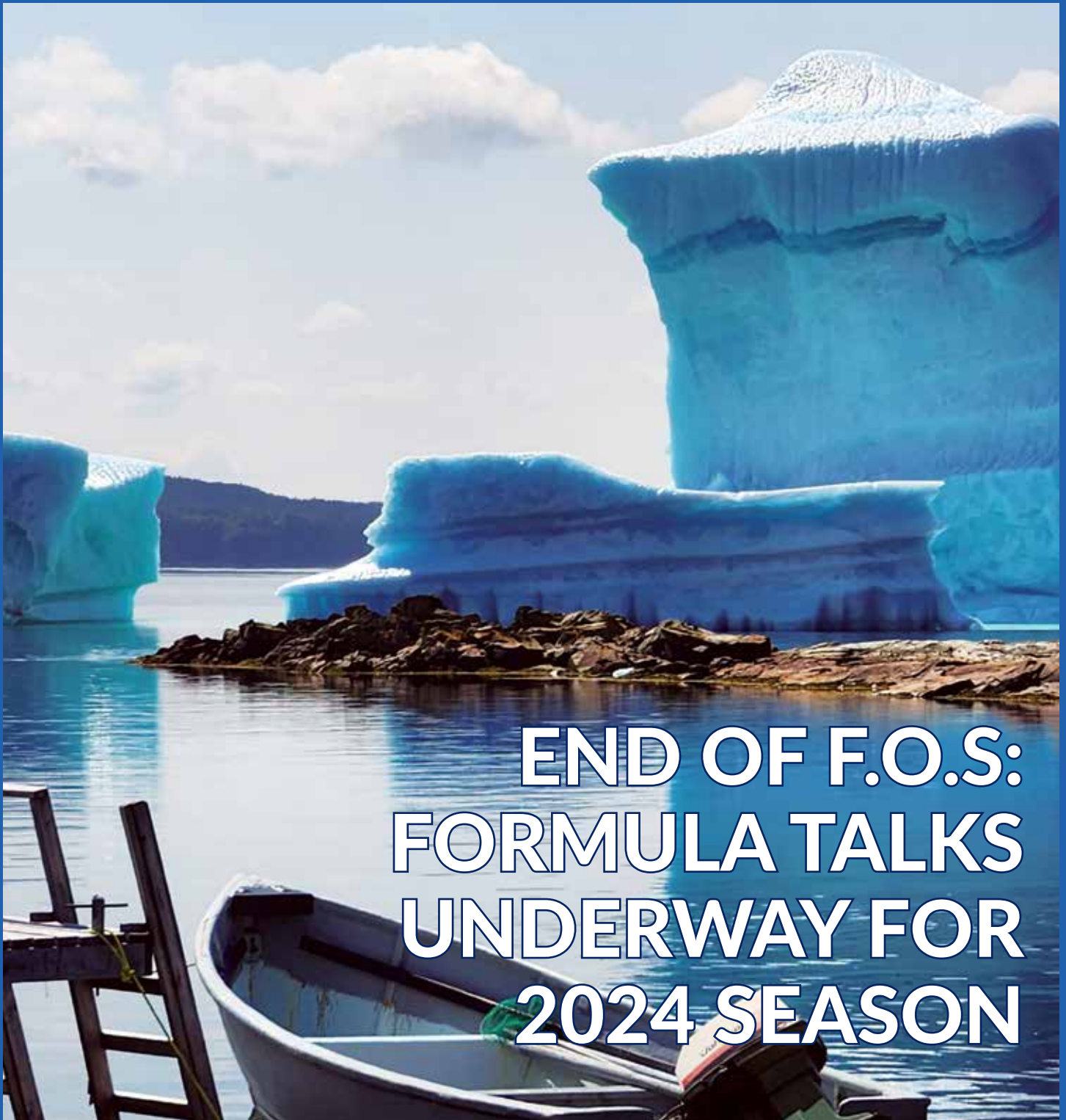


THE UNION FORUM



END OF F.O.S: FORMULA TALKS UNDERWAY FOR 2024 SEASON

STRIKE AVERTED: ALTERA MEMBERS SIGN NEW DEAL AT 11TH HOUR

The Fishing Vessel Safety Designate Program



GOING LIVE DECEMBER 2023

A Free Online Safety Training Program for NL Fish Harvesters

The Fishing Vessel Safety Designate (FVSD) program includes **11 modules** and **6+ hours** of content tailored to the unique safety challenges in the NL fishing industry and featuring real fish harvesters from across the province. Take it in the comfort of your own home on your phone, tablet, or computer and at your own pace!

Complete the FVSD program on WorkplaceNL's **Certification Training Registry** registry and become the *Safety Designate on your vessel!*



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Enjoy 6+ hours worth of educational and engaging material



Receive 5 land-based education credits with the PFHCB

Receive a Free PLB!

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*PLB recipient must be registered with the PFHCB to receive a PLB through this offer. Available while supplies last.

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THE UNION FORUM

WINTER 2023/2024 ISSUE



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Children's Christmas Drawing Contest

EDITOR

Courtney Glode

ADVERTISING & CLASSIFIEDS

Courtney Langille

DESIGN

Eliyana Ramiscal

QUESTIONS, COMMENTS OR SUGGESTIONS? LET US KNOW:

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PO BOX 10 STN C
368 HAMILTON AVE.
ST. JOHN'S NL A1C 5H5
TEL: 709-576-7276
FAX: 709-576-1962
EMAIL: communications@ffaw.ca
WEBSITE: www.ffaw.ca



Winter 2023/2024

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



Darkness is cheap, and Scrooge liked it.
Charles Dickens.

Well. I can't remember a past December when I was ever as enthusiastic about 12 o'clock New Years Eve than I am right now. It can't come fast enough.

The hopes and dreams of all Newfoundland and Labradorians are reviewed, revised, and reset as the calendar flips from 2023 to 2024.

For tens of thousands of us, NTV's community scroll is now part of our New Year's celebratory tradition. Loud, boisterous shout-outs for each community, going off like fireworks, in real-time, across the Province as communities roll across TV screens.

Nickey's Nose Cove is my favorite. It even tops my ancestral home in Trinity Bay.

That's the one stumps the Mainlanders most. Nickey's Nose Cove.

"Never heard of that one. Is that real?" sez she.

"As real as Mickey Rourke and Axl Rose," sez I.

This year, while you're watching, do what I do. Count the communities where you think our Union does NOT have members. You won't need a pencil or a piece of paper for the tally. You'll probably be surprised with the exceedingly low number.

The large volume of communities directly connected to the fishery is staggering. Whether our members are engaged in harvesting from the sea or processing the ocean's bounty, each community can trace its past and predict it's future based on ocean resources and market trends.

The seasonality of the fishery is not unique to this Province. It's a global commonality for coastal states.

I have a new appreciation for the term Dark Ages since

we were tag-teamed by the collapse of the crab market and the EI qualification and claims duration fiasco.

In this country, we have an Employment Insurance Program which continues to fail seasonal workers whether they be fishers or plant workers. When the program fails workers, it also fails their industry.

Our staff have been entrenched in lobbying for EI reform since the spring of this year.

You will never see a greater example of a failed, antiquated, archaic antediluvian, employment insurance system than what occurred in our Province in the summer of 2023.

After the world's largest crab industry, had caught and packed roughly the entire 54,000 tonne quota and the frozen, sectioned little darlings were in transport trucks enroute to the United States, it was then EI changed the qualifying rules and the claim duration of seasonal workers including fishers and plant workers.

As one of our Council members so expressly put it, "You gotta have some skin on ya to do the likes of that."

As we've learned the hard way, time and time again, the Federal Government needs to dropkick the EI Program into the 21st century. A century rife with pandemics, new technologies, unimagined workplaces and old timey market crashes.

The program has to stop economically penalizing workers when they need the insurance the most. They need to increase benefits and be flexible enough to deal with regional matters on a regional basis and NOT tie rural Newfoundland and Labrador's to some voodoo employment numbers coming out of the Provisional Wing of the local Board of Trade.

And yes, you are correct if you haven't heard of

employer groups, inside the fishery or outside the fishery, coming out in support of seasonal workers during this EI fiasco. Hence the old chestnut, very fitting in this case. Silence is consent.

So, as we prepare to wave good-bye to annus horribilis 2023. Let us reflect on these points.

To our Members of Parliament, near and far.

To whom much is given, much is expected.

People are not made for the EI Program; the Program is made for people.

To all our members, we wish you health, happiness and a gentle lifting from the darkness, in the New Year.

The fight continues.

Ensure both short term and long positive changes to the EI System.

FFAW Council members and staff are ready to help.

Tune into NTV's Community Scroll, where ever you are on NYE, they're all fishing communities.

To our members, near and far.

To those members who are currently facing dark, horrific, financial difficulty because of EI's cruel, outrageous changes, we will continue the good fight for fairness and a better program for harvesters and all seasonal workers.

SOUTH COAST COD STOCK ASSESSMENT UPDATE

The Department of Fisheries and Oceans provided an update on the 3Ps cod stock in November, noting that the species remains in the critical zone with little change from previous updates. The Union that represents fish harvesters is calling on the Department to address the impact of natural mortality on 3Ps cod as well as to ensure inshore harvesters maintain a connection to the important fishery.

The 3Ps cod stock on the south coast of the province is noted by DFO to remain in the critical zone. However, FFAW-Unifor asks that DFO do more work to better understand removals other than the commercial directed fishery, such as; recreational fishery, seal mortality, and bycatch in other fisheries. Moreover, the Union notes the federal government's failure to complete the survey last year, meaning the information used at this year's assessment was not as robust as it should have been.

"3Ps has a migrating cod stock that doesn't stay inside the Placentia Bay all year," explained Jamie Barnett, Inshore Council member for St. Brides to Swift Current. "When the water temperatures are right, the stock comes into the bay to feed during the fall and winter months but DFO's research survey is done in April when most fish have temporarily left the bay. It's hard to trust the results of this assessment based on

how DFO assesses the stock and what we know to be fact in our bays," Barnett said.

"Fish harvesters in 3Ps have been reporting trouble in that stock for several years, and the update came as no surprise to many. However, the state of this stock is not as a result of fishing pressure as was made clear by DFO today – the trajectory of this stock is determined by natural mortality. We need to ensure the small inshore fishery is able to continue on a modest scale to maintain the important economic and cultural connection," said FFAW-Unifor Secretary-Treasurer Jason Spingle.

"3Ps cod is a difficult stock to assess, in part, because of uneven distribution of the stock within 3Ps and potential movement into and out of the stock area. I would like to see increased efforts to understand movement and mixing within 3Ps and with adjacent stock areas. Hopefully, that work will help rebuilding the stock and the fishery," said Dr. Erin Carruthers, FFAW-Unifor Senior Fisheries Scientist.

While relatively small, the 3Ps cod fishery remains critical for the region and FFAW-Unifor is calling on DFO to ensure that the small inshore fishery maintains a modest fishery into the future while additional work is done to more accurately assess the stock.

A MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle, FFAW-Unifor Secretary-Treasurer



Back during my first years with the Union, each year a few days into the lobster season, we would get a call from Mildred Skinner of Harbour Breton advising that she, Alec and all other harvesters in her area were getting paid 50 cents or sometimes even a dollar less than what was being paid on the west coast. Sometimes adjustments were made – sometimes they were not.

At the same time, reports indicated that Newfoundland harvesters were being paid significantly less than their Maritime counterparts, far more than what it cost to ship the product to market. It wasn't too long after that the buyers said they wouldn't pay more than \$3.25 a pound for lobster.

It took a crisis in the lobster price for us to finally say enough is enough.

Former Inshore Director, Bill Broderick, and I took the first shipment of lobster across the gulf in 2011 – approximately 10,000 pounds of lobster from LFAs 12 and 13A in a U-Haul. After getting through the gates at the ferry terminal, we thought we were pretty slippery until the uniforms showed up in the parking lot.

They asked us what we had aboard the truck and we replied, “live lobsters.”

The officers asked us to open the doors, looked in the back with flashlights, and said, “thank you.”

Later that night as the ferry steamed across the Atlantic towards North Sydney, we found ourselves featured on the evening news with then Minister Clyde Jackman saying charges could be laid for what we had done.

When I asked Bill what he thought, he calmly responded, “We got the lobsters on the boat.”

The next year we loaded 4 tractor-trailers with lobster from LFAs 11, 12, 13A & 13B before the Union secured an agreement with processing companies and from that a pricing formula that stabilized the industry.

It's a similar story with Atlantic halibut – conflict in the industry inevitably led to the successful formula

we used today and substantially increasing prices paid to harvesters. Another example is that of the lumproe rebate – the original price formula that brings a true share of the market back to the pockets of fish harvesters.

While one is based on a market index and one on a share of audited sales, both have been accepted and I would say defended, by the majority of harvesters. Like the market, they change, with seasonal patterns.

Not all formulas will look the same, and they may need tweaking from time to time.

In addition to formulas providing a more predictable price, I'm confident that we as an industry have been able to focus more on quality and market sustainability. From the ashes of the 2023 crab season, we now have the results of the Standing Fish Price Setting Review, which made clear the final offer selection (F.O.S.) process was no longer working for the benefit of fish harvesters. When companies refuse to share important market information, negotiations are one-sided and eliminate any chance of fairness for harvesters.

In reviewing this report with our Inshore Council and in speaking with other harvesters, I'm confident that everyone so far shares opinion that the issues were well explored, and recommendations were comprehensive.

While the focus is on crab, the report also highlighted that this be explored for all negotiated species. Shrimp harvesters also emphasize the need for a change in that pricing structure to get that fishery started on a more sustainable basis. Improved returns on cod are also beyond overdue to give harvesters a fair share in

that returning fishery. On that note, while everyone is pleased with the recent news on Northern Cod, it's important that we fight to maintain a fishery in 3Ps and reinstate a small TAC in the Northern Gulf.

Back to my primary message, I am confident that using the work of the Panel Review as a guide, a pricing formula for snow crab will be in place through

I'd like to take this opportunity to wish each and every one of you a very Merry Christmas and a Happy New Year! In the spirit of the season, maybe even a visit with those we haven't seen in a while including someone in our community or maybe even a neighbour. No doubt they'll appreciate it!

the work of our Crab Committee before the 2024 fishing season, and work will also be pursued in other important fisheries like shrimp and cod. With more stability in pricing, we can better focus on building on our potential of harvesting, processing, and marketing our greatest asset, some of the very best seafood products available in the world!

SEAL OBSERVATIONS: NEW SURVEY SYSTEMATICALLY RECORDS DATA

in Collaboration with DFO

Earlier this Fall, the federal government announced funding for several seal and sea lion research projects across Canada, of which FFAW-Unifor was a recipient. The Union subsequently launched the online survey associated with that research project, which is aimed at documenting seal distribution, local abundance and impacts of seal species in Newfoundland and Labrador waters.

“Fish harvesters’ on-the-water observations can and will contribute to an improved understanding of seal species’ distribution, behaviour, and impacts to Newfoundland and Labrador marine environments. This is a new survey that aims to document harvesters’ current on-the-water observations but will also, importantly, document harvesters’ knowledge of changing seal distributions and abundance over their fishing careers,” explains Dr. Erin Carruthers, FFAW-Unifor Senior Fisheries Scientist who is leading the project.

ONE STEP TOWARDS ADDRESSING AND CHANGING ATTITUDES TOWARD SEAL OVERPOPULATION

FFAW-Unifor has long called for the federal government to undertake better research of seal population and impacts on important fish stocks. This research project will lay the foundation for increased collaboration with DFO-Science in documenting the extent of seal populations and their impacts.

“Fish harvesters know that there are a lot of seals out there. Far more than there have ever been in living memory - that's plain to see for those who live the reality. But until those observations are systematically documented and analysed, our federal government will not take action to address the imbalance,” explains FFAW-Unifor President Greg Pretty. “This research is an important first step to address that ecosystem imbalance,” Pretty says.

EACH TIME YOU OBSERVE SEALS, RECORD YOUR DATA ON THE ONLINE SURVEY!

FFAW-Unifor's project aims to document local changes in seal abundance, distribution and seasonality over a 20-40 year time period through the collection of current and historical seal observations by fish harvesters. The first phase of the survey has been launched today and will be re-launched several times over the next 2 years in order to collect on-the-water observations from fish harvesters and/or other ocean users/observers.

“It may be too late to reverse some of the damage that has already been done by seal overpopulation in Atlantic Canada, but this is an important first step in making change for the future,” concludes Pretty.

You can visit the survey link at: <https://www.surveymonkey.com/r/sealsurveyffaw>



NEW ANTI-SCAB LEGISLATION A WIN FOR WORKERS

Courtney Langille
Government Relations and Campaigns

On November 9th, Canada's Minister of Labour, Seamus O'Regan, introduced Bill C-58, legislation to ban the use of replacement workers, marking a significant victory for the labour movement. For several years, FFAW, alongside our parent union, Unifor, lobbied to ban the use of scab replacement workers that undermine the collective bargaining power of workers.

Celebrated nationally, this legislation is a win for workers here at home in Newfoundland and Labrador, as many workers represented in FFAW's IRO sector have had their rights eroded in very recent history by companies hiring replacement workers to cross picket lines in cases of lawful work stoppages. FFAW included the banning of scab replacement workers in our lobby document for the 2021 federal election and traveled to Ottawa in November 2022 to join Unifor National in its federal lobby week to pressure anti-scab legislation. Unifor President Lana Payne was alongside Minister O'Regan for the announcement on November 9th, expressing support and commitment to working with all Parliamentarians to strengthen the legislation to ensure workers' rights are protected, and fairness is restored to the collective bargaining process:

"Working people and unions have organized and fought for this moment for decades," says Unifor

National President, Lana Payne. "Generations of workers have stood courageously on picket lines in this country defending their right to strike and to fair and free collective bargaining. Some have paid a hefty price. This legislation is for all those workers who never gave up. When we organize. We win."

With an increasing number of strikes and use of replacement workers during the second half of the 18th century in England, the word "scab" was put into use as a derogatory term for strike-breakers. Replacement workers tip the balance of power to the employer often leading to longer and more contentious work disruptions, making "scab" a worthy insult. Canada's unions have long called for robust, enforceable legislation that should close any existing loopholes and leave no room for interpretation by employers and finally after years of record corporate profits, we can take a real step towards less labour disruptions, avoiding work stoppages and building a more balanced economy—while increasing the benefits and respect workers deserve.

However, to truly protect workers and their right to strike, anti-scab legislation must apply to any work regularly performed by bargaining unit workers, to ensure effectiveness. It is important that the legislation doesn't deny workers the right to legally strike by creating more essential services barriers and that it has strong enforcement mechanisms to ensure adherence. The legislation should also be amended to bring these urgent protections into force immediately upon adoption.

Workers have called for anti-scab legislation for decades, as it has been a missing piece of Canada's federal labour law. Now we need the federal government and provincial governments to strengthen and deliver this long-needed protection.

Anti-Scab Law Now

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



unifor.org/anti-scab



NL SAFETY CONSORTIUM BRINGS SAFETY PROFESSIONALS TOGETHER TO SHARE EXPERTISE



Mark Balsom
Corporate QHSE Manager
Cahill Group

Made Safe NL, the Newfoundland and Labrador manufacturing and processing safety sector council, created a Safety Consortium for manufacturing and processing safety professionals, business owners, and stakeholders—including fish processors—who work towards a unified goal to improve health & safety by sharing and exchanging ideas and expertise.

Consortium events include workshops, site tours, and guest speakers from inside and outside the network.

At a recent consortium event, safety professionals gathered for an inside look at a health and safety program presented by Mark Balsom, Corporate QHSE Manager at The Cahill Group, a leading construction company operating across Canada and headquartered in St. John's.

Balsom shared the remarkable journey of the Safe Steps program, highlighting the company's commitment to ensuring worker safety and well-being. The program's inception arose from a need recognized by Cahill Group's management for a tailored approach to safety promotion, through education and awareness due to the construction industry's revolving workforce. Their central goal was to ensure every worker got home safe every day.

A significant achievement underscored by Balsom was the program's impact

on reducing the Total Recordable Injury Frequency (TRIF) over several years and maintaining levels below 1 for the years leading up to COVID.

Balsom explained the key to Cahill Group's success, "It's about consistency, commitment, culture, and leadership. We're always there to remind and communicate the importance of safety on our worksites. Because we're all human—we need to regularly reinforce the message and adapt to new workplace trends and patterns when it comes to health and safety."

Cahill Group's Safe Steps program includes various promotional products that can be used on worksites, but one of the most valuable is a pocket-sized booklet each employee receives during orientation. The booklet is both water and oil-resistant. It outlines safe work practices, human resource policies, and reinforces Cahill Group's commitment to the safety of each employee.

The Made Safe NL Safety Consortium is free to join and meets every four weeks. Workshops and guest speaker events are offered in a hybrid format—in-person and online—to reach safety-minded professionals across the province.

Upcoming consortium guest speaker and workshop topics include:

- Prime: Workplace NL's employer incentive program
- Early and Safe Return-to-Work Practices
- Workplace Harassment and Psychological Safety in the Workplace
- How to Improve Safety Culture in the Workplace, and more.

To join, visit www.madesafenl.ca/consortium/ or email info@madesafenl.ca.



CENOVUS FISHERIES LIAISON COMMITTEE: WEST WHITE ROSE EXPANSION PROJECT

Katie Power
Energy Industry Liaison
kpower@ffaw.ca

If you've driven down to Argentia lately, chances are you've seen the massive Concrete Gravity Structure (CGS) Cenovus Energy completed this fall. Eventually, the CGS will be towed out to sea, assembled with a topside structure currently underway in Texas, and tied back to the SeaRose FPSO for oil production at the White Rose Oil Field. Towing a massive oil rig and assembling it requires an immense amount of planning and operational demands. FFAW has worked collaboratively with Cenovus to ensure awareness of activities between organizations is communicated effectively via the formation of a Fisheries Liaison Committee.

The West White Rose Project includes several marine activities, divided between inshore and offshore scopes planned to occur in 2024 and 2025. The inshore scope includes a tow out of the concrete gravity structure from the graving dock, inshore site work to prepare for offshore tow, a dredging campaign and removal of bund wall in the graving dock.

The Fishers Liaison Committee will serve as a forum for Cenovus and FFAW to share information and engage in proactive planning in areas where fishing activities may interact with marine scopes of the West White Rose Project. The objective of the committee is to prioritize safety of seafarers in areas of common interest, share appropriate details of planned activities to minimize impacts to one another, and to create and maintain a collaborative, respectful communication line. This Committee is set to have its first meeting before Christmas.

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FEDERAL GOVERNMENT FAILS SEASONAL WORKERS

Courtney Glode
FFAW-Unifor Director of Public Affairs

This Union signalled the coming crisis to our federal government back in April when the markets for snow crab collapsed. At the time, we proposed needed changes to the federal employment insurance (EI) system and income supplements for all affected fish harvesters and plant workers. Despite getting our proposals in while the House of Commons was still sitting, our pleas went ignored, MPs went on summer break, and nearly 20,000 seasonal workers were left wondering what would become of them come season's end.

Daily phone calls, meeting requests, visits to Ottawa and demands for answers. The crab fishery came and went, and just as the fishing season began to wind down and folks prepared to file their annual EI claims, the federal criteria for EI changed. The change meant all of those hours and weeks of work were suddenly worth a lot less in the eyes of the federal government.

When previously 14 weeks was needed for a top claim, suddenly 16 were needed when there was nothing left to fish or process. Earnings needed for fishing claims went up by \$400 for each claim. Claim amounts were reduced by up to \$400 - that means in families with two seasonal workers, monthly incomes are down by up to \$800.

More pleas for help. More phone calls, requests, letters, more trips to Ottawa - desperation from thousands of families around our province who are unsure how they will make it through the winter.

Our federal MPs promised support was coming, and we were assured time and time again that a solution was in the works - they just needed time to iron out the details. What eventually came on November 21st in the Federal Economic Statement was certainly not the help that was expected or required.

A four-week extension of benefits for those who filed their claims after September 10th, 2023.

Seamus O'Regan Jr @SeamusORegan

Spoke with Greg Pretty of the FFAW again today. MPs have been meeting with Minister Boissonnault and our teams are working hard to find a solution.

People are rightly anxious about this. It's their income and security.

We're not wasting any time here.

5:32 PM · 2023-09-14 · 397 Views

No change to the divisor. Families are still short up to \$800 a month.

Filed your claim before September 10? Out of luck.

One of 10,000 people on a fishing EI claim? Sorry, this extension doesn't apply to you either.

So, in all, the federal support that came was hardly support at all. It's abundantly clear that our federal government, and our own Newfoundland and Labrador MPs, are wildly out of touch with the realities of working people in our province.

Our federal representatives certainly fail to understand what is at stake here. Because without support for those who sustain our coastal communities, our processing workforce will continue to dwindle and exacerbate the already depleted labour pool. Enterprise owners will find it more and more difficult to find crew members. And the ability for coastal sustainability will continue to erode.

Seamus O'Regan promised Newfoundland and Labrador that help was coming. Minister O'Regan: we are still waiting.

Happy Holidays!
from my family to yours.

Tony Wakeham (709) 729-3391
TonyWakeham@gov.nl.ca

Leader of the Official Opposition

FFAW-Unifor Women's Committee Position Statement

Intimidation, Violence, Bullying, and Harassment

The FFAW-Unifor Women's Committee is comprised of elected regional representatives for the inshore and industrial-retail-offshore sectors that our Union represents, and provide support to FFAW membership by offering information, resources, as well as engaging in and responding to issues of importance in our communities.

An issue of great importance to our membership is promoting and upholding respectful Union practices, processes, and workplaces to ensure that no one experiences incidences of intimidation, violence, bullying, and harassment.

Since workplace violence is an occupational health and safety hazard, workplaces are subject to provincial and territorial health and safety legislation. While meanings vary regarding workplace violence, a useful definition is *"the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker."*

In contrast, bullying is best understood as generalized psychological harassment, meaning behaviors broader in scope and impact than harassment based on gender, ethnicity, or race. Bullying is a form of psychological aggression and intimidation.

Violence and bullying can be overt, such as in physical, verbal (i.e., threats that result in personal injury or harm and intimidation), financial and sexual behaviors; or they can be covert, such as in neglect, rudeness, spreading misinformation, and humiliation in front of others. They can occur among those within an organization and among those external to it. These occurrences can be in-person, as well as virtually over social media and other public forums.

The effects of these types of violence can have long-term impacts on the reputation and integrity of the organization, the workplaces that they represent, and the mental health of its membership. Incidences of intimidation, violence, bullying, and harassment among FFAW-Unifor members, organizational bodies that the Union works with, and staff, risk compromising personal safety and security, negatively affecting outcomes for all.

The FFAW-Unifor Women's Committee believe that:

- All FFAW members and staff have the right to work in a respectful environment that is free from any form of violence and bullying.
- It is unacceptable to work in, participate in, govern, manage, and engage in Union workplaces and spaces where violence and bullying exist.
- Every member should work towards encouraging a Union culture that promotes and cultivates respect.

The promotion of violence- and bullying-free workplaces is a shared responsibility among all members and adherence to legal, legislative, and collective agreement requirements must be observed and pursued as appropriate measures to prevent any form of violent situation and to de-escalate such situations if they occur. It will take a sustained, concerted, and collaborative effort if we are to achieve a violence-free Union and establish improved outcomes and working relationships for all membership and partnered organizations in the best interest of Union business as we move forward.



COMMUNITY CREDIT UNION: NEW COLLECTIVE AGREEMENT SIGNED & RECIPIENT OF EMPLOYER OF YEAR AWARD!

Community Credit Union won Employer of the Year at the Burin Chambers of Commerce awards gala on November 23rd – congratulations to all staff and management who contribute to the three locations located in Marystown, Hermitage and Witless Bay. The Community Credit Union is now offering commercial loans! Support local and do your banking at the Community Credit Union.

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.

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THE FUTURE OF FUEL: ELECTRIFICATION OF THE FLEET

Courtney Langille, Government Relations and Campaigns

In 2021, FFAW-Unifor undertook a Feasibility Study led by Dr. Sue Molloy of Glas Ocean and David Lea of CBCL Limited to examine the greenhouse gas (GHG) impacts of the fishery and the way forward towards an electric powered fishing fleet. The study also examined the benefits, challenges, and potential compromises that may be needed for such a transition.

The inshore fishing fleet of Newfoundland and Labrador is much larger (6,228 total vessels) than any other Atlantic province and has a much greater percentage of small (<35') fishing boats (82%) in its commercial fleet than any other province. Since vessels of this size are predominantly involved in day fishing, it is this class of vessel that is most suited to electrification due to its ability to recharge at dockside daily.

Province	Region	< 35'	35'-44'-11"	45'-64'11"	65'-99'11"	> 100'	Total
Nova Scotia	Maritimes	1,283	2,009	98	13	25	3,427
	Gulf	195	507	67	4	0	773
New Brunswick	Maritimes	123	412	55	9	2	600
	Gulf	524	1,157	167	24	2	1,874
P.E.I.	Gulf	106	1,178	97	1	0	1,382
Quebec	Quebec	475	525	177	14	2	1,193
Newfoundland	Newfoundland	5,141	646	401	25	16	6,228

As we know all too well from this year, fuel use is one of the costliest parts of a fishing trip and is dependent on vessel size, trip length and duration, speed, age of vessel and engine, weather conditions and other factors. Another consideration is the impact of the carbon tax, which commercial fish harvesters are exempt from now but will be subject to in near future. In fact, on page 34 of the Feasibility Study, the following table cited the expected future fuel costs per litre of diesel. As you can see, when the Study was prepared in 2021 it was predicted that diesel would be \$1.52 per litre this year. Recessionary pressures and the Russian war on Ukraine have actually made the average price of diesel **\$1.80 per litre in 2023!**

The increased efficiency of the electric motor when compared to the diesel and gasoline motors is an added benefit of electrification, together with reduced GHG, reduced exposure to fumes and oil spills, and decreased sound levels. Electric motors are upwards of 95% efficient whereas gasoline and diesel motors are between 20-30% efficient. Further, electric motors in the main areas of Newfoundland and Labrador fishing grounds would also have the added benefit of being connected to grid power almost exclusively

by renewable energies (Muskrat Falls, etc.), further reducing their GHG emissions footprint. Those in communities with isolated grids would not reap this benefit but would still see a GHG emissions reduction when compared to the energy usage of a gasoline or diesel motor.

Fuel savings is based on the use of the battery. The diesel system uses 50% less fuel idling than going full speed which is a substantial amount of fuel to be used for warming up. Fuel prices will change over the next 20 years as carbon pricing is added, meaning that electrification of commercial vessels is aligned with government's Greening Government Strategy of an 80% reduction in greenhouse gas emissions from federal government operations by 2050. Additionally, this means that the bottom line for enterprise owners



CONTINUED ON PAGE 17
Winter 2023/2024

Year	Expected Diesel Price including Carbon Tax (\$/L)
2021	1.48
2022	1.49
2023	1.52
2024	1.59
2025	1.66
2026	1.73
2027	1.80
2028	1.87
2029	1.94
2030	2.01
2031	2.04
2032	2.07
2033	2.10
2034	2.14
2035	2.17
2036	2.20
2037	2.24
2038	2.27
2039	2.31
2040	2.35

will also have significant savings to operational costs!

Hybrid-Diesel Retrofits Can Reduce Fuel Costs Without Needing to Plug-In

The electrification of inshore fishing vessels holds the potential for meaningful environmental and economic benefit. As is the case with electric cars, greenhouse gas emissions are eliminated due to the lack of an internal combustion engine. The lack of required maintenance and obviously lesser fuel costs also contribute to a lower price of operation than many traditional boats. In a hybrid system, the diesel system can be used for the transitioning operations and the battery can be used for the low-power operations.

The more a system is used, the faster and better the payback of the system. Drivers such as CO2 reduction, ocean health, underwater radiated noise reduction and health and safety should also influence decisions

to prioritize electrification of the fleet. For a fleet of 10 vessels operating 100 days per year, all-electric, we can expect a displacement of 500 tonnes of CO2 per year. Applying this to the entire Atlantic Canadian fleet of 15,000 boats in this size range, all-electric operations could displace as much as 750,000 tonnes of CO2 – An unmistakable win for Canada's oceans and ocean economy!

Harvesters in Newfoundland and Labrador have identified finances as the main barrier to implementing more advanced technology. There are programs available from various levels of government for the green economy, including the possible claiming of carbon credits, however; the transition to low carbon solutions will require a more streamlined effort to provide accessible funding opportunities.

Are you interested in working with us to retrofit your vessel at little-to-no cost? It starts with a survey!

In partnership with TriNav, FFAW is excited to launch an online survey to membership to help us identify an enterprise owner that is interested in undertaking a Diesel-Electric Vessel Retrofitting. The survey was distributed to members via email early December, and it can also accessed on our website. It is open for expressions of interest until late January, and then we will be screening the applications with TriNav. Once the candidate is finalized, the next step is to apply for funding to move forward - **no financial contribution will be required from the enterprise owner for the retrofitting and equipment for the project.** Outside of their fishing season, the candidate's vessel will be used to demonstrate performance of the vessel with less reliance on diesel fuel to other enterprise owners around the province and build a submission to federal government with other independent fisheries in Canada to put financial incentives in place to help transition commercial fishing vessels.

Have questions? Please connect:

FFAW Contact:

Courtney Langille
Government Relations
clangille@ffaw.ca

Trinav Contact:

Rick Young
Naval Architect
ryoung@trinav.com





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CHILDREN'S CHRISTMAS DRAWING CONTEST

FFAW-Unifor is pleased to launch the first Children's Drawing Contest! Children aged 12 and under are invited to enter a drawing – the theme is "Coastal Christmas". Think – decorated fishing boats, crab boat Christmas trees, a festive marine scene – whatever the imagination inspires. Contest entries will be accepted until January 5th, 2024. The 1st Prize Winner be featured on next year's Winter Union Forum Cover, and be used as the Union's 2024 Christmas Card. The top three entries will also win:

- 1st Prize \$150** - Toys R Us or Walmart or Amazon Gift Card
- 2nd Prize \$100** - Toys R Us or Walmart or Amazon Gift Card
- 3rd Prize \$50** - Toys R Us or Walmart or Amazon Gift Card

Entries may be sent digitally using the smartphone scan feature, or scanned and emailed with maximum resolution, and sent to: communications@ffaw.ca

Drawings may also be mailed, although originals are not required as long as scanned copy is of good resolution:



FFAW-Unifor Drawing Contest
PO Box 10 Stn C St. John's NL A1C 5H5

In your entry please identify:

- Child's Name
- Child's Age
- Town
- Name of Parent or Guardian

*****BEWARE OF SPAM ACCOUNTS IMPERSONATING OUR FACEBOOK PAGE: WE WILL NEVER ASK FOR PERSONAL INFORMATION VIA A LINK*****

CAPP'S OFFSHORE ENVIRONMENTAL FORUM



November 20th and 21st, several FFAW staff and harvesters attended the Canadian Association of Petroleum Producers (CAPP) annual Offshore Environmental Forum at the Emera Innovation Exchange on Signal Hill. The Forum showcased the past, present and future activities in the Newfoundland offshore and presented various research and development plans. There was only one seismic survey presentation on the agenda, which emphasizes the lack of understanding by the oil and gas industry of major fishing concerns with respect to how the oil industry is affecting the fishing industry.

WORKERS COMPENSATION: TRAUMATIC EVENTS & MENTAL STRESS ELIGIBLE FOR DISABILITY BENEFIT

Most people typically think workers compensation is just for workplace injuries – but some injuries aren't visible to the eye.

Traumatic events can occur anywhere, and workplaces are no exception. Being experience or witness to such an event while in the course of your employment can have lasting effects on a person and can lead to traumatic mental stress, which can lead to disability.

Whether you work aboard a boat, or on a shop floor, all workers who pay into workers' compensation are eligible.

Learn more:

<https://workplacenl.ca/resource/en-18-mental-stress>

FFAW MEMBERS AT ALTERA VOTE TO ACCEPT NEW DEAL

Johan Joensen
FFAW-Unifor Member Representative



FFAW-Unifor members at Altera (Atlantic) Management ULC have voted overwhelmingly to accept a tentative deal reached between the bargaining committee and company on October 26th, 2023. With the assistance of federal mediation and conciliation, members are pleased to find a resolution to the protracted, 20-month bargaining process.

The company resumed face-to-face negotiations following the announcement from the Union last month that members had entered a strike position.

“Our members provided their bargaining committee with a clear mandate on what was important to them, and they voted in favour of accepting this new deal. It was a long, tense situation for our members with Altera, and we’re pleased that we were able to get back to the table and achieve a favourable deal without having to withdraw services,” says Greg Pretty, FFAW-Unifor President.

Particular success in the new Collective Agreement include amongst others:

20% in rate increases, with additional payments in-lieu of further increases equalling approximately 4.5% in

relative terms.

Simplified travel expense requirements.

Reduced probationary period for permanent hires.

Increase in seniority bonus.

Sixty-six (66) FFAW-Unifor members form the bargaining unit at Altera, represent half of all crew on the three (3) shuttle tankers that transport crude oil for the offshore petroleum industry.

“I want to recognize our members at Altera who do critical work in the Newfoundland and Labrador petroleum industry, as well as recognize the bargaining committee for their stellar work in the face of adversity. This bargaining unit has been in place since the very beginning of the offshore oil and gas industry in our province. Together, these 66 members have shown that when we stick together, we stand stronger and achieve results that we can be proud of;” Pretty concludes.

This new Collective Agreement will cover from January 1, 2022 to December 31, 2026.

Focused on you.

JIM DINN
M.H.A. St. John's Centre

709.729.2638

f t i

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.

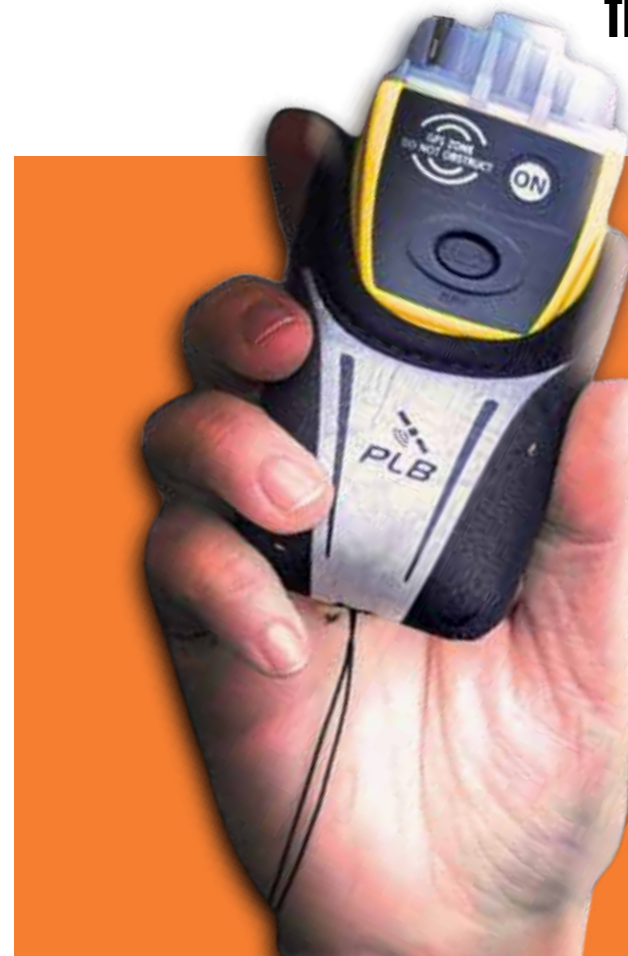
What You Need to Know:

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.

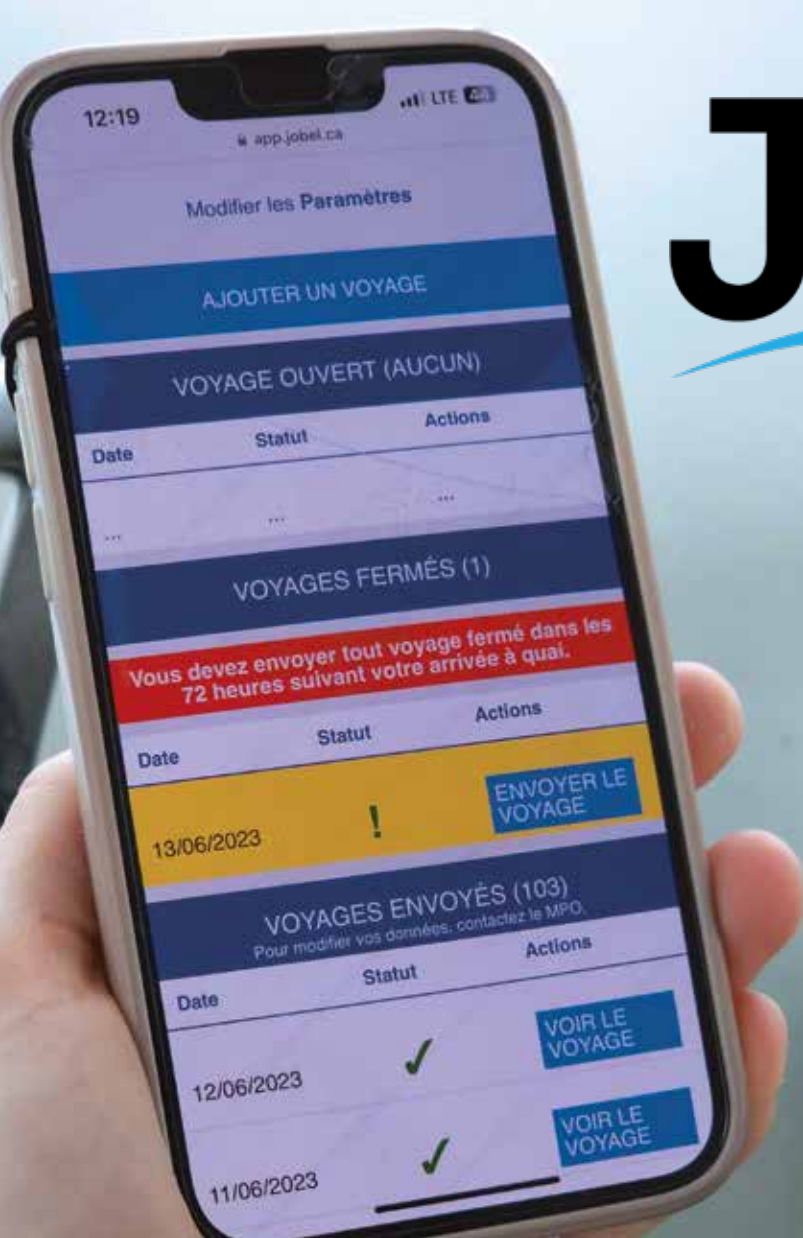
A valid PFHCB Registration paid in 2023 is required in order for you to be eligible.

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.





JOBEL

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WHY CHOOSE JOBEL?

Designed by the Regroupement des pêcheurs professionnels du sud de la Gaspésie, JOBEL is an electronic logbook (ELOG) developed by fishermen for fishermen. It is a secure and reliable software with a proven track record. Between 2018 and 2023, close to 200 000 trips were sent to DFO by hundreds of lobster, crab, shrimp, and herring harvesters in Atlantic Canada, all deeply satisfied with JOBEL. No other ELOG supplier has accomplished that!

Fishermen chose to use JOBEL not because it is the first ELOG ever being qualified by DFO in 2018, but because it simply answers their needs. In 2024, the new National version of JOBEL will make it easier and more intuitive to declare

lobster and crab captures, focusing on what fishermen really need. For example, fishermen prized the mandatory crew register requested by DFO, a new tool added to the 2023 Lobster module available Atlantic wide. It will be included in the National Crabs module as well as others to come.

OUR COMMITMENTS

We are committed to:

- **PROXIMITY:** Made by fishermen for fishermen, we thrive to create coastal employment opportunities in your fishing area with in-person training and free ongoing support by people who know your fishery.



nothing else.

- **PROTECTION:** Data protection is a top priority. JOBEL protect your fishing enterprise and your activities by using even greater protection than required by law and DFO. As a non-profit ELOGs supplier, it is part of our mission to protect your data from private commercial interests.
- **RESPONSIVENESS:** Our responsiveness and understanding of harvester's problems are qualities appreciated by JOBEL's users. We are ready for any challenges that might arise, and they trust us to make their lives easier. Our team is always happy to help and keeps working hard to serve all fish harvesters.

WHAT DO OUR USERS THINK?

All users love JOBEL! Asked about her experience using JOBEL, the professional lobster harvester Marie-Pierre Cloutier answered without hesitation that "JOBEL is so easy and quick to use, with a few clicks on my phone I can fill out my logbook at sea every day. And I can consult my landings from previous years in a few seconds".

WHAT DO YOU NEED TO DO?

Get ready for the transition, as DFO will progressively phase out paper logbook by 2024. Access the free demo modules or subscribe to commercial modules by simply going on our website and click on "sign up" to create a free account.

For more information and to subscribe for free to JOBEL: Visit our website www.jobel.ca or contact us at 1-833-689-5623.



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THREAT TO FUTURE OF LUMPFISH FISHERY HAVE YOUR SAY

Shery Glynn
Member Representative for 3K

In 2017, lumpfish was assessed by the Committee on the Status of Endangered Wildlife in Canada (COSEWIC) as threatened. Under the Species at Risk Act (SARA), a threatened species is one that is likely to become endangered if threats are not addressed. COSEWIC says that one of the threats to lumpfish is commercial fishing (directed and bycatch).

According to COSEWIC, lumpfish has been assessed as threatened because of severe declines in their abundance in bottom trawl surveys in the last 20 years, as well as sharp declines in commercial landings since 2005. However, we know that landings in the commercial fishery are driven by factors in addition to availability of the species, including price for that species, as well as the price for other species that are fished during the same season. Over the last 15 years, the price to harvesters for lumpfish decreased from more than \$4.50 per pound to less than \$2 per pound. During this same period, prices for other species that are fished in the same season, like crab and lobster, have generally increased. Of course commercial landings for lumpfish would decrease: the price for lumpfish went down, while the price for other species went up. Many harvesters made the decision to put more effort into fisheries where they could make a better living for themselves, their crew, and their

families.

Further, the COSEWIC assessment was completed in 2017, meaning that the data is around seven years old. Taking a step like listing a species as threatened should be based on the best available science, including using the most current data available.

If lumpfish is listed as a threatened species, it would be illegal to kill, harm, harass, capture, possess, buy, sell, or trade lumpfish. The lumpfish fishery would close.

What is your Union doing to stop the listing of lumpfish? We are meeting with DFO, arranging a meeting between harvesters and DFO, and providing a written submission to the department explaining why lumpfish should not be listed as threatened.

What can you do to stop the listing of lumpfish? Get your voice heard by completing the online survey available at the link below until December 22, 2023.

Survey on the listing of Lumpfish under the Species at Risk Act | 1/1 (simplsurvey.com/f/s.aspx?s=1758574e-fc27-403e-9247-5b3fd03d90aa)

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MAD ABOUT MACKEREL: SPECIES ABUNDANCE INCONSISTENT WITH DFO CLAIMS

Fish harvesters around Newfoundland and Labrador continue to observe historically high numbers of mackerel around the province while the fishery remains under moratorium.

“Seeing such a large abundance of mackerel around our province during the most economically trying year in the last two decades is frustrating for fish harvesters,” said FFAW-Unifor Secretary Treasurer Jason Spingle. “It’s clear the stock is much healthier than what DFO says, but unfortunately, DFO Science has not prioritized evaluating the extent of mackerel biomass throughout the region,” Spingle said.

Mackerel samples collected by harvesters on the West and Northeast coasts will demonstrate that mackerel of all sizes are found in NL waters. In addition to this mackerel sampling program, which was developed with DFO, the Union continues to systematically document harvesters’ observations of mackerel in Newfoundland and Labrador waters.

Harvesters’ observations are needed to show when, where and what sizes of mackerel are found in NL waters. These observations provide important context

to the mackerel samples being collected around the province. Fish harvesters who are interested in contributing their observations may participate to a survey which will be re-launched in the coming weeks in order to bring new data forward to DFO this year.

Colin Greenham, a 3K harvester, has been collecting samples as part of the Union’s research and data collection efforts. Greenham, who fishes out of Pacquet, has observed a large number of both big and small mackerel, which suggests a stock in good health. “There is definitely spawning happening on the Northeast coast. These different sizes show that the resource is in good shape and DFO is not taking into account the full picture,” Greenham says. “There are millions of pounds of mackerel swimming by the wharf and we’re standing watching it with our hands in our pockets not sure if we’ll have enough EI to get us through the winter,” Greenham said.

“These sampling programs and the new egg survey on the west coast are a step in the right direction but what we really need is a commitment from DFO to work with us to document the sheer volume of mackerel in NL waters,” Spingle concluded.



WIND FARM EXPANSION IN NL: WHO IS WHO



The need to develop alternative energy sources is upon us and the industry appetite for renewable energy is growing. In Newfoundland and Labrador, two separate renewable industries are evolving: land-based wind farms and offshore wind farms. The jurisdiction and distinction between Provincial and Federal wind developments has yet to be clearly defined as the legislation continues to be worked on. The information as we have it so far, is that the province will govern land-based wind farms and potentially areas within the “jaws of the land” or waters between two major headlands. This has not been confirmed by government or policy. The federal government is set to hold jurisdiction over areas further out at-sea, or marine-based wind farms. The term offshore here does not equate similarly to “offshore oil developments” which straddle the 200nm limit and beyond. Right now, the term “offshore” in offshore wind, refers to “near-shore,” and coastal areas. This also means, the planning, developing, and implementing phases of land-based and offshore wind projects are managed separately and should be considered totally separate.

WORLD ENERGY, BRAYA, EVERWIND & MORE

Provincial wind energy projects are being pursued ambitiously and rapidly. They include wind farms on Crown lands like ABO & Braya near Come-By-Chance, Everwind on the Burin Peninsula, EVREC near Botwood and World Energy GH2 in Stephenville, Port au Port, and Codroy Valley. There is one provincial wind farm proposed on privately owned land called

Pattern Energy in Argentia. These “provincial projects” will each be designated to do their own environmental assessments and consultations. These meetings will be facilitated by the individual companies themselves and will require Provincial level approvals.

PATTERN ENERGY – PLACENTIA

In October, Energy Industry Liaison Katie Power attended the Pattern Energy open-house information session in Placentia. She was met by several harvesters from the area. While this land-based wind project is in its very early days, FFAW is not anticipating many conflicting fisheries interactions. There are no dredging plans, and concerns surrounding increased marine vessel traffic, water supply and wastewater run off were acknowledged by Pattern representatives. Since this open-house, FFAW met with SEM Ltd., the local environmental consulting company contracted by Pattern. The Environmental Assessment is still being composed and FFAW plans to remain engaged to ensure awareness of activities in shared spaces. Effective, early engagement allows concerns and perspectives of FFAW members to be thoughtfully considered and compromises implemented throughout the entirety of the project lifespan.

WORLD ENERGY GH2 – PORT AU PORT & CODROY VALLEY

The size and scale of Pattern Energy is much smaller in comparison to that of the mega-project plans proposed by World Energy GH2 along the west coast.

Following delays at the provincial level and repeated requests from the FFAW, World Energy GH2 has agreed to hold their first consultation meeting with fish harvesters affected by their proposed onshore wind energy farm on the Port au Port Peninsula and in Codroy Valley. The provincial Environmental Assessment was released for public comments in August and after backlash from FFAW regarding the complete lack of consultation with fisheries, potential dredging, refuse runoff, and unanswered questions about ammonia spills warranted by this document, the Environment Minister deemed the assessment deficit. At the upcoming meeting, questions and concerns regarding the potential for offshore dredging and refuse spilling on fishing grounds will be raised by harvesters and addressed by World Energy representatives.

FFAW is supportive of a just transition to clean energy. The development of any project, of any size, must be transparent and considered alongside the fishery, not in priority to it. FFAW recognizes the economic benefits of renewable energy and hopes to work productively and collaboratively moving forward.

OFFSHORE WIND

Offshore wind energy is a lot less certain. There are no developers, no projects and more importantly, no plans to develop offshore wind turbines anywhere in the NL offshore right now. An independent committee appointed jointly by federal and provincial governments, called the Regional Assessment Committee for Offshore Wind Development has

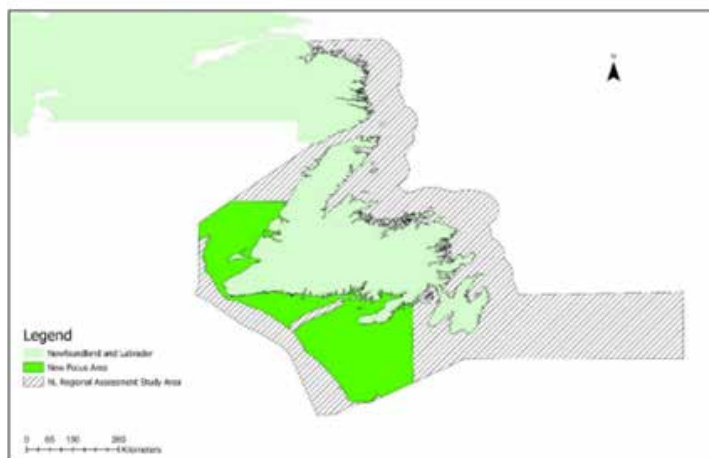
started outreach meetings across the province and online to get a better understanding of areas at-sea that may or may not be feasible for offshore wind. FFAW has attended both virtual meetings and in-person meetings in Corner Brook, Harbour Breton and Marystown to emphasize the overall threat offshore wind farms would impose on the fishing industry. It is imperative the Regional Assessment Committee consider the cumulative impacts of all pressures placed upon the fishing industry currently, and additionally, should offshore wind developments one day proceed. Offshore wind energy expansion has a direct impact on fish harvesters who will compete for space and hence be affected by new infrastructure. Co-location and coexistence of the commercial fishery and new offshore wind energy represents a major concern for fish harvesters.

The Regional Assessment Committee released the image below highlighting the southwest coast of Newfoundland as its “focus area” for further analysis. This area does not mean offshore wind will happen here. It means the committee is taking a closer look at this area and they are taking extra steps to collective more information, such as fisheries data, to help rule portions of this space in or out for future developments.

Fisheries occur at various water depths. There is a very small space within this proposed focus area that isn’t fished. The fishing industry is unique in that spawning grounds, reproductive areas and productive fishing grounds change season to season, and species to species. Based on this, it is extremely unfair to ask harvesters which fishing areas they are willing to

sacrifice for offshore wind advancement. As we have seen in NAFO area 3L with oil and gas activity, our industry has been pushed out and forced to give up grounds time and time again. Environmental Assessments and Environmental Impact Statements have historically disregarded impacts on the fishing industry and it is increasingly important we vocalize our concerns in these early stages.

Proposed Focus Area for The Regional Assessment



no existing infrastructure for renewable wind energy in NL presently. Again, FFAW supports a fair transition to greener, less fossil fuel dependent technologies, but given the land-based wind potential at this time, we believe governments should prioritize and improve those projects at this time.

It may be determined that there are no areas within the focus area, or offshore

WE BRING YOUR CONCERNS TO THE TOP

Overall, there is not enough known about potential offshore wind developments to provide an accurate picture of the impacts on the fishing industry. It is without a doubt that the fishing industry is one most vulnerable to adverse impacts of offshore wind. It is unclear how offshore wind development would affect the value of surrounding fishing enterprises. There is

Newfoundland, that are recommended for offshore wind. This Regional Assessment Committee is set to release its recommendations to government in 2024 that will be used to best inform policymakers on how to proceed with offshore wind in NL.

If members are interested in getting more information on the aforementioned topics, or want to get engaged in the provincial or federal wind energy engagements, please contact Katie Power, Energy Industry Liaison at kpower@ffaw.ca.

SEISMIC RETURNS TO NL WATERS IN 2024

Katie Power
Energy Industry Liaison
kpower@ffaw.ca



In the summer of 2024, FFAW is anticipating the return of seismic surveying. Yet, research on both long-term and short-term effects remain largely unexamined. The oil and gas industry is not required to alter their activities to avoid fishing grounds, only mitigate potential issues identified in their Environmental Assessment. No lawful consideration has ever been factored into oil projects to compensate fish harvester displacement.

Seafood landed in Newfoundland and Labrador by the inshore fleet is processed in the province and exported internationally. Our industry relies heavily on global markets and is subject to profit fluctuations with market prices, fuel costs and the value of the Canadian dollar. Seismic programs add an additional layer of complexity to fishing seasons. Harvesters have justified concerns surrounding reports of reduced catch rates immediately after a seismic vessel has entered an area where fishing is taking place in addition to uncertainty surrounding the long-term effects on fish and fish habitat due to seismic.

FFAW contends that seismic surveys can directly impact economic return for harvesters. In 2022, the seafood industry was valued at \$1.4 billion and as such, represents an incredibly important ocean stakeholder operating completely throughout the spatial scope of this offshore seismic project.

Increased seismic work has heightened awareness of just how much traditional fishing grounds harvesters have lost, and continue to lose, due to oil and gas occupation. Seismic surveys occurring from mid-May through September and will undoubtedly interact with most commercial fishing seasons. Given the extent of the project area, consideration must be given to snow crab, Northern cod, sea cucumber, capelin, herring, monkfish, skate, white hake, lobster, and Northern

shrimp fishing areas and seasons. Additionally, any annual changes to these fisheries must be considered as well as any new fisheries that may emerge within the 2024-2028 timeframe.

The fishing industry contends that critical data gaps exist in the research regarding seismic activity and behavioral changes of fish/shellfish. Increasing research has shown that seismic survey activity results in behavioral changes amongst commercial fish species. While these changes have been reported to be temporary, avoidance, startle responses and changes in swimming speed and direction, all have an impact on commercial activities taking places in finite times (ie. seasons) in finite spaces (ie. fishing areas). Moreover, research is limited on the far-reaching, long-term effects. Behavioral changes may affect migration and/or reproductive and spawning activities as well as the exploitable biomass in an area. This can impact catch rates for years to come and thus the viability of the fishing industry. There has been minimal research conducted on impacts of seismic activity on important commercial species, including shrimp, crab, turbot, and Atlantic cod. Future studies need to include commercial catchability to substantiate concerns from harvesters in NL. Harvesters should be engaged and involved in this research.

Our fisheries resources are renewable and will be a vital part of the economic future of Newfoundland and Labrador for many years to come. FFAW continues to demand federal and provincial governments consider socioeconomic impacts of offshore oil and gas activities on the fishing industry when reviewing proposed petroleum projects. It is time for government to stand up for the people of our province who depend on the valuable and sustainable fisheries resources off our shore.

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- First Aid and CPR Training
- Community Services

We also offer Marine Basic & Marine Advanced First Aid Training!

St. John Ambulance sja.ca

2J3KL NORTHERN COD FISHERY

Miranda Butler, Member Representative for 3L



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

The 2023 Northern Cod fishery was a whirlwind in 2J3KL, with harvesters documenting record catches and great quality fish, which in turn forced an early season closure for the Northern Cod fishery. The Maximum Allowable Harvest (MAH) was landed again with record daily landings after the first few weeks of lower activity, related solely to the limited production capacity available to harvesters for cod.

For the past number of years, the comments have rolled in on how harvesters are gearing up to fish cod again, and how we need to have a larger cod quota, which has been echoed in our continuous requests to DFO to increase the MAH. 2024 may be the year that request finally comes to fruition, with DFO implementing a long-awaited new model for assessing the 2J3KL Northern Cod Stock.

With the change to the Limit Reference Point (LRP), and the movement of the stock from the critical to the cautious zone, the Department will no longer be required to keep fishery removals at the lowest possible level. This is a change that the union has long been lobbying for, asking that they include the full time series in their science models, and now that they're incorporating long-term productivity beyond the 80s harvesters may finally see an increase in their MAH in 2024. Your Union is already gathering information to form a strong MAH increase recommendation that will benefit harvesters by extending the season with more fish available.

With that important change to the LRP and amidst the various concerns of harvesters about the cod fishery, FFAW has implemented a Northern Cod Working Group with harvesters to discuss issues and formulate ideas on the Northern Cod fishery in 2J3KL. This working group will take harvester concerns and ideas and try to formulate proposals and resolutions to then be brought to Inshore Council and/or the larger membership. With a large cod fishery within our grasp, harvesters must have their voices heard on management decisions including MAH recommendations and Harvesting Plans, so that harvesters can truly benefit, and this working group will be in place for that reason.

If you would like more information on the Cod Working Group, or have recommendations or thoughts on the 2024 season, please bring to your Member Representative.

SIR AMBROSE SHEA LIFT BRIDGE STILL A NUISANCE TO HARVESTERS

Dawn Street, Member Representative for 3Ps



The \$50 million Sir Ambrose Shea Lift Bridge in Jerseyside, Placentia Bay is a sight to behold. The massive structure offers a bridge to road traffic and lifts to allow marine traffic to pass underneath and to their berths at the harbour.

In an ideal world, that is.

Instead, the bridge has been nothing but a nuisance to harvesters. The bridge is in a constant state of malfunction, lacking a measurement board to even give harvesters an idea if they are able to clear the bridge when it is down. Harvesters have been removing height from their vessels in an attempt to mitigate when the bridge malfunctions again and many have been stuck either at port unable to fish or outside port unable to land on numerous occasions.

In a recent CBC article Minister John Abbott claimed

the bridge had malfunctioned 14 times since May, a figure we feel is vastly underestimated.

Just these past two weeks there have been two more incidents of malfunction that we were informed about, one resolved the same day, and another took a day.

FFAW met with the Minister and his staff to discuss our concerns with the ongoing issues that our members face due to this faulty structure. There were not many options offered by government, outside of keeping an inventory of parts locally that have been known to fail.

We continue to express our concerns with government as our members face the same problems with the bridge every year. We invite you to also share your concerns by emailing or calling your MHA.

LOSS OF UNION STALWART CYRIL DALLEY OF TWILLINGATE

Cyril Dalley of Twillingate passed peacefully on June 10th of this year, at the age of 73. Cyril dedicated his career to building the fishing industry - spending over 50 years building the union, serving two terms as an Inshore Council member, contributing to the Sentinel fishery, and five terms as Vice-Chair on the Professional Fish Harvesters Certification Board. His contributions are long-lasting - to his Union, his community, his province, the fishery, and his family. May he rest in peace.

In memory, we are reprinting an excerpt from an article published in the 2018 Union Forum magazine, written by Mark Dolomount, Executive Director of the PFHCB:

Cyril Dalley: Recognizing 50 Years of Dedication to Fishing Industry

There's a famous quote that states: "The achievements of an organization are the results of the combined effort of each individual." At FFAW-Unifor, we recognize that the strength and success of our Union would not be possible without the support and dedication of our members. One such member is Cyril Dalley of Twillingate - a man who has committed more than 50 years to serving his community, his industry, and his Union.

In many ways Cyril's story is no different than most other Newfoundland and Labrador men his age whose lives revolve around the fishery. In 1962, at the age of 12, Cyril began fishing with his father. He learned very quickly that it was hard work for relatively low pay and to be successful you had to acquire unique skills; skills that came only with experience. At a young age he also realized that there seemed to be a stigma attached to those who fished for a living - you were somehow labeled as being less important and less respected than those involved in other occupations. This hit home in a big way during high school when Cyril was advised that if he didn't find another career he would end up like his father - being "just a fisherman." This statement troubled him greatly.



Despite his modesty, Cyril Dalley is not an ordinary man. His attachment to the fishery is equaled by his attachment to his community and his Union. Not only did Cyril make the decision to continue fishing with his father after graduating from high school, he also decided that he would take every opportunity available to improve the image of fish harvesters and their profession.

For these reasons, when Cyril met Union representative Bill Short at a meeting in the Twillingate Orange Lodge during the mid-1970's, he jumped at the chance to get more formally involved. Initially as a member of the Twillingate Fishermen's Committee and Fish Plant Worker's Committee, Cyril began his continuous and diverse involvement with the Union. In addition to his two terms as an elected Inshore Council member, Cyril volunteered in numerous ways ranging from negotiating teams, advisory boards, NCARP/CORE appeals, and various other Union delegations and committees.

Cyril is proud of his contributions and the many achievements of the Union, including the fight to establish universal worker's compensation coverage for fish harvesters in the 1980's, gaining access to crab for the supplementary and small boat fleets in the 1990's, and the inclusion of fish harvesters in fisheries management. However, Cyril cites the Union's role in establishing the sentinel surveys in 1994 and professional certification in 1997 as two of his most satisfying moments.

When the concept of professionalization was first discussed in the early 1990's Cyril knew immediately

he wanted to be part of it. To him, professionalization represented, at long last, an opportunity for fish harvesters to finally be recognized and respected for their vast skills and experience - a passion that had remained with him from his school days. Not only was Cyril a strong vocal supporter of professionalization and creating the Professional Fish Harvesters Certification Board (PFHCB), he subsequently served five consecutive terms as Vice-Chair of the PFHCB from 1997-2013.

Since his retirement from commercial fishing in 1999, Cyril has been employed seasonally as a field worker/technician on the Sentinel Program. He has cherished his opportunities volunteering and working for the Union, and speaks fondly of the many friendships and professional relationships he has established throughout the years.

So why would an individual dedicate so much of his time working and supporting his industry and his Union? For Cyril the answer is simple - "Community." He sees the work of the Union as supporting a sustainable and viable fishing industry for future generations of fish harvesters. And Cyril has always

understood, and vocalized, that the fishery is the lifeblood and economic engine of his community. To that end, he played an instrumental role in bringing a shrimp processing licence/plant to Twillingate in the late 1990's, and has worked tirelessly to bring federal and provincial infrastructure money into the community for a variety of projects. Most notably, Cyril is now serving his fourth term on the Twillingate Town Council, and his third term as deputy mayor. In fact, he is currently the chair of the council's Fisheries Committee, where he brings fisheries issues to the table in his ongoing effort to ensure that the fishery continues to be a priority in Twillingate.

At 68, Cyril remains passionate about the fishing industry, his Union FFAW/Unifor, and his community. In his modesty, Cyril Dalley is quick to point out that there are hundreds of other committed Union members and dedicated community-minded fish harvesters throughout the province - each individual doing his or her part to help strengthen the collective whole. But he calls upon the younger generation to become more involved. Why? Because your industry, your community and your Union are depending on you!

HARD WORKING HANDS AT REST: A TRIBUTE TO DORIS HARDY

Co-written by Courtney Langille and James (Jim) Hardy

FFAW-Unifor would like to share a tribute to member Doris (Dos) Hardy from Rencontre East. Dos passed away in July 2023 at age 58, leaving a legacy of hard work as well as a circle of other relatives and friends that loved her dearly. A long-time fish harvester, she began fishing at a young age with her father and later with her brother James (Jim) Hardy. She stepped away from harvesting 12-years ago but continued working at the salmon farm on the South Coast.

Although she was born a twin, Dos was proud to share that she was the last baby ever born on Loupoint, where she would spend her younger days before the family moved to their current home 'down the harbour'. Dos has always shown a love for the outdoors and worked hard on the water all her life; from fishing to the last 12 years spent working in aquaculture, Dos always took pride in her work and shared a special bond with those she worked with.

Dos was always active in the community from helping with recycling, delivering groceries, and helping community members and newcomers alike. An extraordinary Union sister with gentle hands that worked hard, Doris will be truly missed but always remembered by those who knew and cared for her.



MOLSON COORS' \$10 MILLION INVESTMENT BRINGS GOOD NEWS TO UNIONIZED WORKERS AT ST. JOHN'S BREWERY

In a significant stride towards enhancing operational efficiency and sustainability, Molson Coors Beverage Company has recently completed a \$10 million upgrade at its St. John's brewery, marking a milestone in its ongoing investment and modernization strategy. This investment not only strengthens the brewery's position in the Canadian brewing landscape but also brings positive news for the unionized workers at the facility.

Since 2007, Molson Coors has been steadfast in its commitment to the St. John's brewery, injecting over \$33 million in capital investments. The recent upgrade focuses on a new bottle washer, a pivotal component in the brewing process, signaling the company's dedication to adapting to the ever-evolving industry and its commitment to the local market.

Despite the challenges posed by a 10-week shutdown during installation, the upgrade is expected to streamline operations, optimize efficiency, and reduce water and electricity consumption.

This news comes as a welcome development for the unionized workers at the brewery, as Molson Coors' investments signal a long-term commitment to its facility on Circular Road in St. John's.

BUY LOCAL BEER THIS CHRISTMAS SEASON!

This holiday season, support local brewery workers by purchasing bottles of the following products:



WISHING FFAW-UNIFOR MEMBERS

Happy Holidays



MP Churence Rogers
churence.rogers@parl.gc.ca



MP Seamus O'Regan
seamus.oregan@parl.gc.ca



MP Gudie Hutchings
gudie.hutchings@parl.gc.ca



MP Yvonne Jones
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MP Ken McDonald
ken.mcdonald@parl.gc.ca



MP Joanne Thompson
joanne.thompson@parl.gc.ca

FROM THE NEWFOUNDLAND & LABRADOR LIBERAL CAUCUS

LIFE INSURANCE

If you are a paid-up, card carrying FFAW-Unifor member under the age of 70, you are part of the Union's **Life Insurance Policy**.

As of May 2013, life insurance for FFAW-Unifor members has increased from \$10,000 to **\$15,000**. If your death is accidental, your family will receive **\$30,000**. Your family will receive a tax-free, cash benefit through this insurance policy.

Your union card is proof of your insurance.

Your insurance coverage is only valid until July 31, 2023. After this date, if you have not paid your dues for the upcoming year you are not covered.

In total, over half a million dollars was paid to members' families in 2022 alone, **and nearly \$5 million has been paid to members' families** since 2015. This is an important benefit of being a FFAW-Unifor member - ensure your beneficiary form is up-to-date. Call us today at 576-7276 if you have questions.



Wishing all Professional Fish Harvesters and their families, a safe and joyous holiday season.

From the Staff and Board of Directors of...

EXECUTIVE BOARD 2021-2024

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



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JASON SPINGLE
SECRETARY-TREASURER



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IRO, S & SW COASTS



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INSHORE,
WOMEN'S POSITION



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NANCY FILLIER
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LABRADOR



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SOUTHWEST COASTS



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COAST



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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.



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Northeast Coast
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MIKE NOONAN
Crew Position
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LOOMIS WAY
N. Pen & Labrador
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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



JODY SEWARD
Crew Member



VACANT
Whiteway to
Carbonear



MIKE SYMMONDS
Quirpon to Englee



DANIEL WALSH
Crew Member &
Young Harvester



LORETTA WARD
Women's Position



ALBERT WELLS
Jackson's Arm to
Cape St. John



BILL WHITE
Member
At-Large



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.



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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



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Fisheries
Resource Centre



SHELDON SQUIBB
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Cold Storage



HUBERT STACEY
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Alterra Tankers

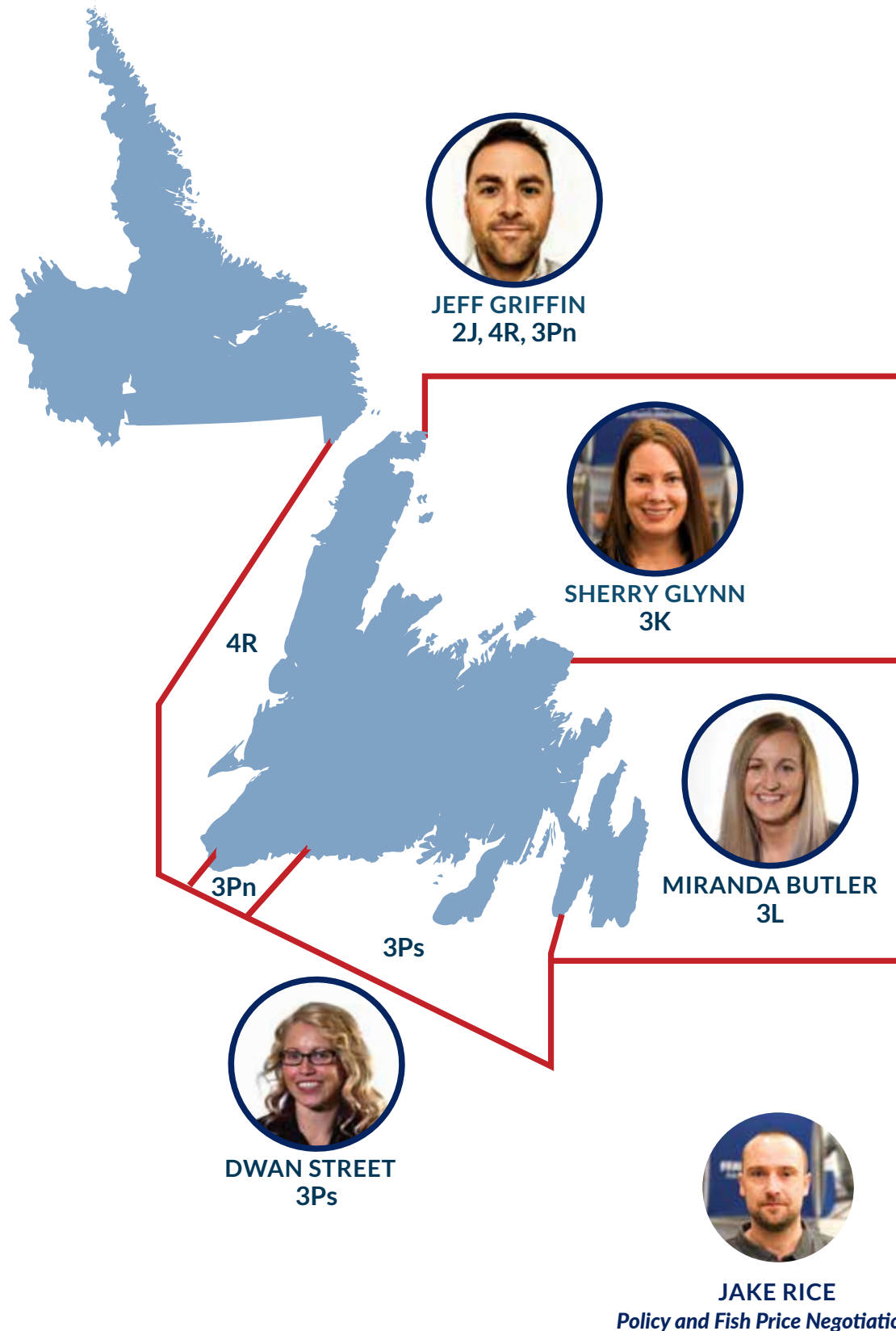


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OCI Fortune



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