopeful that the Minister will accept our request to meet and engage with the FFAW, PFHCB, and NLFHSA on an informed approach to launch the Fishing Industry New Entrants Initiative. We would like to recognize Inshore Council Member Ivan Lear for his extraordinary contributions to the LMP proposal development, and strong advocacy for young harvesters.





NORTHERN SHRIMP SCIENCE AND MANAGEMENT FOR THE 2023 SEASON

Jeff Griffin
Inshore Member Representative

The northern shrimp fishery in Newfoundland and Labrador has been a crucial source of income for thousands of fishermen and their families for over 50 years. However, recent decisions by the Department of Fisheries and Oceans (DFO) to not increase the overall total allowable catch (TAC) for the northern shrimp have caused frustration and concern among those who rely on the industry for their livelihoods.

In March, the Minister of Fisheries, Oceans and the Canadian Coast Guard, Joyce Murray (who has since been replaced by Diane Lebouthillier), announced her decision to rollover the total allowable catch (TAC) for Northern shrimp in Shrimp Fishing Areas (SFA) 5 and 6, which are located off the coast of Newfoundland and Labrador. This year, the TAC for Northern shrimp in SFA 5 will remain at 14,200t, and SFA 6 will remain at 9,430t. Undoubtedly, these decisions came with controversy and disapproval.

DFO's scientific assessments that determine the TAC for northern shrimp are based on data that is not accurate or up-to-date, with assessments cancelled this year after the decision to decommission "The Needler" research vessel. This is particularly true in the case of the northern shrimp fishery, which operates in a complex and changing ecosystem. The data used to determine the TAC may not consider factors such as changing ocean conditions or the impact of other species on the northern shrimp population. Therefore, it may be possible to increase the TAC without causing harm to the population.

Harvesters are concerned, and justifiably so.

The northern shrimp biomass in SFA 6 is the largest of any SFA, has been stable for the last 6 years, and is showing signs of improvement. Yet, northern shrimp fishery is managed using a precautionary approach to fisheries management. This approach is designed to ensure that fishing activities do not cause harm to the population and includes measures such as setting the TAC at a level that is lower than what the scientific data would suggest is safe.

"Over the last few years, harvesters saw excellent catch rates and increased distribution of the resource in the fishery and if DFO had completed the RV Survey as planned, the northern shrimp fishery likely would have been moved into an improved zone, from critical to cautious," says Chris Gould FFAW-Unifor Inshore Council member and shrimp harvester from Bear Cove. "We know DFO decisions are based on data that is several years behind, so if they can't fulfill their science obligations, then harvesters should be utilized to help fill the void."

The northern shrimp fishery is a vital economic driver for many coastal communities in Newfoundland and Labrador. The industry provides jobs and income for fishermen, processors, and others involved in the supply chain, supporting the local economy and contributing to the overall prosperity of the region. DFO needs to ensure that the northern shrimp fishery remains sustainable for generations to come while supporting the livelihoods of those who depend on it.



MEET JOEY WARFORD NEW MEMBER REPRESENTATIVE FOR THE IRO SECTOR

I'm pleased to introduce myself as the new IRO Member Representative with the Union and give a little background for anyone I haven't met. Before taking this role, I worked with Molson Brewery for the past 21 years as a production worker. As a production worker with Molson, I operated production equipment, operated forklifts and in the last few years I was a brewing operator. I started working at the Brewery when I was only 18 years of age, but I was in and out of the plant since I was about 5 or 6 years old as my father worked for Molson's for 37 years before he retired in 2006.

Throughout my career with Molson's, I was always involved with the Union in some capacity. I started out as a shop steward in the bottle shop for about 6 years, from there went on to be Treasurer of our local for 3 years and then I was the local President from 2015-2021. I also held a seat on the IRO council for two terms and a seat on the Executive Board (non-fishing seat) for the past 4 years.

Over the years, I have seen many positive and negative working relationships between companies and unions. I believe that ALL employees should be treated fairly whether they are unionized or non-unionized and I believe that any collective agreement between the employer and the Union is just that- Collective.

If both parties understand and agree on the intent of the collective agreement and communicate it properly to the employees, it would make things a lot easier to deal with in the workplace. It is important for everyone to have good communication and make sure the correct information is provided to all employees under the collective agreement.

Why did I decide to leave Molson? This is a question that I have been asked numerous times over the

past few months. My response is straight forward: I really enjoy trying to help people in any way I can and hopefully have a positive impact in their lives. I understand that there are times we are all not going to agree on certain things, that's the nature of any working relationship, but I feel if we can talk about them and understand everyone's views and opinions, we can get through any issue that's in front of us.

I also feel that we have a great team to tackle the issues that we will be faced with in the days, weeks, months, and years ahead. In my role I plan on being visible on the shop floor and working with the committees in the plants to improve working conditions - whether it's fighting for safe working conditions to collective bargaining. I am a strong believer in being accessible to our members who need assistance.

On a personal level I have been married to my beautiful wife Melissa for the past 9 years and we have two children, Nate (16) and Eva (10). As a family we enjoy spending time at our cabin and being involved in the kid's activities. I am very grateful to have my families support in this next chapter. Trying to have a good balance in life is important to me and the people who are important to me deserve that. Finally, I am looking forward to meeting our members and hearing their concerns and helping them anyway I can.

Thanks,

Joey
jwarford@ffaw.ca
709-576-7276



TERRA NOVA FPSO COMPLETES TRANSIT

Katie Power, FFAW-Unifor Industry Liaison

The Terra Nova Floating Production Storage and Offloading (FPSO) vessel docked at the Bull Arm Fabrication Site early last spring and has finally made its way back out to the Terra Nova oil field. On Monday, August 14th, FFAW's Fisheries Guide Vessel, the Lasting Tradition, scouted the transit route and escorted the massive drill ship on her transit out to sea.

Since there are fisheries that remain open and actively fished along the planned transit route, in collaboration with Suncor, FFAW and One Ocean, guide vessel services were used to mitigate the risks of damaging fishing gear. In addition to risk management, the use of a Fisheries Guide Vessel signifies an awareness and understanding of relationship between the coexisting fishing and oil and gas industries.

Since 2019, the Terra Nova sat idle during pandemic delays and asset life extension related repairs. Upon returning from a shipyard in Navantia, Spain, in February, addition repairs and testing were required at the Bull Arm Fabrication site. Interestingly enough, in May, Suncor removed the Terra Nova from its 2023 operational plans. It remains to be seen when the FPSO will ultimately resume production.

FFAW-Unifor's [Fisheries Guide Vessel Program](#) contracts commercial fishing vessels during offshore oil and gas operations to guide marine vessels, (tow vessels such as this instance with the Terra Nova) safely through open water navigating cautiously to avoid encountering or damaging any fishing gear. All enterprise owners who apply to the program are entered in an annual random draw from which the first name is given the opportunity of first refusal. Names are placed in priority sequence based on the order from the random draw. All participants are paid the same flat rate fee per day. If you are interested in having your name added to the draw or want to ensure you are already on the Master List, please contact Katie Power, Energy Industry Liaison at kpowers@ffaw.ca or 709-576-7276.

OTHER OIL AND GAS UPDATES

In August, Equinor announced it will use the Hercules Mobile Offshore Drilling Unit (MODU) to undertake exploration drilling near the Flemish pass in the second quarter of next year. This comes after their decision in June to postpone the Bay du Nord project for up to three years. This new drilling program will revisit the Sitka well and FFAW-Unifor members can expect to take place sometime next spring.

Lastly, FFAW is expecting a very busy seismic season next year. This comes after an extremely quiet seismic season this year as PGS announced back in January there would be no acquisitions for seismic data in 2023. In March, a few short months later, the Government of Newfoundland and Labrador announced that \$13 million of their annual Provincial Budget would be allotted specifically for the acquisition and processions of new seismic data. This comes as part of their Renewable Energy Plan to help fuel the global demand for oil.

FFAW-Unifor continues to be focused on mitigating impacts of seismic activity on the fishing industry. As a condition of their authorization to conduct work offshore seismic vessels must commit to avoid active fishing areas. This is a mitigation measure, not an absolute rule/regulation. DFO does not put any conditions on where seismic vessels can work during active fishing seasons.

The activity of seismic vessels, however, is monitored by FFAW-Unifor 24/7. Fisheries Liaison Officers (FLOs) are deployed onboard seismic vessels to speak to harvesters on the water and note where gear is set to avoid gear interactions. If entanglement does occur, a Gear Compensation Program is accessible to harvesters impacted.

DFO research on the impacts of seismic on groundfish such as cod and redfish was paused due to the lack of seismic activity this year. We are hopeful this research will continue next year once seismic activity resumes. FFAW-Unifor will work with DFO scientists in examining the seismic-fishing interactions in the NL offshore as the implications to harvesters is a developing and increasingly urgent concern.

PROPOSED OFFSHORE OIL BURN EXPERIMENTS

Katie Power, FFAW-Unifor Industry Liaison



It's been almost five months since representatives at Fisheries and Oceans Canada (DFO) gave word that the proposed Multi-Partner Research Initiative (MPRI) Offshore Burn and Chemical Dispersant field trials set for August 2023 were postponed until at least 2024. Though there has yet to be any official correspondence from DFO or other involved entities on its scheduling and the associated delays, FFAW-Unifor was informed last month the revised timeline for these trials will extend into at least 2025. The projects are no longer funded through the MPRI but now Ecosystems Science at DFO. The proposed experiments have been renamed the Offshore Burn (MOBE) and Spill Treating Agents (STA) experiments.

When FFAW was first approached by DFO on these trials in November 2022, it was clear major gaps in engagement occurred in parallel with underdeveloped implementation plans. The original plans were to spill some 70,000L of Hibernia crude oil in the ocean, 31 nautical miles east of St. John's, near prime crab fishing grounds within the small supplementary fishing area in 3L. At the Inshore Council meeting in February, members voted unanimously to halt these proposed experiments. Later in February, a meeting with DFO, the Canadian Coast Guard, the two involved universities, and FFAW-Unifor members ultimately saw a decision by DFO to take a step back to reevaluate the necessity and risk involved in intentionally spilling oil for experimental purposes. In addition to the many oversights within the operational plans of this project, DFO failed to recognize these experiments would not only directly affect the commercial crab fishery in this area but also the post-season crab survey.

Our next meeting with DFO on these trials came in June. FFAW met with a representative from DFO Ottawa to find out how their plans may have changed based on our provided perspectives. We have reiterated that operational constraints within their experimental designs cannot take precedence over the safety and necessity of these trials. FFAW has advocated for regular, written commitments from DFO on the plans and progress of these experiments should they move forward.

Since the unofficial announcement of a delay into the summer of 2025, at the end of August, FFAW met with those planning to conduct these proposed experiments, representatives at Memorial University of Newfoundland and the University of Manitoba. FFAW staff, executive and inshore council members, and crab committee members were present. This was the first time concise project plans were shared with visuals.

Our message to those wishing to conduct these experiments has remained clear and unchanged: there will be no intentional spilling of oil in our ocean during crab fishing season, and not on prime crab fishing grounds. The fate of these proposed projects is still very uncertain. DFO has made claims they intend to rewrite the proposed plans entirely with an emphasis on effective stakeholder engagement. While there may be opportunity to have harvesters involved in these experiments as official observers, or to potentially tow booms, FFAW has been adamant that the project location must change before any commitments are given. The new project proposals are to be completed and reviewed sometime next summer.

CONFLICT AT-SEA: EXXONMOBIL ENCROACHES ON PRIME CRAB GROUNDS

Katie Power, FFAW-Unifor Industry Liaison

Crab harvesters on the Avalon Peninsula were calling out the oil and gas industry this summer as the Hercules drill rig, operated by ExxonMobil in the Jeanne d'Arc Basin, is in direct conflict with traditional prime fishing grounds. Despite vocal opposition from FFAW-Unifor throughout the consultation process with the regulatory body, the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB), the Board and Exxon proceeded with the drill operations during peak fishing time in an especially difficult year for harvesters

ExxonMobil first provided maps to FFAW-Unifor on its exploration drilling program scheduled for June in late March of this year amidst the unprecedented crab crisis and consequent tie-up. Plans presented at this time outlined the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB) had approved an exploration drilling program beyond the northern edge of the Jeanne d'Arc Basin. This offshore real estate, or exploration licence, was awarded to Exxon by the C-NLOPB in 2017 and 2020.

FFAW-Unifor has historically been opposed to offshore oil and gas operations in this particular area dating as far back as 2015, when the project was first discussed. In fact, a media press conference was held in 2019 whereby the Union called for an end to this project due to overlapping fishing areas and an overall lack of consideration given to fish harvesters who rely on these grounds for their livelihood.

In the Environmental Assessments and the subsequent updates since then, Exxon has published reports and maps clearly showing this drill site would overlap with productive crab fishing grounds. Despite this awareness and our vocal opposition, the C-NLOPB approved the drilling program and Exxon proceeded with its drilling plans directly on top of the same crab grounds harvesters have fished for generations.

The snow crab fishery in Newfoundland and Labrador is the most profitable and is essential to the economy

of our province. The 3L crab fishery has the highest landed value and represents the most populated crab region in our province. In 2022, snow crab was worth almost \$500 million in 3L alone. FFAW continues to advocate for growth of our sustainable fishery in parallel to offshore oil and gas. We hope to move forward collectively and collaboratively to find solutions that allow both industries to prosper well into the future.

FFAW has since called for a dramatic overhaul in the planning procedures within the Board and amongst offshore operators. We have been asked to provide consultation that is then ignored and results in little to no impact in oil and gas planning. For almost a decade, FFAW-Unifor has expressed concern with offshore drilling in this area specifically and yet, we saw it proceed despite repeated, vocal opposition. Why ask the fishery for their input if it will ultimately never be thoughtfully considered or incorporated into mitigation plans?

Since bringing membership concerns to the media, FFAW has been engaged with the C-NLOPB. The Board has acknowledged that gaps in communication and transparency of operations exist. We have continuously made the Board aware of the importance of the seasonality of operations and how the magnitude of impact of drilling and related activities on the fishery is wholly dependent on this. In an upcoming meeting with the C-NLOPB, FFAW will lobby ideas on how to better improve our influence and increase the value of consultation ahead of drilling programs. It is essential and non-negotiable that harvesters provide meaningful input before drilling is permitted. We are hopeful fundamental changes are to come to ensure our industries can respectfully coexist in our many shared ocean spaces.

The Hercules drilling program in 3L is ongoing. Exxon has communicated the drill rig will leave the well site sometime in mid to late September.

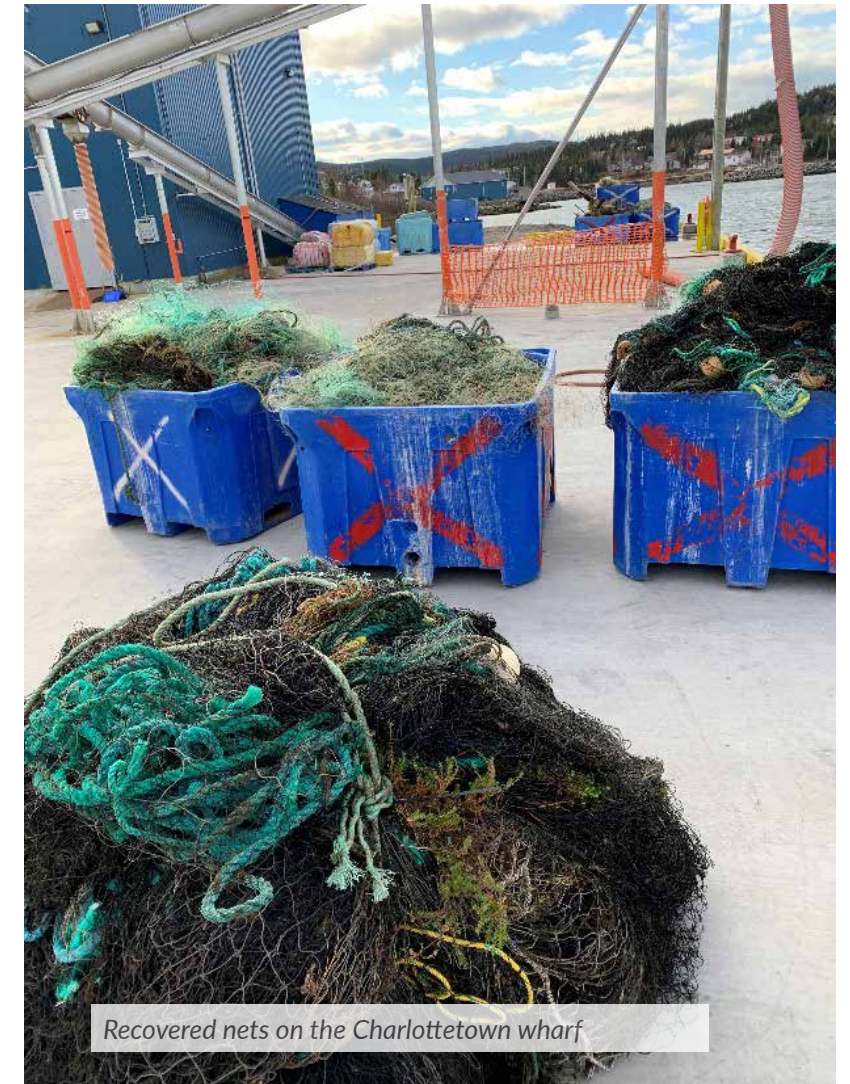
GHOST GEAR PROJECT ENTERS SECOND YEAR

Ian Ivany

FFAW-Unifor Science Coordinator

In the summer of 2022 FFAW applied for another round of funding under the Canada Ghost Gear Fund. In September of 2022, gear retrievals started in Labrador, with 15 days were spent steaming out of Charlottetown and St. Lewis. During these trips, more than 50,000lbs of gear was recovered due to the efforts of captains Neil Chubb, Alton Rumbolt and Baxter Stokes and crews. Gear recovered included 20 cod traps, almost 40 nets, and close to 25,000 feet of rope. These retrieval efforts have contributed to sustainability of the Northern cod stock and the fishery as a whole, with retrievals occurring in areas of key fishing, historically.

Much of the gear recovered dated as far back as the 1980s and 1990s, and was recovered on collapsing wharves and in shallow water. Many sites of recovery were abandoned seasonal fishing communities, uninhabited since the mid-1990s. FFAW tech Gerald Mercer, who accompanied the retrievals, was surprised to see the fishing gear just left out in the open.



Recovered nets on the Charlottetown wharf

"A lot of this gear has just been left on the wharf for decades, including cod traps which look almost as good as new!"

Due to the impacts of Hurricane Fiona, FFAW also spent 11 days retrieving in 3Pn. A further 12,000lbs of gear was recovered by Captain Troy Hardy and crew, steaming out of Burnt Island. Gear recovered included dozens of pots, thousands of feet of rope, nets and other gear.

"A project like this one is best in the hands of local fish harvesters wielding local knowledge" says Mr. Hardy, emphasizing the importance of harvesters doing this work.

Starting in August of 2023, FFAW again began retrieving in areas affected by Hurricane Fiona. Retrievals will continue through the Fall.

JOBEL

ELECTRONIC LOGBOOK™

**JOURNAL DE BORD
ELECTRONIQUE MD**

WHAT TO LOOK FOR WHEN CHOOSING AN ELOG?

It is common knowledge now that DFO is moving towards the mandatory implementation of Elogs across Canada by 2024.

Doing electronic capture declaration can be daunting for some and raises a lot of questions amongst fishermen. The JOBEL team that is part of the Gaspé lobster fishermen association, the RPPSG, represents more than 50 years of work to support and represent independent fishermen and their enterprises. Independent Canadian Fisheries are in our DNA and the RPPSG has always worked alongside the FFAW on

many essential national matters for the protection of independent inshore and mid-shore fishermen. Since 2017, we have identified core questions raised by fishermen about elogs:

HOW DO I KNOW IF AN ELOG SOLUTION MEETS MY NEEDS?

The values that an elog provider follows will give you an idea of what to expect. The core values of JOBEL are proximity, experience, respect of the fishermen and protection of the fishing enterprises. These values are reflected amongst other things in the support given to fishermen by JOBEL and the simplicity of the JOBEL while meeting DFO

requirements.

IS THE INFORMATION SEND THROUGH ELOGS PROTECTED?

Obviously personal information is protected by law. But there is much more when you send your capture declaration to DFO. It is called the catch data and the meta data. All this belongs to you and is strategic to your enterprise. This is the reason why it is essential to read in detail what you agree to when you subscribe to an elog solution. Because protection of your fishing enterprise is one of our core value, JOBEL has put in place a strict policy of your data protection that goes beyond what is required by law in Canada. There is no fine prints or online authorization that nobody reads or notice or fully understand. The RPPSG and JOBEL employees will never aggregate your catch data and will never own the information you sent via JOBEL. Your data remains your sole and entire property. Our term and conditions are clearly set

out at the beginning of the JOBEL user guide in simple terms, on JOBEL website and upon request.

WHAT ARE MY SUBSCRIPTION FEES USED FOR?

Elogs applications are a bit dearer than paper logbooks. However, any elog supplier has the obligation to offer a cost-effective solution to fishermen. So, elog solutions should not be costing you hundreds of dollars and there should not be hidden costs to you. JOBEL is a nonprofit elog. This means that the technical support is free, the elog fees go to maintain your elog according to DFO requirements and implement what fishermen want. Any surplus is entirely reinvested to support Canadian independent fish harvesters. We have no vested interest in private companies.

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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UNION RALLIES AGAINST MISTREATMENT BY ROYAL GREENLAND

Courtney Glode
FFAW-Unifor Director of Public Affairs



On August 25, FFAW-Unifor hosted a barbecue demonstration in support of St. Anthony Seafoods plant workers who are being mistreated by their employer, Royal Greenland. The event stemmed from continued mistreatment by plant manager, Stedman Letto, who refuses to follow basic provincial Labour Standards and continually violates the established Collective Agreement.

“Royal Greenland is not operating in a moral or ethical manner when it comes to the treatment of their plant workers,” said FFAW-Unifor President Greg Pretty. “Someone with this track record should not be allowed to remain in this position. Our formal requests have been rejected by Royal Greenland and instead of finding ways we can resolve this problem, they’ve taken steps to remove Union presence in the processing plant,” he explained.

In 2021, with Letto as plant manager, there were approximately 15 grievances filed at St. Anthony Seafoods – four of which were processed to arbitration. Letto was removed from the plant in 2022, and during that season there were zero grievances filed by the Union with workers reporting a very positive working season. Thus far in 2023 since Letto’s return, the Union has filed five grievances. Royal Greenland continues to be in violation of

Occupational Health and Safety legislation by refusing to provide the Union with a copy of the company’s anti-harassment policy.

“Workers are being intimidated to the point they are fearful to be seen communicating with union representatives. It’s completely unacceptable to terrorize human beings in the manner that Royal Greenland is currently doing. If Royal Greenland won’t step in and fix management at this plant, then our provincial government must. I will personally be following up with Minister Elvis Loveless and Minister Bernard Davis to address this company’s actions,” Pretty said.

The Union offered to deliver food to the breakroom of the St. Anthony Seafoods plant during the barbecue and were refused by Letto. Eventually, Letto agreed to let a worker bring food into the gate but when the person arrived, they were refused. No employees were permitted to go outside the building to retrieve the food until their shifts ended that night.

“Royal Greenland needs to know that we will not be silenced, the demonstration was only the beginning, and we will not give up until all workers at St. Anthony Seafoods are treated with the fairness and dignity that they deserve,” said plant chair Trudy Byrne.

Following the demonstration, Letto doubled down on anyone who dared go against his Mafioso mentality by telling one harvester he would no longer buy his fish simply because a family member shared the Union’s Facebook post.

“Royal Greenland can rest assured that our Union will not rest until every worker employed by their company is treated with dignity and respect. This company will not treat hard working Newfoundlanders like dirt and expect to get away with it. The people of St. Anthony need to know they are not forgotten about and that the FFAW is working diligently on their behalf to put an end to this dangerous dictatorship,” Pretty concluded.



ARBITRATION WIN FOR ST. ANTHONY SEAFOODS WORKERS

When Royal Greenland and Quinsea Fisheries became operators at the St. Anthony Seafoods facility in 2021, workers at the multi-species plant were optimistic that the new management would be a force for good for the workers and region alike. Workers were encouraged by upgrades to the facility and hoped for additional work during their production seasons at the plant. They did not expect to have their rights violated and to be put under physical and mental stress.

During the 2021 production season, Plant Manager Stedman Letto (working for Royal Greenland/Quinsea Fisheries) required employees to work an incredible amount of hours. During July and August of 2021, many employees had been working long daily shifts for over two weeks straight without a single day off, and some had worked more than 16 hours in a single day. Plant Manager Stedman Letto informed employees that if they did not want to work the required overtime, they should quit. A number of employees did just that.

Workers reported to the FFAW about their struggles during this period of time at St. Anthony Seafoods. This included the inability of some workers to visit the grocery store so that they could properly feed themselves, multiple individuals falling asleep while driving on the way home from lengthy shifts, and general physical exhaustion. Employees reported to the FFAW that management at the plant did not seem concerned about the well-being of workers.

On August 6, 2021, FFAW filed a grievance against St. Anthony Seafoods and their operator, Royal Greenland/Quinsea Fisheries. In that grievance, the Union alleged that the employer had violated numerous sections of the Collective Agreement as well as the Labour Standards Act (the minimum standards or rules for employment in Newfoundland and Labrador), and also argued that the company violated the Occupational Health and Safety Act by failing to ensure the health and welfare of the workers at the fish plant.

An arbitration hearing was held before an independent arbitrator in St. Anthony from September 13-15, 2022 and December 12-15, 2023. Many employees of St. Anthony Seafoods testified at this hearing and described their challenges during the 2021 production

season.

After hearing the evidence of witnesses and the arguments of both FFAW and Royal Greenland, the Arbitrator found that the Company’s actions in assigning work was “inappropriate and in breach of the Collective Agreement and the Labour Standards Act”. The Arbitrator also found that:

the fish plant is a “safety sensitive environment” and that there can be “no doubt” that the significant amount of work hours required by the employer in the period of time in early-August 2021 “makes it more likely that a workplace accident might occur”;

that the Company’s violations of the Labour Standards Act were not isolated events;

that the Company’s actions in imposing the long hours of work had a “very negative impact upon many employees”; and

Stedman Letto “appears to have a very casual attitude towards excessive hours of work. Mr. Letto had no issue with working individuals up to the limit of the applicable laws and beyond, even when he knew that was not permitted.”

In the end, the Company was directed to stop violating the Collective Agreement and Labour Standards Act and the Company paid the full fees for the hearing and the Arbitrator.

The 2022 production season brought a positive development in that a different Plant Manager (Mr. Doug Young) was responsible for the 2022 season at St. Anthony Seafoods. Employees reported that they were treated with respect, and the issue of employees being required to work in violation of the law did not reappear.

However, Mr. Doug Young retired, and Stedman Letto is back as the plant manager in 2023. Grievances have been filed and we intend to arbitrate the continued mistreatment by Royal Greenland and their inaction to right this wrong.

If you would like to read the arbitration decision, go to <https://canlii.ca/t/jvw7n>, or contact the FFAW office and we will arrange for a copy to be sent to you.



1st Prize

ANNUAL MEMBER PHOTO CONTEST

Holly Greenham, Corey Wells and Bill Greenham of Comfort Cove - Newstead with Crab Catch. Photo by Holly Greenham



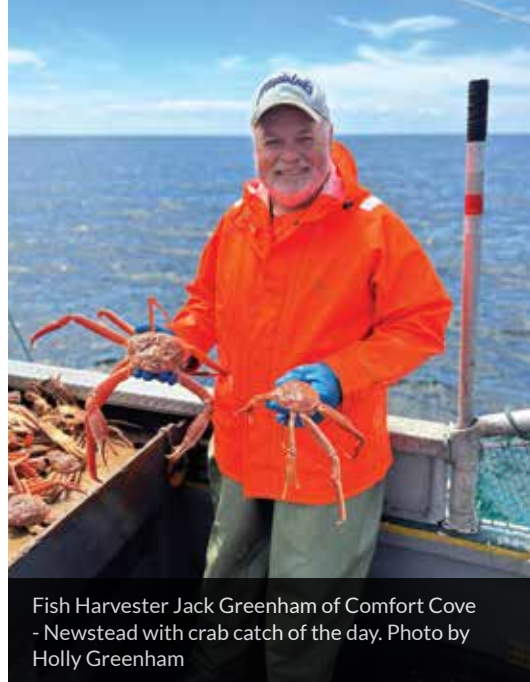
3rd Prize

Shane Clowe and his son waiting to offload in Old Perlican



2nd Prize

Icebergs near wharf in Smith's Harbour 2. Photo by Delores Penney



Fish Harvester Jack Greenham of Comfort Cove - Newstead with crab catch of the day. Photo by Holly Greenham



Fisherperson posing with crab. Photo sent in by Ron Curtis



Young Harvester Olivia Drake of Burin with lobster catch. Photo by Gerald Drake



Fisherman Bruce Oram and Grandson Nixon enroute to haul lobster pots in Hare Bay, Bonavista Bay. Photo by Krista Oram



Cod Fishing in packed ice with iceberg. Photo by Guy Greenham



Jager Fillier of Englee holding large crab catch aboard vessel Nicherson Venture. Photo by Janice Fillier



Young Harvester Olivia Drake of Burin with her lobster catch. Photo by Gerald Drake



Nancy Tatchell of Castor River South holding egg bearing female lobster. Photo by David Tatchell



Crew members of Nickerson Venture in Englee hauling up Capelin catch. Photo by Janice Fillier



Sunrise over Mount St. Margaret from Saint Johns Bay. Photo by Ernest Genge



Longliner steaming its way out of Twillingate Harbour to the crab grounds. Photo by James Gidge



Fisherman Leon Rice of Port Anson supports his catch



Holly Greenham of Comfor Cove-Newstead unloading crab catch in Norte Dame Bay. Photo by Holly Greenham



Harvester Logan Young aboard the Jordan Mist steam into crabbes river after a day of Lobster fishing in LFA13A. Photo by Logan Limbert



Everley and Rachael Marche helping their dad Colin bait halibut trails for the season in Felix Cove. Photo by Chalsie Kook Marche



Simone McDonald helping her dad Jason with last lobster pots of the season in their homeport Mccalum. Photo by April Durnford



Photo taken by Robbie Wilton, Home Port Port Harmon - Ann and Joey fishing halibut in 2022 season



Fisherman Leon Rice of Port Anson showing off his Lobster of the day.



Skipper Steve Fillier and Crew Member Wayne Randell of Englee aboard Vessel Nickerson Venture. Photo by Janice Fillier



Vessel Harbour Mist96 steaming through iceberg near Twillingate. Photo by Doreen Dalley



Crew aboard Luke N Ladies in Little Port Lark Harbour on the last day of lobster season in 13B. Photo by Gerard Joyce



Sharon Slade Bonnie Warren Chris Piercey Sherry Stringer 60th and 70th birthday celebrations at Ice Seafoods Arnolds Cove. Photo by Sherry Stringer



Owen Holett age 13 aboard dads boat Shea Legacy. Photo by Rosalie Hodder



Fisherman Bruce Oram giving cod fillet lessons to Grandson Nixon on Brags Island, Bonavista Bay. Photo by Kayla Oram



Fisherman John Caines and Great Nephew Jackson Savoury enjoying morning water off Burnt Island, NL. Photo by Jane Caines



Harvesters Holly Greenham and Bill Greenham on the water of Norte Dame Bay. Photo by Holly Greenham



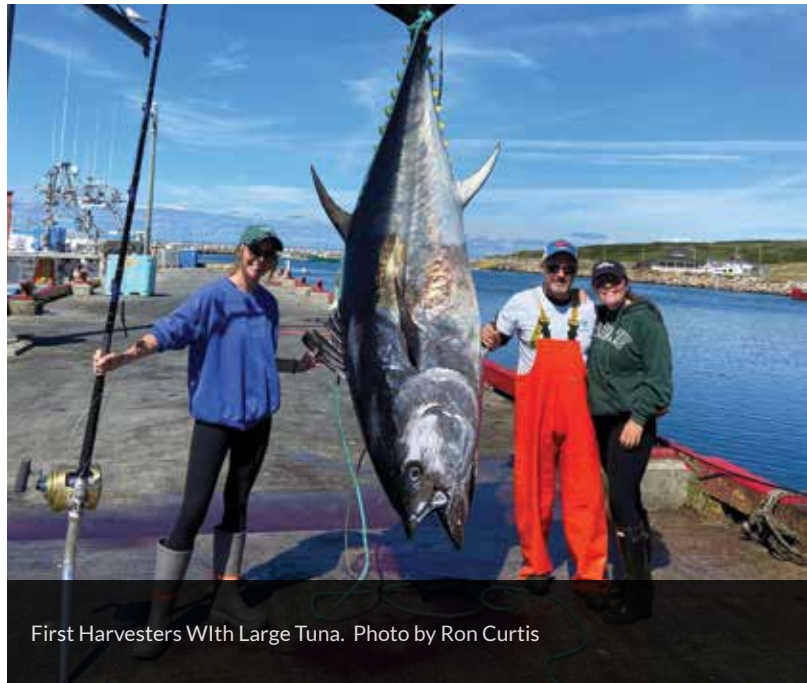
Fishing Duo Pose with their Crab Catch. Photo by Ron Curtis



Kevin Petten and Neil Morgan with full pots after just a 24 hour soak in Conception Bay



Santa visits crew members, Jonny Pike, Dean Abbott, Shawn Croucher and Warren Broderick on Dorset Spirit Engine Room. Photo by Warren Broderick



First Harvesters With Large Tuna. Photo by Ron Curtis



Mervin Hillier Ellison Brown Raymond Porter Robert Bouzane and Captain Billy Porter with a full load of crab



Crew members Deck Cadet, Paul Chidley, Derrick Abbott, Syrus Robia and Ed Strovoski aboard Dorset Spirit. Photo by Warren Broderick



Fisherman Ralph Drake's grandson Carter Drake helping build wire lobster trap on a snowy winter day. Photo by Ralph Drake



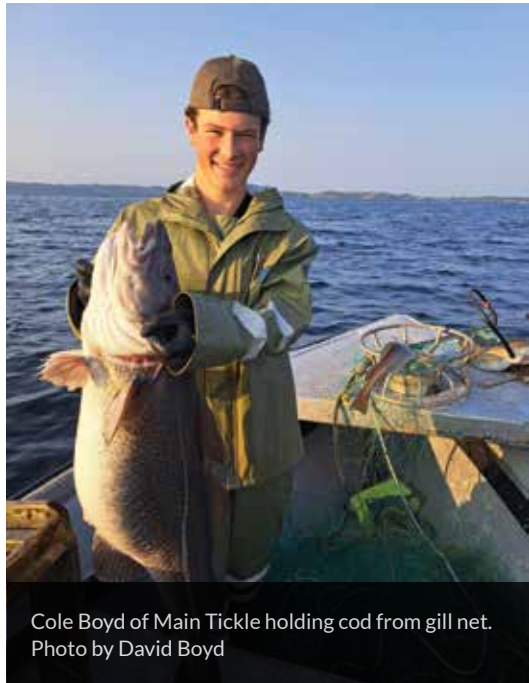
Crew members Ed Strovoski and Syrus Robia on Dorset Spirit enroute under to refit in Belfast Ireland. Photo by Warren Broderick



Sitting among the pots. Photo by Michelle Jesso



Lobster caught by Fisherman Jason McDonald in McCallum. Photo by April Durnford



Cole Boyd of Main Tickle holding cod from gill net. Photo by David Boyd



Luke N Ladies in Little Port, Lark Harbour on the last day of lobster season in 13B. Photo by Gerard Joyce



Fisherman Gary Hiscock of Winterton preparing to start the crab fishery. Photo by Ralph Hiscock



Erin Carruthers, Miranda Butler, Rodney Mercer, Myers Forward, Wade Clarke and Jason Spingle after a crab meeting in Harbour Grace



Raymond porter, Billy Porter, Brad Porter, Ellison brown Mervin hillier and Robert Bouzane



Photo taken by Logan Young, Home Port of Port Harmon- Rest Easy heading into Woody Point after setting its Halibut gear



John Will Brazil just after finishing up a good day at cod in Old Perlican



Harvester Kenny Penney's Crab Catch in 3C Smiths Harbour. Photo by Delores Penney

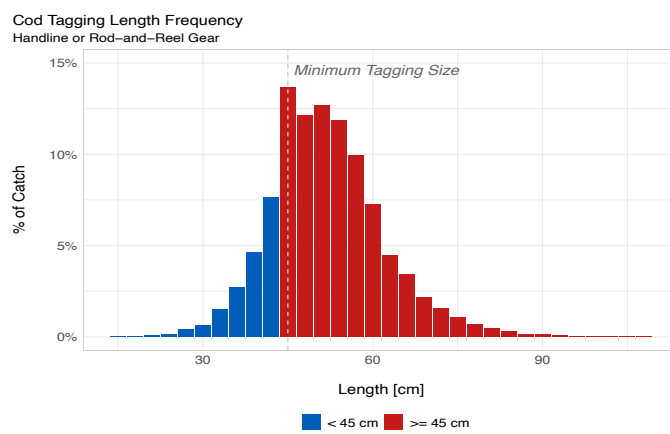


John Caines, Allister Caines, Marty Petite, Jackson Savoury and Thomas Savory with their catch of the day off Burnt Island. Photo by Jane Caines

UNDERSTANDING IMPACTS FROM REC FISHING: IT'S NOT JUST ABOUT LANDED COD

Dr. Erin Carruthers, FFAW-Unifor Fisheries Science Lead
Abe Solberg, Fisheries Scientist

FFAW-led improvements to Atlantic cod tagging programs are needed to better estimate impacts from recreational fishing. In the past, information on catch from the recreational fishery included lengths of cod measured at the wharf or lengths reported by Conservation and Protection (C&P) officers, who measure cod lengths when they come alongside boats in the rec fishery.



impacts, you need to know the lengths of all cod caught on that gear type.

FFAW field technicians began recording fork lengths of all cod caught on handline or rod and reel gear during tagging trips in 3KL and in 3Ps. Atlantic cod as small as 16 cm and up to 110 cm were caught on cod tagging trips, with the average being at least 5 cm less than sizes of rec catch reported at recent stock assessments.

However, there is an incentive to high-grade in the rec fishery, picking the 5 largest fish and discarding the rest. Neither approach – not measuring retained fish at-sea and certainly not measuring rec catch on the wharf – provides information on the size of fish that can be caught on that gear type and the potential for high-grading. To estimate whether high-grading occurs and possible

FFAW summarized the data, methods and results for DFO, and as a result, all tagging technicians will now record lengths of all cod caught on handline and rod and reel. This means that, moving forward, DFO could use these data to better estimate the extent and potential impacts from high-grading in the recreational cod fishery.

VACANT EXECUTIVE BOARD SEATS FILLED

FFAW-Unifor is pleased to advise that the two vacant seats on the FFAW-Unifor Executive Board have been filled



Darren Melindy
Non-Fishing IRO
(Cahill)



Steve Buffett
At-Sea IRO
(Altera fuel tanker)

Both seats were elected by acclamation as there were no other nominations for each seat. Melindy and Buffett will be officially installed at the next scheduled Executive Board meeting.



ICEWATER SEAFOODS IN ARNOLDS COVE

AUGUST 15, 2023 - Icewater Quality Control Manager, Basil Daley, gave FFAW staff an extensive tour of the facility in Arnold's Cove, and provided a detailed review of the cod grading system. The Arnold's Cove plant is a state-of-the-art groundfish processing facility, processing cod from all over the province. Plant workers at Icewater are proud FFAW-Unifor members!





OCI BONAVISTA







30-DAY REGISTRATION: THE BEGINNING OF THE END OF THE INSHORE FISHERY

Stakeholder engagement in DFO policy development is critical to ensure that policy or regulation is realistic and effective in real life as it is in theory. And as harvesters well know, policies on paper rarely reflect the realities on the water. Ultimately, policies should offer some sort of protection and structure, but the developing 30-Day Vessel Registration Policy in the Newfoundland and Labrador region threatens the Owner-Operator Policy.

A vague reference to potential changes to the registration policy was first noted with Minister Joyce Murray's announcement on an increase in vessel length in June 2022. Following that announcement, your Union consulted with harvesters throughout the province by way of the semi-annual Inshore Council meeting held on November 2nd, 2022. Council unanimously rejected the 30-Day Registration Policy, most notably as it is a direct contradiction of the Owner-Operator Policy.

NOT THE SAME: 30-DAY REGISTRATION VS LEASE

The important thing that independent owner-operators have to understand is that there is a big difference between **registration** and **leasing**. The difference is that **leases** are for situations where harvesters experience something unexpected with their vessel, and do not have a functional vessel to use. License holders in that situation can then apply for a **lease** with DFO to get themselves through the season, while they try to fix their issue or obtain a new vessel. This policy already exists in NL and the Union supports its continuation.

FISHERY POLICY IS NOT A ONE-SIZE- FITS-ALL

On April 1st, 2021, the then federal Minister of Fisheries, Bernadette Jordan, made the following statement regarding the value of Owner-Operator policy being enshrined in law:

"The Inshore Regulatory

Amendments coming into force marks the beginning of a stronger, more independent inshore fishery. By enshrining the policies of owner-operator and fleet separation into law, we'll help ensure that the revenue from the fishery stays in our coastal and rural 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."

Harmonizing policies should not be a goal on its own, especially if it is completely disconnected from the realities of those working on the water and counters the Minister's mandate to protect and promote independent sustainable fisheries. With respect to harmonizing policies within Atlantic Canada, it's important for DFO to better understand the significant differences between the primary fishery in the Maritimes compared to NL. Lobster is the main fishery in the Maritimes and is ultra-competitive based on a fixed number of days and traps. By comparison, NL's primary fishery is snow crab, which is managed by an Individual Quota (IQ). In a competitive fishery, all harvesters require their vessels up to the last day of the season. This is not true of an IQ fishery. Once a vessel has landed its quota, it could then be registered to the next person.

Harvesters in NL also face differences in that they are multi-species harvesters who often fish species with overlapping seasons. For instance, a harvester may fish crab and lobster at the same time. 30-day Registration works for those in the Maritimes because they don't need two vessels registered at once, they can register a lobster vessel for their season, and then register another vessel to fish tuna if needed.

As a result, in a 4-month season a 30-Day Vessel Registration Policy would permit one vessel to land 4 different harvester quotas.

This would have similar detrimental impacts in other fisheries.

Compounding this is that harvesters already have 3:1 enterprise combining in both small and larger boats, as well as a buddy-up of up to 3+2 in the smaller boat fleet. Essentially, with a 30-Day Registration Policy, one boat could land 20 initial shares, and **this would reduce a fleet of 100 down to 25 rapidly**, thereby displacing hundreds of inshore crew members. Furthermore, people renting their quota would start a bidding-war that would cause a race to the bottom. This is a sabotage to independent owner-operator fisheries and the economic, social, and cultural fabric of the coastal communities that they sustain.

Simply put, the 30-Day Registration Policy will mean the rapid consolidation of our inshore fishery and the displacement of 75% of those who currently work in the industry.

WHAT IT MEANS: THE END OF RURAL NEWFOUNDLAND AND LABRADOR

This would also effectively eliminate any succession opportunities for the next generation to have access to the independent commercial fishery (another barrier!). Those holding licenses would no longer have to operate an enterprise and can "lease-out" their privilege to fish, allowing control of the fishery to be further concentrated in the hands of few and non-fish harvesters who do not share the same value for ocean stewardship.

FFAW Executive Board member Nancy Bowers explains why the proposed policy would be particularly devastating for family-owned enterprises:

"Doesn't matter if it was put in place tomorrow or two-years from now, a 30-Day Policy would be the end of family-owned businesses on the water and for crew. Right now, DFO'S consultation strategy is ineffective. The few that it would work for are the ones doing it, and the questions aren't even framed realistically. The whole design of the poll as a way for consultation just shows how big the disconnect is from a policy on paper to the politics on the water. There's not even a prompt for a FIN number

to verify if participants are even harvesters for their input to be considered!

DFO need to know that a 30-Day Vessel Registration Policy would be the end for owner-operators. It may not happen in a year but give it to the second year of it being law, the industry is gone and will belong to the corporate processors. For enterprise owners that have plans for inheritance and succession planning, this will make it impossible - But there won't be anything to pass down anyway! It's all for big companies to come in and gobble up every license in every area with one boat, making it more efficient than ever to take more of the share from harvesters.

Harvesters make and spend money in the local economy and create employment for crew. Under a 30-Day registration you maybe have 5 crew on 1 boat, and 1 boat fishing 4 enterprises - look at all the people you just cut out - the money and spending you just removed. And those crew might not even be from the community or the province! It would eliminate hundreds of jobs, which will work well for corporations, because they'll save on resources and the relationship required to catch the fish for them to process won't be necessary."

Owner-Operator policy was celebrated across the industry as it sets out to protect the value of fisheries by ensuring that it remains in local communities. Further, it recognizes that every inshore enterprise is a small local business on the water. Despite this, DFO continues to overlook that corporations have a long history of aggressively seeking ways to usurp the Owner-Operator policy without any regard for the severe localized impacts of exploiting ocean resources. Such a drastic change to the current registration policy by government will allow them to achieve this.



MADE SAFE NL
Manufacturing & Processing
Safety Sector Council

Health & Safety Education and Awareness

Made Safe NL's mission is to promote and facilitate safe and productive workplaces in the manufacturing and processing industries in our province by providing health & safety education, training, coaching, and mentoring sessions (virtually, in-person, or on-site).

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QUALITY HOTEL & SUITES GANDER

FFAW-Unifor held the Industrial/Retail/Offshore Council summer meeting in August at the Quality Hotel & Suites Gander, formerly known as Hotel Gander. The hotel is recently renovated and well-appointed, with comfortable, clean rooms and exceptionally friendly and helpful staff. And if you didn't know, staff of the hotel are fellow FFAW-Unifor members! If you're travelling through central and need a place to stay, we highly recommend Quality Hotel & Suites Gander. FFAW members can avail of a special discount of 5% off the leisure rate when booking through the front desk. There's even an indoor pool for the kids (and kids at heart!).



EXECUTIVE BOARD 2021-2024

FFAW-Unifor is led by the 16-member Executive Board, which is elected by a membership vote every three years.



GREG PRETTY
PRESIDENT



JASON SPINGLE
SECRETARY-TREASURER



TONY DOYLE
VICE PRESIDENT, INSHORE



DORETTA STRICKLAND
VICE PRESIDENT, IRO



CHARLES BAKER
IRO, S & SW COASTS



NANCY BOWERS
INSHORE,
WOMEN'S POSITION



NELSON BUSSEY
INSHORE, AVALON



NANCY FILLIER
IRO, N. PENINSULA &
LABRADOR



KEVIN HARDY
INSHORE, WEST &
SOUTHWEST COASTS



SHEILA HOWELL
IRO, NORTHEAST COAST



FLORA MILLS
IRO, WOMEN'S POSITION



GLEN NEWBURY
INSHORE, NORTHEAST
COAST



MIKE NOONAN
INSHORE, CREW



DARREN MELINDY
IRO, NON-FISHING



LOOMIS WAY
INSHORE, N. PENINSULA
& LABRADOR



STEVE BUFFETT
IRO, AT-SEA POSITION

INSHORE COUNCIL 2022-2025

The Inshore Council is composed of **elected** fish harvesters throughout the province, as representatives of their respective regions and special interest groups. The Inshore Council is bound by the Constitution with a **mandate to direct the Inshore Division** on matters such as resource management, negotiating policy, and other topics specific to the interests of inshore fish harvesters.



GREG PRETTY

President
EXECUTIVE BOARD



JASON SPINGLE

Secretary-Treasurer
EXECUTIVE BOARD



TONY DOYLE

Vice-President
EXECUTIVE BOARD



NANCY BOWERS

Women's Position
EXECUTIVE BOARD



NELSON BUSSEY

Avalon
EXECUTIVE BOARD



KEVIN HARDY

W & SW Coasts
EXECUTIVE BOARD



GLEN NEWBURY

Northeast Coast
EXECUTIVE BOARD



MIKE NOONAN

Crew Position
EXECUTIVE BOARD



LOOMIS WAY

N. Pen & Labrador
EXECUTIVE BOARD



VACANT

Newton to Ellison



JAMIE BARNETT

St. Brides to
Swift Current



DARREN BOLAND

Highlands to
Cox's Cove



AUBREY BRINSON

Gander Bay to Cape
Freels, Fogo & Change Isl.



HARRISON CAMPBELL

Henley Harbour
to Cartwright



ANDY CAREEN

Member
At-Large



JIM CHIDLEY

Pouch Cove to
Point Lance



BRETT COX

St. Bernard's to
McCallum



BLAINE CROCKER

Trout River to
Eddie's Cove West



ALFRED FITZPATRICK

Monkstown to
Garnish



REN GENGE

Member
At-Large



CHRISTOPHER GOULD

Young Harvester



TROY HARDY

Francois to
Codroy



VACANT

Barr'd Harbour to Noddy Bay,
L'Anse au Clair to Red Bay



MATTHEW JONES

Crew Member



LORETTA KELLY

Women's Position



IVAN LEAR

Young Harvester



DARRIN MARSH

Little Catalina to
Green's Harbour



DELORES PENNEY

Women's Position



ALVIN PETTEN

Harbour Grace to
Portugal Cove N.



ROBERT ROBINSON

Cape St. John to
North Head



JAY RYAN

Young Harvester



JODY SEWARD

Crew Member



VACANT

Whiteway to
Carbonear



MIKE SYMMONDS

Quirpon to Englee



DANIEL WALSH

Crew Member



LORETTA WARD

Women's Position



ALBERT WELLS

Jackson's Arm to
Cape St. John



GLEN WINSLOW

Member
At-Large



ELDRED WOODFORD

N. Head to Port Albert,
NWI & Twilingate



IRO COUNCIL

The Industrial/Retail/Offshore Council is composed of **elected unit chairpersons** from workplaces across the IRO sector, as well as all IRO Executive Board members. The IRO Council directs the work of this sector - through policy, negotiations and other relevant recommendations. Unit Chairpersons are elected by their workplace every three years.



GLEN FRANCIS
Cancrew



VICKI MORRIS
LFUSC
Labrador



ROBERT PEREIRA
Clearwater
Grand Bank



KAREN POWELL
Happy Adventure
Seafoods



BARRY RANDELL
OCI Bonavista



REG TOOPE
OCI Port aux Choix



RUBY SHEPPARD
Fisheries
Resource Centre



SHELDON SQUIBB
Harbour Grace
Cold Storage



HUBERT STACEY
OCI St. Lawrence



BRENDA KING
Icewater Seafoods



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Labrador & N. Pen
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SHEILA HOWELL
Northeast Coast
EXECUTIVE BOARD



FLORA MILLS
Women's Position
EXECUTIVE BOARD



DARREN MELINDY
Non-Fishing
EXECUTIVE BOARD



STEVE BUFFETT
At-Sea Offshore
EXECUTIVE BOARD



GAVIN BRAKE
Molson



LORRAINE BUDDEN
Fogo Island Crab &
Groundfish



TRUDY BYRNE
St. Anthony Seafoods



GLORIA PIERCE
Barry Group



KEN HARNUM
Alterra Tankers

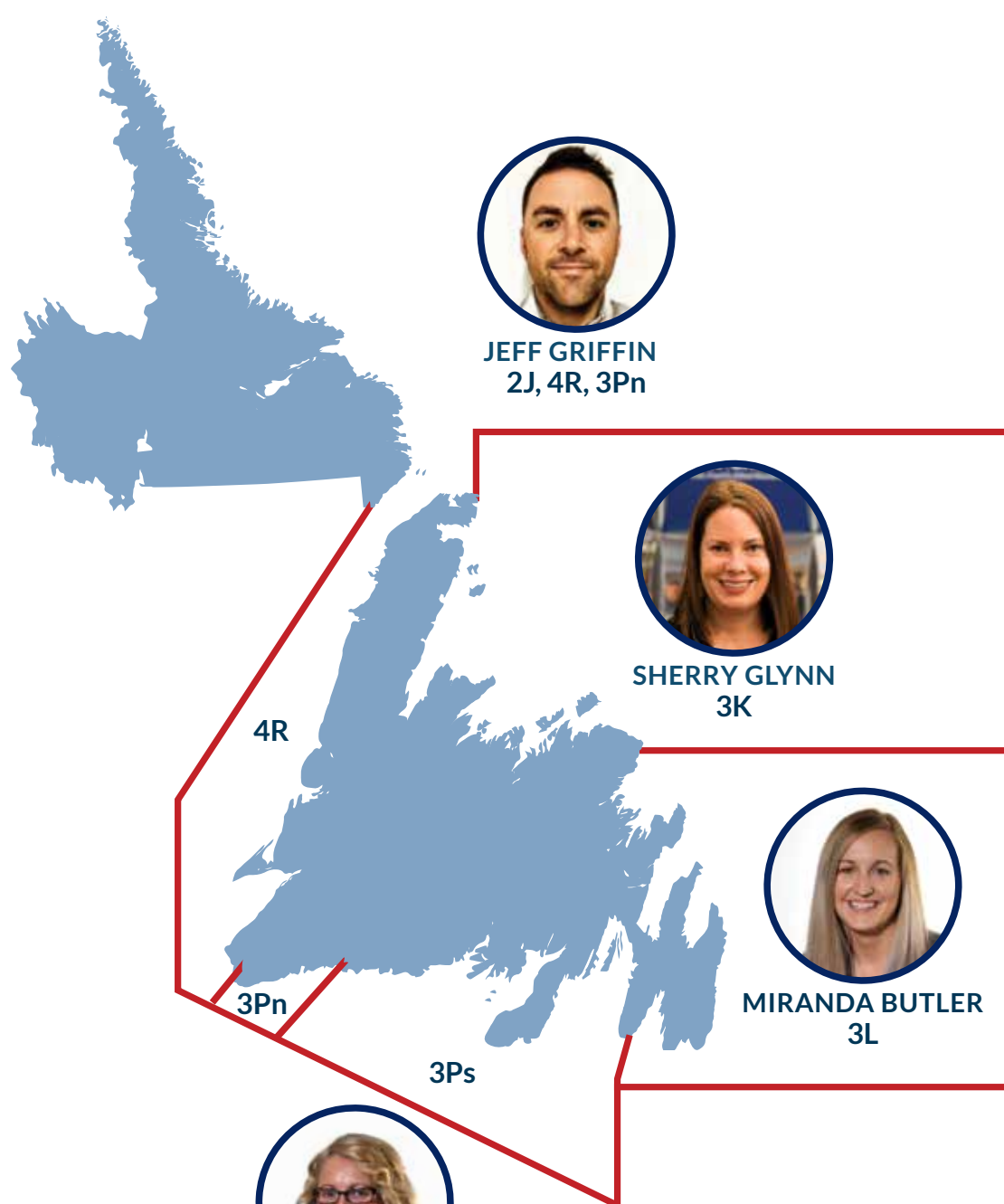


GLENDA HERRIDGE
OCI Fortune



FFAW | UNIFOR

STAFF REPRESENTATIVES



JEFF GRIFFIN
2J, 4R, 3Pn



SHERRY GLYNN
3K



MIRANDA BUTLER
3L



DWAN STREET
3Ps



JAKE RICE
Policy and Fish Price Negotiations



JAMES FARRELL
Staff Representative



JÓHAN JOENSEN
Staff Representative



ALLAN MOULTON
Service Representative



ALYSE STUART
Staff Representative Organizing



JOEY WARFORD
Staff Representative

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