



Greg Pretty
President

Jason Spingle
Secretary-Treasurer

November 15, 2023

Dear FFAW Member,

Please consider this letter and the attached forms as notice of nomination and election for a **VACANCY** on the Inshore Council.

The Inshore Council is the primary consultative body for the fishing side of the Union. Council meets a minimum of twice per year, usually in either St. John's or Gander.

Included in this letter are:

- **Notice of Nomination and Election**
Notice is from the FFAW-Unifor Election Committee and outlines the geographic area of the vacant Inshore Council position, timelines for returning nominations and the email address/fax number to send back a nomination.
- **The nomination form**
All nominators and nominees are to be members in good standing and be members of the constituency that the nominee seeks to represent. This nomination form must signed by all parties and sent to the Union office.
- **Affidavit of the nominee**
The affidavit requires the nominee to swear that they have not been a member in the last 3 years of an organization that is seeking to supplant the FFAW as the bargaining agent for inshore harvesters. The affidavit also requires the nominee to swear that they are in compliance with the owner-operator regulations and do not have control of a fishing license held in the name of another harvester. The owner-operator regulations are now law, and we must ensure that members of the inshore council are in accordance.
- **The Rules and Procedures for the Election**
The Rules and Procedure document set out the relevant dates, the process to be followed to secure a nomination, the rules surrounding an election, when ballots are counted, and when results are to be released.

Being a member of the Inshore Council does bring certain responsibilities. If you represent a region, it is important to communicate with other harvesters in your region and listen to their concerns. It is important to attend meetings of harvesters in your region, even if it is about a species or fleet to which you are not

a part. It is also important that you represent FFAW in your region. This means explaining and defending decisions made by the Union, and it means promoting important Union campaigns in your region. As a member of the Inshore Council, you must represent the perspectives of the members in your area while also serving as a leader of the FFAW in your region.

As well, it is incumbent upon every Inshore Council member to refrain from publicly criticizing the Union, through any media, including social media. As a leader within the Union, you are expected to address any conflicts with the leadership of the Union. Our Union truly is built on solidarity, and public criticism only serves to chip away at that work.

Lastly, it is important to note that area seats on the Inshore Council are not reserved for enterprise owners only. You can be a crew member, a young harvester or woman harvester and still represent your area. At the most recent FFAW Convention, an amendment to the Constitution was passed that requires the Union to consider greater representation of young people and women in the organization of the Union. It is important that such a mandate be reflected in any Inshore Council election.

If you have any questions regarding the election, please contact your staff representative or the FFAW office.

Sincerely,



Greg Pretty
President



Jason Spingle
Secretary Treasurer



PO Box 10, Station C
368 Hamilton Avenue, 2nd Floor
St. John's NL A1C 5H5

FFAW | UNIFOR
Fish, Food & Allied Workers

Tel: 709.576.7276
Fax: 709.576.1962
Web: www.ffaw.nf.ca

Greg Pretty
President

Jason Spingle
Secretary-Treasurer

NOTICE OF NOMINATION AND ELECTION

Election of Inshore Council member Barr'd Harbour to Noddy Bay & L'anse au Clair to Red Bay

This is to advise there is a vacancy on the FFAW-Unifor Inshore Council that relates to your area. As per provisions of the FFAW-Unifor Constitution, written notice is hereby given to all members in good standing of a pending nomination and election period for the Inshore Council geographic area:

Barr'd Harbour to Noddy Bay and L'anse au Clair to Red Bay

The Election Committee was elected in 2021 at the FFAW-Unifor Constitutional Convention. This Committee is given the responsibility of conducting this election.

Completed nomination forms and a signed and sworn affidavit must be received no later than **4:00 pm on Friday, December 15, 2023** at the following address:

Chairperson, Election Committee
PO Box 10, Stn. C, 368 Hamilton Avenue
St. John's NL A1C 5H5
Fax Number: 709-576-1962 Email: election@ffaw.ca

A second mailing will be sent to you in January 2024 containing a secret ballot on which to vote, unless a candidate is elected by acclamation. At least 30 calendar days from the date of mailing shall be allowed for the return of ballots.

Note: Nominators and nominees must be members of the constituency that the nominee seeks to represent (i.e., within the geographic area, **Barr'd Hr. to Noddy Bay & L'anse au Clair to Red Bay).**

For further information, you can contact your Staff Representative or the Union office.

The results of this election will be reported publicly.

Yours in solidarity,

Mark Dolomount

Chairperson, FFAW-Unifor Election Committee



FFAW | UNIFOR
Fish, Food & Allied Workers

PO Box 10, Station C
368 Hamilton Avenue, 2nd Floor
St. John's NL A1C 5H5

Tel: 709.576.7276
Fax: 709.576.1962
Web: www.ffaw.nf.ca

GREG PRETTY
President

JASON SPINGLE
Secretary-Treasurer

Nomination Form

TO FILL FFAW-UNIFOR INSHORE COUNCIL VACANCIES

To be completed by nominators
(Must be members in good standing):

We nominate:

Name of Member _____

To the vacant Inshore Council position: **BARR'D HARBOUR TO NODDY BAY & L'ANSE AU CLAIR TO RED BAY**

Nominator # 1: _____

Print Name Signature Phone # Member # (Required)

Nominator # 2: _____

Print Name Signature Phone # Member # (Required)

Member # can be found on your membership card and on mailing label.

To be completed by person nominated
(Must be member in good standing)

I, _____, accept nomination as stated above.

Print Name

Name Signature Phone # Member # (Required)

Completed nomination forms must be accompanied by a signed and sworn affidavit from the nominee.

CANADA)
PROVINCE OF NEWFOUNDLAND)
AND LABRADOR)
TO WIT:)

AFFIDAVIT OF NOMINEE FOR FFAW INSHORE COUNCIL VACANCY ELECTION

I, _____, of _____, in the Province of Newfoundland and Labrador, member in good standing of the Fish Food and Allied Workers-Unifor Union (FFAW), MAKE OATH AND SAY:

1. THAT I am seeking to be nominee for the position of Inshore Council member, the election for which is occurring in order to fill vacant Inshore Council positions.
2. THAT I have
 - A. not been at any time within the past three years a member, officer, or director of an association or organization that has sought or seeks to represent through collective bargaining people who are represented by FFAW-Unifor for that purpose; or
 - B. renounced my membership in such an association or organization at least 12 months prior to the date of my nomination acceptance and am attaching hereto as Appendix "A" written proof of such renunciation of membership.
3. THAT I am in compliance with sections 21 and 22 of the *Atlantic Fishery Regulations, 1985* and am not in control of the rights and privileges of a fishing license held in the name of another harvester.
4. THAT I understand that knowingly making a false statement in a sworn affidavit constitutes perjury pursuant to section 131(1) of the *Criminal Code of Canada*.

SWORN BEFORE ME at _____)
_____)
in the Province of _____)
Newfoundland and _____)
Labrador this ___ day of _____)
_____, 2023)
_____)

A Commissioner for Oaths in
and for the Province of Newfoundland
and Labrador

Member Signature

Member Name (Print)

INSHORE COUNCIL ELECTION FOR VACANCIES - RULES AND PROCEDURES

1. ELECTION CALL

The Union shall forward to each inshore member in good standing an Election Call containing:

- The time frame of the election for vacancies on the Inshore Council; and
- Formal notification of the last day for nominations, the voting period, and the final date the Union will accept ballots.

2. NOMINATION PROCESS

All candidates running for vacant positions on the Inshore Council of the Union must meet the following nomination criteria:

- a. Be a member in good standing of FFAW-Unifor;
- b. Have his or her nomination forwarded by another member in good standing. A nominee for a vacant seat must be a resident of that region and must be nominated by another harvester in that region.
- c. The nominee must also submit the completed and properly sworn affidavit, a template of which is enclosed. This template may be used by the nominee.
- d. **Completed nomination papers and a properly sworn affidavit by the nominee, shall be submitted via fax, mail, email (election@ffaw.ca) or in person to the FFAW office in St. John's no later than 4 pm on Friday, December 15, 2023.**
- e. If only one person is nominated for a vacant position on the Inshore Council by the close of nominations, that individual shall be declared as duly elected by acclamation.
- f. Should a nomination period for a vacant position on the Inshore Council close with no nominee, the nomination period shall be extended.

3. ELECTION PROCESS

- Elections will be conducted in January and February 2024 for all vacant Inshore Council seats where there is more than 1 candidate.
- Ballots shall be mailed simultaneously to all inshore members in good standing within that area.
- All ballots mailed out shall be accompanied by a pre-paid return envelope.
- The voting period shall be no less than 30 days from the date that the ballots are mailed out.
- Ballots must be returned using the pre-paid, self-addressed envelope.
- Any ballots not properly returned or returned after the close of the voting period shall be declared spoiled.

4. WINNING CANDIDATE CRITERIA

For the election of all vacant Inshore Council seats, the winners shall be those candidates who receive a simple majority of the votes within the corresponding geographic areas.

5. ELECTION CONDUCT

Candidates and their supporters will be expected to observe accepted standards of conduct throughout the nomination and election period. No candidate or his/her supporters shall publish or circulate, either in writing,

verbally or otherwise, information on another candidate that is false or defames that person's character and/or integrity.

6. RE-ISSUING LOST OR DESTROYED BALLOTS

A member who informs the FFAW office that he/she has either lost or did not receive a ballot shall be issued another ballot under the following conditions:

- There is a record of sending out a ballot to the member seeking a new ballot;
- The member submits a signed affidavit attesting to the lost ballot. A copy of the affidavit will be made available upon request.

The original ballot, along with its return envelope, which the member claims to be lost, destroyed, or never delivered, shall be considered null and void.

7. TIME FRAMES

The last day to return a ballot is Tuesday, February 13, 2024. Ballots will be counted on February 16, 2024.

All candidates will be advised immediately of the results of the election on completion of the counting of the ballots.

8. SPOILED BALLOTS

A ballot shall be considered spoiled under the following circumstances:

- A candidate is written in for an election for which that candidate was not properly nominated
- More than one candidate for a particular election is selected
- A ballot is defaced in any way

ELECTION TIME FRAMES TO FILL VACANCIES OF FFAW'S INSHORE COUNCIL

Notice of election posted by the Union on the Union's website and social media **November 24, 2023.**

Mail out of Election Forms and Election Rules and Procedures on **November 24, 2023.**

Last day to finalize the Voters' List and provide a copy to the Elections Committee is **February 7, 2024.**

Last day to submit nomination papers is **December 15, 2023.**

Election Committee reviews nominations and finalizes the list of candidates on **December 18, 2023.**

Ballots to be mailed out to members in good standing on **January 12, 2024.**

Last day for ballots to be received by the Election Office is **February 13, 2024.**

Ballots in the mail picked up on the morning of **February 14, 2024** will also be included.

Ballots will be counted on **February 16, 2024.**

Installation of the new Inshore Council members will be **at the next scheduled meeting.**

