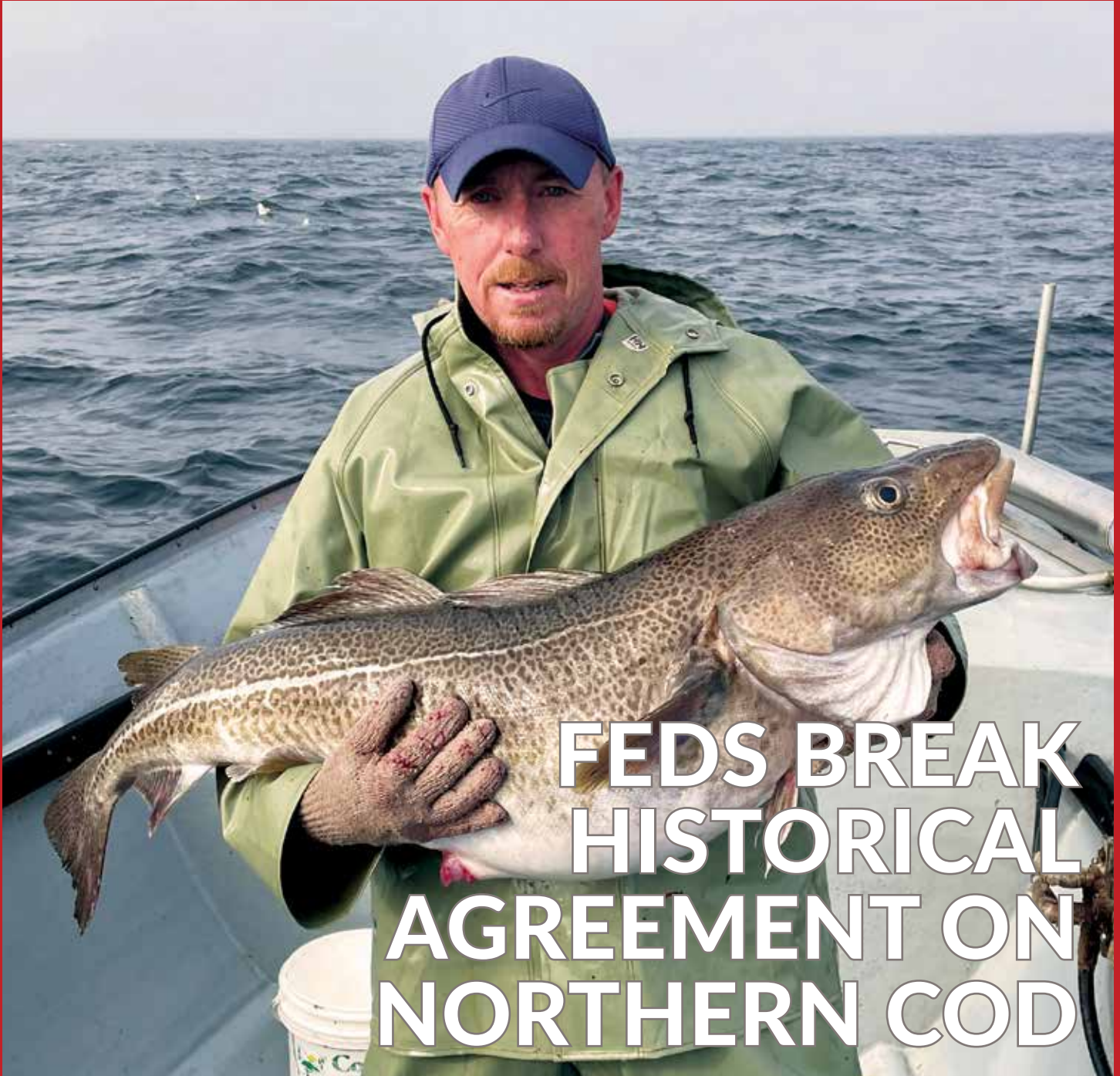


THE UNION FORUM



FEDS BREAK HISTORICAL AGREEMENT ON NORTHERN COD

DWAN STREET ELECTED NEXT FFAW PRESIDENT

THE 'LUCKY 7': SPECIAL INTERVIEW WITH ELITE NAVIGATOR SKIPPER EUGENE CARTER



Women Make Our Union Strong: Award Nominations Now Open

The FFAW-Unifor Women's Committee is pleased to launch a new award to recognize the work of women in our Union. Two awards will be presented triannually at the FFAW-Unifor Convention - one award will go to an outstanding woman in the Inshore Sector, and one will be awarded to an exceptional woman in the Industrial/Retail/Offshore Sector.

DO YOU WORK WITH A WOMAN WHO MAKES A DIFFERENCE IN YOUR WORKPLACE AND THE COMMUNITY?

How to submit a nomination:

1. Email communications@ffaw.ca with the subject WOMENS AWARD
2. Tell us a little bit about who you are nominating and why. What makes them special? What do they do to make your workplace a better place to be? The only requirement is that all nominees must be FFAW-Unifor members in good standing. Nominations will be reviewed and selected by the current FFAW-Unifor Women's Committee.

NOMINATION DEADLINE: OCTOBER 15, 2024

THE UNION FORUM

FALL 2024 ISSUE



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Elite Navigator's Extraordinary Story



Successful Contract Negotiation at Baie Verte Co-op



Executive Board Election Results

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QUESTIONS,
COMMENTS OR
SUGGESTIONS?
LET US KNOW:
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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!

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Fall 2024

Proud member of the:



The Union Forum - 3

A MESSAGE FROM THE PRESIDENT

Greg Pretty
FFAW-Unifor President



My union journey that started in the spring of 1979 and will end on November 19th, 2024.

What an incredible expedition it was and continues to be.

Just like the sea, trade unionism gets in your blood. The taste of it I acquired during my over the side sales summer job in 1979, Smokey, Labrador changed me forever. On the road with Richard Cashin cemented the deal. As Frost said

“it was the road less travelled by and that has made all the difference”.

During my time here, I was fired twice and quit once. Fired in 1981 for setting the squid price without Richard’s approval and the other dishonourable discharge was the early 90’s, pre GPS, for brazenly telling CAW President Bob White the reason we were 2 hours late was because Richard insisted on driving and he got lost driving to Port Elgin from Toronto Airport, turning a 3 hour journey into a horrific 4 hour ordeal with Ben Baker and I taking turns knocking on farm house doors asking people where we were. Just like the lyrics of the Eagles, Hotel California, with this outfit, it seems

“you can check out but you can never leave”.

And so it was, in some strange way, while preparing to retire in 2023, the phone rang in the dugout and rather than hang up the cleats in the clubhouse, I was back on the mound, starting for the FFAW.

I worked with a lot of great characters since I started. Despite his navigation skills, I and many others consider Richard to be the most influential person of 20th century NL.

Richard’s crew of Ray Greening, Max Short, Kevin Carroll, Bill Short, Matt Murphy, Earle the Pearl, Levi Harvey, Leo McCormick, John Blackmore, Reg Anstey, all a delightful, diverse group of union organizers with bold personalities and a overwhelming drive to succeed and beat fish merchants.

That changed everything.

NL continues to economically reverberate from their work, no matter if you’re on the deck of a boat, floor of a fish plant, fabrication shop, hotel, brewery, cold storage, tug or tanker.

As President of our great Union, I meet regularly with other fishing organization in Maritime Provinces. I’m always struck with how our organization is held in such high regard.

The FFAW’s union certification and muti species bargaining regime does not exist in every Province. The stellar work of our Executive Board, councils and bargaining committees is noticed and appreciated industry wide. The work of our Science Department, led by Dr. Erin Carruthers, is the envy of fishing organizations across this great country. Our staff and the complexity of their work is watched and applauded by other Canadian fishing unions and industry groups still grappling with fish prices, antiquated labour laws and Federal political misrepresentation.

We must never rest on our laurels.

The same corporate greed and avarice which we saw at the beginning of our Union in the early 70’s, is still flourishing today. Now its aided and abetted by our 6 incredibly weak Liberal MP’s and their dastardly devotion to a handful of Fish Merchants. The MP’s failed us on Redfish, EI and Cod. 0 for three with no hope of redemption. I don’t blame the fish merchants. They want it all. It’s their nature.

But I do blame LeBouthillier, O’Regan, Thompson, MacDonald, Hutchings, Rogers and Jones for lying to us and betraying harvesters, plant workers and our communities.

Quislings all.

Keep your eye on the Federal Court case we launched against the Feds on the Northern Cod decision. The court documents are a lesson in incompetence and Felliniesque decision making that has no place in Canadian governance.

And with that, sisters, brothers and siblings, I thank you for the opportunity to serve in perilous times.

We’re in position to move forward and continue to advance our industries from a position of strength.

Maintain the fight.

FFAW | UNIFOR
Fish, Food & Allied Workers

NOVEMBER 18-19, 2024
GANDER, NL

2024 14TH CONSTITUTIONAL CONVENTION

FFAW-Unifor’s triennial convention takes place this year!

DELEGATE REGISTRATION PER CONSTITUTION, WITH PREFERENCE GIVEN TO ELECTED COUNCILS AND COMMITTEE MEMBERS. CONTACT YOUR MEMBER REPRESENTATIVE FOR MORE INFORMATION.

SPECIAL GUESTS INCLUDE:

- DARRYL SITTLER**
KEYNOTE SPEAKER
Former NHL Player
- MELANIE SONNENBERG**
EXECUTIVE DIRECTOR
Canadian Independent
Fish Harvesters Federation
- JENNIFER MURRAY**
ATLANTIC DIRECTOR
Unifor

LIVE STREAMING

PLENARY SESSIONS AND PANELS TO BE LIVESTREAMED ON FACEBOOK!

Resolutions must to be submitted to the Committee no later than October 18, 2024. Contact your Member Representative for more information or email proposed resolution to communications@ffaw.ca

A MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle
FFAW-Unifor Secretary-Treasurer



First, I would like to officially congratulate all members of our new executive board. Congratulations also to our new president-elect, Dwan Street. We have worked together for many years, and I look forward to continuing in our new roles. I extend my commitment to work alongside our Inshore, Industrial, Retail, and Offshore Councils, as well as our committees, to promote the interests of our entire membership. For those outside of our membership, please know that when our harvesters benefit, so do their respective communities and, in turn, our province.

We have our 14th Constitutional Convention happening in November, which will focus on renewal and setting our course for the next three years. Recently, we concluded meetings with our IRO and Inshore Councils to outline many pressing issues. Many of these issues fall under the responsibility of our federal government, including Unit 1 Gulf Redfish, Northern Cod, Mackerel, and EI Reform. It is disappointing that all three of these issues could have had very positive outcomes with conservative changes in the decisions.

During last week's Inshore Council meeting, we learned from a presentation by the NL-GIDC that while the Icelandic Cod stock has a spawning stock biomass similar to Northern Cod, our fishing rate is ultra-conservative—essentially 10 times lower. That's right, ten times lower. What's even worse is that I'm confident everyone in our membership would have fully supported a plan allowing them to fish a few more weeks under the current fishing plan. By my calculations, that's just a half-percent adjustment! That's right, 1/2 of 1 percent! If we remove the terrible decision to include offshore and foreign quotas, it's even less.

According to DFO, the Gulf Redfish now represents the largest commercial groundfish biomass in the world. Yes, in the world, surpassing the declining Barents Sea Cod. Yet, the minister finds it appropriate

to implement fishing plan rules that make it nearly impossible to operate. Even more perplexing is that FFAW and our experienced harvesters, along with our colleagues in NB and Quebec, have done significant work over the past several years to show we can sustainably harvest this resource. We remain committed to continuing this sustainable practice. Meanwhile, the Redfish continue to devastate the shrimp stocks that have sustained these fleets for the past three decades. You almost have to write it down to believe it.

For the third year in a row since DFO announced a closure, we've seen unprecedented mackerel activity around the island and in southern Labrador. There are all sizes of mackerel, including in 3K, which directly contradicts the science focused on southern Gulf spawning that DFO continues to highlight. We requested a very modest TAC of 10,000t spread throughout the seasons, which would also provide much-needed additional data on this stock.

I will continue to remind everyone that fish harvesters, processing workers, farmers, miners, and forestry workers bring in the new dollars. Mother Nature dictates a season to get the job done, often meaning 10-12+ hour days, 6+ days a week, for 20+ weeks. For anyone who hasn't experienced this, try to imagine putting in those hours for such an extended period. Seasonal workers need a reliable EI system that will ensure security throughout the off-periods.

In summary, our organization has been promoting very realistic, conservation-based approaches to improving the lives of people doing tough, dangerous work that benefits everyone. I urge our governments to consider doing this the easier way.

Finally, I want to thank all outgoing members of our executive for your leadership, commitment, and tremendous service. Please know that you have made a positive contribution.

Supporting Our Fishery

- Increased Capacity and Outside Buyers
- Harvester Loan Program
- Industry Review

Learn more at gov.nl.ca/ffa

WHY THE NAFO EXCUSE IS INVALID: LIBERAL MPS TOE PARTY LINE AFTER BREAKING HISTORICAL AGREEMENT ON NORTHERN COD

Courtney Glode
FFAW-Unifor Director of Public Affairs

Opinion Editorial ran in the Hill Times, August 19, 2024.

NL Member of Parliament and Minister of Rural Economic Development, Gudie Hutchings, was recently asked at an unrelated media event why the federal government chose to break a 40-plus year commitment to Newfoundland and Labrador and prematurely reopen the commercial cod fishery to offshore draggers. Her response was that they have a commitment to NAFO and that when the commercial fishery opens, they must give NAFO a cut.

This response is openly insensitive, but predictable at this point.

You see, there was absolutely no industry or scientific basis for ending the northern cod moratorium and to say there was consultation or support is both false and disingenuous.

Newfoundland and Labrador has seven Members of Parliament elected to represent Newfoundland and Labrador in Ottawa. At the time of the June decision, two MPs held influential Ministerial portfolios, and six of those are part of the current government. You would think that so much representation would ensure that our province's best interests would be protected and our concerns would be championed.

How very wrong we were.

Federal MPs like Gudie Hutchings, Seamus O'Regan, Joanne Thompson, Churence Rogers, and Ken McDonald, are far more interested in cutting ribbons and catching every photo-op and BBQ they can muster. They aren't interested in advocating for the real issues that affect working people in our province. In fact, they've proven time and time again that they have no interest in standing up for the

sustainability of our adjacent resources, enhancing our socio-economic opportunities, or safeguarding our future.

Under Prime Minister Justin Trudeau and Minister Diane LeBouthillier, our federal government has given away over 60% of a new redfish fishery to the corporate dragger fleet leaving small boat harvesters in the Gulf of St. Lawrence to fail economically.

Seasonal workers have been told point-blank by the likes of Gudie Hutchings and Randy Boissonnault that no improvements are coming to the antiquated EI system until Canadians re-elect the Liberals in the next federal election.

Now, at a total catch of less than 20,000 tons, the Canadian federal government is letting offshore draggers back onto the northern cod fishery. Just to put this into perspective, the quota was 190,000 tons two years before the moratorium was called. Science and industry alike have demanded a reversal of the decision – calling Minister LeBouthillier's call short-sighted and damaging to the continued rebuilding of the historic stock. Not to mention the 40-plus year agreement that promised the first 115,000mt of quota to the small-boat harvesters and Indigenous groups. It was a promise that Trudeau himself had reaffirmed in 2015 and again by his Minister in 2021.

Despite a federal injunction filed by FFAW-Unifor, NAFO is pushing forward to get the quotas allocated to draggers as soon as possible. Domestic draggers like OCI are chomping at the bit to get back onto pre-spawning aggregations – aiming to set their fishery

for months where fish coalesce for annual breeding activates.

Basic critical thinking says this is not the sustainable path to take. It's not sustainable for the northern cod stock, for inshore, owner-operator vessels, or for coastal communities. Moreover, it sets a dangerous precedent that seeks to disconnect people more and more from the adjacent resources that they rely on and care for.

It's heartbreaking to the people who invest their lives in this industry to see it managed so irresponsibly, by people like Gudie Hutchings and Diane LeBouthillier, who are evidently more concerned with short-term political gain with offshore lobbyists than upholding best science and policy with integrity.



While Gudie may be "delighted" that Newfoundland and Labrador fishery workers have been brazenly wronged, the people of our province will be sure to remember it come next election time.

OUT OF TOUCH OUT OF LINE

All current Liberal MPs are building a legacy of distrust and destruction. Their broken promises and failure to stand up for Newfoundland and Labrador will go down in history.

Demand answers and demand change.

Reinstate the Stewardship Fishery and Reaffirm the 115,000mt Commitment



Sign and share the petition at
www.saveourcod.ca

JAM-PACKED JULY PUSHING BACK ON THE NORTHERN COD COMMERCIAL FISHERY

Courtney Langille
Communications and Government Relations



JUNE 30TH / JULY 1ST Created campaign website and petition to the House of Commons over the Canada Day weekend, which was authorized by MP Lisa-Marie Barron, NDP critic on the Standing Committee of Fisheries and Oceans

JULY 2ND FFAW holds a Press Conference with local and national media to mark the 32nd anniversary of the cod moratorium by calling for an immediate return of the Northern Cod Stewardship Fishery. FFAW then launches a campaign across social media channels and programmatic placements that are viewed across Canada.

JULY 3RD FFAW begins to make documents available online that date back to the 1970s detailing the history of the 115,000mt commitment to NL inshore and Indigenous groups to evidence the failure of promise and policy when the government rescinded the northern cod moratorium.

JULY 4TH (1) Premier Andrew Furey issues a letter of support for the reinstatement of the Northern Cod Stewardship Fishery to Prime Minister Trudeau and Minister Diane Lebovillier; (2) Unifor Canada issues a nationwide notice to members on the issue and encourages them to sign the petition; (3) Opinion Editorial authored by Courtney Glode, "Northern cod

controversy: more than just fish" is published in the Hill Times, Canadian political news and analysis insider newspaper for Parliament Hill

JULY 5TH Leader of the New Democratic Party of Canada, Honourable Jagmeet Singh, issues a letter to Minister Lebovillier that is co-authored by MP Lisa-Marie Barron and Mary Shortall, NDP Special Advisor for Newfoundland and Labrador, indicating that the decision for a Commercial fishery is both irresponsible and insensitive

JULY 7TH David Vardy, an economist who served at the senior level of the public service for almost 30 years, including as Clerk of the Executive Council (Secretary to the Cabinet), President of the Marine Institute, Deputy Minister of Fisheries, and Chair of the Public Utilities Board; sends scathing letter to NL MPs, with a lengthy list of cc's that include Minister Lebovillier, Senators, and senior officials in provincial government. The detailed letter emphasizes that the decision to reopen the Northern cod fishery is a fundamental decision on the future of the province, one which requires a broad hearing from the citizenry at large and not a sudden announcement by the federal government; Vardy speaks publicly about the letter on Open Line and CBC's The Broadcast



JULY 10TH FFAW meet with the Deputy Minister of DFO, Annette Gibbons, to reiterate the call to reverse the Northern Cod decision and reaffirm the 115,000mt commitment. DM Gibbons dismisses the issue, and Union representatives walk out of the meeting to join fish harvesters and disrupt a federal-provincial meeting of Environment Ministers to publicly demand a meeting with Prime Minister Justin Trudeau

JULY 11TH FFAW presents a 1300-page Submission to DFO, Members of Parliament, and the Prime Minister of Canada as a detailed record of the federal government's commitment to Newfoundland and Labrador and inshore fish harvesters. The body of this Submission forms the basis of consultation to pursue an injunction

JULY 12TH Unifor Canada President Lana Payne issues letter of support for FFAW's position to Prime Minister Trudeau and Minister Lebovillier

JULY 16TH Opinion Editorial authored by Abe Solberg, "Close the commercial cod fishery in Newfoundland and Labrador," is published in the Hill Times; Versions also published in the Globe and Mail and the Telegram

JULY 17TH FFAW gives away 2,000 lbs of fresh Northern cod donated by local Sentinel Fishery harvesters to the public at the St. John's Harbour Front. The event received widespread local and

national media coverage, increasing awareness of the campaign

JULY 18TH FFAW receives a letter from PM Trudeau that misnames Minister Lebovillier in an obvious standard template; FFAW goes public with the letter and blasts the continued dilution of the issue by feds; Lebovillier's Chief of Operations personally calls to apologize; FFAW receives a second standard template letter and demands meeting with Trudeau - request goes unanswered

JULY 19TH NL MP Clifford Small, Conservative Shadow Minister for Fisheries, Oceans and The Canadian Coast Guard issues a letter to Minister Lebovillier criticizing the decision for a Commercial Cod fishery, writing that the Liberal Party of Canada is unfairly applying policies and dividing Canadians, breaking both their word to NL harvesters as well as their livelihoods

JULY 25TH Following substantial legal consultation, FFAW files a formal challenge against Minister Diane Lebovillier's June 26th decision in federal court. The challenge included an injunction to delay the recently announced management plan for the 2J3KL Northern Cod Commercial fishery until the judicial review is complete.

AT THE TIME OF WRITING, AUGUST 27, 2024 PETITION 5057 HAS 1,654 SIGNATURES AND WILL REMAIN OPEN UNTIL OCTOBER 31, 2024.



SEAFOOD PROCESSING COMPANIES TAKE ADVANTAGE OF THE TEMPORARY FOREIGN WORKER PROGRAM AT THE EXPENSE OF LOCAL RECRUITMENT AND RETENTION – AND LONG-TERM SUSTAINABILITY

Courtney Glode
FFAW-Unifor Director of Public Affairs

these companies are posting bogus ‘help wanted’ ads, not replying to inquiries, and saying they can’t get anyone to work. They’re posting job ads they have no intention of responding to because the TFWs are already on the way. They are giving hours to TFWs before calling in local casuals, who are now being pushed out of their jobs.

Regions like Bonavista are overflowing with ready to work individuals, and rather than assist these Newfoundlanders with temporary relocation to assist other plants – OCI brings in hundreds of TFWs to plants like Triton and St. Lawrence.

These are not one-off-examples – this is the unsustainable trajectory processing companies are on. Their goal is to eliminate the local workforce and eliminate the inshore owner-operator fishery. They want to make it both undesirable and unsustainable for a new generation of people to work in processing plants.

Because this bodes well for offshore factory druggers – but it does not bode well for the long-term sustainability of coastal communities. It’s a strategic move that goes back to their inherent ambition of owning all Canadian fisheries, while landing and processing nothing here.

It’s why they make it difficult for harvesters to find buyers for fisheries like capelin and cod. They don’t want to invest in local capacity when their long-term goal is to land none of it here. It’s why they spend millions of dollars lobbying politicians in Ottawa to allot majority quotas to corporations, to break decades-long promises to our province, and to stop supporting seasonal industries.

It’s morally reprehensible how these companies operate, and I implore our provincial government to do more to prevent the corporate concentration and control of our resources. It’s clear the current slate of Liberal MPs are already deep in the pockets of these companies, but there is still hope when it comes to provincial integrity.

Our coastal communities rely on the adjacent resources. That is why people settled here, it is why they stay here, and it is the only reason they will still be living and working in rural, coastal settlements for years to come. We love and value our provincial culture and everything this province is known for. What will it be known for when there’s nothing left to the inshore fishery?

Opinion editorial originally published in a July 2024 edition of Saltwire News (St. John’s Telegram).

I recently had the privilege to participate in the FFAW’s annual meeting of the non-fishing sector. This meeting includes workers from many different sectors, but the majority are employed at seafood processing facilities around the province.

I’ve been attending these meetings for over ten years now, but the concern around the Temporary Foreign Worker program in our province has become more and more severe in the last few years – and it’s not because of reasons related to prejudice, racism, or discrimination.

Companies like Ocean Choice International and Royal Greenland should be investigated for their abuse of the Temporary Foreign Worker program – both by the federal government and by the provincial licensing department. We’re hearing from our members that




As the summer comes to an end, I hope that everyone had a successful fishing season and it continues into the fall. I look forward to working with the FFAW-Unifor and all stakeholders on the priorities that are important to harvesters, like joint management of our fishery.

- Premier Andrew Furey



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FUREY
NEWFOUNDLAND & LABRADOR LIBERALS



MADE SAFE NL
Manufacturing & Processing Safety Sector Council

Health & Safety Education and Awareness.

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

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

Not sure where to start? We can Help.

Printable poster files available on our website

Work Safe. Home Safe. Every Day.

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THE COSTS OF CORPORATE CONTROL IN THE FISHING INDUSTRY

Courtney Glode
FFAW-Unifor Director of Public Affairs

The fishing industry is an integral part of many coastal communities, providing livelihoods for countless families and forming the backbone of local economies. However, recent corporate control by crown corporation of Denmark, Royal Greenland, is raising grave concerns among fisheries workers. From inshore fish harvesters to processing plant employees, many voices are speaking up against the changes they've experienced under this foreign-owned new regime.

A LIFETIME OF FISHING TURNED UPSIDE DOWN

For 35 years, an inshore enterprise owner in Area 3L sold his catches to Quin Sea Fisheries. It was a relationship built on trust, transparency, and mutual respect. The manager at Quin Sea Fisheries was always willing to listen, provide support, and ensure fair dealings. But with Royal Greenland's entrance into the picture, the situation has changed dramatically.

"Within two years, our fishing ways were changed without any consultation. We would get a call and be told when we could go fishing and how much we could catch," he said.

This foreign company not only disrupted their traditional fishing methods but also refused to buy their products, leaving them with mounting bills and

no income.

This past fishing season marked the first time his crew didn't earn enough to qualify for two EI claims. He had to watch other harvesters bring in cod while he was not permitted to fish. Attempts to discuss the situation with Royal Greenland were met with silence and refusal to engage.

"Being a business owner, building it from scratch, and then having a foreign company trying to force me out is unimaginable," the harvester said.

He believes Royal Greenland has a master plan that doesn't include helping inshore fishers but rather bringing in their codfish from offshore draggers.

PROCESSING PLANT WORKERS' PLIGHT: FROM COOPERATION TO EXPLOITATION

The story is no different at the processing facilities. Workers fondly recall the days when the plant was operated by Fishery Products International and later Clearwater. Management then was cooperative and respectful, addressing issues professionally and promptly.

However, the advent of Royal Greenland's ownership has drastically altered the work environment. A

processing plant worker in St. Anthony, who is also the Chair of the Local, expressed deep concerns about the current state of affairs.

"Workers are not respected, problems are not discussed, and we are being bullied and harassed by management. It's a 'you do it or else' approach, with

constant fear of retaliation," Trudy Byrne said. "Attempts to resolve issues are met with instructions to file grievances and take them to arbitration."

The absence of labor management meetings and rare safety meetings have normalized overworking

employees for extended periods without a day off, in clear violation of labor standards.

"Right now, productivity is driven by fear, and that is exploitation," Byrne stressed.

THE BROADER IMPLICATIONS & THE NEED FOR ACCOUNTABILITY

The challenges faced by both inshore fish harvesters and processing plant workers under Royal Greenland's control highlight a significant problem with corporate exploitation. When management prioritizes profits over the well-being of workers, it leads to unsafe working conditions, mental stress, and financial instability for many families.

The stories shared by these fisheries workers underscore the urgent need for regulatory measures to protect the rights and livelihoods of those in the

fishing industry. Companies like Royal Greenland must be held accountable to ensure a healthier, safer, and more respectful work environment.

The fishing industry is more than just a business; it's a way of life for many coastal communities. The recent corporate control by Royal Greenland has had profound negative impacts on inshore fish harvesters and processing plant workers. Their experiences serve as a stark reminder that corporations must prioritize the well-being of their employees and partners.

MADE SAFE NL
Manufacturing & Processing
Safety Sector Council

Health & Safety Education and Awareness

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

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- Occupational Health & Safety (OHS) Committee/Representative /Designate Certification Training: 2-Day
- Supervisor Health & Safety Certification Training: 2-Day

Made Safe NL Training Modules

- Enhancing Safety Culture in Manufacturing & Processing
- Safety Leadership: Business Owners & Executives
- Key Performance Indicators for Safety
- 6-Step Safety Kaizen
- 6S & Visual Management
- 15+ Health and Safety Program Elements

Scan to learn more

FINAL PRICE NEGOTIATION UPDATE

2024 FISH PRICE SETTING PANEL'S DECISIONS REVEAL BAD FAITH AND INTELLECTUAL DISHONESTY

Abe Solberg

FFAW-Unifor Policy and Negotiations

This year, only two species went to the Panel for final offer selection—snow crab and capelin. In both cases, the Panel sided with ASP's position. The Panel deliberately misstated FFAW's arguments and position, relying on false equivalencies, cherry-picked arguments taken out of context, and a willful misreading of the positions to find against FFAW.

This is perhaps most obvious in the Panel's 2024 capelin decision. Since 2017, FFAW and ASP have negotiated the price of "Grade A" capelin, or large female capelin. Smaller and male capelin are then paid a percentage of that Grade A price, depending on size and percent female. If the price for Grade A capelin increases by 20%, the price for all other sizes and sex compositions traditionally increases similarly.

Capelin is a supply and demand-driven fishery, and this year there was a full moratorium on Icelandic capelin, typically the largest player in the capelin market. Norway, another major player, had a relatively high total allowable catch, but the overall international supply of capelin was down by over 60% compared to 2023. Based on reporting, the capelin that Norway caught were disproportionately small compared to past years. This means there was significant market opportunity for premium, larger-sized capelin. Even ASP noted that the market for large capelin was good this year at the panel.

When FFAW and ASP agreed on last year's price, the market situation was much different compared to this year. Last year, there was significantly higher supply, and the delayed season due to crab resulted in supply concerns for international buyers. This year, an independent market report provided by the province read that "Canadian capelin will likely be in demand and its price is set to increase."

At the Panel, we submitted a proposal that would pay a premium for large capelin, \$0.40/lbs. for Grade A capelin, and a commensurate increase for other

larger capelin but would roll over the price for smaller capelin, where we recognized the market was not as strong. ASP proposed a rollover, which the Panel accepted.

In the Panel's decision, released on August 9th—nearly two months after the hearing and after the fishery was already complete—the Panel falsely asserted twice (in paragraphs 54 and 75) that "the basis of FFAW's proposal" was a table that the negotiating committee included specifically as "context for the panel." The committee wrote that this was nothing more than context in the Panel submission.

The table demonstrated that in the Norwegian capelin market, the price for large capelin was likely greater than \$0.47 Canadian. This is supported by reports from the Undercurrent, as well as an article in the Undercurrent that notes the price of capelin increased towards the end of the season as larger capelin were caught.

Instead, the Panel ignored the text of these reports and determined that the only reliable evidence of the Norwegian price was the final season price of \$0.32-\$0.33/lbs. The Panel failed to note that this price is still nearly twice as high as the average landed price in 2023, based on the price table that the Panel accepted for 2024. In reality, our position was based on a 50-50 split of profits between harvesters and processors. Our position would have resulted in an even distribution of profit with just a 5% increase in the market this year.

In comparison, ASP's argument was entirely based on three affidavits provided by ASP members attesting to their costs and arguing that the price of capelin must remain low because capelin is "a marginal business." When cross-examined on the affidavits, ASP members refused to answer any questions, and as a result, the panel ruled that they "cannot attach any weight to the affidavits."

Put simply, the Panel threw out the entirety of ASP's argument and still chose their position, even while recognizing that "ASP members could potentially benefit disproportionately" if larger capelin were caught. The Panel tried to justify this by creating a false equivalence between an accurate table we provided as context rather than considering the thrust of our argument.

The Panel is not made up of experts in fisheries markets or economics; its role is to evaluate the two parties' positions and choose the strongest argument. The Panel has repeatedly failed to do this. Instead, the Price Setting Panel is operating under the principle of ASP until proven otherwise. The 2024 crab decision demonstrates that clearly, where the Panel provided reasoning why they "could not pick FFAW's position" while providing no clear argument why they "could" pick ASP's.

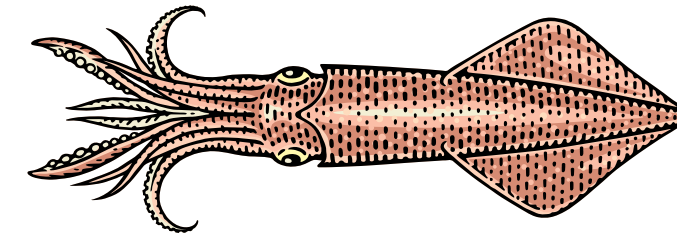
In a fair system, the Panel would consider and evaluate the two positions and pick the strongest one. Instead,

the Panel is acting as though they are on The Price is Right and picking low when they think we may have overreached. This is not a fair means of determining the price, as it consistently places the entirety of market risk on harvesters while allowing ASP to profit should the market increase.

If ASP was coming to the table with legitimate offers reflecting the actual market conditions, some of this may be alleviated. Yet ASP has realized that they can always afford to pay a fair share, so they choose to submit below market prices to the Panel. This bet has consistently paid off for them, while the Panel and the Province have done nothing to curb this pattern of behavior.

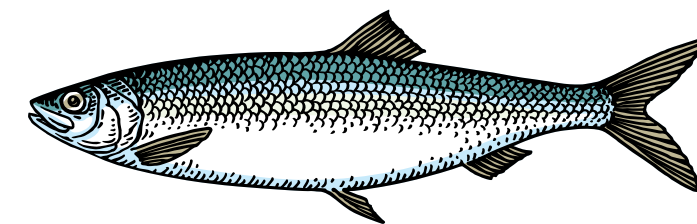
Capelin harvesters chose to take a stand this year and refused to fish at such an unfair price. Instead, harvesters organized and demanded more. As a result, seven companies broke ranks with ASP and signed a different offer, resulting in a 20% increase for Grade A capelin.

OTHER NEGOTIATION UPDATES



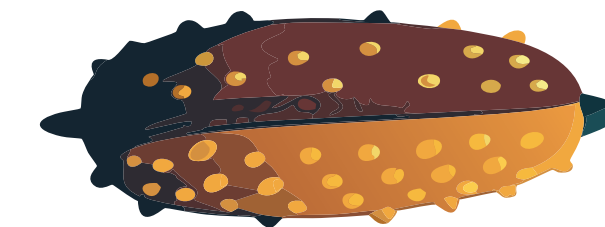
SQUID

Rollover from 2023, \$0.75/lbs.



HERRING

Rollover from 2023, wharf pricing. As part of this agreement, we have secured a commitment to negotiate herring prices in 2025 and have submitted a data request to ASP and the Province to inform our negotiations.



SEA CUCUMBER

Rollover from 2023, \$0.74/lbs.

We will continue to fight for fair pricing and equitable treatment for all harvesters. Stay informed and engaged, and together we will make a difference.

3L LOBSTER UPDATE

Miranda Butler
3L Member Representative

The 2024 3L Lobster season was successful for most harvesters. Overall, it seems that catch rates in all areas of 3L increased over the last year and are well above historical levels. Catch rates have been increasing for the last two years, which is, in turn, increasing activity levels as more harvesters are investing in their lobster fishery. This change was made evident by the strong uptake in the (now closed) Lobster Hauler AFF Program this season from 3L harvesters and more Lobster-related inquiries to the Union.

The only downfall to such an increase in catch rates is that harvesters all over the island are now struggling with sales. The number of lobsters landed overall had increased, and many buyers slowed purchasing. Those that had primarily landed personal use lobsters were

now holding an abundance of lobster with too many for personal use and nowhere to sell. Luckily for many harvesters, other buyers were available due to the Free Enterprise movement, and many moved lobster through those means.

There have been multiple requests for information on lobster in 3L, so lobster meetings are being planned for this fall in all 3L areas. Formal committees will be formed at these meetings to ensure that the fishing areas are being managed as efficiently as possible. If there are any concerns, questions or information harvesters would like presented at these meetings, please contact Miranda Butler at mbutler@ffaw.ca. All meetings will be announced via our Social Media accounts and website this fall when dates and times are finalized.



3L Member Representative Miranda Butler and Inshore Council Member Jody Seward with a huge lobster from Trinity Bay.



Young Harvesters Blake Clowe and Luke Lee are very proud of their large lobster catch.



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ELITE NAVIGATOR'S EXTRAORDINARY STORY

A TRUE MEASURE OF STRENGTH AND VITAL ROLE OF EMERGENCY PREPAREDNESS AT SEA

Courtney Langille
Communications and Government Relations

On July 20, 2024, Newfoundland and Labrador experienced an incredible event with all seven crew members of the Elite Navigator returning home after surviving an unimaginable 53-hour ordeal in the North Atlantic. From the moment the vessel was reported overdue on Thursday, July 18th, concern for their safety was at the forefront of everyone's mind in Newfoundland and Labrador, and across the country, as we braced for one of the worst maritime tragedies in recent history.

Thanks to the extraordinary efforts by the Canadian Coast Guard, AR and military aircraft, as well as several inshore vessels, Captain Eugene Carter and crew members David Tiller, Toby Peddle, Harold Howell, Andy Hunt, Jordan Lee King, and Robbie Firmage were all reunited with family, friends, and their communities on Saturday, July 20th after enduring severe adversity that stacked the odds against them.

Captain Carter visited the FFAW office in St. John's in August to share the experience in an interview for the Union Forum:

The Call to Abandon Ship

"We were steaming to Valleyfield to drop off our catch. Davie and Toby were in the wheelhouse, Robbie was watching TV, and I was cooking supper in the galley when the fire broke out. It started in the closet where the exhaust feeds up to the wheelhouse and it happened fast. We tried the fire extinguisher first from the inside and it was no-go. We moved to the muster point and made the distress call, moved to the deck

and tried the second extinguisher and that's when we knew that it was useless. I made a second distress call and then decided to abandon ship and gave the command to get the life suits and bring them to the deck."

"We did get separated a bit with the fire, a couple of the guys got stuck on the front deck and couldn't get back and forth, but everybody followed my direction. There was no communication equipment on the life raft. On the vessel itself, the EPIRB beacon was located in an area with no congestion, but the purpose of that EPIRB being there was that if the ship went down it would go off. But we didn't realize that the exhaust vents from the closet were feeding the fire directly towards the EPIRB and burnt it up, which is why I couldn't get at it either when I was deploying the life raft."

Thick fog made visibility difficult for the first several hours of search and rescue efforts, but the crew held their composure despite the odds against them. "The life raft was packed with a small-scale fishing kit that was pretty much useless at sea, a small flashlight, lots of water that lasted the whole 53 hours, and sugar biscuits that weren't the best thing, but it was energy. We tried the best we could to keep still in close quarters on the raft and took sips of water every couple hours so we didn't get muscle cramps. We'd try to change positions a little, but the life raft is a circle, so you'd wind up back in the same spot eventually. We decided it was better off just to not move at all because of the risk of damaging the thing. I remember saying to them, 'It's not built for luxury; it's built for

survival."

"Everyone was awake and alert the whole time. We kept busy telling jokes, talking about the fire and what just happened. The frustration would hit when we would hear the choppers overhead, but we were hidden by the fog. We didn't really know what to do with ourselves in those moments, but we had to put it all aside and just deal with the situation."

The Rescue

"On the last day, we had a can of orange smoke and one rocket flare left aboard the raft. Earlier, we still had lots of daylight, and the wind started to drop a bit so I used the can of orange smoke to try and signal to the choppers that we were hearing, but it didn't work. Afterwards, when we were talking to the Coast Guard, they would tell us that they thought they saw the orange smoke, but it wasn't clear enough to consider it a signal. That evening, the fog lifted, and I heard the chopper overhead so I used the last flare. The chopper didn't see it overhead, but the Coast Guard did see something that resembled the flare and it was finally a good enough sign to turn the chopper around in our direction. When I saw the chopper turn, I started using the flashlight, flicking it on and off as a distress signal, and the night vision in the chopper picked it up clearly and spotted the raft. Once they turned, they started using their spotlight to indicate that the message was received."

"Once the chopper was overhead, they sent down a rescue diver and he came aboard the raft and looked at me and said, 'How many on board?' and I said, 'Seven.' Then he said, 'How many alive?' and I said, 'Seven,' and he replied, 'You're a hero.' Then a second diver came to assist and asked if we wanted to be hoisted

to the helicopter or wait 15 minutes for the boat, the Fast Response Cutter (FRC) Coast Guard vessel, but ol' Harold said he wanted to wait because you can't smoke aboard the chopper, and we let Harold make the call!"

"A few minutes later, when it was right to do so, we got on board the FRC and left the life raft. Then we were taken aboard the Teleost and our first stop was the hospital to do vital checks. Everyone was perfect, no injuries, so we all started getting showers and they got us clothes to wear. None of it had really sunk in yet."

"I called my mother first, and it was all disbelief and tears. Then I called my Uncle Glen. It was pretty emotional, to say the least. I knew I was good, but thinking about what they went through for the past couple days was hard. I could tell by the tone of their voices and the tears that flowed that they didn't think we would come home."

Safety Training Becomes Safety Practice

"It wasn't a controlled situation whatsoever, but I stayed calm through it so everyone else stayed calm. When I was putting on my life suit, I even took my shoes off and put them aside on the deck, like you would in someone's porch, before I put the suit on. There are little things that you learn when you do your Marine Emergency Duties (MEDs) certificate that you need to notice in the moment. Like, I knew that as soon as I got on that life raft there was a little knife that I had to find to cut the painter line. There are so many little things that you learn in that training that really go a long way, and it saved us."

"There can definitely be a level of complacency with





I think about a lot of things that could have gone wrong or differently if that crew wasn't the crew on board that day. You have to ask yourself if those people are the right people to get you out of a situation."

David Tiller, Toby Peddle, Harold Howell, Andy Hunt, Jordan Lee King, and Robbie Firmage were the right crew.

Many videos shared online capture the joy of hundreds of friends and family standing in celebration on the wharf at New-Wes-Valley while the "Lucky Seven" were ferried home, a scene that will be long remembered in Newfoundland and Labrador and across Canada.

The event is a true measure of the strength of community and a stark reminder of the risks taken every day by harvesters in the commercial fishery. It is also a testament to the vital role of emergency preparedness and the importance of a professional, well-trained Captain and crew! Thankfully, tragedy was avoided, and the Lucky Seven will be remembered for their perseverance and ingenuity, but this near disaster also serves as a critical reminder of how promoting a safety culture on every vessel can bring you home.

safety at sea, and you have to have those skills always accessible so you can apply them confidently and calmly. You have to be ready for all the risks you take every time you go out. I fished that boat for three years with nothing going wrong, I knew the boat. But just because it hasn't happened doesn't mean it can't happen. You always have to be prepared."

"The other important thing is to always know your crew. They might have done their certificate and got that paper signed because they're book smart, but that doesn't mean that they're the type you should bring on the water that will respond and react with composure.

A FAMILY FISHING LEGACY FOR LIAM CLOWE

Haley Tucker
Communications Student

On July 22, 2024, representatives from FFAW- Unifor met with nine-year-old Liam Clowe to discuss his dream to become a fisherman. Liam loves going fishing with his grandfather, an inshore fish harvester out of Fermeuse, and hopes to take over his enterprise when he grows up to pursue his dream of being a fish harvester.



Liam enjoys all aspects of fishing, but said his favourite fish to catch is crab, as he gets to spend the night on the boat and spend more time with dad and pop. "The night before we go, we have to get our bait and get our ice. Then that morning we have to wake up around 2:30 in the morning to go out, and then I'll sleep on the way out for a little bit. Then we have to start hauling our pots, and on the way in we eat breakfast, and then when we get in, we have to offload the crab", Liam shared.

Liam views fishing as more than just a fun way to spend time with family, he understands that it is a job. He explained how on the boat, he plays an important role baiting the pots. He takes care to ensure his job is done correctly and takes pride in the work that he contributes. Liam also likes to go cod jigging and described how to properly use a jigger.

"Just drop the hook down until it gets to the bottom, then you have to go [mimics pulling up motion], keep hauling like that, and when you feel something heavy on the fishing line you have to

haul it up", he explained.

It is important to Liam that he can carry on his family's traditions and work in the fishing industry.

"I'd be pretty sad" Liam expressed when asked how he would feel if he could not fish anymore, "It's just really fun to go out fishing".

Liam is one of many young people in Newfoundland and Labrador who want to continue their family's legacy in the fishing industry. When asked how he would feel if had the opportunity to be a fisherman when he grows up, he responded

"It'd be pretty fun, it'd be amazing".

We must fight to protect our fishery for the next generation of young harvesters, like Liam, and make sure that it is sustainably managed with diverse opportunities.

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EXECUTIVE BOARD ELECTION RESULTS

On Wednesday, July 24, 2024, the FFAW- Unifor Elections Committee, in the presence of an independent auditor and candidate scrutineers, tallied the ballots for the 2024 Executive Board Election. With a 32% return rate, the results are as follows:



| | |
|---|------------------------------------|
| President..... | Dwan Street |
| Secretary-Treasurer | Jason Spingle (Acclaimed) |
| IRO - Vice President..... | Brenda King |
| Inshore - Vice President | Jason Sullivan |
| Inshore - Avalon..... | Alvin Petten |
| Inshore - Northeast Coast | Eldred Woodford |
| Inshore - South Coast | Kevin Hardy (Acclaimed) |
| IRO - Cape Freels to Cape Pine..... | Patsy Chaulk |
| IRO - Non-Fishing..... | Sheldon Squibb |
| IRO - Northern Peninsula, Labrador, Northeast Coast Jackson's Arm - Cape Freels..... | Nancy Fillier (Acclaimed) |
| IRO - Cape Pine West to Cox's Cove | Hubert Stacey (Acclaimed) |
| IRO - At-Sea | Stephen Buffett (Acclaimed) |
| IRO - Women's Position..... | Flora Mills (Acclaimed) |
| Crew Members..... | Lee Melindy (Acclaimed) |
| Inshore - Northern Peninsula/Labrador | Christopher Genge |

Inshore - Women's Position To be voted at Convention Candidates: Nancy Bowers, Linda Woodford

New Executive Board members will be sworn in at the 14th Constitutional Convention, on November 19, 2024, in Gander, NL.

We extend our appreciation and gratitude to all candidates who had the courage to run in this election. Your dedication and commitment have positively impacted and strengthened our Union and contributed to the trajectory of this important organization.

Your participation has not only inspired many, but also reinforced the importance of active involvement

in shaping our future. Whether elected or not, each candidate played a crucial role in this democratic process, and we deeply appreciate your efforts and passion.

Let's continue to work together towards a brighter and stronger future for all FFAW-Unifor members.

FFAW-Unifor Election Committee:

Mark Dolomont (Chairperson)
Tina Pretty Mary Shortall Will Reid George Chafe

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!*



**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.*

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!*



For more information visit our website at www.nlfhsa.com

LONGTIME COD SCIENTIST SUBMITS FEDERAL AFFIDAVIT SUPPORTING RETURN TO STEWARDSHIP FISHERY

Haley Tucker
FFAW-Unifor Communications Student

to “cautious” from “critical” last year, and there is a still a “substantial risk (over 50%) that the cod stock will fall below the LRP within the next five years and be required to be redesignated as ‘critical’” if the commercial offshore northern cod fishery is reopened.

Dr. Rose highlighted the greater environmental impact of offshore fishing companies compared to inshore fishermen. Offshore companies typically fish “near or in the spawning grounds of cod,” using dragger nets that damage cod eggs, the sea floor, and marine flora, all of which are essential for cod reproduction. The damage caused by these vessels may also attract other species to cod spawning grounds, leading to a decrease in cod hatching and reaching adolescence. In contrast, inshore fish harvesters tend to fish far from spawning grounds to ensure the continued growth of the northern cod population, given their close connection and reliance on the cod stock.

In Dr. Rose’s professional opinion, the decision to reopen the offshore commercial cod fishery will likely lead the cod stock to return to a “critical” level. He concluded, “In other words, the decision, as it stands at present, would create irreparable harm to the cod stock.”

On July 26, 2024, FFAW-Unifor submitted a federal injunction to the Attorney General of Canada in response to the decision to end the northern cod moratorium. Included in this injunction were affidavits from the Union, notably one from Dr. George Rose, a professor and Fisheries Conservation Chair at the Marine Institute. Dr. Rose specializes in fisheries management and the Northwest Atlantic cod stocks.

In his affidavit, Dr. Rose expressed profound concerns regarding the reopening of the commercial northern cod fishery. He warned of the “significant and irreparable harm” that this decision could cause to the cod stock in the Atlantic Ocean. Dr. Rose particularly emphasized that the northern cod stock has been reclassified from “critical” to “cautious” by the Department of Fisheries and Oceans (DFO). This classification is based on a Limit Reference Point (LRP), a specific threshold number of cod. If the cod stock falls below this LRP, it is considered “at risk of being irreparably harmed.” The cod stock was only upgraded

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\$15 million for a new Harvester Enterprise Loan Program

We’re investing \$15 million for a new Harvester Enterprise Loan Program to expand financial support for independent fish harvesters and encourage new enterprises and young people to enter the fishing profession.

Find out more



2023 FFAW SCHOLARSHIP RECIPIENTS

CONGRATULATIONS

TO THE 2023 WINNERS OF THE FFAW-UNIFOR SCHOLARSHIP PROGRAM



BRADEN TUCKER

ROBERT WHITE SCHOLARSHIP FUND

PARENTS
BRUCE TUCKER
ADDRESS
BLACK DUCK COVE
ZONE
4R



CARSON FOLEY

RAY GREENING MEMORIAL SCHOLARSHIP

PARENTS
MELVIN FOLEY
ADDRESS
PARADISE
ZONE
3L



AVA DAWN PITCHER

RAY GREENING MEMORIAL SCHOLARSHIP

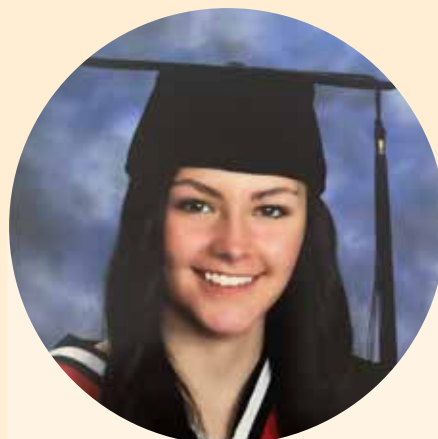
PARENTS
WINSTON & APRIL PITCHER
ADDRESS
BURIN BAY ARM
ZONE
3PS



ROBERT HODGE

RICHARD CASHIN SCHOLARSHIP AWARD

PARENTS
GLEN & CYNTHIA HODGE
ADDRESS
ST. LAWRENCE
ZONE
3PS



JENNA PARDY

ROBERT WHITE SCHOLARSHIP FUND

PARENTS
JUSTIN & KATHY PARDY
ADDRESS
Twillingate
ZONE
3K



NICHOLAS WARREN

RICHARD CASHIN SCHOLARSHIP AWARD

PARENTS
MEMBER HIMSELF
ADDRESS
PARADISE
ZONE
3L

Applications for the 2024 scholarships are being accepted until October 31, 2024.

CENOVUS COMPENSATION PROGRAM FOR 3PS

Katie Power
Industry Relations Representative

Work is underway to establish a compensation program for all harvesters impacted by the ongoing Cenovus 'West White Rose' Project.

FFAW staff and harvesters in 3Ps met with Cenovus for a general information session on February 2nd, 2024, to discuss the scope of the West White Rose Project. This discussion included the 2024 dredging campaign and the 2025 tow-out. At this meeting, members were added to the Fisheries Liaison Committee, which had been formed at a previous meeting. These additional members included harvester representatives of the areas that would be most affected by the short-term (November to April) dredging work in Fox Harbour and Ship Harbour.

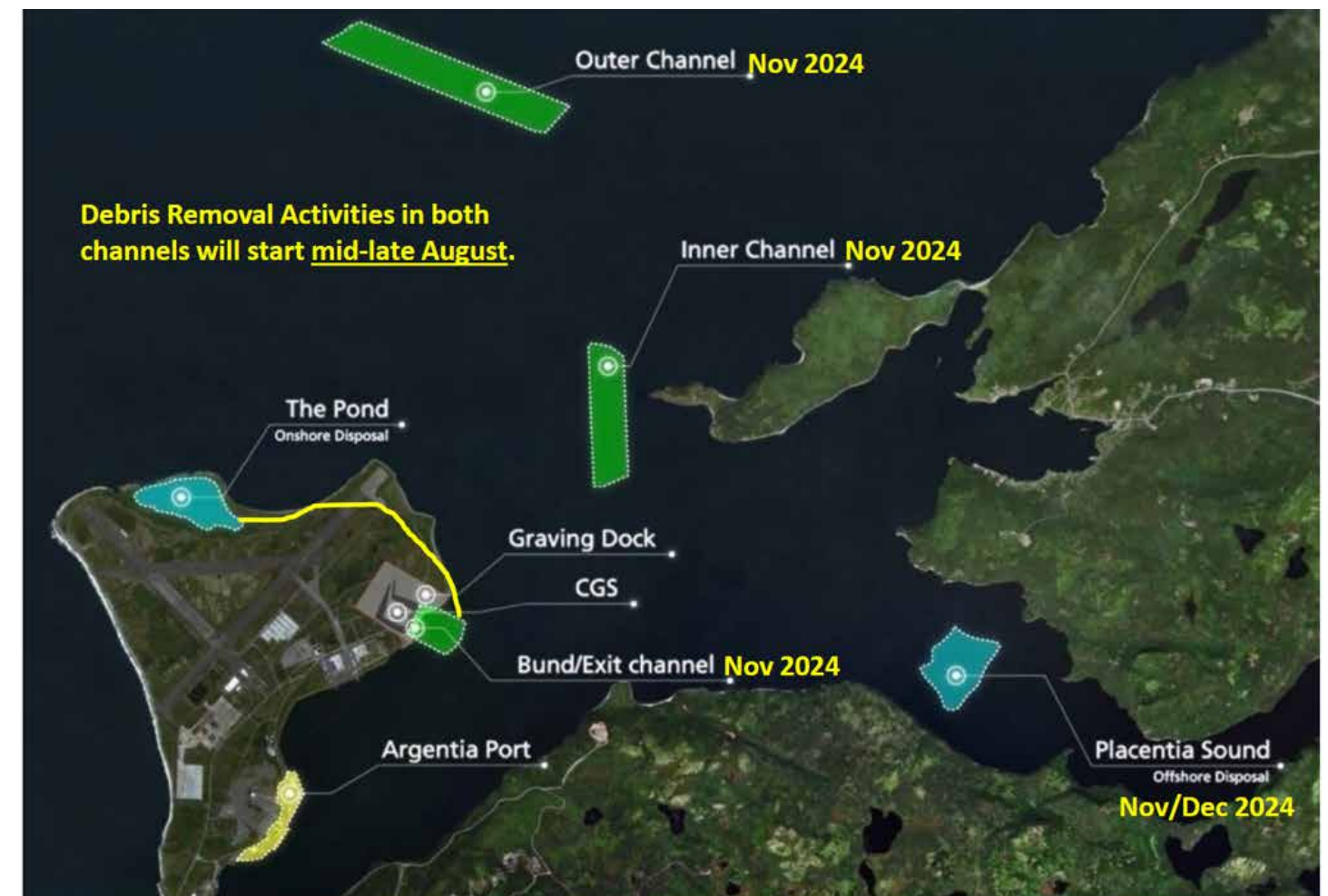
Since then, there have been productive Fisheries Liaison Committee meetings on March 1st, April

10th and August 22nd. Discussions focused on the placement of the dredging channels in consultation with fish harvesters to minimize impacts. At the August 22nd meeting, the topic of compensation for loss income due to dredging in 2024 dominated the conversation.

This closure is not permanent, and habitat restoration plans are in place; however, there are expected impacts related to increased steaming times, encroachment, and temporary loss of fishing area.

Cenovus has asked FFAW to draft a compensation proposal by mid-September to present to them to demonstrate our expectations. The Committee will finalize their proposal in the coming weeks. For questions or concerns, please contact Katie Power at kpower@ffaw.ca or at 576-7276.

2024 DREDGING PLANNING UPDATE



SUCCESSFUL CONTRACT NEGOTIATION AT BAIE VERTE CO-OP

Courtney Glode
Director of Public Affaris



The Baie Verte Co-op, located in Baie Verte, proudly employs 25 dedicated individuals listed on the seniority list. The grocery store is a hub for the Baie Verte Peninsula, stocking fresh and reliable produce, baked goods, meats, shelf goods, and more.

Following a year of dedicated negotiations, the new contract for Baie Verte Co-op has been successfully

signed as of June.

This successful negotiation would not have been possible without the efforts of our committee members; Carmen Morrison, Natasha Lewis, Norma Austin, Jeff Griffin, and Joey Warford. The highlight of this negotiation process is undoubtedly the fair wage increase we secured for the employees.



PROVINCIAL GOVERNMENT LAUNCHES HARVESTER ENTERPRISE LOAN PROGRAM TO HELP EXPAND SUPPORT FOR FISH HARVESTERS



Courtney Langille
Communications and Government Relations



On May 24th, 2024, the Provincial Government announced a \$15 million investment by the Innovation and Business Investment Corporation (IBIC) to launch the new Harvester Enterprise Loan Program (HELP). HELP, a significant enhancement of the existing Fisheries Loan Guarantee Program, is designed to provide expanded support for independent fish harvesters. Its ultimate goal is to ensure the continued sustainability of the independent fishery.

In February 2024, FFAW met with the Fisheries, Forestry, and Agriculture Minister Elvis Loveless and officials from the Premier’s office on the need to strengthen and better promote the Loan Guarantee Program, and they heard us. Enterprise owners face unique financial barriers that place a great deal of pressure on small businesses in the fishery. In the past two years, most enterprise owners have exhausted established financing channels to avoid jeopardy following recessionary market pressures. In particular, the conditions of 2023 were further aggravated by repayment of the CEBA loan(which many owner-operators had to reallocate those funds into balancing operational costs) and then by devastating changes

to EI criteria at the end of their fishing season. The climate was particularly opportunistic for large processing companies to function as banks, offering financial relief in exchange for control of the harvester’s license.

FFAW is optimistic a HELP will restore stability and provide a funding avenue for small businesses on the water to maintain the integrity of their enterprise.

With the Provincial Government covering the down payment, it is estimated that the Program will facilitate approximately \$90 million worth of loans on a case-by-case basis. In the weeks leading up to the Program

launch, it was clear that the demand was high for enterprise owners, with many members calling to get information so they could be one of the first to apply. FFAW worked with officials in the Department of Industry, Energy, and Technology (IET) to get as many details as possible before the program was opened for application and shared that information with members.

On July 16th, HELP officially launched for application at commercial banks and credit unions throughout the province, with a significant uptick from the previous Loan Guarantee Program. Although HELP is not a complete financial solution, particularly for new entrants to the industry, it is an important first step in providing the financial support needed for owner-operators in Newfoundland and Labrador. Our Union looks forward to seeing the results of this program on the fishing industry going forward and identifying how it can further develop to maximize opportunities and value for harvesters.

Important highlights of the Harvester Enterprise Loan Program include:

SECURITY REQUIREMENTS

- Borrowers are required to provide adequate security.
- May need to include a promissory note, personal/corporate guarantee, mortgages or security agreements that capture vessel, equipment and fishing licenses.

ELIGIBLE APPLICANTS

- Company is an NL entity
- Shareholder(s) of the company is resident(s) of NL
- Proprietor is a Canadian citizen and resident of NL
- Core harvester certified by the Professional Fish Harvesters Certification Board
- Holds or eligible to hold commercial fishing license

DOWN PAYMENT REQUIREMENTS

- Minimum cash down payment of 0% from applicant. No maximum.

- Optional patient down payment loan from IET:
 - » 10% for vessel acquisition / refit
 - » 15% for Purchase of License or enterprise

REPAYMENT TERMS

Negotiated between the borrower and the lender, based on the following:

- 20-year term Vessels, depending on life expectancy, for construction, purchase and upgrades. Combined purchase of vessel, equipment and licenses.
- 15-year term license acquisition only.
- 12-year term used vessels, vessel upgrades (dependent on life expectancy)
- Refinancing at with same terms as above (No DP required if >15% equity)
- Flexible loan repayment options (annual principal payments, assignment of catch and/or a percentage of gross revenue)

AMOUNT OF LOAN GUARANTEE

- The province’s guarantee can provide up to 100% of an outstanding loan
- Up to \$3 million for vessel only related items;
- Up to \$4 million for combining of enterprises; and
- Up to \$2 million for license acquisition only.

MAXIMUM INTEREST RATES

- As negotiated between the borrower and the lender, to a maximum of commercial prime plus 2 per cent or 2.5 per cent, depending on the term of the loan.
- Floating interest rates can be converted to fixed rates.

For questions or issues with the program, please contact Government of Newfoundland and Labrador representative, Aaron Natsheh at 709-729-5077 or aaronnatsheh@gov.nl.ca

NATIONAL SEAL PRODUCTS DAY 2024

Courtney Langille
Communications and Government Relations

FFAW-Unifor attended this year's National Seal Products Day event at Parliament Hill on May 28th with other Canadian Independent Fish Harvesters Federation members. Honourable Elvis Loveless, then Minister of Fisheries, Forestry and Agriculture, also attended to represent the Government of Newfoundland and Labrador, as well as Members of Parliament, Senators, and seal industry advocates and stakeholders from across Canada.

National Seal Products Day is celebrated annually during the month of May to promote Canadian seal products and highlight the importance of the Canadian seal fishery, particularly for coastal communities and Indigenous people. FFAW has been present almost every year since Canada celebrated its first National Seal Products Day on May 20th, 2017, after receiving Royal Assent from the Governor General.



EUROPEAN COMMISSION REGULATORY REVIEW

The European Commission's regulatory review of the ban on Canadian seal products was open for public commentary from May 15th until August 7th. The review is mainly focused on the socioeconomic and ecosystem impacts of the bans. FFAW participated with a formal submission that shared informed concerns about seal predation and first-hand experience with the effects of seals on commercial fish populations. The following is an excerpt from FFAW's Submission:

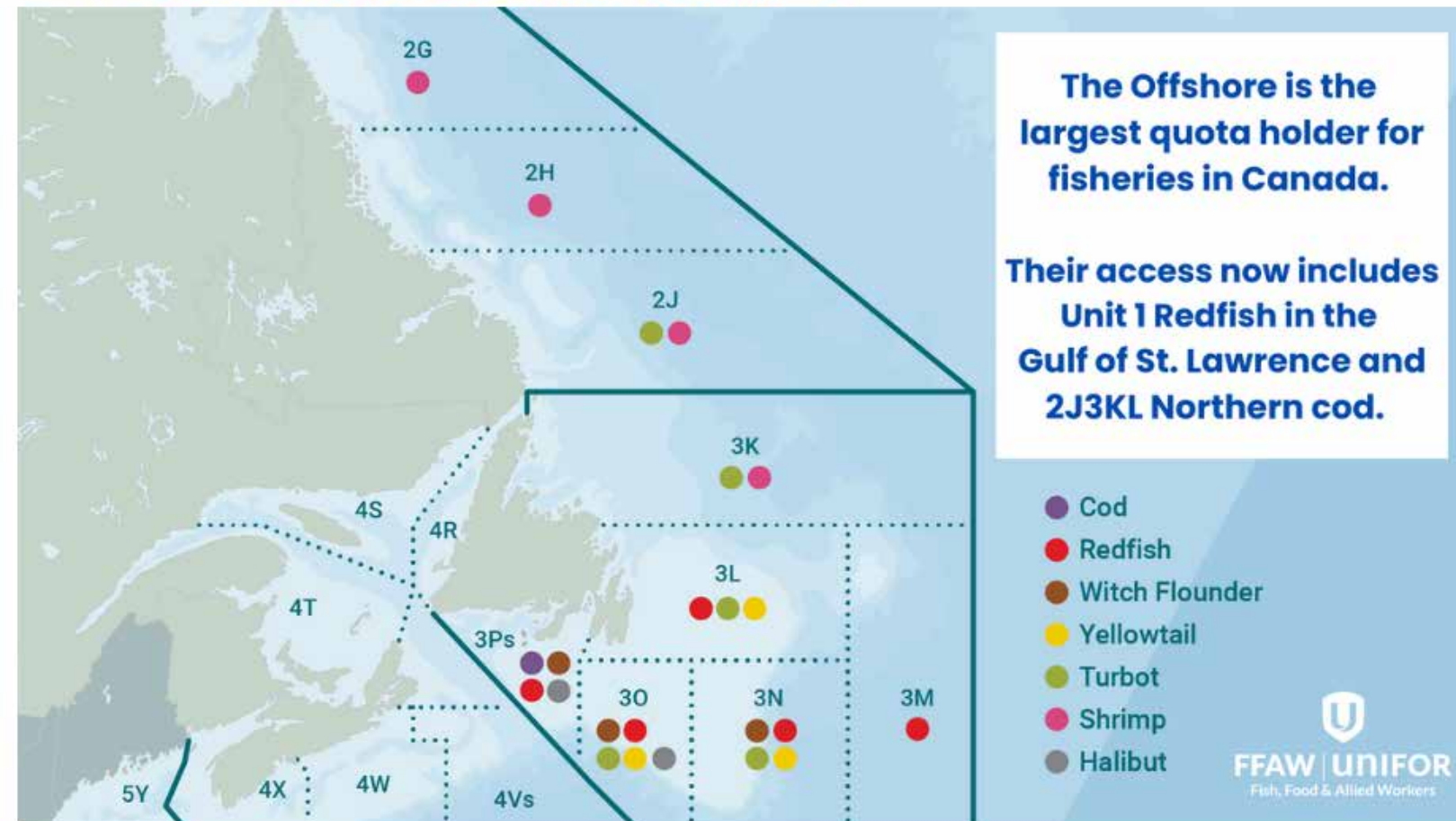
Our ocean ecosystem is facing an unprecedented crisis due to the exponential growth of seal populations. For instance, grey seals, which dominate the Gulf of St. Lawrence and the west coast of Newfoundland, have seen their numbers skyrocket from an estimated 8,000 in 1960 to more than 400,000 today—a 50-fold increase (Fisheries and Oceans Canada). With each adult grey seal consuming up to two tonnes of prey annually, the current population now consumes around 800,000 tonnes of fish every year. To put this in

perspective, in 2019, all of Atlantic Canada landed just 560,000 tonnes of seafood—much less than what grey seals alone consume. This consumption has severe repercussions on fish stocks, including the potential extinction of Atlantic cod.

Similarly, the harp seal population, the largest in the world, has grown to approximately 7.6 million. In 2008, harp seals were estimated to consume 4.2 million tonnes of prey, including 1.26 million tonnes of capelin and 565,000 tonnes of Atlantic cod (Fisheries and Oceans Canada). The scale of consumption far outweighs the commercial harvesting figures, raising concerns about the future of these vital fish species and the survival of our coastal communities that rely on them.

FFAW continues to advocate for an ecosystemic approach to Canada's seal overpopulation and collaborates with other stakeholder groups across the country to find common ground that will be effective

CORPORATE DRAGGERS ARE DESTROYING OUR COASTAL COMMUNITIES



Sign and share the petition at www.saveourcod.ca

Michael (Mic) Symmonds was a longstanding pillar of the FFAW and of his community of Conche, who sadly passed away this weekend.

In the words of Secretary Treasurer, Jason Spingle, "Mic was one of the few people that could insult me every time he saw me, and I looked forward to it each time.

When push came to shove, Mic always had his finger right on the point of the issue.

He liked to have a joke, but when the chips were down you could always count on Mic for an honest assessment.

He supported his fellow harvesters, and he supported his Union. Mic was someone who no doubt believed in

the purpose of the FFAW, for the betterment of fish harvesters and coastal communities.

He may not have been the loudest voice around the table, but he was an excellent listener to the harvesters in his area, and his continued re-election to the Inshore Council for many, many terms is a testament to this. Mic's quiet confidence and genuine commitment will certainly be missed.

We're all heartbroken to hear of Mic's passing and extend our sincere condolences to family and friends. As Mic would say, the music must play on - but the memories we hold will be cherished.



A LIFELINE AT SEA: THE CRITICAL ROLE OF AEDS ON FISHING VESSELS

Contributed by Roberta Hewitt
Director of Marketing and Community Relations for St. John Ambulance



Harvesters in of Newfoundland and Labrador face unique challenges every day on the water. The work is demanding, often isolating, and sometimes dangerous. But there's a silent threat that lurks beneath the surface, one that doesn't discriminate between experienced captains and young deckhands: sudden cardiac arrest (SCA).

SCA can strike anyone, anywhere, at any time. When it does, every second counts. On land, emergency services might be minutes away, but at sea, help can be hours from reach. This is where an Automated External Defibrillator (AED) becomes not just useful, but essential.

An AED is a portable device that can analyze the heart's rhythm and, if necessary, deliver an electric shock to help it restore an effective rhythm. It's a crucial tool in the chain of survival for casualties of Sudden Cardiac Arrest, and it's surprisingly easy to use.

The beauty of modern AEDs is their simplicity. They're designed for use by anyone, with or without medical training. Once you turn it on, the device provides clear, step-by-step voice instructions. It will even determine whether a shock is needed, so you can't make a mistake.

Imagine this scenario: You are miles offshore when your crewmate collapses suddenly. Your training kicks in, and you start CPR immediately. But CPR alone often isn't enough. This is where an AED can make all the difference. While you continue compressions, another crew member can set up the AED. Together, CPR and defibrillation give your friend the best chance

of survival until you can reach shore.

The statistics speak for themselves. When CPR is used in conjunction with an AED within the first 3-5 minutes of collapse, survival rates can jump from just 6% to 74%. That's not just a number—that's potentially your crewmate, your friend, or even you.

At St. John Ambulance, we've seen firsthand the impact these devices can have. We've heard stories from fish harvesters who never thought they'd need an AED until the day came when it saved a life on board. That's why St. John Ambulance would like to see an AED on every fishing vessel in Newfoundland and Labrador.

Investing in an AED is investing in the safety and wellbeing of your crew. It's about being prepared for the unexpected and having the tools to respond effectively in an emergency. And while we hope you will never need to use it, having an AED on board provides peace of mind that's truly priceless.

But remember, an AED is most effective when used in conjunction with CPR. That's why at St. John Ambulance, we offer comprehensive training that covers both CPR and AED use. Our Marine Basic and Marine Advanced First Aid courses are designed with the maritime environment in mind, ensuring you're prepared for the unique challenges of administering first aid at sea.

As fellow Newfoundlanders and Labradorians, we understand the importance of looking out for one another. In our line of work, your crew



is more than just coworkers—they're family. By equipping your vessel with an AED and getting proper training, you're not just fulfilling a safety requirement. You're making a statement that on your boat, every life matters.

So, we urge you: don't wait for tragedy to strike. Reach out to St. John Ambulance today to learn more about our AEDs and our first aid training programs. It's a small step that could make all the difference when it matters most.

Because at the end of the day, the most valuable catch you can bring home isn't in your nets—it's the lives of your crew, safe and sound.

Remember, in the fight against sudden cardiac arrest, you are the most important link in the chain of survival. With an AED from St. John Ambulance, you'll have the power to save a life right in your hands. Make the call today—for your crew, for your loved ones, for yourself.

For more information on first aid training with St. John Ambulance or to request more information on the AEDs we sell, please visit www.sja.ca or call 1-800-801-0181.



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FFAW WINS GRIEVANCE AGAINST ASP ON 2023 SNOW CRAB TOLERANCE PAYMENT

FFAW-Unifor is pleased to announce a significant victory in its grievance against the Association of Seafood Producers (ASP) regarding the 2023 snow crab tolerance payment dispute. This decision marks a pivotal moment in ensuring fair treatment and compensation for fish harvesters - with approximately \$3.3 million expected to be paid out to harvesters.

The arbitration hearing, held on April 15 and June 17, 2024, concluded with Arbitrator James C. Oakley, K.C., ruling in favor of FFAW on the afternoon of August 5, 2024. The grievance centered around ASP's failure to honor the 20% tolerance for <4" crab as agreed upon in the May 19, 2023 Crab Agreement.

"ASP tried to shortchange fish harvesters during last year's snow crab fishery by refusing to honour a longstanding 20% tolerance agreement following the extended tie-up and subsequent agreement. Despite strong legal and historical precedent, ASP refused to honour the 20% tolerance during the 2023 fishery and as a result thousands of fish harvesters were paid less than was rightfully deserved," explained FFAW-Unifor President Greg Pretty. "We are pleased that the arbitrator recognized the poor faith, retaliatory behaviour exhibited by ASP

and we are looking forward to getting that money back into harvesters' pockets as soon as possible," says Pretty.

"Our Union has repeatedly highlighted the flaws in the current arbitration process for the fishing industry. The process must be fast-tracked given the seasonal nature of the industry, and the need to resolve last year's grievances before negotiating the next year's prices," Pretty said.

"Although we would have liked for this to have been resolved back in 2023, we are very satisfied with the arbitrator's decision, which reaffirms the necessity of upholding agreements and treating fish harvesters with the respect and fairness they deserve. This victory demonstrates the power of solidarity and the critical role of collective bargaining in safeguarding the interests of our members," concluded Pretty.

Details on how and when repayments will be provided are still being worked out - ASP is delaying the process, and our lawyers are working out the next steps to ensure payments are provided as soon as possible. Details will be provided as soon as available.

DWAN STREET ELECTED AS PRESIDENT OF FFAW/UNIFOR



The Next Chapter for Our Union

I am deeply honored and grateful to be elected as your next FFAW President. Our Union is set to enter a new era of leadership and vision.

Growing up in Spillar's Cove, Trinity Bay, I was surrounded by the fishery industry through my family. This connection guided me towards a career and academic focus in the fishery, with degrees in Sociology/Social Anthropology and Fisheries Resource Management.

With experience in grievance procedures, EI and Worker's Compensation claims, and fish price negotiations, I am ready to lead our union forward. My vision includes a modernized fishery that stands competitive in both the marketplace and at the government table.

I look forward to engaging with each of you to address your needs and concerns as we build a stronger, more unified future together. I invite all union members to share their thoughts, questions, and suggestions.

Together, we can ensure that FFAW-Unifor remains a powerful advocate and resource for everyone in our industry.

To everyone who put their support in me, and to all who exercised their democratic right to vote, thank you. To the members I've learned from over the past 10 years, thank you. And to my mom and dad—a former plant worker and a harvester—thank you. I do this for you.

Thank you for your support and trust. The new era of FFAW is coming.

In Solidarity,

Dwan Street



2024

CONVENTION RESOLUTIONS DEADLINE

OCTOBER 18, 2024

DEADLINE

HAVE YOUR SAY IN THE DIRECTION OF THE UNION FOR THE NEXT 3 YEARS.

Resolutions must be submitted to the Committee no later than October 18, 2024. Contact your Member Representative for more information or email proposed resolution to communications@ffaw.ca

ANNUAL MEMBER PHOTO CONTEST

Thank you to all our members who entered in the annual Photo Contest and congratulations to our 2024 winners. You can continue sending your photos in all year round to be featured on our social media and in future issues of the Union Forum. Send high-res (full size) images to communications@ffaw.ca.



1ST PRIZE

Codfish caught off of Battle Harbour, Labrador
Photo by Greg Rumbolt



Deck hands of the Total Chaos with their saying Don't Panic We Got this out lobster fishing Photo by Santana May



Jacob Hiscock and Gerald Piercey last day fishing crab in Trinity Bay Photo by Jacob Hiscock



Santana May and her Dory Mate Bruce Poole with some beauty lobsters Photo by Santana May



Adam Chafe and Scott Clements fishing out of Petty Harbour Photo by Adam Chafe



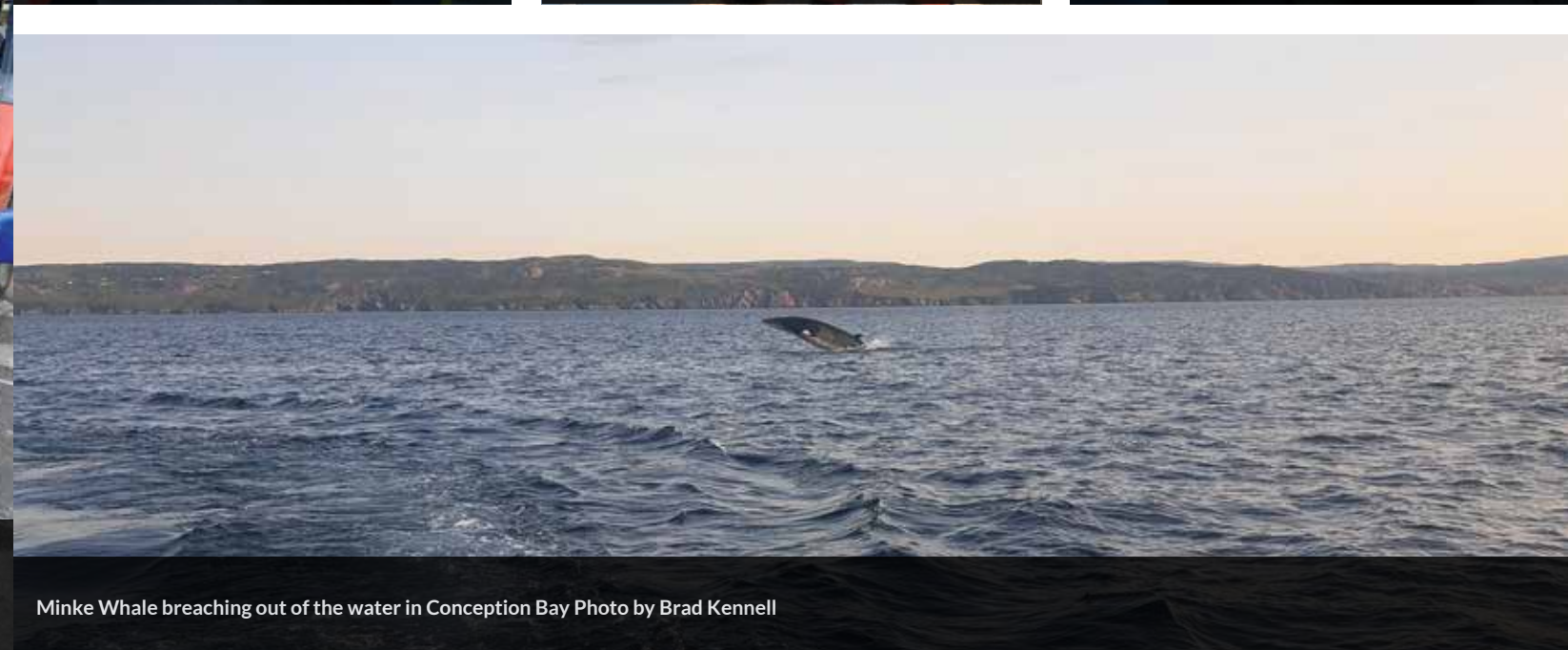
2ND PRIZE

Sea products in Happy Adventure Newfoundland!! Me holding an Albino Crab
Photo by Shelly Williams



3RD PRIZE

85 year old Fred Morris and a halibut he landed fishing out of Hermitage Fortune Bay
Photo by Margie Wells



Minke Whale breaching out of the water in Conception Bay Photo by Brad Kennell



Jason McDonald of McCallum with a 6 pound lobster he caught this spring Photo by April Durnford



170lb halibut caught in Garnish Fortune Bay Photo by Trina Grandy



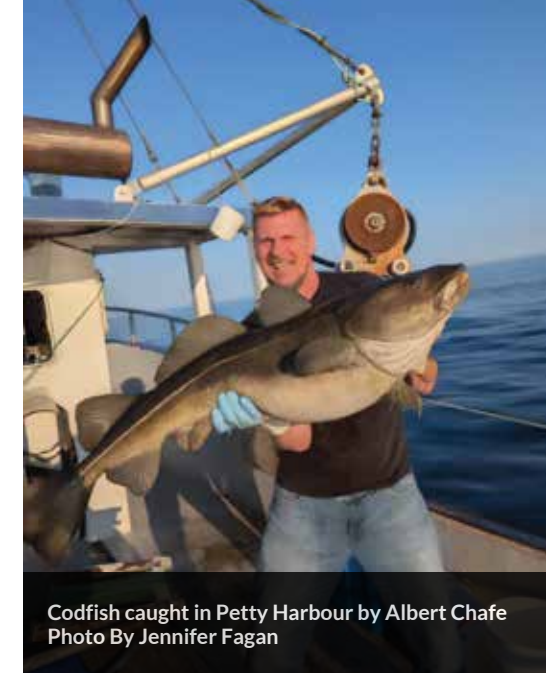
Kevin Whyte fishing in 3Ps onboard the Brittany & Brandon 2 by Scott Whyte Photo by Scott Whyte



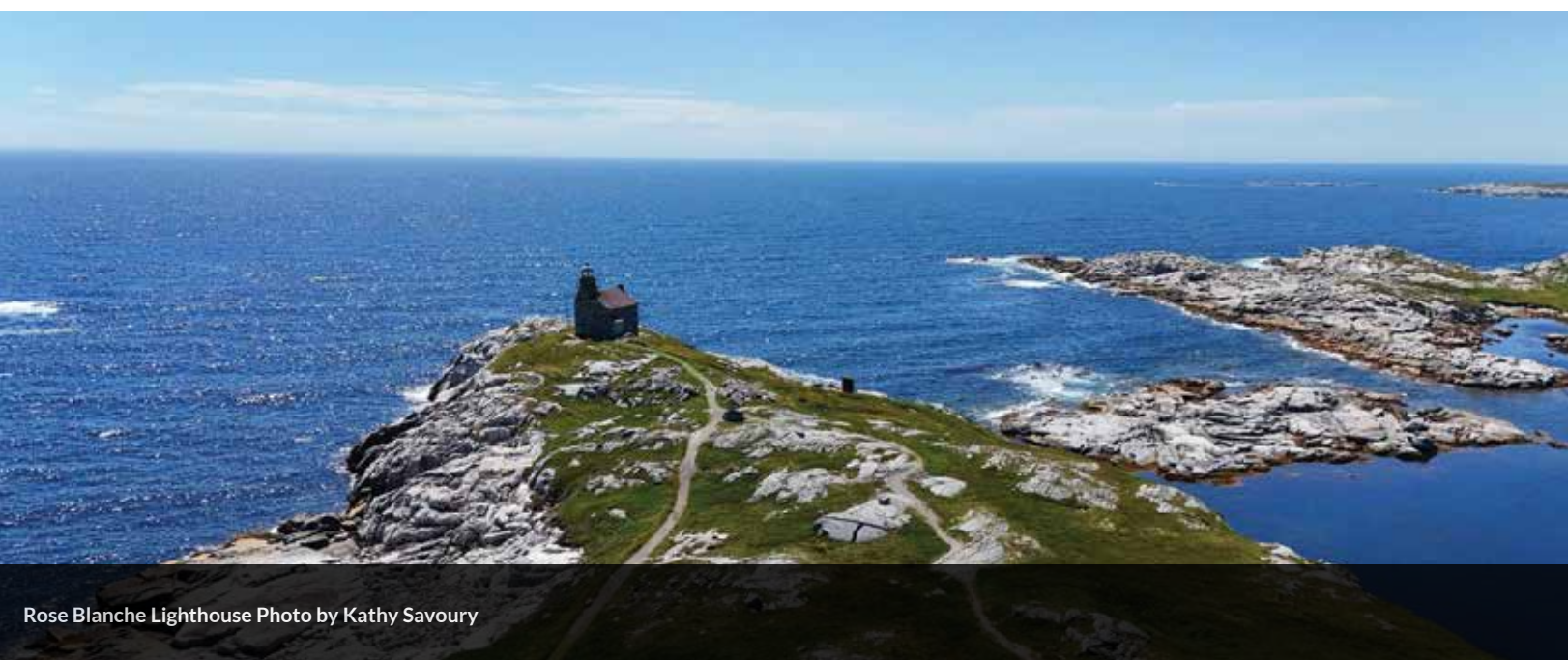
Sofia Ducey excited to get her big catch of the day Photo by Trina Grandy



Last day of cod season in Petty Harbour by Rhonda Trainor Photo by Rhonda Trainor



Codfish caught in Petty Harbour by Albert Chafe Photo By Jennifer Fagan



Rose Blanche Lighthouse Photo by Kathy Savoury



Sentinel Cod survey out of Smiths Harbour conducted by Kenny Penney Photo by Delores Penney



Holding two cod fish in Leading Tickles Photo by Melissa Chippett



Lobster fishing out of Merasheen Island Photo by Rita Pomroy



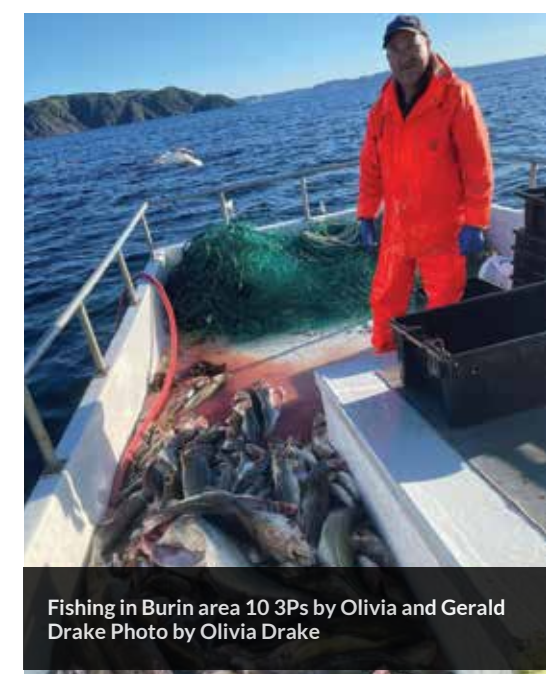
Alicia Warford fishing out of Petty Harbour Photo by Susan Warford



Daphne Ivany fishing in Smith Sound Photo by Brian Ivany



Jamie Barnett Lobster Fishing in Placentia Bay Photo by Jennifer Barnett



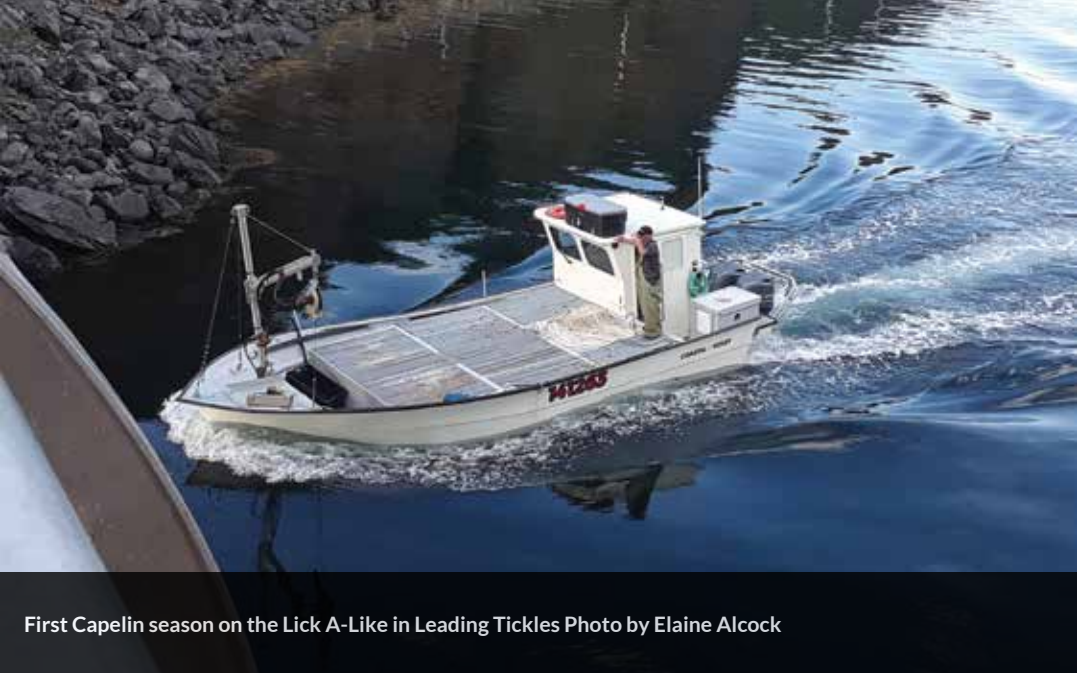
Fishing in Burin area 10 3Ps by Olivia and Gerald Drake Photo by Olivia Drake



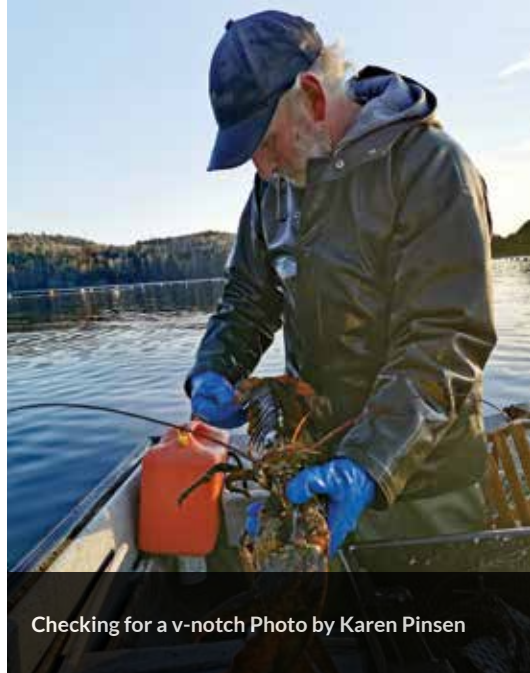
Jacob Ward holding up a v-notched female caught in Clattice Harbour Placentia Bay Photo by Loretta Ward



Trays of cod in Leading Ticks Photo by Melissa Chippett



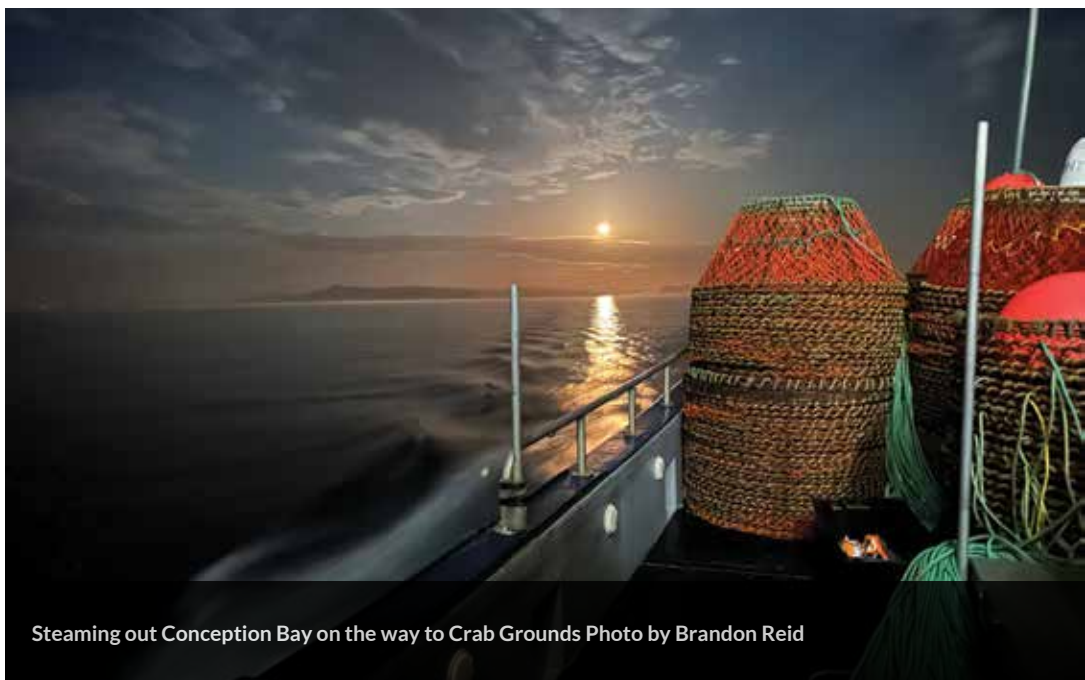
First Capelin season on the Lick A-Like in Leading Ticks Photo by Elaine Alcock



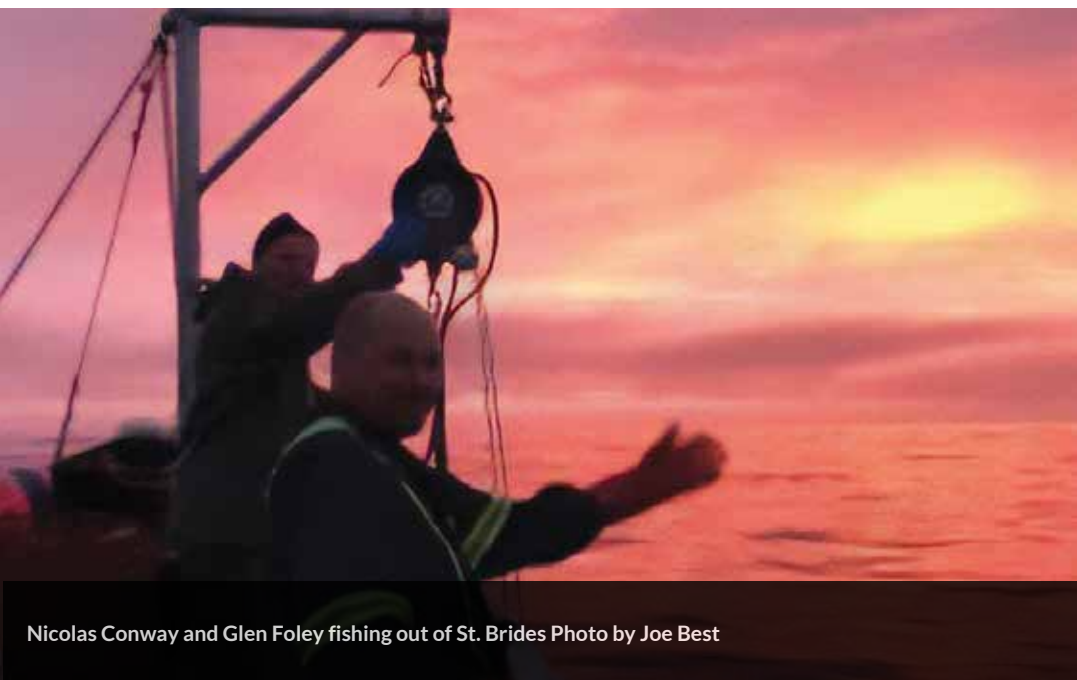
Checking for a v-notch Photo by Karen Pinsen



Skipper Kerry Ward from South east Bight hauling crab pots onboard his fishing boat Photo by Loretta Ward



Steaming out Conception Bay on the way to Crab Grounds Photo by Brandon Reid



Nicolas Conway and Glen Foley fishing out of St. Brides Photo by Joe Best



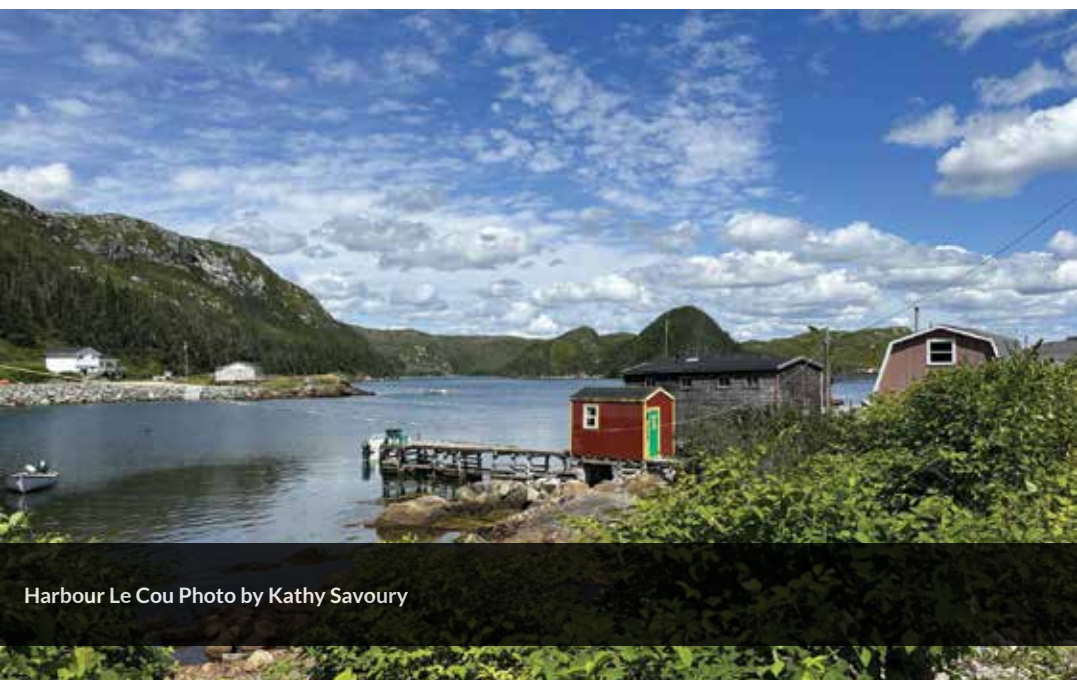
John Oulton Setting crab pots in Trinity Bay Photo by Steve Hayter



Holding a Jumbo Snow Crab in 3Ps Photo by Jennifer Barnett



Beautiful Day in Crow Head NL Photo by Julie Young



Harbour Le Cou Photo by Kathy Savoury



Melissa Grandy with the "twins" caught longline fishing in Fortune Bay Photo by Darren Grandy



Shelly Collins Holding a 12.5lb Lobster at Happy Adventure Sea Products Photo by Asya Holloway



Fishing shed in Renewes by Terri Swain Photo by James Chidleys

ALL NL LIBERAL MPS SUPPORTED BREAKING HISTORICAL AGREEMENT FOR NORTHERN COD, INJUNCTION DOCUMENTS SHOW



Brothers Larry and Tony putting crab pots back on the trailer after another great season Photo by Nicole Earle



Fishing boat returning from the crab grounds in Summerville NL Photo by Ruth Leawood



Fishing in Burin area 10 3Ps by Olivia and Gerald Drake Photo by Olivia Drake



Three Generations of Fishermen by Laura-Lee Labour Photo by Asya Holloway

Documents submitted by the Government of Canada as part of the federal injunction filed by FFAW-Unifor in July show that all Liberal MPs in the province supported breaking the longstanding agreement on northern cod to allow offshore draggers access while the stock remains in the cautious zone.

“Documents are quickly coming in from DFO staffers via the federal court process. What we’ve seen thus far is a Liberal caucus of NL politicians who supported breaking the 40-plus year agreement to our province – and while it’s certainly not shocking at this point, it should be a real eye opener to the people of our province who elected these individuals to office,” said FFAW-Unifor Greg Pretty.

The injunction filed by the Union in July aims to halt the decision and ensure inshore fish harvesters in Newfoundland and Labrador are protected – despite the failure of representation by MP’s like Gudie Hutchings, Seamus O’Regan, Joanne Thompson, Churence Rogers, Yvonne Jones, and Ken McDonald. By lifting the 32-year moratorium on commercial fishing on June 26, 2024, the Government of Canada is further corporatizing public resources, limiting the economic sustainability of coastal communities, and breaking a decades long promise to the province of

Newfoundland and Labrador.
“The 115,000mt commitment is historically referenced dozens of times; as recently as in the 2021 management plan for 2J3KL Groundfish as well as in a 2015 letter from Justin Trudeau, and as early as 1982 with the Kirby Report and then-Fisheries Minister, Romeo LeBlanc,” Pretty explained. “Specifically, the promise was that the first 115,000mt of 2J3KL Northern cod quota would be allocated only to inshore and Indigenous groups, before offshore/ corporate groups gained access. This was to reflect the economic and historical dependency the inshore fleet has on the resource, which is repeatedly cited by the federal government pre-1982.”

“The court documents show 6 MP’s in lockstep betrayal of harvesters, plant workers, and every fishing community in our Province. A cowardly show of contempt for workers will that be long remembered,” concluded Pretty.

ROYAL GREENLAND CONTINUES TO VIOLATE SEA CUCUMBER SCHEDULE

Dwan Street
Member Representative

After a few contentious years of sea cucumber negotiations, marked by tie-ups and refusals to fish over disagreements on water loss percentage, FFAW and ASP reached an agreement on water loss in 2023. This avoided the season disruptions we saw in 2022 when ASP introduced a controversial grading protocol—lacking any justification—that resulted in harvesters losing a disproportionate amount of their catch to water loss.

In 2024, the agreement on water loss was rolled over. However, it soon came to the Union's attention that Royal Greenland had placed "graders" in the plants who were following the 2022 protocols and deducting water loss based on this practice, beyond the agreed-upon percentage in the 2024 sea cucumber schedule.

This is a clear violation of the schedule. The company continues to disregard the negotiated agreement, as

well as other agreements covering different species, and has proceeded to operate without respect for the collective bargaining process.

Your Union has filed a grievance against Royal Greenland for this blatant violation of the agreement. As of the writing of this article, Royal Greenland has denied the grievance, and we will be proceeding to arbitration to ensure your rights and the spirit of collective bargaining are protected and upheld.

We cannot allow a crown corporation of Denmark to continue operating in ways that undermine the collective bargaining process and the hard work of our negotiating committees.

We will keep you updated as the process moves through arbitration.



LOBSTER ON THE RISE: WEST COAST UPDATE

Jeff Griffin
Member Representative (2J/4R/3Pn)

The 2024 lobster fishery was a success in many ways. Talk to harvesters from Southwest, West, and Northern Peninsula, and most will agree, lobster is here and on the rise. The last few seasons, lobster has shown great signs of trending in the right direction. Catch rates throughout Atlantic Canada and Quebec, with record catches coming in Newfoundland, have been impressive.

"We couldn't have asked for a better season," says Area 13B Harvester Johnny Gilbert. "Catches were up in a big way, and we hardly had a down day due to weather. Can't ask for much more than that."

We are seeing unprecedented value in our lobster fishery. Statistics show province-wide catch rates were well over 8,500 metric tons, with landed value increasing to upwards of \$124,000,000. This is a significant increase from 2023, which saw 7,273 metric tons landed. These are very encouraging numbers.

"Twenty years ago, science said lobster were going to come this way. The old fellas said they would too. Look at the catch rates all over the island. Science trumps hard heads every time."

The future is here," said West Coast harvester Rick Crane. "My father was never really excited about the idea of me entering the fishery, but looking at it now? I feel good about the future for my children." Hard to argue with the pride and value taken in that, Rick!

In September, the FFAW's lobster committee met in St. John's during the inshore council meetings. While most are quick to note the current state of our lobster stocks is on the rise, the committee unanimously agrees that there is plenty of work to do to maximize the return on this highly valuable resource. That is exactly what we intend to do.

While 2024 was a record-breaking success, it also came with tragedy. Here on the west coast of the island, in the beautiful town of Lark Harbour, we lost two great men on the season's opening day—Trevor Childs and Nicholas Skinner, uncle and nephew. As I traveled through the Bay of Islands on the day of their memorial to pay my respects, I counted hundreds of lobster pots placed near the edges of homes from Corner Brook to Lark Harbour. A beautiful homage to two great men. While I never had the opportunity to get to know Trevor or Nicholas well, the way communities in the Bay of Islands came together and supported each other during these difficult times told me all I needed to know about both men. They were deeply loved, respected, and will be deeply missed.

 **FFAW | UNIFOR**
Fish, Food & Allied Workers

NOVEMBER 17, 2024

**WOMEN'S
CONFERENCE**

**FFAW-UNIFOR'S WOMEN'S CONFERENCE TAKES PLACE
THE DAY BEFORE THE GENERAL CONVENTION IN GANDER**

Contact your Member Representative or email
communications@ffaw.ca if you are interested in attending.

FFAW CAMPAIGNS TO REINSTATE THE STEWARDSHIP FISHERY AND KEEP DRAGGERS OFF COD FISHERY

Courtney Glode
FFAW-Unifor Director of Public Affairs

FFAW-Unifor is calling for the Government of Canada, Prime Minister Justin Trudeau, and the Honourable Diane LeBouthillier, Minister of Fisheries and Oceans Canada (DFO), to reinstate the Northern Cod Stewardship Fishery in Newfoundland and Labrador and reaffirm the 115,000mt commitment to protect the inshore fishery.

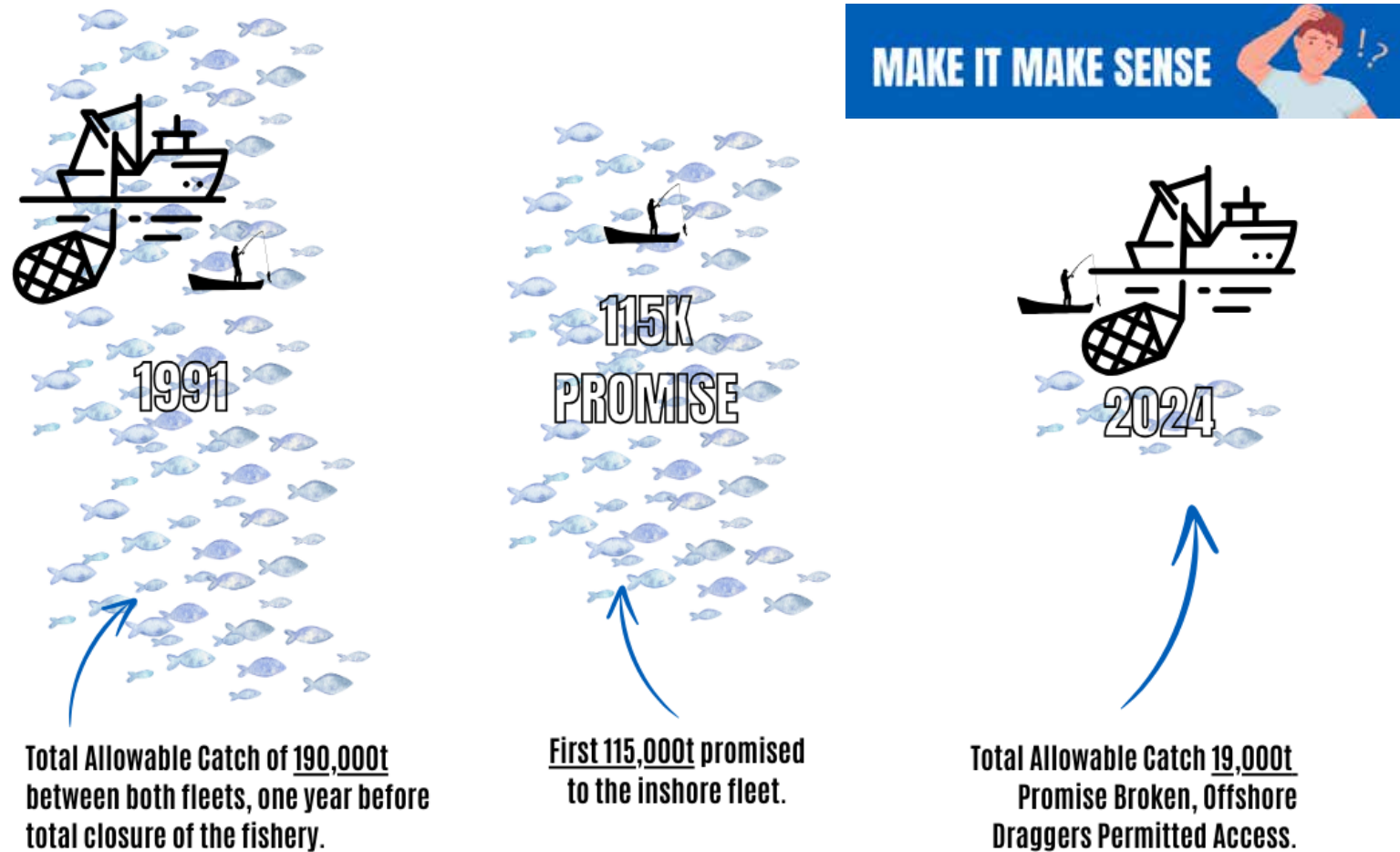
be allocated ONLY to inshore and Indigenous groups, before offshore/corporate groups gained access. This was to reflect the economic and historical dependency the inshore fleet has on the resource, which is repeatedly cited by the federal government pre-1982.

Instead, at a total harvest amount of nearly 19,000mt, Canadian and international offshore draggers are being permitted access to harvest Northern cod.

Historic overfishing by offshore draggers was the primary factor that contributed to the collapse of Northern cod, and their preference to fish on pre-spawning aggregations is gravely concerning to those working towards the recovery of the culturally

significant species.

This federal decision must be reversed before the 2024 Northern cod fishing season commences. A true commitment to sustainable oceans management and balancing stakeholder interests would be for immediate reinstatement of the Northern Cod Stewardship Fishery with the same conditions as 2023 until the stock has rebuilt enough to meet the 115,000mt commitment to inshore harvesters and Indigenous groups. Only once this threshold has been met should there be consultation for Canadian and international offshore allocations.



www.saveourcod.ca

By lifting the 32-year moratorium on commercial fishing on June 26, 2024, the Government of Canada is further corporatizing public resources, limiting the economic sustainability of coastal communities, and breaking a decades long promise to the province of Newfoundland and Labrador.

The 115,000mt commitment is historically referenced dozens of times; as recently as in the 2021 management plan for 2J3KL Groundfish as well as in a 2015 letter from Justin Trudeau, and as early as 1982 with the Kirby Report and then-Fisheries Minister, Romeo Leblanc. Specifically, the promise was that the first 115,000mt of 2J3KL Northern cod quota would

INSHORE

THOUSANDS OF OWNER-OPERATOR, COMMUNITY-BASED VESSELS, THROUGHOUT COASTAL NEWFOUNDLAND & LABRADOR

OFFSHORE (DRAGGERS)

A HANDFUL OF CORPORATE FACTORY-FREEZER TRAWLERS



Sign and share the petition at www.saveourcod.ca

**ELECTED
FULL-TIME
LEADERSHIP**

Greg Pretty
PRESIDENT
Jason Spingle
SECRETARY-TREASURER

**MEMBERSHIP
SERVICE
STAFF**

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

INDUSTRIAL RETAIL OFFSHORE DEPARTMENT

James Farrell
BARRISTER AND MEMBER REPRESENTATIVE
Johan Joensen
MEMBER REPRESENTATIVE
Allan Moulton
MEMBER REPRESENTATIVE
Joey Warford
MEMBER REPRESENTATIVE

**PUBLIC
AFFAIRS
DEPARTMENT**

Courtney Glode
DIRECTOR OF PUBLIC AFFAIRS
Courtney Langille
COMMUNICATIONS AND GOVERNMENT RELATIONS

Katie Power
INDUSTRY RELATIONS
Haley Tucker
COMMUNICATIONS STUDENT

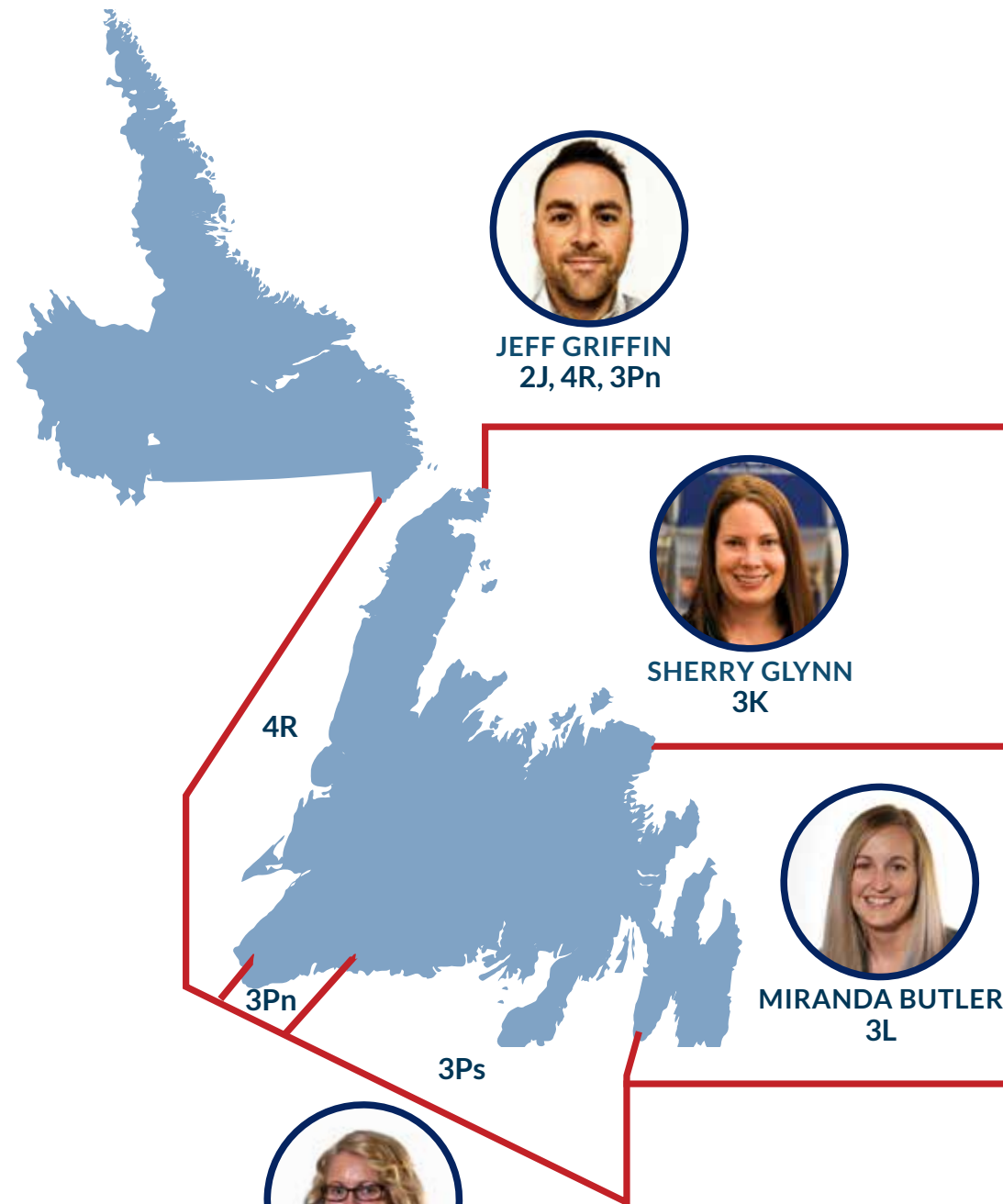
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Abe Solberg
FISHERIES SCIENTIST
April Wiseman
SCIENCE COORDINATOR
Ian Ivany
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Jackie Baker
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Trevor Chaulk
SCIENCE TECHNICIAN
Jane Tucker
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Julie Young
SCIENCE TECHNICIAN

Robert Smith
SCIENCE TECHNICIAN
Brenda Viscount
SCIENCE TECHNICIAN
Brent Hedderson
SCIENCE TECHNICIAN
George Feltham
COD/CAPELIN SAMPLING
TECHNICIANS
Gilbert Penney
COD/CAPELIN SAMPLING
TECHNICIANS
Wayne Tucker
COD/CAPELIN SAMPLING
TECHNICIANS
Maria Kearley
COD/CAPELIN SAMPLING
TECHNICIANS

FFAW | UNIFOR
STAFF REPRESENTATIVES



JEFF GRIFFIN
2J, 4R, 3Pn



SHERRY GLYNN
3K



MIRANDA BUTLER
3L



DWAN STREET
3Ps



ABE SOLBERG
Fish Prices and Markets



JAMES FARRELL
Staff Representative



JÓHAN JOENSEN
Staff Representative



ALLAN MOULTON
Service Representative



JOEY WARFORD
Staff Representative

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RETAIL
OFFSHORE**

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Glenda Leyte
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OFFICE MANAGER
Connor Mackay
ASSISTANT CONTROLLER
Crystal Lynn Gorman
EXECUTIVE ASSISTANT
TO THE PRESIDENT

Stephanie Pritchett
EXECUTIVE ASSISTANT
TO THE SECRETARY TREASURER
Danielle Oake
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Darlene Jacobs
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Jessica Johnson
ADMINISTRATIVE ASSISTANT

Aaryn Lambert
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Myra Swyers
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INSHORE

INSHORE COUNCIL

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NORTHEAST COAST

Kevin Hardy
EXECUTIVE BOARD
WEST & SOUTHWEST COASTS

Loomis Way
EXECUTIVE BOARD
NORTHERN PENINSULA AND LABRADOR

Mike Noonan
EXECUTIVE BOARD
CREW MEMBER POSITION

Nancy Bowers
EXECUTIVE BOARD
WOMEN'S POSITION

Nelson Bussey
EXECUTIVE BOARD
AVALON PENINSULA

Albert Wells
JACKSONS ARM TO CAPE ST. JOHN

Alfred Fitzpatrick
MONKSTOWN TO GARNISH

Alvin Petten
HARBOUR GRACE TO PORTUGAL COVE NORTH

Aubrey Brinson
GANDER BAY TO CAPE FREELS
INCL. FOGO & CHANGE ISLAND

Blaine Crocker
TROUT RIVER TO EDDIES COVE WEST

Brett Cox
ST. BERNARDS TO MACCULLUM

Carl Hopkins
WHITEWAY TO CARBONEAR

Darren Boland
HIGHLANDS TO COXS COVE

Darrin March
LITTLE CATALINA TO GREENS HARBOUR

Eldred Woodford
NORTH HEAD TO PORT ALBERT
INCL NWI & TWILLINGATE

Harrison Campbell
HENLEY HARBOUR TO CARTWRIGHT

Jamie Barnett
ST. BRIDES TO SWIFT CURRENT

Jim Chidley
POUCH COVE TO POINT LANCE

Jody Seward
CREW MEMBER POSITIONS

Matthew Jones
CREW MEMBER POSITIONS

Mike Symmonds
QUIRPON TO ENGLEE

Robert Robinson
CAPE ST. JOHN TO NORTH HEAD

Shawn Dempster
BARR'D HARBOUR TO NODDY BAY

Stephen Ryan
NEWTOWN TO ELLISTON

Troy Hardy
FRANCOIS TO CODROY

Dolores Penney
WOMEN'S POSITIONS

Loretta Kelly
WOMEN'S POSITIONS

Loretta Ward
WOMEN'S POSITIONS

Christopher Gould
YOUNG HARVESTER POSITIONS

Daniel Walsh
YOUNG HARVESTER/CREW POSITIONS

Ivan Lear
YOUNG HARVESTER POSITIONS

Andy Careen
AT-LARGE POSITIONS

Glen Winslow
AT-LARGE POSITIONS

Rendell Genge
AT-LARGE POSITIONS

William White
AT-LARGE POSITIONS

INDUSTRIAL-RETAIL-OFFSHORE COUNCIL

Greg Pretty
PRESIDENT

Jason Spingle
SECRETARY-TREASURER

Doretta Strickland
VICE PRESIDENT
OCI TRITON

Charlie Baker
EXECUTIVE BOARD
SOUTH & SOUTHWEST COASTS

Nancy Fillier
EXECUTIVE BOARD
LABRADOR SHRIMP COMPANY (LFUSC)

Sheila Howell
EXECUTIVE BOARD
NORTHEAST COAST

Darren Melindy
EXECUTIVE BOARD
CAHILL FABRICATION

Steve Buffett
EXECUTIVE BOARD
AT. SEA OFFSHORE

Flora Mills
EXECUTIVE BOARD
NOTRE DAME COMFORT COVE

Barry Randell
OCI BONAVISTA

Brenda King
ICEWATER

Chris Dyke
MOWI

Gavin Brake
MOLSON

Glen Francis
CANCREW

Gary Mews
OCI FORTUNE

Gloria Pierce
BARRY GROUP
HARBOUR BRETON

Hubert Stacey
OCI ST. LAWRENCE

Karen Powell
HAPPY ADVENTURE

Ken Harnum
ALTERA TANKERS

Lorraine Budden
FOGO ISLAND CO-OP

Peter Winsor
BEOTHIC SEAFOODS

Reg Toope
BARRY GROUP
PORT AU CHOIX

Robert Periera
CLEARWATER GRAND BANK

Ruby Sheppard
FISHERMAN'S RESOURCE CENTER (FRC)

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