

THE UNION FORUM



**FREE ENTERPRISE,
FAIR DEAL FOR
PLANT WORKERS:
FISHERY AT CENTER OF
2024 PROVINCIAL ISSUES**

STRIKE AVERTED AT BEOTHIC: MAJORITY VOTES IN FAVOUR OF NEW CONTRACT



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THE UNION FORUM

SPRING/SUMMER 2024 ISSUE



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'Free Enterprise' movement and what it means for nl fishing industry

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Spring/Summer 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:



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A MESSAGE FROM THE PRESIDENT

Greg Pretty
FFAW-Unifor President



PRESIDENT COLUMN: REFLECTING ON OUR GAINS AND LOOKING TO THE FUTURE

As you may have heard, I have not put my name in the running for another term as President. My time is coming to an end, and I am looking forward to retirement. However, my time is not up until November 19, 2024, and in the intervening months there is still much work to be done.

Over the past year and half, we have worked tirelessly to advance the interests of our FFAW-Unifor members, and together, we have achieved significant milestones. But our journey is far from over, and it is crucial that we continue to stand in solidarity, working together to face the challenges ahead.

One of our most noteworthy achievements has been making substantial advances against the fish merchants. We have relentlessly fought to protect our members, ensuring fair practices and safeguarding their livelihoods. Our success in securing price increases across all species, and particularly through the establishment of a pricing formula for snow crab, has been a game-changer. These gains have not only provided immediate financial relief but also set a precedent for future negotiations.

By advocating for higher fish prices and better compensation for inshore harvesters and plant workers, we have strengthened our position in protecting our communities for the long term. The creation of a provincial loan board to shield harvesters from the financial control of merchants is another critical step towards ensuring long-term stability and independence for our members.

We must remember that we are all on the same side.

Fish harvesters and plant workers must unite against our common adversary: the processing companies. When we stand together, we can negotiate from a position of strength, ensuring that our collective voice is heard loud and clear. Our unity is our greatest asset, and it is through collaboration that we will continue to make strides towards a fairer and more equitable industry.

I want to take a moment to honor the invaluable contributions of our volunteers. Too often, their efforts go unrecognized, yet they are the backbone of our organization. Whether serving on committees, councils, or the executive board, these individuals dedicate their time and energy to bettering our industry. It is essential that we respect and appreciate their work, putting ourselves in their shoes to understand the sacrifices they make.

The future holds both challenges and opportunities. Maintaining the momentum we have gained requires ongoing dedication and solidarity. We must continue to fight for fair prices, advocate for our members' rights, and ensure that the voices of fish harvesters and plant workers are never drowned out by the interests of processing companies.

In closing, I urge you all to remain united, to support one another, and to honour and respect the work of our volunteers. Together, we have the power to shape the future of our industry, building on our successes and striving for even greater achievements.

In solidarity,

Greg Pretty

LOOKING FOR A Personal Locator Beacon?

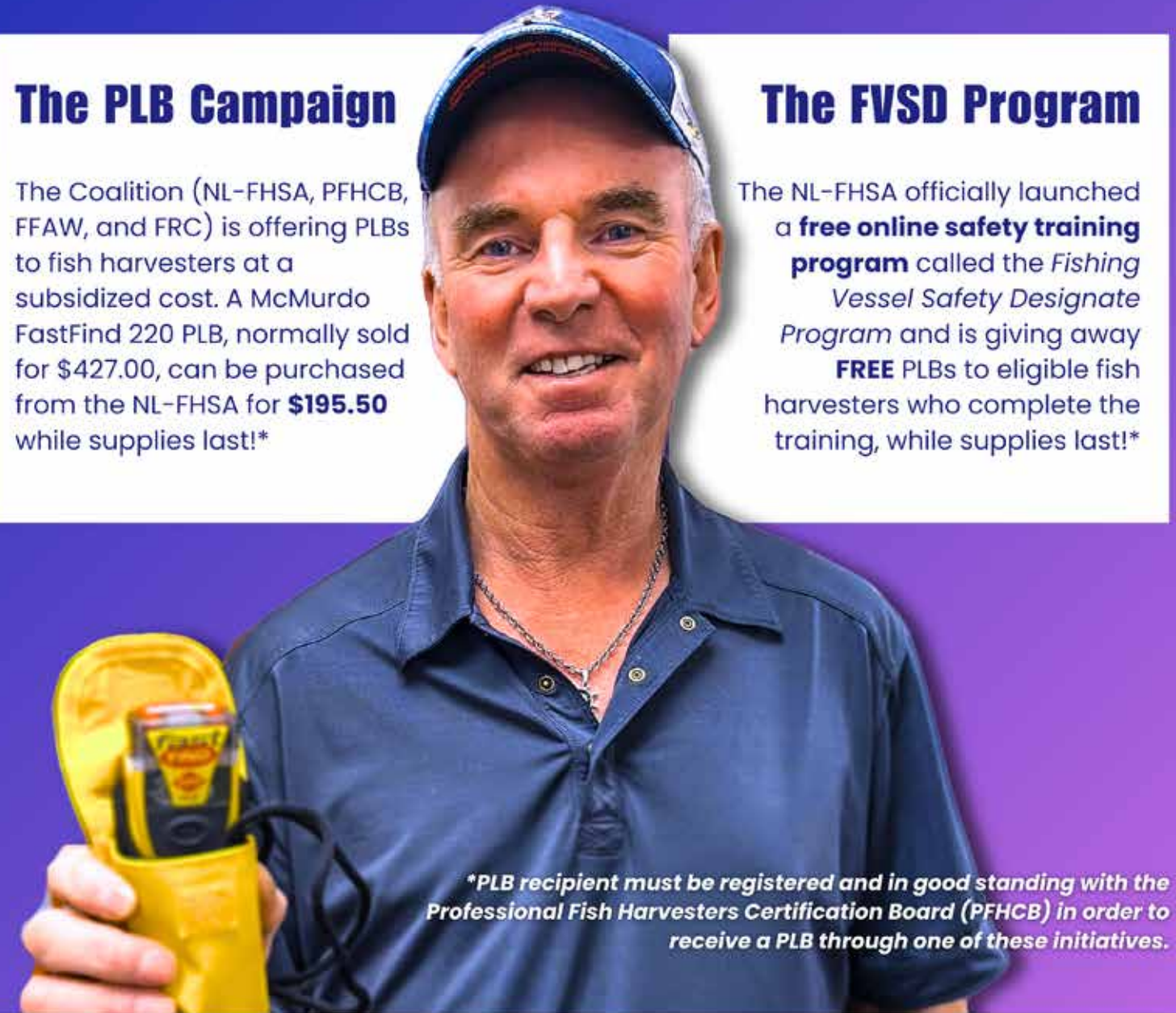
The Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) is leading **TWO** campaigns to help put Personal Locator Beacons (PLBs) in the hands of fish harvesters.

The PLB Campaign

The Coalition (NL-FHSA, PFHCB, FFAW, and FRC) is offering PLBs to fish harvesters at a subsidized cost. A McMurdo FastFind 220 PLB, normally sold for \$427.00, can be purchased from the NL-FHSA for **\$195.50** while supplies last!*

The FVSD Program

The NL-FHSA officially launched a **free online safety training program** called the *Fishing Vessel Safety Designate Program* and is giving away **FREE** PLBs to eligible fish harvesters who complete the training, while supplies last!*



**PLB recipient must be registered and in good standing with the Professional Fish Harvesters Certification Board (PFHCB) in order to receive a PLB through one of these initiatives.*

A MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle
FFAW-Unifor Secretary-Treasurer



THE HEARTBEAT OF OUR UNION: HONORING OUR VOLUNTEER ELECTED REPRESENTATIVES

In any successful union, there exists a backbone composed of dedicated individuals who go above and beyond to serve their community. For the Fish, Food and Allied Workers Union (FFAW-Unifor), this backbone is our extensive network of volunteer elected representatives. These individuals are the unsung heroes who dedicate thousands of hours each year to improving the fishing industry by offering their time, expertise, and commitment.

The Pillars of Representation

Our Union's structure is robust, consisting of numerous elected positions that ensure a wide range of voices are heard and represented. There are 30 elected seats on the FFAW's Inshore Council, along with 7 Inshore Executive Board positions. These representatives come from diverse geographic, fleet, and demographic sectors within the fishery, ensuring that every segment of our community has a voice at the table.

At the local level, our representation is even more granular. We have dozens of fleet committees representing various fleets across different regions. These committees are comprised of hundreds of democratically elected harvesters who are responsible for addressing the specific concerns of their fleet. They keep their fleet informed on crucial issues such as price and quota information and represent them during negotiations.

The same structure of volunteer Union leaders holds our Industrial Retail Offshore (IRO) sector together, ensuring workplaces are supported by functioning workplace committees.

The Core Responsibilities

The role of these volunteer representatives is far from ceremonial. Their responsibilities are critical to the success and advancement of our Union's goals. Whether it's traveling long distances to attend meetings, participating in advisories, or negotiating on behalf of their fleet, these volunteers sacrifice their time and comfort for the greater good of the fishing industry.

By addressing specific concerns, they ensure that the unique challenges faced by different fleets are recognized and tackled effectively. Their presence at the negotiating table helps secure better terms and conditions for all members, making sure that no one is left unheard or unrepresented.

The Bedrock of Our Union

Without the tireless efforts of these volunteers, our Union would not exist as we know it today. They form the bedrock upon which our Union stands, and their contributions cannot be overstated. Their work ensures that we remain strong, united, and effective in

our mission to improve the fishing industry for all.

It is crucial that we recognize and appreciate the invaluable service these individuals provide. They remind us that the strength of our Union lies not just in its numbers, but in the dedication and passion of its members. Each meeting they attend, each negotiation they participate in, and each concern they address, brings us closer to our collective goals.

A Call to Action

As union members, let us take a moment to thank our volunteer representatives. Their work is a testament to the power of collective action and the difference that dedicated individuals can make. If you are inspired

by their commitment, consider getting involved in your local fleet committee or running for an elected position. Our Union's strength is derived from its active and engaged members, and your contribution can make a significant difference.

With the general election ballots being sent to every member in a few weeks, I ask that we all do whatever we can to make sure that we VOTE. Let's achieve the highest turnout yet.

Together, we can continue to build a stronger, more resilient fishing industry that benefits everyone. Let's stand united and support the incredible work of our volunteer elected representatives, today and always.

Jason Spingle



Outgoing Executive Board Member Charles Baker, Jason Spingle, and newest IRO Representative for Clearwater Grand Bank, Robert Pereira.

FEDS HANDOVER REDFISH QUOTA TO CORPORATE TRAWLER FLEET AND ABANDON CANADIAN COMMUNITIES

Courtney Glode
Director of Public Affairs



Federal government redfish allocations announced by Minister Diane LeBouthillier takes Canadian resources from Canadian communities and gives it to the corporate-owned trawler fleet.

Federal mismanagement of fisheries resources is nothing new to the people of Newfoundland and Labrador. The latest gaffe came in February with Minister Diane LeBouthillier's decision to allocate nearly 60 percent of the newly commercialized redfish fishery to the corporate trawler fleet.

The Federal Liberal Government has given away nearly 60% of the Canadian redfish quota to the corporate trawler fleet rather than allocating it to owner-operator harvesters based in coastal communities. These small-scale fish harvesters and their communities rely on access to the marine resources

off their doorsteps.

The Minister very clearly failed in her responsibility under the federal Fisheries Act by not prioritizing social, economic and cultural factors as well as the preservation and promotion of the independence of independent license holders.

“Who gets first crack at these fish? Here I must say that I have a clear bias for the inshore fisherman. Not because of some romantic regard, not because of his picture on the calendars, but because he cannot travel far after fish, because he

depends on fishing for his income, because his community in turn depends on his fishery being protected.” Hon. Romeo LeBlanc, Liberal Minister of Fisheries and Oceans 1977 in a speech to the Rotary Club of St. John’s explaining his decision to ban offshore vessels from outside of the Gulf of St Lawrence from being allowed to fish inside of the Gulf of St. Lawrence.

Minister LeBouthillier’s decision to prioritize the offshore dragger fleet is contrary to historical documentation from the Department themselves, which removed the dragger fleet from the Gulf in 1976 due to conservation concerns. By prioritizing the offshore dragger fleet, the federal government is also compromising the conservation integrity of the species that has been under moratorium from 1995 until this year.

Moreover, the inshore owner-operator fleet has undertaken extensive scientific work over the past several years to study gear modifications to

significantly reduce by-catch and thereby ensure a very sustainable community-based fishery.

“This fight is far from over and we are certainly not laying down and moving on from this issue after the Minister’s decision,” said FFAW-Unifor Secretary-Treasurer, Jason Spingle. “The decision on redfish is a direct threat on northern cod as well, and every single fish harvester, whether they’re in the Gulf or not, should be alarmed at this redfish allocation. We cannot, and we will not, allow our rightful fisheries to be corporatized to leave our communities with nothing,” Spingle said.

It’s alarming when federal decision-makers are allocating resources based on where they most need election votes rather than the mandate of their department. The redfish resource has historically been a foundation of the Gulf fleet and allocations must be rightfully restored as such.



PROVINCIAL LOAN PROGRAM SECURES INDEPENDENT FUTURE FOR OWNER-OPERATOR FISHERY

Courtney Glode
Director of Public Affairs



feedback from stakeholders to better meet the needs of fish harvesters. Key enhancements include increased maximum guarantee thresholds, as well as the introduction of downpayment loans and interest payment rebates designed to support eligible activities.

Key components of the new program are:

\$10 MILLION

allocated for downpayment assistance, enabling harvesters to secure loans from financial institutions.

\$5 MILLION

designated for interest payment support.

The newly enhanced program will begin accepting applications in early July. At that time, updated program guidelines and application instructions will be provided, and information sessions will be organized to ensure all stakeholders are well-informed.

Under the Harvester Enterprise Loan Program, loan guarantees and additional supports will be available to assist fish harvesters in obtaining financing for:

1. Vessel-related activities such as construction, purchase, or refit.
2. Combining of enterprises and license acquisitions.
3. Refinancing loans owed to fish processors for fixed assets and/or license acquisitions.
4. Refinancing previous loans obtained from chartered banks for vessel-related purposes and fish license acquisitions.

Independent fish harvesters are pleased to see the Provincial Government take important steps this year that will see tangible effects on their continued economic sustainability. From opening up to outside buyers and increasing competition, this financial support will go a long way to ensuring harvesters do not need to remain under the financial control of companies.

FFAW-Unifor was very pleased to share the Provincial Government's announcement on May 24 regarding a significant investment by the Innovation and Business Investment Corporation (IBIC). A \$15 million investment will launch the new Harvester Enterprise Loan Program, an enhancement of the existing Fisheries Loan Guarantee Program, aimed at expanding support for independent fish harvesters and setting the independent fishery up for continued sustainability.

"Giving fish harvesters the infrastructure to financially weather the ups and downs of the economy and get them out of the control of companies is essential to the long-term success of the industry," said FFAW-Unifor President Greg Pretty. "This announcement is a welcome support for independent fish harvesters in Newfoundland and Labrador, and our Union applauds the Provincial Government for taking this much needed step. It's imperative that the young harvesters of this industry have access to funding thus avoiding the draconian, financial clutches of NL fish merchants," Pretty said.

"Today is a historic day for our Union and the industry in continuing to push back on the predatory behavior of processing companies functioning as banks by giving financial support to enterprise owners in exchange for control of the harvesting sector," Pretty said.

This enhanced initiative, building on the existing Fisheries Loan Guarantee Program, incorporates

FEDERAL BUDGET 2024 SUMMARY

Courtney Langille
Communications and Government Relations

On Tuesday, April 16th, FFAW-Unifor attended Deputy Prime Minister Chrystia Freeland's reading of the 2024 federal budget in the House of Commons. The 2024 federal budget is tagged "Fairness for Every Generation" with a clear focus on housing, affordability, and growing the economy to build a stronger middle class.

Budget 2024 prioritizes multi-year investments in housing, services, systems, and infrastructure. \$463.3 million over three years was announced, starting in 2024-25, for the repair and maintenance of small craft harbours, including those damaged by Hurricane Fiona. The planned spendings for DFO in 2024-2025 is \$3.77-billion, which is less budget than the last two years.

While an investment in improving small craft harbours is an investment in coastal Canada, it is disappointing to see such little resources dedicated to actual fisheries development in this budget. The landing value in 2021 for Canadian fisheries was \$4.6 billion and that more than doubled in export value, yet no investments were proposed for enforcing owner-operator to strengthen independent enterprises, improve DFO science, or enhance opportunities for the industry.

The only other announcement related to the fishing sector and seasonal workers was an amendment to the Employment Insurance Act extending the measure that provides five additional weeks to seasonal workers in targeted regions for another two years.

This pilot program was introduced in 2018 by Service Canada to provide up to five additional weeks—for a maximum of 45 weeks—to eligible seasonal workers in 13 economic regions. The fall economic statement in 2023 announced an extension of the pilot program that was set to expire in October 2024. Budget 2024 proposes a further extension of this support until October 2026. The cost of this measure is estimated at \$263.5 million over four years, starting in 2024-25.

While some FFAW members benefit from the pilot program, most processing plant workers and dockside monitors could not avail of the extension last year because they filed before September 10th or they did not meet other eligibility criteria. Fish harvesters are

shut out of the extension program entirely because they are not classified as seasonal workers.

FFAW presented recommendations to the Ministry of Employment and Social Development of Canada to ensure stability and protections in the more immediate future as structural reform of EI remains a long-term and complex undertaking. Without addressing the divisor, the EI system will continue to hurt seasonal workers as EI criteria remain contingent on an unemployment rate that changes monthly and is falsely inflated by temporary seasonal workers. Without the inclusion of fish harvesters in Service Canada's seasonal worker classification, they still cannot access to the benefit measure that provides five additional weeks to seasonal workers in targeted regions.

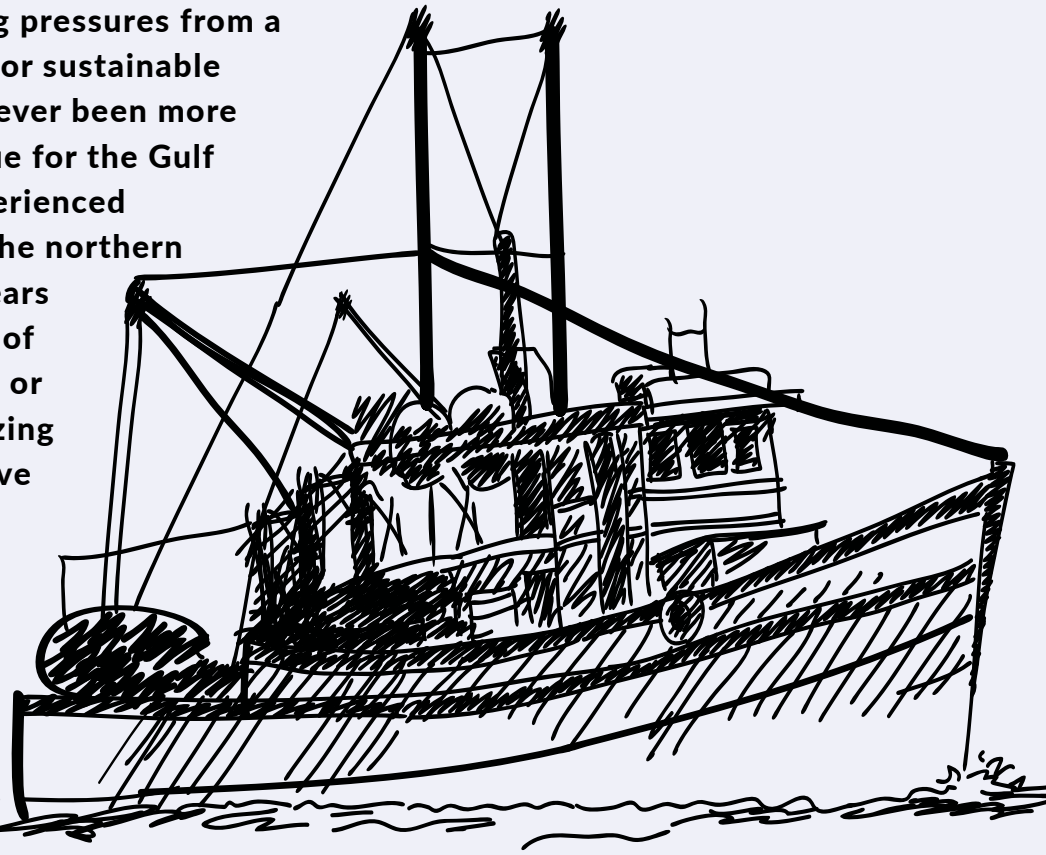
Bare minimum program maintenance for seasonal EI claims isn't a meaningful improvement to benefit qualifiers, and the complex problems and incapacities with the system continue to lie with Service Canada. There still needs to be work done collectively upstairs, downstairs, and on the ground as advocates to push for long overdue and over-promised, changes to the EI system.

An interesting announcement in the Budget is in Chapter 8: Tax Fairness for Every Generation. Budget 2024 proposes to increase the capital gains inclusion rate for individuals, trusts, and corporations. Specifically, 66.7% of capital gains realized on or after June 25, 2024, would generally be included in income for tax purposes - up from 50%. The federal government intends to increase the inclusion rate on capital gains realized annually above \$250,000 by individuals and on all capital gains realized by corporations and trusts from one-half to two-thirds. This will be done by amending the Income Tax Act and is set to be effective on June 25, 2024.

FUNDING PROPOSAL FOR FLEET REDUCTION AND SUSTAINABLE MANAGEMENT IN THE EGSL SHRIMP FLEET: A PATH TO ECONOMIC STABILITY

Courtney Glode
Director of Public Affairs

As our oceans face mounting pressures from a changing climate, the need for sustainable fisheries management has never been more critical. This is especially true for the Gulf Shrimp Fleet, who have experienced unprecedented declines to the northern shrimp resource in recent years without having the benefits of other species like snow crab or cod to fall back on. Recognizing this urgency, a comprehensive funding proposal has been submitted by a Coalition of harvester representatives aimed at significantly reducing the shrimp fleet in the Estuary and Gulf of St. Lawrence (EGSL) by 75%.



This ambitious plan aligns with Canada's Blue Economy Strategy and aims to secure federal support for an integrated ecosystem approach that ensures economic stability for the Gulf region and fish harvesters who wish to remain in the industry.

GULF COALITION

The Gulf Coalition is comprised of FFAW-Unifor under the leadership of Secretary-Treasurer Jason Spingle and Fleet Chair Rendell Genge, as well as harvester organizations FRAPP and ACPG from Quebec and New Brunswick, respectively.

A COMPREHENSIVE REFORM FOR SUSTAINABLE FISHERIES MANAGEMENT

The proposal outlines a strategic plan to accomplish a

significant fleet reduction. To maintain the economic viability of the reduced fleet, the proposal suggests several innovative measures:

Shared Redistribution: The coalition advocates for an equitable distribution of the total allowable catch (TAC) among the remaining enterprises, with a portion temporarily allocated to conservation efforts. For example, 50% of the quota would be redistributed among the reduced fleet, while 25% would be reserved for ecosystem recovery.

Buyback Implementation: To avoid community conflicts and ensure fairness, the coalition proposes a buyback scheme based on historical rates, developed collaboratively with industry stakeholders.

Increased Participation in Collaborative Survey Work: Engaging the reduced fleet in survey work will

enhance stock assessments and fisheries management, ensuring data-driven decisions that benefit the entire ecosystem.

Species Diversification: Introducing other species, such as redfish, Atlantic halibut, and Gulf cod, into the fishing activities will reduce pressure on specific stocks and open new economic opportunities for the fleet.

Flexible Management Policies: Implementing adaptable policies, such as a pay-per-use model for permit costs and the elimination of observer costs, will alleviate financial burdens on fish harvesters.

ADDRESSING ASSOCIATED RISKS AND IMMEDIATE NEEDS

The proposal acknowledges the potential risk of losing Marine Stewardship Council (MSC) certification and commits to protecting sustainable management practices that confer value on fisheries. Moreover, short-term solutions are necessary to support harvesters during this transition. These include engaging harvesters in collaborative science and conservation work, such as ghost gear retrieval and North Atlantic Right Whale (NARW) monitoring. Financial aid and bankruptcy protection are also

crucial to ensure that fish harvesters maintain their connection to the industry.

A COLLABORATIVE APPROACH FOR LONG-TERM SUCCESS

The proposal emphasizes the importance of a collaborative framework, engaging federal and provincial stakeholders through a working group. Their collective efforts will ensure the successful implementation of the proposed measures, fostering both economic and environmental benefits for the region.

CONCLUSION

Our oceans are at a crossroads, and bold, strategic actions are required to ensure their future health and productivity. The proposed fleet reduction and sustainable management plan for the EGSL shrimp fleet exemplifies responsible stewardship of marine resources, offering a clear path towards long-term resilience, biodiversity, and economic stability. If we are successful in securing federal support, we can turn this vision into reality, providing a sustainable and prosperous future for Canada's marine and coastal areas.



ACPG
CAPITAINE-PROPRIÉTAIRES
DE LA GASPÉSIE INC.



FFAW | UNIFOR
Fish, Food & Allied Workers

ENGO'S ONLY SERVE UP CLOSURES AT THE FISHERIES MANAGEMENT TABLE

Courtney Glode
Director of Public Affairs

Courtney Langille
Communications and Government Relations



Environmental Non-Governmental Organizations (ENGOS) are organizations that are not run by federal or provincial governments; therefore, they receive funds from private donors, corporations, and other institutions. With political backing, the funds issued by various parties inevitably influence the way they apply their efforts and the activities pursued to pressure for environmental protection, including fish stocks.

Driven by donations and not by the complex socio-occupational infrastructure of ocean user groups, stakeholder status should not be granted to ENGO's at fisheries management tables. Since nature preservation organizations first emerged in the mid-nineteenth century, ENGOS have been formed in response to actual or perceived threats to wildlife or places of environmental value. They are the independent organizational expression of those

concerns and a means to act upon them.

ENGOS do not fully grasp the needs of the resource-dependent communities represented by key stakeholder groups in the industry, such as FFAW-Unifor, which leads to adverse consequences. At fisheries management tables, ENGOS advocate for the end of fishing or recommend extremely low TAC levels that will have devastating socio-economic impacts on coastal communities. When ENGOS take the stance that all commercial fishing should be at the lowest possible level, and in many recent examples, entirely closed, they are not meaningfully participating in resource management and industry development.

ENGOS like Oceana Canada and Oceans North often take extreme stances – calling for complete closures to the capelin fishery, closures of the mackerel fishery, significant reductions to the northern cod fishery, and eliminating small stewardship fisheries like what should be established for 3Pn4R (Northern

Gulf) cod. These stances simply do not line up with the science that shows modest commercial fisheries for capelin and cod have little to no impact on the trajectory of those stocks. Of course, these fisheries have major impacts on fish harvesters, plant workers, and their communities. While Oceana has stated that their lobbying for fishery closures and reductions is to ensure prosperity for generations to come, those in coastal communities have made substantial investments in the fishery to do just that. Moreover, there are few alternatives for meaningful employment in these rural areas for a just transition. Lobbying for closures is inherently lobbying for the end of the municipal tax infrastructure that allows these communities to survive for future generations.

DFO has its own science department, capable of providing fundamental scientific advice to the decision-makers. As a regulatory body, DFO is responsible for weighing the impacts of fisheries against the productivity of the stock, and determining quotas based on this information. Similarly, the fish harvesters at these tables present applied science in the form of experiential knowledge and at-sea observations.

The collapse of the northern cod stock over 30

years ago created a false perception of commercial fish harvesters: that they were uninformed, unprofessional, and wanted to take all the ocean's resources for short-term financial gain. In reality, every independent fishing enterprise is a small business on the water that demonstrates the complexities of business ownership and administration while, most importantly, actively practicing ocean stewardship. Sustainable fisheries ensure a balance between the marine ecosystem and the stability of the industry. When we engage in matters of fisheries science, policies, markets, and innovation, we are engaged in community planning. This is beyond the scope of advocacy for ENGOS who believe they should have the same recognition.

Fish harvesters today have made significant investments in their businesses, but economic growth is never at the expense of environmental and social concerns. More than ever, they contribute and participate in science surveys, assessments, and more. They are educated, highly skilled, and experienced stewards of the ocean, and long-term sustainability is paramount to the continued value of their investment.

There is a time and place for ENGOS, and it's not at the fisheries management table.

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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HEARING LOSS CAN OCCUR GRADUALLY But the hearing effects can be DEVASTATING and IRREVERSIBLE.

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INTERNATIONAL WOMEN'S DAY A CELEBRATION OF SISTERHOOD

Courtney Langille
Communications and Government Relations



The United Nations theme for International Women's Day 2024 is **"Invest in women: Accelerate progress"** – a call to corporations and governments around the world to address alarming gender inequalities that remain one of the greatest human rights challenges.

On March 8, FFAW-Unifor celebrated all women working on land at-sea, as many women in skilled trades are drastically under-represented, making up only 5% according to Statistics Canada. Our Union is very proud to represent hundreds of capable and intelligent women in labour-intensive professions and an active Women's Committee that has made many meaningful contributions to organizations in their communities!



Members of the Women's Committee attended the Bread and Roses Brunch organized by the NL Federation and Labour and the Canadian Labour Conference with other labour Sisters and friends on March 25 to reflect on the unique barriers women face in different working environments.

In November 2023, 16 FFAW-Unifor Sisters from the Inshore and IRO gathered to participate in the Unifor

3-Day Women's Activist Course. The Unifor Women Activists program provides women with the tools to organize, hold ground on the gains we have made, and push forward to build a movement for women's economic and social equality.

Many women in our Union live in remote communities, and they often feel like they are isolated and alone in the challenges and inequities they experience working in mostly labour-intensive, traditionally male-dominated industries. This course was an opportunity for some of our Union sisters to come together, share their stories, feel supported, and be reminded that together, women continue to achieve and overcome incredible things!

Members of the FFAW Women's Committee who participated wanted to add an extra layer of community to the event and coordinated a donation drive of personal care items in need at the Gathering Place. We were delighted to have Paul Davis, Executive Director, and Renee Dyer, Human Resources Manager, join us from the Gathering Place to discuss the scope of their organization's work, share the impact their donations will make, and thank our Union Sisters directly.



Make sure your family is protected if the unexpected ever happens

All FFAW-Unifor members in good standing under the age of 70 are included in the Union's Life and Accidental Death/Dismemberment Insurance policies

These Policies are valued at up to

\$15,000

EACH



If the unthinkable ever happens, ensure your loved ones are not burdened by long legal administrative delays should you not have your beneficiary form completed.

All members who have a beneficiary form on file by September 1, 2024 will be entered to win:

\$500 GIFT CARD

\$250 GIFT CARD

\$100 GIFT CARD

Winners can choose from gift cards: Dominion, Colemans, Canadian Tire, Walmart, Sobeys, Amazon

IMPORTANT:

ORIGINAL Beneficiary Forms MUST be returned either by mail or in-person. Scanned, faxed or emailed copies will not be accepted by the Insurance Companies



FAITH IN COD: OUT OF CRITICAL ZONE BUT NOT OF THE WOODS

Courtney Langille
Communications and Government Relations
 With Contributions from Alton Rumbolt and Lee Melindy

Northern cod, fished under the 2J3KL Stewardship Fishery, is a population of the Atlantic cod species inhabiting the waters from the tip of the Grand Banks in eastern Newfoundland to Hopedale, Labrador. Recent changes to the stock assessment model have brought the historic species out of the critical zone, and harvesters are hopeful that will mean corresponding increases in harvest amounts. As it stands, last year's quota rollover sustains only a few days' work for harvesters and plant workers.

The Department of Fisheries and Oceans Science Department held the technical briefing for the 2J3KL Northern Cod stock on March 26th, highlighting the stock's overall stability. However, fish harvesters question the accuracy of DFO's survey this year given that extremely high catch rates do not align with DFO's assessment.

Alton Rumbolt in 2J attended the briefing and shared that there were great signs of cod in the area last year:

"The fish was in great shape, especially the fall fish that stay later than past years. The survey that was done by DFO in late September to early October wasn't normal. You can't get the right

information from a survey that was done offshore when most of the fish were still inshore. All surveys need to be done around the same time of each year to collect rate data."

DFO completed their survey a month earlier than usual in 2J and 3K, and FFAW believes that the timing impacted the accuracy of the information collected. Harvesters report extremely high catch rates, low net soak times, and big, healthy fish. Fishing mortality remains very low; this is all good news for the stock and our fishery.

This assessment underestimates the stock's health because the survey was earlier in both 2J and 3K when fish were still in the inshore areas. Since fish migrate from inshore areas from October through to December, an earlier survey means that more fish were likely missed. This would drive down the estimate of the stock status and increase estimates of natural mortality.

Lee Melindy in 3K also attended and explained that the stock is showing excellent health, but DFO needs to adjust survey timing in step with changes in water temperature:

"The fish were bigger and fatter the longer we fished into the fall, and that tells me that the stock is in good order. With DFO doing their surveys sometimes 3-weeks earlier in the fall of 2023, they missed a lot of fish in the offshore because they hadn't migrated out there yet. They need to do surveys a little later than before because the water temperature influences migration, not the time of the year.

We are getting an average of up to two pounds per hook on longlines in the fall, which is considered excellent fishing in other countries that use longlines."

FFAW met with federal fisheries minister, Diane Lebouthillier, on January 15th, and a priority during this meeting was a request for the federal government to reaffirm the commitment that has been endorsed since 1979 by consecutive fisheries ministers to grant exclusive access to the first 115,000 metric tonnes of Northern cod to inshore owner-operators and Indigenous groups before any offshore allocations are provided. FFAW has consistently reminded the Minister of this commitment since that meeting.

Prime Minister Justin Trudeau again confirmed the 115,000mt allocation upon his first election. As

we get closer and closer to commercial status, this important allocation must be reaffirmed as we see corporate interests angling to take control. Harvesters continue to confirm that the resource is in an even better position than DFO asserts, and FFAW assured Minister Lebouthillier that the inshore fleet has the capacity to harvest the 115,000mt – the challenge is on the processing side to match production capacity.

Increasing the Northern cod harvest amount this season is a critical opportunity to diversify and increase incomes for seasonal workers. DFO needs to have as much faith in cod as our industry does.





Canadian Independent
Fish Harvester's Federation

The following was published in The Hill Times on May 1, 2024, by Courtney Langille, FFAW Communications and Government Relations, on behalf of the Canadian Independent Fish Harvester Federation (CIFHF)

THE BLUE DICHOTOMY: CORPORATIZATION OF CANADA'S OCEANS

Many often forget that every independent fishing vessel in Canada is a small business on the water, representing a proud past and a bright future for coastal economies across Canada. History has demonstrated harshly that our collective success depends on keeping the value of this industry in the capable hands of the independent harvesters who participate in the fishery professionally as stewards of the ocean.

The federal government has a distinct and critical role in managing and protecting Canada's fisheries and oceans. In guiding those decisions, emphasis must be placed on the Government's stated objectives in the Fisheries Act:

- To support independent inshore license holders;
- To recognize social, economic, and cultural factors; and
- The preservations or promotion of the independence of inshore harvesters

However, decision makers continue to willfully support the increasing corporatization of the fishery, particularly by foreign-owned multinational companies, and speculative investors,

For example, in the Pacific region, where corporatization has an even bigger grip than on the Atlantic coast, the Department of Fisheries and Oceans Canada (DFO) has allocated the vast majority of halibut quota to processors and multinational corporations. Independent halibut harvesters now

own less than 10% of the total commercial quota.

In the Maritimes, Champlain Capital has taken control of eight processing plants in rural communities since 2017, creating a highly skewed business environment for the few remaining local plants. This results in sending dividends that would have remained in our coastal communities to international shareholders. Royal Greenland, a crown corporation owned by the Government of Greenland, has quickly become the largest seafood processor in Newfoundland and Labrador, securing conditions to control all aspects of the fishery since their entrance in 2016. Royal Greenland and similar corporations enjoy "privileged access to quotas or landings," despite such practices not being legally permitted in the inshore fishery.

One of the most striking expressions of corporate nepotism was DFO's decision in January 2024 to allocate nearly 60% of the emerging commercial redfish fishery to the corporate-owned offshore fleet, a handful of giant dragger-vessels that are already the largest quota holders for fisheries in Canada, rather than the independent owner-operators in the Gulf of St-Lawrence that support the sustainability of resource-dependent communities throughout five provinces. The entire coastal-based fleet will receive less than 25% without reconsideration, a decision that will directly and deliberately take security away from small rural businesses, and the coastal communities at the heart of Canada's history.

The decision is indignant to Canadian workers relying on access to strategic natural resources and blatantly contradicts the Department's mandate.

Enshrining Owner-Operator policy into law in 2021 was celebrated across the industry, as it set out to protect the value of fisheries by ensuring that it remains in local communities. However, as a regulatory body, DFO has unequipped or unwilling to enforce this policy. Instead, the reaction to investigations into cartel-like behaviour among corporations has been to gently guide them back into compliance on paper.

In 1977, Canada's Minister of Fisheries Romeo LeBlanc declared a 200nm exclusive economic zone (EEZ) around our coastline to protect fisheries for "local fishermen and adjacent coastal communities". By handing major access rights over to corporations, Canada is now undermining these objectives and weakening our coastal economy.

As Canadians: will the future of our fishery be vibrant and sustainable, comprised of thousands of small businesses on the water that continue to contribute to the rich fabric of our culture, identity, and economy? **OR** will it be controlled by corporations to serve their financial gains?

Indeed, 'If you are not at the table, you are on the menu'. Despite being on the menu at most tables, we continue to show up and advocate for all Canadians who value our oceans to protect this public resource and to ensure that it is the people of Canada who enjoy the economic and societal benefits that come from our waters. While the ocean is vast and deep – assuredly, it has a bottom.

Courtney Langille is the Government Relations and Communications Representative for the Fish, Food, and Allied Workers Union (FFAW-Unifor) in Newfoundland and Labrador and has been an Executive Board Member of the Canadian Independent Fish Harvester Federation (CIFHF) since 2021. The CIFHF is the national advocacy voice for Canadian small businesses on the water, representing more than 14,000 owner-operators that generate over \$1.5 billion in landed value and even more in seafood exports.

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LOBSTER COUNCIL OF CANADA MEETS FOR SPRING BOARD MEETING

Dwan Street
 Member Representative for 3Ps
 Lobster Council of Canada Board of Directors

The Lobster Council of Canada held its spring meeting of the Board of Directors in Halifax on April 9, 2024. After market updates and a roundtable on the status of the lobster fishery in each province, the meeting shifted its focus to the impending change to the gauge increase of the carapace size of legal, commercial lobsters in the United States. This discussion included the potential implications the gauge increase can have to Canada's sale of lobsters into the American market.

In May of 2023, a 35% decline in juvenile lobsters in Maine's surveys triggered the passing of Addendum 27, a recommendation by the Atlantic States Marine Fisheries Commission (ASMFC) to increase the minimum carapace size for legal, commercial lobsters.

In Atlantic Canada, the current minimum size ranges from 75 mm to 82.5 mm, the latter being the measure in Newfoundland. The Maine increase would mean the minimum size would increase to 84 mm in January 2025 and 86 mm in 2027. The current measure in Maine is 82 mm.

The immediate question upon release of this information was: What does this mean for lobster sales into the United States from Canada, given that 34% of all Canadian live lobsters are sold to the United

States?

Lobster Council members received presentations from Toni Kearns, Policy Director of the ASMFC, as well as Verna Docherty and Adam Cook, DFO Senior Resource Manager and DFO Science respectively.

Kearns' presentation discussed how, under the Mitchell Act, the size of imported lobsters into the US would be regulated by the gauge change. This, however, would only apply to live lobster imports, not processed products. While NOAA would still have to agree, state legislators are recommending that NOAA align with this provision.

DFO management and science agreed that lobster stocks in all Canadian provinces are well into the healthy zone, and there are no concerns. Fishing is being done sustainably, and conservation is not a concern. Docherty and Cook stated they see no reason for Canada to follow suit and change the measure in our fisheries.

The council discussed concerns from harvesters across Canada - what would the impact be on Canadian lobster imports into the United States? Would this lower the value of these lobsters and create a lower value product?

The data presented showed that the percentages of

lobsters currently shipped into the US market that are under this measure range from 0% in LFA 29 to a high of 17% in LFA 27.

Buyers in attendance from the Maritimes did share that they do not anticipate a significant impact on their markets, or labour as they are currently sorting and grading lobsters.

The Lobster Council has formed a working group to continue to monitor and analyze potential impacts.

Further discussions are ongoing in Maine. Rep. Jared Golden has supported both harvesters and buyers concerned with the effect the increase may have on the economic viability of the lobster industry in Maine and is not convinced the change has been recommended on sound science and socio-economic data. Harvesters in Maine continue to meet with legislators to mitigate potential impacts, including discussing a more gradual approach to the increases or simply scrapping the increase altogether.

We will continue to monitor any impacts on our fishery as the timelines of these changes move forward.



Photos by Glenn Mouland in Newtown, Bonavista

With almost a month gone by since the first lobster season opened in the province, almost all reports indicate that the positive trend in catch rates continues throughout our province. While the south and southwest coasts have had higher than average per license landings, the northern peninsula has been increasing and is definitely off to the best start ever! Increasing trends continue for 3KL and Placentia Bay as well. Here is a photo from a harvester from the 4R side of the Northern Peninsula from week 1 of the season. "24 keepers in this pot and 89 keepers from the 5 traps on the line (trawl of traps)! I never witnessed a pot like this one before!"



Photos by Glenn Mouland in Newtown, Bonavista

On behalf of the Official Opposition, I want to wish FFAW- Unifor and its dedicated members a safe and successful 2024 season.



Tony Wakeham

Tony Wakeham
 Leader of the Official Opposition
 MHA for Stephenville-Port au Port
 (709) 729-3391
 TonyWakeham@gov.nl.ca



House of Assembly
 Newfoundland and Labrador
 Official Opposition Office

FISH PRICE NEGOTIATIONS UPDATE

Abe Solberg
Fisheries Scientist and Price Negotiator

Introduction

2024 has been a historic year for fish harvesters and the FFAW. Thanks to the changes spurred by Free Enterprise, we have seen more competition among buyers this year than at any time in recent memory. Processors are outbidding each other to buy raw materials, and outside buyers have been inquiring about Newfoundland and Labrador fish species. The changes that harvesters called for on the Hill have paid off, and the era of increased competition among processors is off to a strong start.

In the wake of free enterprise, FFAW negotiating committees have made significant and historic gains in price agreements for the 2024 season. So far, in 2024, FFAW and ASP have reached agreements that increased the price for crab, lobster, cod, lump roe, and shrimp compared to last year. During negotiations, the

lobster negotiating committee restored the historic sharing agreement, ensuring that harvesters earn 80% of every dollar beyond \$6.00. Cod prices increased by 5% compared to last year despite a downturn in the market; the initial payment for lump roe is at its highest point in at least 15 years, up \$0.35; and shrimp prices are up \$0.28 compared to the Panel's decision last Spring. Further, Snow crab harvesters won significant gains despite a disastrous Panel decision, and harvesters are still entitled to a rebate payment at the end of the season.

These wins were hard fought and a testament to the hard work of the many committee members and staff reps who participated in negotiations. A sincere thank you is owed for the many hours committee members have spent fighting for a fair share.

reach an agreement, FFAW's negotiating committee chose to go to the Panel with the same formula from the Blackwood Report, a report commissioned by the province in response to FFAW's call for a review of the current price setting model.

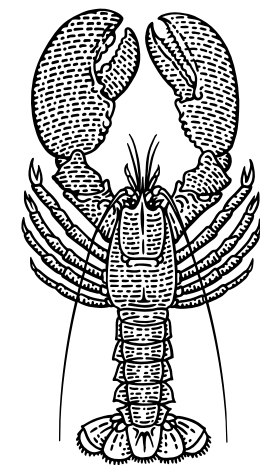
Despite this, the Panel chose ASP's formula, which was not based on historic sharing arrangements, had no mechanism for a true-up payment based on actual sales, and would have paid harvesters a paltry \$2.60 to start the season. In their decision, the panel

no reason for why they selected ASP's formula, saying only that they "could not accept the FFAW's proposed formula."

For the second year in a row, the Panel chose wrong, and for the second year in a row, harvesters refused to fish for such a low price. Thanks to solidarity among our fleets and a principled stance from our negotiating committee, we were able to win significant gains that were well above the Panel's decision.

The final agreement between FFAW and ASP implemented a \$3.00 floor for snow crab and established a rebate system where harvesters will get a settlement payment at the end of the season worth 38.5% of the actual final price of Section 5-8 sales. For the first time in history, FFAW will have access to actual sales data from snow crab producers and harvesters will benefit from market increases. The agreement further restored the 20% tolerance for under 4" crab, and there is an opportunity for reconsideration if the market value goes above \$6.50 USD, giving harvesters the potential to capture a greater market share.

While it was not everything we asked for at the Panel, the agreement set a strong foundation for future prices and enshrined a sharing arrangement well above where it was in 2023. In coming years, FFAW will work to continue these gains: fighting to increase our market share and capturing the actual value of all snow crab sales.



Lobster

When the lobster committee met this year to begin negotiations, they identified two key priorities: restoring the harvester share at 80% beyond \$6.00, and ensuring the fishery continued uninterrupted. Since lobster is a time-limited fishery, any stoppage could have devastating consequences for fish harvesters.

In April and early May every year, the lobster price drops rapidly before stabilizing and increasing through June and July. Historically, the price for lobster has been calculated based on the average of Thursday and Tuesday's Urner Barry Market Price. In the weeks before Mother's Day, the difference between Thursday's and Tuesday's prices can be highly significant. In 2023, companies stopped buying at the beginning of the season. They told us this was because the market was declining so rapidly that they could not recoup their raw material price.

In our negotiations, the committee consented to drop the Thursday price and use only the Tuesday price to calculate harvesters' share for the weeks before Mother's Day. We made this concession to ensure an uninterrupted fishery. ASP guaranteed the committee this would enable them to buy throughout the season. This change only impacted the first two weeks of the

season—all other weeks are calculated based on the Thursday-Tuesday average—the same formula we won at the Panel in 2022 and 2023.

This year's lobster market started at record highs—when the committee met to begin negotiations in early April, the market price for lobster was over \$23.00 CAD. Since that time, the market has dropped significantly, and prices are now lower than they have been in the last several years. In the end, this agreement hits both priorities the committee identified, and ensures harvesters get their fair share for the rest of the season.

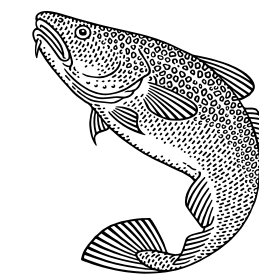


Shrimp

Last year's Panel decision on Spring shrimp put harvesters in a difficult position going into 2024. The Panel rejected the historic sharing arrangement—the same one they chose in 2022—and instead picked ASP's price.

During negotiations, the shrimp committee was determined to get that share back.

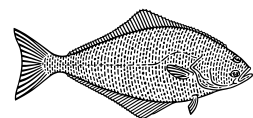
Based on changes in seasonal yield, and the \$1.20/lbs. that harvesters fished for in the Summer and Fall of 2023, our agreed-upon price of \$1.36 did just that. This price is nearly \$0.30 over where it was last spring. Further, the committee secured this price for Summer and Fall 2024, an increase of \$0.44 over the panel's decision in Summer 2023 and a \$0.16 increase from last year's fished price. This agreement was a big win for harvesters and put them in a strong position going into next year.



Cod

This year's market report put FFAW in a difficult position. Export values from January-March this year are down 11% compared to where they were during the same time last year, and in the U.S., importers

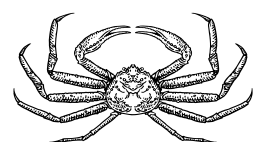
had a high inventory of Russian-origin cod that put Newfoundland and Labrador cod in a difficult position. The negotiating committee was prepared to go to a Panel, but at the last minute, a deal came together for \$1.05 Grade-A cod. This deal was a 5% increase in price compared to the previous year despite the poor market conditions. The agreement also secured a commitment from ASP to continue meeting through the season to discuss cod markets and grading issues.



Halibut

Halibut continues to be a bright spot for harvesters in

Newfoundland, and the price for halibut has continued to increase. This year, FFAW and ASP again agreed to roll over the current halibut formula used for the past few years. Due to the strong market this year, the price to harvesters through the first four weeks of the season is up by an average of \$1.50 compared to last year.

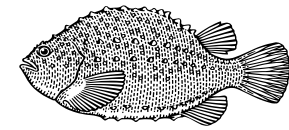


Crab

When snow crab negotiations for the 2024 fishing season began, the FFAW and ASP committed to negotiating not only a formula

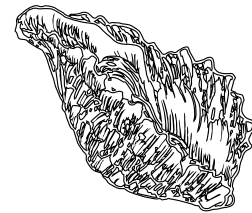
but also the other aspects of formula-based pricing, including payment structure, settlement price terms, and other schedule adjustments. When we could not

While this was not the price we had set out for at the beginning of negotiations, gains this year put us in a position to gain again in future years, and we will continue to refine our arguments to ensure a fair share to harvesters.



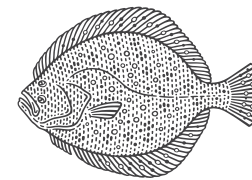
Lump Roe

The lump roe fishery has historically used a formula where harvesters are paid an initial price/lbs. and if the market price exceeds a certain threshold, harvesters receive a rebate that is a portion of the final market value. This year, harvesters told us that they needed a higher initial payment to prosecute the fishery, and the negotiating committee delivered. Like last year, FFAW and ASP agreed to continue using the same rebate system and formula, but the initial price increased to \$1.70/lbs., a \$0.35 increase over last year.



Whelk

Like last year, the price for whelk is a floating price determined between the harvester and the buyer. This year, however, FFAW informed ASP that we intend to negotiate a minimum price for whelk in future years. We plan on meeting with whelk harvesters this coming Fall to discuss the future direction of the fishery. FFAW will continue to work to build market intelligence and gain additional value from this fishery.



Turbot

Prices for turbot for 2024 have increased by \$0.10 compared to 2023 and are \$1.95 per pound this year.

Moving Forward

Yet there is still more work to be done this year and in the coming years. At the time of writing, several species, including turbot, sea cucumber, capelin, herring, and squid, still need to be negotiated. FFAW and the negotiating committees will work tirelessly to build harvester value and ensure harvesters receive a fair share for each fishery.

In the coming years, harvesters must also secure a fair share of the value of every product and byproduct that enters the market. More agreements that allow for rebates back to harvesters based on final sale value

will ensure that harvesters receive the total value of their landed product. We also know that the Panel is fundamentally broken for fish harvesters. The Panel has consistently chosen wrong, and we have no faith in their ability to make consistent and unbiased decisions moving forward as they continue to move further and further away from historical precedent at the expense of fish harvesters. The panel's purpose is not to push harvesters into accepting below-market deals. Still, the lack of consistency and clarity at the Panel has prevented harvesters from enforcing their rights under the Collective Agreement.



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ATLANTIC MACKEREL BAIT FISHERY



On April 25, 2024, Minister Leboutillier announced a 470 t Atlantic mackerel personal-use bait fishery along with the continued closure of the Atlantic mackerel commercial fishery in Atlantic Canada and Quebec for the 2024 season.

A meeting of the Atlantic Mackerel Advisory Committee was held on Tuesday, April 30. At that meeting, NL fish harvesters and union representatives vehemently opposed a spring and summer opening for this small bait fishery, arguing that the highly migratory nature of mackerel and the timing of the

fishery in NL compared to the other Atlantic provinces mean that harvesters in this province could miss out on the fishery entirely. Instead of an Atlantic-wide spring and summer opening, fish harvesters and union representatives pushed for a set-aside for this province so that the fishery would open when mackerel are abundant in our waters.

That proposal was rejected and the first opening for the mackerel personal-use bait fishery will be Monday, May 27 for 235 t. A second opening will be announced for August.

2024 Snow Crab Price Agreement



MESSAGE FROM THE PRESIDENT

This is a historic pricing agreement for harvesters in our province; restoring fairness in the crab fishery and giving harvesters a sharing arrangement they have not seen in a very long time.

FFAW-Unifor is very pleased about the progress made within this agreement as it sets a fair foundation we can be proud of, and build off for future seasons.

I extend my sincere thanks to all members of our Bargaining Committee who stood strong throughout this process and ensured that harvesters in our province would not be shortchanged their fair share.

Significant gains have been made for fish harvesters in recent weeks, despite the forces still working so hard to roll back the clock. Our Union will continue our work in ensuring harvesters have a buyer for their catch, not just for snow crab, but for all commercially fished species.



ques pretty

Why Don't Harvesters Have a Say? They do.

All price negotiations are done via committees of harvester representatives, who assess available information, develop offers, and direct all steps the Union takes in regard to proposing or accepting offers.



Bargaining Committee

Harvester Representatives:

| | |
|-------------------|-------------------|
| Nelson Bussey, 3L | Glen Newbury, 3K |
| Tony Doyle, 3L | Wayne Hicks, 3K |
| Matt Jones, 3L | Trevor Jones, 3K |
| Andy Careen, 3L | Chad Payne, 3K |
| Glen Winslow, 3L | Ken Viscount, 3Ps |
| Brad Patey, 3K | Alton Rumbolt, 2J |
| Albert Wells, 3K | Darren Boland, 4R |

Staff Representatives:

Abe Solberg, Negotiations Lead
Miranda Butler, 3L
Sherry Glynn, 3K
Dwan Street, 3Ps
Jeff Griffin, 4R/2J

Timeline of Events



OCTOBER 31, 2023

The Blackwood Report is released by the provincial government, providing a detailed review and recommendations for the fishing industry



DECEMBER 2023

Discussions on developing a formula commence between FFAW and ASP



JANUARY 2024

The Negotiating Committee formally assembles and begins developing & exchanging proposals with ASP



FEBRUARY 2024

Provincial Mediator Glen George is brought in to assist the parties come to an agreement



MARCH 21, 2024

Talks stall when ASP refuses to come to a fair, market-based agreement that reflects historical shares



MARCH 22, 2024

Meanwhile, Free Enterprise demonstrations captivate the province and compel the government to make changes to improve competition for harvesters



MARCH 24, 2024

Provincial government changes regulations surrounding Price Setting Panel, giving Panel the authority to choose between two submitted pricing formulas



MARCH 28, 2024

FFAW and ASP submit their final formula proposals to the Price Setting Panel, with the FFAW using the basis of the Blackwood report with historical shares. ASP's formula had no basis in historical shares and, had it been in place between 2016 to 2023, harvesters would have lost out on \$450 MILLION.

Timeline (Continued)

- APRIL 1, 2024**
The Price Setting Panel select's ASP's formula, despite a strong dissent from Panel member Earle McCurdy. Harvesters say they will not give up their historical share.
- APRIL 6, 2024**
The opening date for the commercial crab season comes and goes; no one is willing to give up their historical fair share.
- APRIL 2-12, 2024**
Offers continue to be exchanged between FFAW and ASP.
- APRIL 12, 2024**
Plans for a large-scale demonstration in St. John's are announced on Friday evening, to take place Monday morning, calling for fair historical share.
- APRIL 14, 2024**
Premier Furey and Minister Davis meet with both sides prior to the signing of the price agreement.
- APRIL 14, 2024**
ASP accepts the final offer from the FFAW bargaining committee, securing a higher minimum price and larger market share. As a result, plans for demonstration are called off.

Terms of Agreement

- 1** The minimum price for the 2024 crab fishery is \$3.00 per pound.
The settlement price will be determined by actual FOB Boston sales of 2024 5-8oz sections from the start of the fishery through three weeks after the fishery ends, based on a statistically significant representative sample of the actual sales of 5-8oz sections, FOB Boston, determined by an independent third party.
- 2** The settlement price will be 38.5% the value listed above.
- 3** Both parties will be entitled to a reconsideration; there will be a reconsideration after the market reaches \$6.50 USD.
- 4** The agreement will be signed without prejudice.
- 5** All other terms and conditions of sale are as per the Panel's decision.

HOW SALES ARE CALCULATED

The settlement price will be determined by actual FOB Boston sales of 2024 5-8oz sections from the start of the fishery through three weeks after the fishery ends, based on a statistically significant representative sample of the actual sales of 5-8oz sections, FOB Boston, determined by an independent third party.

WHY SECTION 5-8'S?

Sections 5-8s are the primary snow crab product exported from Newfoundland. Since 2020, about half of what is produced are Sections 5-8s. At the panel, FFAW requested a cut of all sales, which the panel rejected. Sales of sections 5-8s was a compromise the Negotiating Committee agreed to in order to ensure harvesters still received a portion of market increases.

WHY THREE WEEKS AFTER THE SEASON ENDS?

The snow crab fishery generally closes between July 31st and August 14th each year. It takes about 3 weeks to process and sell snow crab, so this provision ensures that harvesters will get a cut of everything that is landed. By the end of September, over 90% of product will have been exported and sold.

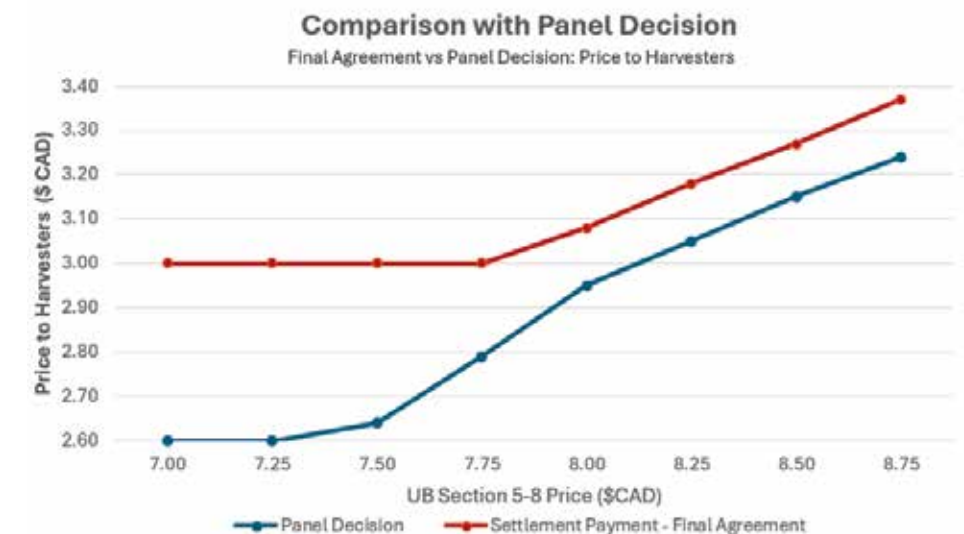
SETTLEMENT REBATE

If the market performs well, harvesters will receive a settlement check for 38.5% of the actual sales value.

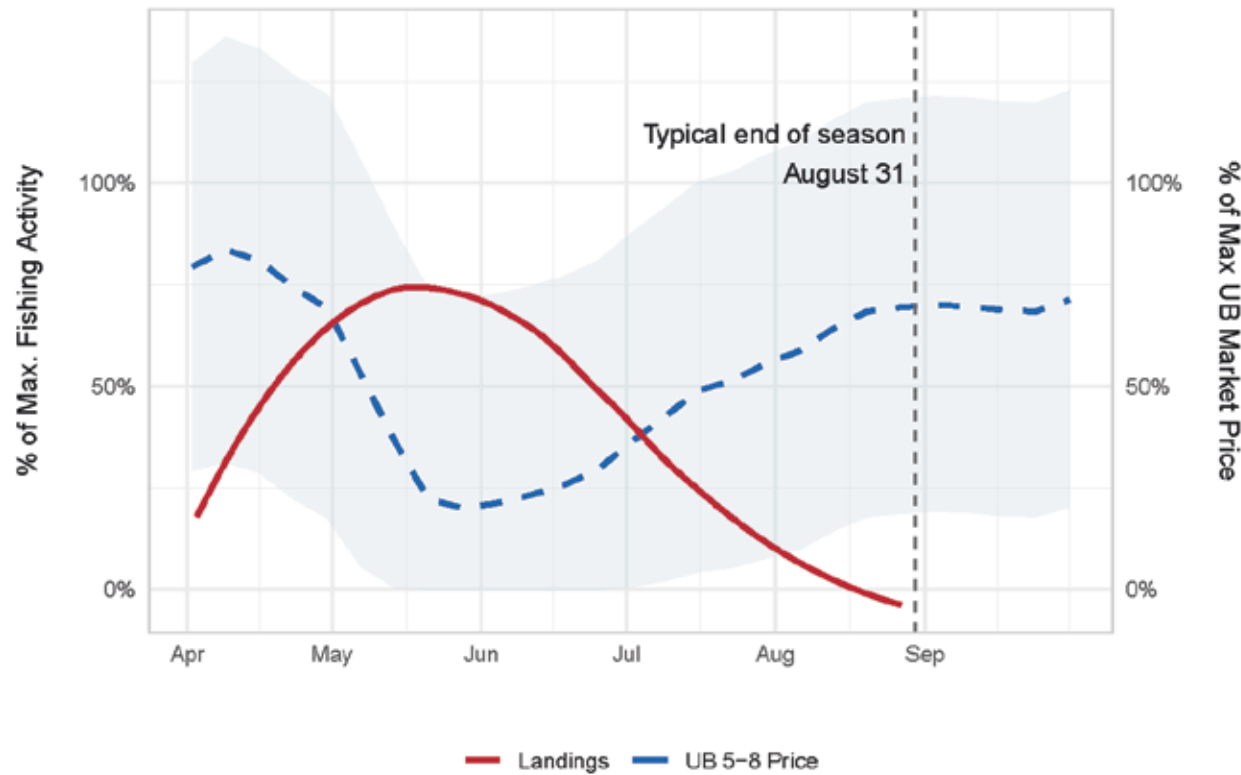
WHAT THIS MEANS

All harvesters will be paid the same price per pound, regardless of time of landing. The panel's decision would have made it so that harvesters were paid differently based on time of landing.

THIS IS NOT A HOLDBACK



Typical Fishing Season
Market Price vs. Fishing Activity



THIS IS A MECHANISM TO ENSURE HARVESTERS REAP THE REWARDS OF HIGH MARKET PRICES

The market typically performs the best after harvesters are finished fishing for the season. This means, companies make the most profit off of your catch once you've already been paid. FFAW wanted to see a mechanism to ensure harvesters receive a cut of that market share.

ARE COMPANIES LEGALLY BOUND TO PAY?

Companies are legally required to pay this settlement payment via the same crew shares identified in the original landing.

HOW ARE THESE RECEIPTS VERIFIED - CAN'T COMPANIES JUST MAKE UP THE NUMBERS?

A third party auditor will receive and validate receipts.

WHEN WILL I RECEIVE THE PAYMENT?

The cutoff date for market calculations is 3 weeks after the season ends. You can expect to receive the settlement payment by the end of October.

WHY WE DON'T NEGOTIATE IN PUBLIC

The Bargaining Committee is composed of elected fleet leaders who are tasked with making those decisions on behalf of their areas, for the benefit of all.

Members express frustration when offers back and forth between the parties are not shared publicly. However, it's important to note this is contrary to good negotiation practice.

Offers can vary significantly and are subject to misinterpretation by those not informed of all the in's and out's of market analysis, policy, and position of elected leaders. Best practice has been to publicly share final offers or accepted offers only.

BEWARE OF ONLINE MISINFORMATION

CONSIDER THE MOTIVE

It's important for members to think critically about the source information comes from, and the underlying intentions of that source.

Unfortunately, it is to the benefit of ASP member companies to sow discontent and discord between Union members. It is also advantageous to those who wish to dismantle the Union.

ONLINE MISINFORMATION & PREMATURE SPREADING OF CONFIRMED INFORMATION CAUSES MORE HARM THAN GOOD

The evening the deal was made, a Facebook Group called "The Fishermens Forum" shared news of an ASP accepted offer before the FFAW was able to review the terms of the agreement. **This Facebook group regularly shares false and unsubstantiated information, and often skews or misinterprets official information.**

RESPONSIBILITY TO ENSURE ACCURACY

FFAW is not intentionally hiding any information from members. However, it would have been irresponsible to announce a deal before reviewing terms of said deal in writing. **Within seconds of the agreement being officially signed, FFAW shared the terms of that agreement with all members.** FFAW's official channels will, as always, be the only source of accurate and up-to-date information.

Should you ever require questions or clarifications, reach out to your Member Representative or Bargaining Committee Representative for your area.

ELECTIONS INFORMATION FOR CANDIDATES AND MEMBERS

Courtney Glode
Director of Public Affairs



The Union is in the midst of the 2024-2027 Executive Board elections process. At press time, the nomination period has just closed, and candidates have yet to be confirmed. All up-to-date information on candidates for all seats can be found on our website at www.ffaw.ca/elections2024

As we undergo the elections process for the 2024-2027 Executive Board, here is some important information about how our elections are conducted.

THIRD-PARTY AUDITED

FFAW Elections are conducted per the [Union's Constitution](#). Executive Board elections are conducted by mailed secret ballot*. Returned ballots are mailed directly to a third-party auditor, Quinlan, Boland & Barrett, in St. John's. All ballots are kept by this firm until the date they are counted by the Elections Committee, in the presence of a representative from Quinlan, Boland & Barrett, as well as scrutineers of the candidates.

NOMINATION PERIOD CLOSED

The nomination period closed on Wednesday, May 22, 2024. Nominations were reviewed by the Elections Committee on Monday, May 27,

2024. Candidates were publicly announced following this meeting and can be found on the website listed above. If nominations are not received for any seats, the nomination period will be automatically extended for 30 days for those seats.

MAILED BALLOTS

Ballots with pre-stamped return envelopes will be mailed to all members no later than June 18, 2024. All ballots must be received to the return address in the provided envelopes no later than July 19, 2024.

RESULTS BY JULY 25TH

Ballots will be tallied on July 24, 2024, and results are announced within 24 hours. 2024-

2027 Executive Board members will be installed on November 19, 2024, at the 14th Constitutional Convention.

NO UNION FUNDS FOR CAMPAIGNING

Candidates are not to use FFAW funds for campaign purposes and any candidate suspected of doing so should be reported to the Director of Public Affairs, Courtney Glode, at cglode@ffaw.ca or by calling 709-576-7276.

PLURAL MAJORITY

Per the Constitution, the candidate who gets the most votes (plurality) is declared the winner.

MAKE SURE YOU VOTE!

Our Union is a democratically run organization that relies on volunteer leaders to connect and engage throughout the province, in all sectors and fleets.

FFAW Elections have historically low voter turnout. Ensure you have your say by participating in the voting process this election.

VOTING ON THE CONVENTION FLOOR

*Per the Constitution (Article V Sections 3-4), Women's Representatives (Inshore and IRO seats) and the Crew Member representative are elected on the Convention floor. Only women in attendance at the Convention that are members of the IRO division shall be eligible to vote for the IRO Women's Representatives on the Executive Board, and only women in attendance at the Convention that are members of the Inshore division shall be eligible to vote for the Inshore Women's Representatives on the Executive Board. Only crew members in attendance at the Convention shall be eligible to vote for the Crew Member representative on the Executive Board.

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ENERGY REPORT

Katie Power
Industry Relations Representative



What is Bill C-49?

Legislation and the processes surrounding it can be quite complex, and Bill C-49 is no different. Why does this bill matter to FFAW-Unifor and inshore fish harvesters? The passage of Bill C-49 means that the Canada-Newfoundland and Labrador Offshore Petroleum Board (C-NLOPB) becomes the Canada-Newfoundland and Labrador Offshore Energy Regulator (C-NLOER), and a new regulatory scheme for offshore renewable energy projects, including offshore wind, will be born.

This bill builds upon the existing Accord Acts and the regulatory regime for oil and gas industries, meaning the C-NLOPB will also regulate any offshore renewable energy project and any work or activity that relates to the exploitation or potential exploitation of a renewable resource to produce an energy project. The bill, once it passes in the House of Commons, will have to pass in the Senate before becoming law. At each reading, witnesses are invited to testify, answer questions, and speak to their experiences with the subject matter. Katie Power, Industry Relations Representative, provided witness testimony on behalf of FFAW to the House of Commons Standing Committee on February 8th, and it is expected she will be called to testify again, this time to the Senate Committee, sometime this fall.

The inshore fishery in Newfoundland and Labrador contributes over \$1 billion annually to the provincial economy from a renewable and historically significant marine resource. Offshore wind energy expansion has a direct impact on fish harvesters, who will be faced with competition

for ocean space and absolutely affected by new infrastructure. Co-location and coexistence of the existing commercial fishery and new offshore wind energy represent a major, unanswered concern for the Newfoundland and Labrador fishing industry.

The measures proposed in Bill C-49 include the expansion of the mandates of the renamed offshore energy regulator and the establishment of a land tenure regime for the issuance of submerged land licenses to authorize the carrying out of offshore renewable energy projects. As such, Bill C-49 must protect the interests of and substantial economic contributions from the fishing industry by containing language that prioritizes appropriate consultation. Furthermore, a framework for potential compensation to the fishing industry for the loss of fishing grounds and/or displacement is critical.

The fishing industry will be the most disrupted as the succession of the industry relies on sustainable practices that preserve biodiversity and sensitive habitat conditions. Subversion of this habitat,

What is Bill C-49? cont...

which is often irrevocable, will directly cause the displacement of valuable fisheries. Governments must ensure they support locally relevant research initiatives ahead of any installations and thoughtfully and meaningfully consider fisheries as a priority.

As a key stakeholder, FFAW-Unifor is committed to all consultation that will be required moving forward in support of a just transition to greener,

less fossil-fuel-dependent technologies. FFAW has arranged regular, quarterly meetings with the Province's Department of Industry, Energy and Technology, as well as Natural Resources Canada, to ensure fish harvester voices are amplified, their perspectives are at the forefront, and the preservation of the industry is prioritized. For more information on the bill or to learn how to follow along with the Senate meetings yourself at home, please contact Katie at kpowers@ffaw.ca.

2024 Seismic & its Upcoming Research

ExxonMobil has hired Shearwater GeoServices to conduct two seismic surveys starting later this month. The seismic vessel, Amazon Conqueror, is expected in St. John's in mid-May, and the first survey is expected to start towards the end of the month. The survey will cover 700 km² of 4D seismic (3D with time): approximately 400 km² near the Hibernia oil platform, followed by approximately 300 km² near Hebron. The program will take around 110 days to complete and will conclude in early September. An FFAW Fisheries Liaison Officer will be onboard the seismic vessel to help avoid and mitigate any potential gear conflicts.

These surveys are being conducted to confirm the remaining oil reservoirs at each oil platform and to investigate the potential expansion of the platforms to undiscovered oil nearby, also referred to as subsea tie-backs.

FFAW continues to advocate for research related to concerns fish harvesters have brought forward associated with seismic surveying and fishing. Our approach has always been to ensure that research is applied to local concerns and conducted collaboratively. Utilizing fishing vessels as research platforms and engaging harvesters supports meaningful inclusion and cooperation.

A study assessing the potential risks of seismic surveys to snow crab resources was completed from 2015-2018, and results were communicated at crab fleet meetings at that time and have since been published. Dr. Corey Morris (DFO) has continued collaborative investigations to assess the potential risks to groundfish.

This innovative research also involves working with harvesters in the Newfoundland and Labrador program to investigate the effects of seismic surveying on the abundance and movement of commercial groundfish in close proximity to commercial seismic surveying operations in our offshore waters. While preliminary work began in 2019, the pandemic postponed work in 2020. Research ramped up again in the spring of 2021 in 3KL near the NAFO boundary.

This summer, with the return of seismic work, comes the return of Dr. Morris's research. FFAW worked closely with DFO and ExxonMobil in this capacity to ensure research proceeded alongside any additional seismic activity. This fall, we expect to hear a summary of the research and learn about any significant findings. The potential impacts of seismic activity on the fishing industry are concerning, and we have been continually advocating for local research to be conducted to better understand these impacts.

CLEARWATER SEAFOODS IN GRAND BANK

Courtney Glode
Director of Public Affairs

The Clearwater Seafoods processing plant in Grand Bank employs 78 full-timers and 27 casuals, providing year-round, valued employment for these FFAW members. The plant is well-known for its arctic surf clam production, but also produces Quahog and Greenland Cockle clams in the state-of-the-art facility. I've had the opportunity to visit the Clearwater plant a handful of times during my decade with the Union, and it's always an impressive and interesting tour.

This position gives me the opportunity to visit members all over our beautiful province, and one of my favourite places to visit is the Burin Peninsula.

The Burin Peninsula is a bustling economic hub that benefits from both Placentia Bay and Fortune Bay, brought together by the central commerce centre of Marystown. FFAW has a long history in the region and many residents from Garnish to Lawn and everywhere in between, are proud FFAW members: OCI processing plants in St. Lawrence and Fortune, employees at the Community Credit Union in Marystown, and the hundreds of fish harvesters who make their living in the adjacent waters.





Many thanks to local President Robbie Pereira for showing me around, and for putting himself forward as the newest local President following the retirement of longtime Union leader Charlie Baker last year. While we certainly miss having Charlie around, Robbie is doing an excellent job of filling those shoes and providing the structure and support needed to continue Charlie's legacy of a robust and trusted local Union.



'FREE ENTERPRISE' MOVEMENT AND WHAT IT MEANS FOR NL FISHING INDUSTRY

Courtney Glode
Director of Public Affairs



"Today is a victory for the people of our province. What has been accomplished by the power of collective action is no small feat. This is a great first step in restoring balance, as harvesters take back control and increase competition in the market," said Greg Pretty, president of FFAW-Unifor. "Plant workers need successful fish harvesters if there's going to be a future in this industry," Pretty said at the time.

"I am ecstatic with the agreement we achieved here today and want to thank everyone involved," said John Efford Jr. "Significant effort went into considering all aspects of the changes we were asking for and the potential consequences on plant workers. Again and again, it was clear that this is going to be better. What we achieved here will mean a monumental positive change for the future of our fishery," Efford said following the momentous win.

On March 22nd, fish harvesters across Newfoundland and Labrador celebrated the power of collective action with policy changes that will improve market access in the contentious industry.

In recent years, fish harvesters have faced increasing problems finding a buyer for their catch. For snow crab, quotas are at a nearly all-time high, while plant employment is almost half of what it was when quotas were at similar levels. Harvesters have been unable to land their full potential for species like capelin, squid, shrimp, cod, and more because of capacity issues or plant's refusal to buy.

John Efford, a fish harvester from Port de Grave, played a central role in uniting harvesters and rallying attendance at demonstrations this spring. In the days leading up to this victory, hundreds of fish harvesters protested at government landmarks province-wide, with the largest crowd gathering outside the Confederation Building in St. John's demanding 'free enterprise.'

Specifically, harvesters succeeded in getting the government to commit to allowing applications from outside buyers in all species, conducting an independent review of the provincial licensing policy in the province, and implementing a committee that will monitor capacity levels during the crab season. These changes are expected to increase market competition and improve the industry's sustainability.

While scheduling remains a concern, harvesters have already experienced the benefits of the new changes this season. Increased competition led to prices above minimum being paid, and applications for outside buyers were approved. At the time of printing, it's unclear exactly how much crab will be sent off the island for processing.





On April 1st, the Provincial Government released a letter detailing the provincial changes taking place to increase provincial processing capacity and give harvesters more opportunities to sell their catch.

“The changes confirmed by the provincial government will have a real impact on the fishing industry in our province. By increasing competition and market opportunities for fish harvesters, we are creating a better environment for long-term success,” said FFAW-Unifor Secretary-Treasurer Jason Spingle.

Given that plants cannot fill the existing processing jobs without the assistance of temporary foreign labour, we’re doubtful there will be any impacts on existing processing jobs in our province. The changes made by the provincial government are just a start at levelling the playing field between fish harvesters and companies.



FFAW NORTHERN COD GRADED ‘A’ FOR SUSTAINABILITY

In early February, FFAW-Unifor’s Northern Cod (2J3KL) Fisheries Improvement Project (FIP) was awarded a Grade A by the Sustainable Fisheries Partnership (SFP) – an internationally recognized seafood sustainability grading system.

The SFP reserves A progress ratings for comprehensive FIPs that have documented significant improvements in fishing practices or fisheries management within the last 12 months. FFAW’s Northern Cod FIP demonstrates the commitment to sustainable fishing with documented improvements to cod habitats with, such as the removal of 16,000 pounds of lost gear from the Punch Bowl cod fishing ground in Labrador.

“These Grade rankings are something the sustainability-minded consumer looks for when shopping for seafood all around the world,” explains FFAW-Unifor President Greg Pretty. “It’s a testament to the progress made by inshore fish harvesters in our province to turn the northern cod fishery in Newfoundland and Labrador into a world-renowned, trustworthy and sustainable source of seafood,” Pretty says.

FFAW-Unifor’s FIP efforts also include partnerships with Tangly Whales and WWF-Canada to build and distribute line cutters, ensuring harvesters have the tools in hand to safely release leatherback turtles or other bycatch.

“When we started this FIP over ten years ago, we asked ourselves what we would need to do to have a truly sustainable cod fishery”, says FFAW-Unifor Senior Fisheries Scientist Dr. Erin Carruthers. “In addition to the core fishery management and stock growth objectives, our FIP also includes commitments to take care of cod habitats, to give harvesters the tools and training for better handling of bycatch, and to improve monitoring of the recreational cod fishery.”

Getting a top grade in a comprehensive FIP means we are making considerable progress in creating a more sustainable and healthier fishery.



SOUTHERN SHORE SEAWOMAN: INTERVIEW WITH CHRISTINA SULLIVAN

Haley Tucker
Communications Officer



“One of the main challenges is the lack of female representation in the fishery. Increased representation would help women come together to break down barriers,” expressed Christina Sullivan, fish harvester based in Witless Bay who fishes out of Bay Bulls.

FFAW-Unifor representatives sat down with Christina in May to discuss what it’s like being a young woman paving her way in the fishery.

As a woman in a predominantly male industry, Sullivan expressed her gratitude for the community of women she has found in the fishery. “These women come together to provide support to each other, inspire others, challenge stereotypes and overcome barriers,” Christina explained.

As a mother working in the fishing sector, she faces additional challenges.

“For one, the fishery doesn’t exactly suit typical childcare hours. It’s essential to have family and friends who can step in and help during the busy fishing season,”

states Sullivan.

The need for childcare poses some difficulties and makes having a solid support system essential to her.

Sullivan also expressed some changes she would like to see to improve opportunities for fish harvesters across the province. These changes include a greater representation of young fish harvesters in FFAW-Unifor and on the council and a loan board to support fish harvesters in purchasing and building their enterprises. She also recommends the implementation of modified regulations to the PFHCB to allow inshore fish harvesters to hold jobs outside the fishery. This modification would protect the best interest of inshore fish harvesters.

Before beginning her work in the fishery, Sullivan completed a Bachelor of Technology at the Marine Institute.

“My education from the Marine Institute has provided me with a strong foundation of combined technical and business skills, which has been beneficial as an enterprise owner,” says Sullivan. “I strongly believe that education is important in all aspects of life, and I hope to continue my education in the years to come.”

She continues to further her education by taking courses at the Marine Institute, and is currently completing her 3rd Class Fishing Masters,

“I know this will be beneficial to me while I continue to expand my enterprise,” she states.

After completing her education, Christina began a career in the oil and gas industry, but her heart was still in the fishery. She credits her passion for the industry to her time on her father’s fishing vessel, the Lady Jenna II, in her youth.

“The fishery has always been a passion of mine, I knew from a young age that I wanted to work in the marine sector,” says Christina Sullivan. She continues, “It was a great experience, and I always knew it was one that I wouldn’t quickly forget. When the timing was right, it was a natural transition for me to follow in my father’s footsteps.”

Christina concludes by emphasizing the importance of the community of women fish harvesters in the province.

“This support system might be small in numbers; however, we are continuing to grow and help diversify the fishery by supporting each other.”



DFO SCIENCE IDENTIFIES LITTLE CHANGE WITH NORTHERN SHRIMP BIOMASS



March 20th's stock assessment update from the Department of Fisheries and Oceans Science Department notified that the biomass for northern shrimp in area 6 has not changed between 2021 and 2023. The stock remains in the critical zone, a reference point established when there were few predators in the area.

For years, the FFAW has argued that a Limit Reference Point for northern shrimp in SFA 6 should consider shrimp biomass levels from the 1980s. Data from catch rates, limited surveys, and predator stomach contents all clearly show that shrimp biomass levels increased from considerably lower levels in the 1980s. FFAW continues to advocate for inclusions, before the collapse of cod and before the explosion in shrimp biomass.

While it is challenging to estimate the relative biomass levels in the 1980s, it is clear that there were significantly fewer shrimp in the system before this stock's reference period. FFAW-Unifor remains hopeful that the upcoming framework assessment for this stock will finally resolve this long-standing issue.

QUALITY HOTEL & SUITES VOTES IN FAVOUR OF NEW AGREEMENT



Congratulations to FFAW-Unifor members at Quality Hotel and Suites Gander (formerly called Hotel Gander) for voting 90% in favour of ratifying a new agreement earlier this year!





GHOST GEAR RETRIEVAL PROJECT A STORY OF SUCCESS

Ian Ivany
FFAW Science Coordinator

The DFO Ghost Gear Fund was created in 2020 to encourage Canadians to reduce the amount of plastic in our oceans, specifically plastic from ALDFG and aquaculture. In the four years since, the fund has supported numerous projects, including three from FFAW.

The fund distributes funds to groups involved in one or more of four pillars of activity: ghost gear retrieval, responsible disposal, acquisition and piloting of available technology and international leadership. FFAW's strength is its membership, and for this reason, the organization has primarily been focused on

gear retrieval activity during projects, relying on fish harvester knowledge and expertise.

There is, in fact, no better source of knowledge on how to mitigate gear loss and retrieve derelict gear in NL waters than NL harvesters. Harvesters have a detailed understanding of the locations and types of lost gear, and the best conditions to retrieve gear. Additionally, harvesters have a crucial sense of local environments and experience safely and effectively retrieving their own lost fishing gear. FFAW harvester-led retrieval efforts have been successful in the past, and 2023 was no exception.



2023 saw FFAW return to 3Pn, also a primary focus in 2022 retrievals. These areas and others were greatly affected by Hurricane Fiona. Over 29 days in 2023, Captains Brian Vautier, Melton Keeping, Troy Hardy and crew were able to retrieve more than 30,000 lbs of fishing gear in the inshore area between Port Aux Basques and Grand Bruit. During retrievals in 2022 and 2023 combined, nearly 50,000 lbs of fishing gear was retrieved, including dozens of nets, more than 150 pots, and almost 15,000 feet of rope.

important and much-needed endeavor, as of this writing, there are no calls for 2024 projects. This is unfortunate, as many areas of NL could still use clean-up.

FFAW would like to thank all captains, crew, techs Trevor Chaulk and Gerald Mercer, and the Harbour Authorities of Margaree-Fox Roost and Burnt Islands for their invaluable contributions to the FFAW gear retrieval project.

Although the DFO Ghost Gear Fund has been an

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CAPELIN OUT OF CRITICAL ZONE: ENGOS STILL WORK TO CLOSE FISHERY



The Department of Fisheries and Oceans' Science team's update on March 13th brought welcomed news to harvesters in Newfoundland and Labrador today. In line with the revised northern cod LRP in 2023, the 2J3KL capelin stock is no longer in the critical zone. While healthy and cautious zones have not yet been defined, this move is well-received by those who rely on the commercial fishery.

"The small capelin fishery is important for our coastal communities both in terms of the additional income it provides for fish harvesters who can diversify their business model and also for plant workers who need those additional days of work during the fishing season," explains Greg Pretty, FFAW-Unifor President.

"Even a small capelin quota has a big impact on our enterprise, so we're certainly pleased to see this news come from DFO Science today," says Ivan Batten, a fish harvester from Port de Grave who participated in the assessment process as a harvester representative.

The capelin fishery has the potential for landed values of \$20 million or more per year. However, the fishery has not been prosecuted fully recently due to processors not buying while the season is open. FFAW-Unifor has communicated with the provincial government to ensure that capacity will be available for harvesters this season when needed for the time-sensitive fishery.

"Our members will be satisfied with the changes made here today by DFO Science, and we're hopeful for a profitable capelin fishery in our province this year," Pretty says.

Despite this win, members faced challenges regarding the implementation of new stakeholders in the capelin fishery later in March.

On March 22nd in Gander, the DFO launched the 2+3 Capelin advisory, with virtual and in-person participation. Participants were informed that ENGOS Oceans North and Oceana were changed from observer to stakeholder status, giving the extremist organizations who actively work to shut down the commercial fishery an active seat at the table. Harvesters and processors, who both hold stakeholder status in the advisory processes, agreed that there is no place for these types of organizations at the table. These representatives walked out of the meeting to protest DFO's decision, and the meeting ended without the presentation of scientific information.



PLANT WORKERS RALLY SUPPORT FOR FAIR DEAL BEOTHIC SIGNS AGREEMENT, STRIKE AVERTED

Beothic Fish Processors Limited, located in New-Wes-Valley in the 3K fishing region, employs 375 processing workers and entered a legal position to take a strike vote on, May 19, 2024, if a deal was not reached.

On Monday, May 20, 2024, employees at Beothic Fish Processors Ltd. voted 97% in favour of strike, and gave company a 7 day notice that employees would withdraw labour at noon, on Monday, May 27, 2024 if a deal was not reached by that date.

On Thursday, May 23, 2024, the Bargaining Committee and Company reached a tentative agreement, and at press time employees were set to vote on that agreement.

The contract sees wage increases of 11.5% over three years, a signing bonus, and contract language improvements. Thanks to the bargaining committee who were dedicated to a very, very hard-fought round of bargaining.

- Peter Winsor – Chair
- Sheila Howell – Vice-Chair
- Della Melendy – Secretary-Treasurer
- Lloyd Sheppard – Chief Steward
- Gord Brown – Shop Steward, Skilled Trades
- Patsy Chaulk – Shop Steward, Groundfish

Ocean Choice International in Bonavista (380

employees) and Triton (120 employees), as well as Barry Group in Witless Bay (120 employees) are also at an impasse in their contract negotiation efforts. These workers are in a position to take a strike vote by the end of May.

"Companies have record profits, while employees work backbreaking, hard labour every fishing season, often 6 days a week for 10-12 hours per day. This is not easy work, and if companies want to retain this important workforce, they need to pay them a living wage," says FFAW-Unifor President Greg Pretty.



The world's richest crab fishery should see returns going to the people who process it, Pretty says. "These plant owners need to be dropkicked into the 21st Century. You cannot go complaining about having no workers while refusing to pay a decent wage," Pretty says.

In total, nearly 1000 crab processing workers are affected. These workers, who represent over 15% of the crab processing workforce, are demanding a fair deal from the companies they work for.

Inflation has hit fuel, food, and interest rates. Cost of living has exploded, while salaries have not kept up. Increasing rates of pay is the primary sticking point to achieving a deal.

THREE DECADES OF SERVING THE MARINE INDUSTRY

THE TRINAV GROUP OF COMPANIES TURNS 30

Nick Travis, Staff Writer

Three decades ago, three young Newfoundlanders were nearing the end of their contracts with the Department of Fisheries and Oceans (DFO) and were at a crossroads.

Rather than competing with one another, the three joined forces to create a proverbial one-stop-shop for the marine and commercial fishing industries.

Now, 30 years later, Trevor Decker, Rick Young and Paul Pinhorn are celebrating the successes of the TriNav Group of Companies.

Trevor, Rick and Paul all started out from Newfoundland's Marine Institute, graduating as naval architects. The three met at the offices of the Department of Fisheries and Oceans (DFO), bidding on available contracts.

Eventually, their contract work came to an end. Contracts would no longer be awarded to individuals, but companies instead. The year was 1994 and the cod moratorium had ravaged the province's economy just two years earlier. As such, there was little work to be had for three young naval architects.

Trevor, Rick and Paul were opposed to leaving the province and the fishing industry behind. To be able to keep getting contracts through DFO, they needed a company. Rather than compete with one another, the trio consolidated their skills and individual interests to form TriNav Consultants in February 1994.

The name TriNav, for anyone in the industry, has become synonymous with fisheries and fisheries-related services. But where did the name come from? The "Nav" is simple enough – all three of the company's directors are naval architects. The



"Tri" came to them through the coalescing of their perspective backstories.

Decker comes from Cook's Harbour, located at the northern tip of the island of Newfoundland. Young grew up in Burgeo in the southwestern corner of the island. Pinhorn is from St. John's, located in the southeast. These three points form a triangle.

Three corners, three owners and one mission – to service all three corners of the province and beyond – thus, the name TriNav came to be. Despite the simplicity of the name, it speaks to the beginnings and the continuing purpose of the men who started it.

From the start, TriNav envisioned opening a marine brokerage business. At the time, such a service didn't exist on the island. Being naval architects, they also obviously wanted to offer vessel design work.

As the company and the list of services grew, the foundations for TriNav Group of Companies were laid.

As the province's fishery began to recover as the industry shifted from cod to crab and shrimp, the guys at TriNav struck while the iron was hot. Fish harvesters were looking to sell their small cod fishing



vessels in favour of buying, building and leasing vessels that could sail further offshore for longer periods of time. From here, things only grew for TriNav. As they got busier with naval architecture work, more naval architects were hired on.

By October of 1997, the growing company needed a vehicle to promote the range of services they offered. The original idea began as a flyer, but after Pinhorn made a phone call to former provincial and federal fisheries advisor Ray Andrews and Jim Wellman, the former host of CBC's The Fisheries Broadcast, the idea of starting their own magazine, The Navigator, was seeded.

Eventually, it came time for TriNav to move beyond the shores of Newfoundland and Labrador. The first step was to open a brokerage office in Southwest Nova Scotia. This initial expansion opportunity gave way to many more as time went on.

Today, 12 different companies fly the TriNav flag – TriNav Marine Brokerage, TriNav Marine Design, TriNav Fisheries Consultants, Marine Services International, Athearn Marine Agency, Ocean Yacht Sales,

Ocean Support Vessels, SeaLand Insurance, Northern

Crewing Agency, TriNav Realty, TriNav Properties and Navigator Publishing. To Decker, the continued growth of TriNav Group of Companies stands out as a point of pride.

"We've taken it from the single office in Newfoundland in '94 to offices all over the Eastern Seaboard – Completely staffed and servicing from the Gulf of Mexico all the way up to Arctic," said Decker. "We've branched out into many different areas of business. Mergers and acquisitions, now, is big for us where we're coming together in service to the industry we cater to."

Today, the company operates out of offices in St. John's, Newfoundland, Yarmouth, Nova Scotia, Dartmouth, Nova Scotia and Fairhaven, Massachusetts.

Going forward, Decker is looking to expand TriNav's footprint to new foreign markets, whether that be further growth in the United States or setting up shop in the European market.



MARINE ADVANCED FIRST AID



In the challenging and often hazardous environment of the maritime industry, the importance of Marine Advanced First Aid training cannot be overstated. Chris Dillon, an Advanced Instructor with St. John Ambulance, frequently hears stories from course participants that underscore the critical need for advanced first aid skills among mariners and fisher-people. One particularly harrowing account involved a crew member who developed severe allergy symptoms without an auto-injector on board. His crew mates monitored the situation until a medically trained team arrived and saved his life. This incident highlights the dire consequences of being unprepared for medical emergencies at sea.

Mariners and fisher-people often spend weeks at sea, far from immediate medical assistance. This isolation makes it imperative for them to possess both the knowledge and tools to handle medical emergencies. St. John Ambulance provides comprehensive Marine Advanced First Aid training designed to equip maritime workers with the skills needed to recognize and manage a variety of medical conditions.

The training covers essential areas such as recognizing and treating severe bleeding, managing respiratory distress, and preparing for medical evacuations (Medevacs). Given the unpredictable nature of maritime operations, the ability to manage a medical emergency until help arrives is crucial. Medevacs can take hours, and adverse weather conditions may further delay rescue operations, making advanced first aid training indispensable.

Understanding how to recognize emergencies, administer appropriate treatment, and coordinate with emergency services is a core component of the Marine Advanced program. It prepares participants to handle everything from patient assessment to advanced treatment, significantly improving the

chances of a positive outcome in high-risk situations. The maritime environment is fraught with potential injuries due to heavy equipment and harsh working conditions, making advanced first aid skills essential.

For example, a fall on deck can lead to severe injuries that require immediate attention. Knowing how to safely move an injured person to a warmer and safer environment while awaiting medical evacuation can make a significant difference in the patient's recovery. Advanced first aid training ensures that mariners can manage the scene effectively until professional medical help arrives.

St. John Ambulance's Marine Advanced First Aid course meets Transport Canada's training requirements. The 31-hour course, delivered over 4 days, covers a wide range of topics including Airway and Ventilation, Circulation, Automated External Defibrillators (AED), Lifting and Moving Patients, Toxicological Hazards, Confined Spaces, Medical Care of Rescued Persons, Radio Medical Advice, Pharmacology, and more. This comprehensive training ensures that participants are well-prepared to handle medical emergencies at sea.

Additionally, St. John Ambulance offers a Marine Basic First Aid course, providing foundational skills for those new to the maritime industry or seeking to enhance their basic first aid knowledge.

In summary, Marine Advanced First Aid training is an essential investment for anyone working in the maritime industry. It provides the necessary skills to manage medical emergencies effectively, ensuring the safety and well-being of crew members. St. John Ambulance's rigorous training programs equip those in the marine industry with the knowledge and confidence to handle the unique challenges of their profession. For more information on first aid training with St. John Ambulance, please visit www.sja.ca or call 1-800-801-0181.

By equipping mariners with advanced first aid skills, St. John Ambulance is not only meeting regulatory requirements but also enhancing the overall safety and resilience of maritime operations. In an industry where the stakes are high, the ability to respond swiftly and effectively to medical emergencies can save lives and ensure safer seas for all.




Be prepared to save a life!

-  **First Aid Kits and AEDs**
-  **First Aid and CPR Training**
-  **Community Services**

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



St. John Ambulance sja.ca

ALTERA TANKERS: FFAW MEMBERS AT WORK



FFAW Member Rep Johan Joensen chatting with crew members aboard the Norse Spirit with Altera on Feb 29th



Allan Moulton and Colin Evans aboard Norse Spirit on February 29th



Johan and Dan Renouf (boat delegate aboard the Dorset Spirit) discuss the new collective agreement during a visit on March 4th.



Johan and Rod Gillingham chatting about an Issue during our visit aboard the Dorset Spirit on March 4th

INTERESTED IN BECOMING A GUIDE VESSEL FOR DRILL RIG TOWS?

FFAW manages the Fisheries Guide Vessel Program. This program contracts commercial fishing vessels during offshore oil and gas operations to guide marine vessels (e.g. tow vessels like drill rigs) safely through open water navigating cautiously to avoid encountering or damaging fishing gear.

Enterprise owners must apply and all those who do are entered in an annual random draw from which the first name is given the opportunity of first refusal. Names are placed in priority sequence based on the order from the random draw. All participants are paid the same flat rate fee per day. We provide workers compensation and marine liability insurance.

Drilling projects are expected and Fisheries Guide Vessel work is anticipated. To have your name added to this list, please complete the Fisheries Guide Vessel registration form on our website and email the completed form to kpower@ffaw.ca or bring hard copies to an FFAW office.

If you have applied in previous years, your name is still in our inventory.

To confirm you are on the current list or for more information please contact Katie at 709-576-7276 or kpower@ffaw.ca



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Fish, Food & Allied Workers

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Jason Spingle
SECRETARY-TREASURER

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Sherry Glynn
3K
Jeff Griffin
2J,4R,3PN
Dwan Street
3PS

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BARRISTER AND MEMBER REPRESENTATIVE
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MEMBER REPRESENTATIVE
Allan Moulton
MEMBER REPRESENTATIVE
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Katie Power
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Haley Tucker
COMMUNICATIONS STUDENT

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SCIENCE TECHNICIAN
Earl Pool
SCIENCE TECHNICIAN
Gerald Mercerr
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Trevor Chaulk
SCIENCE TECHNICIAN
Jane Tucker
SCIENCE TECHNICIAN
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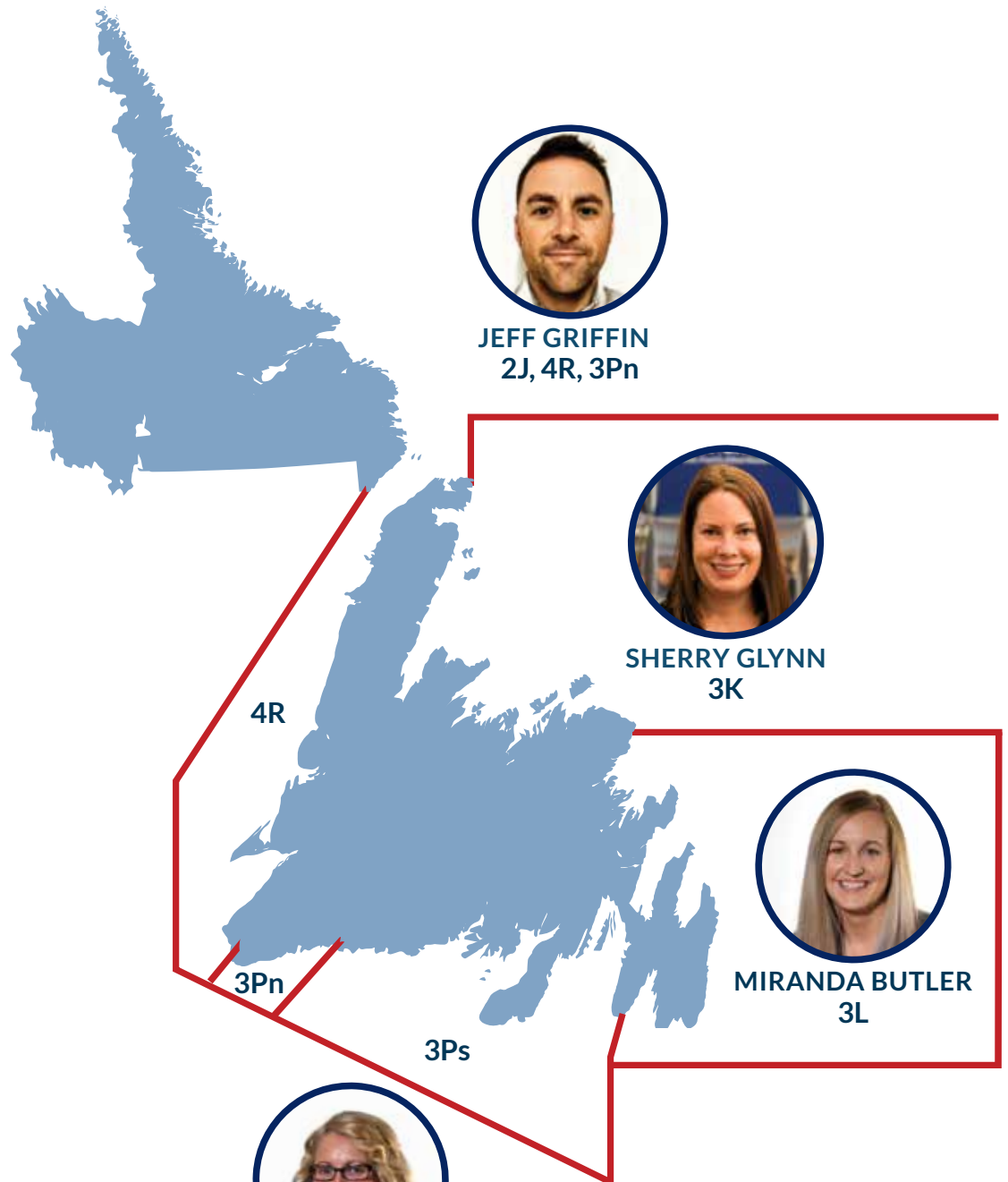
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JÓHAN JOENSEN
Staff Representative



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Brett Cox
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Eldred Woodford
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Dolores Penney
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Loretta Kelly
WOMEN'S POSITIONS

Loretta Ward
WOMEN'S POSITIONS

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