

THE UNION FORUM



THE DWAN OF A NEW ERA

FFAW MAKES TRANSITION TO ELECTRONIC VOTING

RESOLUTIONS & HIGHLIGHTS FROM THE 14TH CONSTITUTIONAL CONVENTION

THE UNION FORUM

WINTER 2025 ISSUE

FFAW | UNIFOR
Fish, Food & Allied Workers

Seas n' Greetings



NL-FHSA
FISH HARVESTING
SAFETY ASSOCIATION

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FFAW-Unifor Science Department Annual Update

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Winter 2025

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

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

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

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

Proud member of the:



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A MESSAGE FROM THE PRESIDENT

Dwan Street
FFAW-Unifor President



THE DWAN OF A NEW ERA: MY PROMISE TO OUR UNION

The moment I stood before our delegates on November 19, 2024 - our sisters, brothers, guests, friends, and family - the weight of their collective faith overwhelmed me. As the first female President in our union's 53-year history, I felt not just the gravity of the moment, but the surge of possibility that lay ahead.

The Revolution Begins

Our union stands at a critical crossroads. We're not just entering a new era - we're forging a complete transformation built on revitalization, solidarity, and unwavering optimism. Since its birth, the FFAW has defied every skeptic, every doubter who claimed our goals were impossible. We've proven, time and again, the incredible resilience of Newfoundlanders and Labradorians.

The old ways of polite requests and careful negotiations at government altars are finished. I remember growing up in an era where we placed crab pots on flag poles, where we marched to the Hill not merely to voice demands but to insist on total victory. Those bold actions shaped my understanding of what true union power means.

Today, we face unprecedented challenges. Our federal government carelessly hands our resources - our very lifeblood - to offshore companies and foreign nations. Corporate interests try to break our spirit through contract flipping and compromised safety standards. Merchants in helicopters, still trapped in their 1960s

mentality, sip expensive wines purchased with our sweat and labor.

The last two years have been our most challenging since the moratorium. We've weathered closures, price gouging, and endless grievances across every species. Some battles have dragged on for years as processing companies and employers nickel-and-dime our members. But I declare today: that ends now.

As a daughter of this Union - quite literally, as my father has been a member for all 53 years of its existence - I understand our struggles intimately. Growing up in a tiny fishing community of just 50 people, the child of a fish harvester and a plant worker, I learned early what solidarity means.

To every member who participated in this historic election - you've done more than just choose a leader. You've shown that a little girl from a small fishing community can rise to break the glass ceiling. Your support has transformed not just my life, but the future of our union.

The Path Forward

I promise you the change you've long awaited. No more will we simply make speeches at the Hill and walk away. To the federal and provincial politicians who hurt our members' livelihoods - understand this clearly: empty listening without action is despicable, and your blatant disregard for our coastal communities ends now. When we come next time, we're bringing sleeping bags.

Our union was built on defying impossibilities. For over five decades, we've proven that

*"Fighting back
makes a difference."*

But now, we must fight harder than ever before. Real change doesn't happen through media releases, Facebook posts, or closed-door meetings. It happens when we occupy the buildings our tax dollars paid for, when we force ministers to listen instead of shrugging us off in favor of corporations buying \$500-a-plate dinners.



A New Chapter

To my mentors - Lana Payne, Tina Pretty, Nancy Riche, and Mary Shortall - thank you for forging the path ahead. Your courage in breaking down walls and challenging the status quo showed me what was possible. To my parents, thank you for demonstrating that a strong union never stops fighting. And to my partner Ted, thank you for encouraging me to submit those nomination papers and supporting every bold step along the way.

To our members - you ARE this union. I want each of you to feel proud of your membership. Together, we're beginning a new era of unionism that will be remembered for all the right reasons. And if we need to blow the doors off to make change happen, then we'll blow the damn doors off.

The glass ceiling may be broken, but our real work is just beginning. We're not just fighting for better contracts or working conditions - we're fighting for the very soul of rural Newfoundland and Labrador. Our coastal communities, our industries, our way of life - everything stands in the balance.

**In solidarity, sisters and
brothers - let's get to work.
And watch your step -
there's glass everywhere.**

A MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle
FFAW-Unifor Secretary-Treasurer



A CELEBRATION OF OUR MEMBERSHIP: REFLECTIONS ON FFAW'S 14TH TRI-ANNUAL CONSTITUTIONAL CONVENTION

The bustling town of Gander recently played host to a momentous occasion in our union's history - the 14th Tri-Annual Constitutional Convention of the Fish, Food and Allied Workers Union (FFAW-Unifor). As the echoes of passionate discussions and hearty laughter fade, I find myself reflecting on three days that were nothing short of extraordinary.

A Symphony of Dedication and Service

From the moment delegates began arriving, it was clear that this convention would be special. The air was charged with anticipation and camaraderie, a testament to the strength of our union's bonds. Our dedicated staff, the unsung heroes behind the scenes, orchestrated an event that ran like a well-oiled machine. Their tireless efforts ensured that every detail, from registration to the final gavel, was executed flawlessly.

A special mention must go to our members at the Quality Inn, whose hospitality was second to none. Their attentive service and warm smiles made everyone feel at home, proving once again that FFAW members excel in every field they touch. For anyone planning an event in Gander, I can't recommend them highly enough.

Women at the Forefront

One of the highlights of the convention was undoubtedly the Women's Conference. As I stood to deliver my greetings, I was struck by the palpable energy in the room. This full-day event has become a cornerstone of our convention, shining a spotlight on the invaluable contributions of women to our union, particularly in the inshore fish harvesting sector.

The growing involvement of women has been a catalyst for positive change within FFAW. It's not just about numbers - though it's worth noting that women now comprise the majority of our staff. It's about the fresh perspectives, the innovative ideas, and the unwavering dedication they bring to our cause.

This year marked a historic milestone for FFAW. For the first time in our union's history, we are led by a female president. Dwan Street's election is not just a personal triumph but a victory for progress and equality within our organization. Her leadership promises to usher in a new era of growth and inclusivity for FFAW.



Engaging the Future

While the formal agenda of sessions, resolutions, and constitutional amendments formed the backbone of our convention, the true heart of the event beat in the connections forged between members. The convention floor buzzed with animated discussions during breaks, while social events and shared meals provided the perfect backdrop for deeper conversations.

One of the most encouraging sights was the significant number of first-time delegates in attendance. Their fresh enthusiasm and eagerness to learn injected new vitality into our proceedings. These newcomers represent the future of our union, and their active participation bodes well for FFAW's continued relevance and strength.

A MESSAGE FROM THE SECRETARY-TREASURER CONT.

Building Bridges, Charting Courses

As we move forward from this convention, I am filled with optimism about FFAW's future. The robust debates, the thoughtful resolutions, and the constitutional amendments we passed have set us on a course for continued growth and effectiveness.

But beyond these formal outcomes, it's the intangible benefits of our gathering that truly excite me. The friendships renewed and forged, the ideas exchanged, and the shared sense of purpose we cultivated will ripple through our union long after the convention has ended.

A Union United

As I reflect on these three remarkable days, I am reminded of the true source of FFAW's strength - our membership. It's your passion, your dedication, and your unwavering commitment to the principles of fairness and solidarity that drive our union forward.

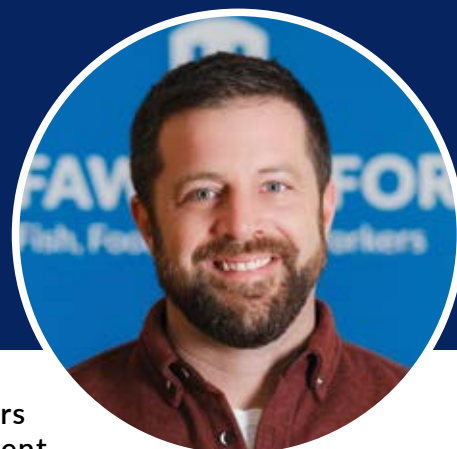
The 14th Tri-Annual Constitutional Convention was more than just a meeting. It was a celebration of who we are and what we can achieve together. It was a reaffirmation of our shared values and a bold step towards a brighter future.

As we return to our communities and workplaces, let's carry with us the spirit of unity and purpose that defined our time in Gander. Together, we have the power to shape not just the future of FFAW, but the future of our industries and our communities.

Here's to the next chapter in our union's proud history. Here's to you, the heart and soul of FFAW. Together, we are building a legacy that will endure for generations to come.

IRO UPDATE CONVENTION 2024

James Farrell
FFAW-Unifor IRO Director and Barrister



Since the last Convention, through the pandemic and beyond, workers have fought hard for improved terms and conditions of employment in collective bargaining sessions. While the cost of living was soaring at unprecedented rates, workers have shown remarkable resilience, strength, and unity in the face of unprecedented challenges.

WORKER POWER IN ACTION

2022 Collective Bargaining

Centre Loop Arts and Recreation (New-Wes-Valley)

- 7.5% over 3 years
- Increased Clothing Allowance, statutory holidays
- Protections against contracting out

Cahill Fabrication

- 17.72% over 5 years after 2019-2021 rollover contracts
- Improved contractual language regarding union rights, overtime, and shift work

Happy Adventure Sea Products

- Yearly wage increases for all classifications
- Increase in vacation pay and fuel allowance

Notre Dame Seafoods

- 11% over three years (4.8% in year one)
- Increases in union pay
- Other contract language improvements

Molson Coors Brewing Company (St. John's Brewery)

- Partially closed the gap on two-tier wage system
 - 10% wage increase over 4 years for employees (3.75% in year one), except:
 - 23.6% wage increase over 4 years (12% in year one) for 2nd tier wage scale employees and 23.25% wage increase for temporary employees
- Improved contract language around union rights, hours of work, overtime distribution, vacation scheduling, paid holidays

Fogo Island Coop (Seldom, Fogo, Joe Batt's Arm)

- \$1.80 over 3 years (\$1.00 in year one)
- Working conditions improvements
- Overtime, paid holiday, and sick leave improvements

Fish Harvesters' Resource Centre

- Dockside Monitors/Dispatch
 - 7.25% over 3 years (4% year one)
 - Increased paid holidays, meal allowance, flex days, and other contract language improvements
- Office Staff/Data Entry
 - 7.25% over 3 years (4% year one)
 - Improved paid holidays, bereavement leave, maternity/parental/adoption leave; seniority provisions

Harbour Grace Cold Storage

- 7.25% wage increase over 4 years
- Improved language around Union representation at disciplinary meetings
- Improvements to Sunday overtime, floating holidays and bereavement leave

OCI - Newfoundland Lynx

- 6% wage increase over four years
- Additional wage increases for experimental trips, standby pay, clothing allowance, and per diems and other contractual improvements

2023 Collective Bargaining

Community Credit Union (Marystown, Witless Bay and Hermitage)

- 11% over 3 years (4% in year one)
- Increase in statutory holidays and other improvements

Mowi Canada East

- Contract language improvements on contracting out, paid holidays, retirement allowance
- 4% wage increase, one year contract with signing bonus

Altera Shuttle Tankers

- 15.25% wage increase over 5 years plus bonuses
- Improvements to seniority bonus, travel per diems, and other contract language

OCI (St. Lawrence)

- \$1.50 wage increase over 3 years
- Improved floating holiday and bereavement leave and other contract language improvements

2024 Collective Bargaining

Barry Group (Witless Bay)

- \$2.00 wage increase over 3 years (\$.90 in the first year)

Hotel Gander (Quality Hotel)

- \$3.00 wage increase over 3 years (\$1.60 in year one)
- New paid holiday and other contract language improvements

Icewater Seafoods (Arnold's Cove)

- 11% wage increase over 3 years (5% in year one)
- Increase in 9th hour wages and other contract language improvements

OCI (Bonavista, Triton, South Dildo)

- 10.9% wage increase over 3 years (5.1% in year one)
- Increase in vacation pay for long-service employees

Ramada Hotel (St. John's)

- 9% wage increase over 3 years
- Increase to shift premiums and service awards

Steelfab Industries (Paradise)

- 3.5% wage increase over three years;
- Increased paid holidays
- Sick leave improvements

Beothic Fish Processors (Valleyfield)

- 11.3% wage increase over 3 years (6% in year one) and signing bonus

one) and signing bonus

- Contract language improvements on employee surveillance, hours of work, and health & safety

Labrador Catering (Long Harbour)

- 5.75% wage increase over 2 years (3.75% in year one) and signing bonus
- Improved paid holidays and contract protections

Mowi Canada East (Harbour Breton)

- 5.25% for a one year contract, other wage and contract improvements
- Increased paid holidays and floater holidays
- Employer-paid transportation to worksites

Umiak I (CanCrew Bulk Carrier)

- Wages increases in accordance with CPI with a minimum 2% per year
- Improved travel expense, safety footwear, clothing and seniority provisions

Canship Tugs

- 11.5% wage increase over 4 years
- Improved RRSP contributions, travel allowance, per diems, and vacation pay provisions

Comtug

- 15% wage increase over 5 years
- Increased footwear, travel, per diem, vacation pay, family care leave and RRSP matching provisions

These achievements are a testament to the power of our collective voice and the tireless efforts of our negotiating teams. Bargaining committee members have shown courage, determination, and solidarity in the face of tough negotiations.

CONTINUED ON NEXT PAGE

GRIEVANCE AND ARBITRATION UPDATES

Union representatives have been fighting for better working conditions on behalf of their fellow members and defending collective agreement rights across the province.

Your Union is constantly fighting for its members. Since last convention, IRO grievance settlement and award payments have netted hundreds of thousands of dollars in our members' pockets.

Together, we have fought and won grievances relating to:

- overtime and holiday pay,
- failure to issue severance pay,
- unjust employee suspensions,
- unjust employee dismissals (including members of local bargaining committees),
- unjust employer surveillance,
- failure to distribute overtime in accordance with the Collective Agreement,
- breach of employee privacy rights;
- failure to pay vacation pay;
- workplace harassment;
- contracting out of a hotel restaurant;
- denial of WorkplaceNL benefits; and
- many other issues...

Whether it's educating new members, representing colleagues in meetings with management, or simply being there to listen and support – your work is invaluable. Shop Stewards and all union representatives are the eyes, ears, and voices of our union, and your commitment to solidarity makes us stronger every day.

Your Union is active at **arbitration** enforcing hard-fought collective agreement and labour rights, including multiple ongoing litigation files with St. Anthony Seafoods/Royal Greenland.

- February 2023 Arbitration Decision from Arbitrator David Conway finding that St. Anthony Seafoods committed serious violations of the Labour Standards Act and the Collective Agreement in requiring members to work excessive hours. On Plant Manager

Stedman Letto, Judge Conway stated in his award

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

- August 2023 decision from Arbitrator Sheilagh Murphy awarding St. Anthony Seafoods workers withheld vacation pay in violation of the Collective Agreement and the *Labour Standards Act*. She further ordered St. Anthony Seafoods to recognize engineers and electricians as rightfully part of the bargaining unit, after the Company made the employees sign individual contracts of employment and refused to admit they were in the union or pay union rates of pay.

Your Union will proceed to arbitration hearings in early-2025 on the following matters:

- The firing of a Union Representative for the alleged theft of coveralls and hand soap, unsupported by any evidence whatsoever.
- The discipline of a worker for refusing to report for her shift early after working 164 hours in the previous 15 consecutive days, and two splits shifts in the days immediately prior without the required 8 hours rest.
- Fighting at the Labour Relations Board on behalf of 180 former members of Pennecon Long Harbour who were unjustly laid-off and re-hired by a new company at an approx. 25% pay cut.

The solidarity and resilience shown by IRO worker representatives will continue to grow a stronger, more inclusive, and more effective Union at fighting for workers' rights for the next three years and beyond.

INSHORE UPDATE CONVENTION 2024

Sherry Glynn
FFAW-Unifor Inshore Director

Since our last triennial convention, we've seen record high crab prices, immediately followed by a price that dropped to a ten-year low. We've seen lobster landings skyrocket 48% from 2021 to 2024, with lobster now being our second most valuable fishery. We have seen multi-decade high interest rates, which affect everything from the cost of borrowing money to the amount of disposable income customers have to spend on our seafood products.

There were big wins, like the grievance on the 20% tolerance for standard crab, and equally big losses, like the decision that found us having breached the Fishing Industry Collective Bargaining Act and Master Collective Agreement in relation to the crab tie-up in 2023. We have also seen many grievances upheld for individual harvesters on just about every species, including capelin, snow crab, and cod.

In 2022, post-tropical storm Fiona ripped through the southwest corner of the island, destroying stages, slipways, wharves, and fishing gear of our members. It took a year for harvesters to be compensated for loss of fishing gear, and another year to receive compensation for loss of fishing infrastructure, but in the end, we secured over \$4 million for fish harvesters in that area.

After 32 years under moratorium, Northern cod in 2J3KL was declared a commercial fishery in June 2024. This should have been a momentous occasion for fish harvesters, but instead it was a misguided

decision of the federal Minister that broke a decades-long promise of the first 115,000 t for inshore harvesters and Indigenous groups. We took the federal government to court, and while we lost the injunction to pause the Minister's decision, we have a judicial review happening in the new year. We also tabled a petition in the House of Commons, held public protests to draw attention to the issue, and testified before the House of Commons Standing Committee on Fisheries and Oceans.

The last three years have been tumultuous, but through all those highs and lows, one thing has remained constant – and that is the dedication and commitment of our Executive Board, Inshore Council, committee members, license holders and crewmembers to make this industry better, this Union stronger, and our rural communities places where we want to live and make a living.

As we move forward, we will rely more than ever on the elected people around those tables and the members they represent. Nothing has ever been achieved in this industry by waiting for someone else to solve our problems. We have the solutions, but we need help to implement them – whether that's the federal government making decisions that support the owner-operator inshore fishery in this province, or the provincial government ensuring inshore harvesters get a fair share of market returns on every species and increasing competition in the processing sector.

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TRIENNIAL WOMEN'S CONFERENCE

Courtney Glode
FFAW-Unifor Director of Public Affairs

FFAW's triennial Women's Conference kicked off the Constitutional Convention events on Sunday, November 17. Over 60 women gathered for the day-long event focused on mental health care and the importance of women leadership in our Union.

The conference opened with a warm welcome from Secretary-Treasurer Jason Spingle, followed by a milestone moment as Dwan Street was introduced as the first female President in FFAW's history.

The morning featured a vital mental health check-in session led by DeeAnne Feltham Scott of WorkplaceNL. Mary Shortall, President of the NL New Democratic Party, shared her insights, while Jillian Maloney, Central Regional Manager of Canadian Mental Health Association Newfoundland and Labrador, delivered a compelling keynote address.

The conference's afternoon session featured a comprehensive presentation on the Gander Status of Women by Lori Oram, followed by a panel discussion titled "The Union is YOU." The panel showcased the experiences of Christina Sullivan, Melissa Norris, and Doretta Strickland who shared their perspectives on the women who paved our way and the ones who build our future.

Jennifer Murray of Unifor introduced an empowering workshop on collective power for working women, allowing women delegates the chance to exchange

thoughts and ideas of how they can achieve their goals through collaboration and engagement.

The day culminated in the presentation of Women's Achievement Awards – the first inaugural awards which will be presented every 3 years going forward. The purpose of the award is to recognize one woman from each sector of the Union for the impact they make on their workplace or community, and nominations were received by their peers.

WOMEN'S ACHIEVEMENT AWARDS

Winners of this year's awards are Alicia Warford for the Inshore sector, and Della Melendy for the IRO sector, with an in-memoriam award being presented to Melissa Norris on behalf of her grandmother, **Doreen Petten**.

Nancy Bowers is the Executive Board Chair of the Women's Committee who suggested the addition of these awards before each Convention. Nancy told the Women's Conference attendees that Doreen inspired the creation of this award, for the unsung

contributions Doreen Petten had on her husband's enterprise, and what it meant for the future generations of that prominent fishing family. While more and more women are fishing aboard boats and running their own enterprises, many women past and present still play a crucial role in their husband's enterprises – contributions which often go unrecognized.

Alicia Warford is a Young Harvester from Petty Harbour and a member of the FFAW Women's Committee. was nominated by Nancy Bowers who said the following: I want to nominate Alicia because she's what our Union needs for our next generation. Alicia a go-getter. She's young and willing to learn and that is a valuable asset in our ever changing fishing industry. Her openness to learning can help the union stay a head of these changes and advocate for the best interests of all our members. The quality I most admire in Alicia is her ability to energize and encourage the people around her. This is so important in an industry that has faced endless challenges and negativity. Her positive attitude and enthusiasm can help motivate other harvesters, especially younger ones, to remain committed to the industry and actively participate in its future.

Della Melendy was nominated by both Sheila Howell and Patsy Chaulk, a testament to Della's impact in her community and workplace.

In Patsy's words:

"I would like to nominate Della Melendy from Lumsden, who is an employee of Beothic Fish Processors and holds the Secretary/Treasurer position with her local union at the plant, for the women's award. I have known Della all my life but more personally since we became coworkers at Beothic over 35 years ago.

She has been active with the union for numerous years and gives freely of her time both at work and at home to help her coworkers in need. She's always ready to participate in any course or activity that may be offered through the union to better educate herself with union duties.

A few years ago, Della's health took a downward spiral, and since then, there have been days when she struggles in the workplace. However, she is a fighter and gets a good day's work done, serving as an inspiration and encouragement for us.

She is an active women's advocate. Each year when our season starts, she does a weekly 50/50 fundraiser and donates funds to the Cara House in Gander to help women in need. In closing, I believe Della has been a good example in her workplace, community, and union, showing much kindness and respect to everyone."

CONTINUED ON NEXT PAGE





Sheila also gave a glowing nomination for Della, saying:

"I would like to nominate Della Melendy for the Women Make our Union Strong Award. Della works at Beothic Fish Processors Ltd. She has been on the executive of our local union for many years. She is a proud Women's Advocate. Della has, and will, go above and beyond for her brothers and sisters. She fights battles for whoever needs help.

Della has battled breast cancer and is battling lymphoma. She has worked while doing chemo treatments. For the past few seasons during work, she has fundraised for the Cara House women's shelter. She is always there to help whoever is in need at work and in her community. Della strongly believes in women's rights and demonstrates this in every aspect of her life. She is a strong advocate in all aspects of the workforce. She is a true advocate for all women."



AGREEMENT REACHED FOR HARVESTERS AFFECTED BY CENOVUS DREDGING OPERATIONS



An Agreement in Principle has been facilitated by the FFAW between Cenovus and the Fisheries Liaison Committee, comprised of fish harvesters from the Placentia Bay region.

The agreement will allow compensation to fish harvesters for losses associated with dredging operations which kicked off on November 1. Specific details of the Agreement are protected by a confidentiality agreement, and individual claimants will be contacted directly by the FFAW.

Harvesters are reminded the area to be dredged comprises a total of 0.907km². A map of the dredging areas and disposal site is below. Cenovus is hopeful dredging will conclude before the end of the year, but operations may proceed into January.

This compensation deal does not include potential blasting. Cenovus has assured the FLC they have **no approvals for blasting** and it is not expected based on the test holes performed, however the signed agreement is clear that should blasting be needed, additional compensation must be negotiated.

Payments and claims will be administered by Cenovus. The FFAW is receiving no compensation or administrative fees. Thank you to the Committee for their hard work on these negotiations.

Additional negotiations will take place in 2025 for **those affected by the tow-out operation**. More details will be communicated to members in the coming months.

Cenovus has committed to having membership meetings near Bar Haven and Arnold's Cove ahead of the inshore Concrete Gravity Based Structure tow out mid November. This tow out is scheduled for May 10th, 2025.

Cenovus has committed to having membership meetings for 3L harvesters ahead of the offshore tow out in December. This tow out is scheduled for June/ July 2025.

Members of the Committee

Loretta Ward
 Jamie Barnett
 Charlie O'Leary
 Kurtis Kerrivan
 Pete Griffiths

FFAW Staff Liaisons

Katie Power
 Industry Relations Representative
 709-576-7276

Jamie Baker
 3Ps Member Representative
 709-576-7276



CAMPAIGN RESOLUTIONS & CONSTITUTIONAL AMENDMENTS

The Constitutional Convention is the chance for FFAW members to set the direction of the Union by bringing forward campaign ideas or suggested improvements to the Union's Constitution. November's Convention in Gander provided no shortage of inspiring and passionate testimonies, and important modernizations to the Constitution. For a full description or details of any items below, please contact your Member Representative.

CAMPAIGN RESOLUTIONS

Campaign resolutions do not require constitutional changes, but rather members bring forward pressing issues they want the Union to focus on in the coming term. This does not limit the work of the Union, and new campaigns or priorities may be set by the Executive Board depending on the situation.

Resolution #24.C.2

Protect the Owner-Operator by Lobbying that DFO fulfill their commitment under the fisheries act to prioritize quota allocations to inshore fisheries

Resolution #24.C.3

Modernizing Employment Insurance to Protect Seasonal Workers

Resolution #24.C.4

Temporary Foreign Worker: Long Term Protection for Coastal Sustainability & Protection from Abuse for TFWs

Resolution #24.C.5

Resolution on Preserving the Integrity of Fisheries Advisory Processes

Unanimous Passing of all Campaign Resolutions above.

CONSTITUTIONAL RESOLUTIONS AND AMENDMENTS



24.A.1 eVoting Transition and Associated Amendments	PASSED
24.A.2 Formalize Women's Committee	PASSED
24.A.3 Formalize Young Harvesters Committee	PASSED
24.A.4 Change Young Harvester Age from 35 to 40	REJECTED
24.A.5 Typographical Errors in Article XV Sec 8 and Article IV Section 3	PASSED
24.A.6 Use General Neutral Pronouns Throughout	PASSED
24.A.7 Article V Section 10 Salaries Update	PASSED
24.A.8 Article XII Section 1 Dues Update	PASSED
24.A.9 Article X Section 11 Including Inshore Council in Relevant Meetings	PASSED
24.A.10 Article IX Section 5 Duties of Union Officers and Executive Board Members, Posting of Minutes in Timely Manner	PASSED
24.A.11.1 Article VIII The Election Committee, move to consolidate Committees to one Article	PASSED
24.A.11.2 Article VI Section 2 Permanent Committees of the Union	PASSED
24.A.11.3 Article VI Section 4 Resolutions Committee Details	PASSED
24.A.12 Article XI Duties of Union Officers and Executive Board Members, Signing Authorities	PASSED

All resolutions **except 24.A.4** passed unanimously by delegates and the updated Constitution will be approved by the Executive Board at the next meeting, scheduled for December.

DAY 1

14th CONSTITUTIONAL CONVENTION

Day 1 of the 14th Constitutional Convention was held today in Gander – nearly 200 delegates and special guests filled Quality Hotel in Gander for an exciting first day. The day began with our Convention Video, highlighting the key events since our last full delegation meeting. Outgoing President Greg Pretty delivered the President's Report, followed by our special guest Keynote Speaker, Darryl Sittler. Mr. Sittler won over everyone in the room – regardless of if they were a leaf's fan or not!

Provincial Minister Gerry Byrne delivered remarks to the Convention delegates, and also shared some important announcements regarding capacity and processing sector accountability.

A Campaign Resolution on modernizing the EI system for seasonal workers was presented to the floor and passed unanimously.

The afternoon kicked off with sector-specific breakout groups. The Inshore Sector enjoyed a riveting panel "Safety at Sea: Bringing Fish Harvesters Safely Home" with fish harvesters Eugene Carter and Terry Billard, Craig Parsons from the NL-Fish Harvesting Safety Association, and Mark Gould from the Coast Guard Search and Rescue Operations, and was moderated by FFAW-Unifor Inshore Director Sherry Glynn. The detailed account of the Lucky 7's harrowing rescue had delegates on the edge of their seats, and all Panelists delivered important lessons on safety and preparedness.

Following this was a panel titled, "Federal Lobbying and Building Strong Connections," featuring Secretary-Treasurer Jason Spingle, Jean Leteigne of FRAPP, and Carl Allen from the MFU, with moderator Dwan Street. The FFAW and similar organizations make significant progress on joint-issues when we work together, and forging those connections and collaborations remains paramount to our work.

On the IRO side, delegates enjoyed a session on "Negotiating the Best Collective Agreement for Your



Workplace" featuring VP Elect Brenda King of Icewater, Executive Board member from Altera, Steve Buffett, Jennifer Murray the Atlantic Director of Unifor, with moderator James Farrell, FFAW-Unifor IRO Director.

Following this was a panel on, "Building a Union for the Next Generation" featuring Jennifer Murray, Charles Baker, Robert Periera, with moderator Joey Warford. Charles dedicated time to mentoring Robert into the local president role approximately 3 years prior to his retirement. Succession planning and this foresight is so crucial to ensuring the continuity and engagement of local members, and the example of Charlie and Robbie is to be commended and emulated.

A General Plenary Panel on "Rural Economic Sustainability in Newfoundland and Labrador" took place in the afternoon, featuring Harris Centre Director Kim Harris, Gander Mayor Percy Farwell, and President-Elect Dwan Street, moderated by Sherry Glynn. Ms. Harris spoke to delegates about the important work of the Harris Centre, sharing insights into our province's demographics and the regional economic centres that keep our outport communities going, and vice versa. Mayor Farwell explained the interconnectedness between service centres like Gander and the inshore fishery, and how one cannot exist without the other. Farwell also spoke to the importance of welcoming and integrating new Canadians to address labour gaps and ensure we can continue to sustain ourselves and grow. President-Elect Street highlighted the need for resource management decisions to reflect the economic needs of Canadian communities, as opposed to corporate interests. Street spoke to the need to protect the inshore fishery and thereby our culture and way of life, to ensure that people in our province can continue to life and work in rural communities. Street also highlighted failure of current federal MPs and the harm their action (and inaction) has caused the people who elected them to these positions.

Delegates enjoyed a great trade show during the breaks, where several vendors and associations connected with members throughout the day.

The day wrapped with a resolution to transition the Union from mail-out voting to electronic voting (eVoting). A presentation was provided to delegates followed by a unanimous passing of the resolution and required constitutional amendments. eVoting will take effect immediately and will be used in the upcoming 2025 Inshore Council election. More information will be provided to members about this change in the coming days.



DAY 2

14th CONSTITUTIONAL CONVENTION

Day 2, the final day of FFAW-Unifor's 14th Constitutional Convention kept the momentum going with an incredible day of solidarity and inspiration.

Secretary-Treasurer delivered the financial report to delegates, followed by a general plenary session on the topic of competition and fairness for Newfoundland and Labrador workers. The panel was led by Dwan Street and featured Jennifer Murray from Unifor, and FFAW sector Directors Sherry Glynn and James Farrell.

Resolutions and constitutional amendments were presented on the convention floor and all but one passed with unanimous acceptance.

The afternoon Inshore Breakouts featured a presentation by Courtney Langille of FFAW's Electrification Project that aims to pilot the installation of hybrid-diesel engines via government funding opportunities and a partnership with TriNav. Following this was a presentation by Katie Power on the Union's engagement work with the energy sector and the work we do to protect the fishing industry.

The hot topic of the afternoon was the Inshore Panel on the fish price negotiations process, featuring Inshore Director Sherry Glynn, Executive Board member Kevin Hardy, and seasoned Crab Negotiating Committee member, Trevor Jones. The recurring theme was the need to reinstate competition in our industry.

On the IRO side, delegates enjoyed a panel on the roles and responsibilities of committee members, moderated by Johan Joensen and featuring Jennifer Murray along with Gavin Brake from Molson.

Following this was a presentation from Unifor Representative Erin Harrison who gave delegates a detailed insight into the work needed to address the employment insurance program for workers. The session was introduced and moderated by longtime union rep and EI champion, Allan Moulton.



Nancy Bowers was elected by inshore women delegates at Convention and was sworn in for her second term along with the previously announced winners of the 2024 election process.

The day wrapped up with an historic moment for our Union: the swearing in of the first woman President of FFAW-Unifor.

Outstanding Service awards were presented to retirees: Mike Noonan, Sheila Howell, Peter Winsor, Charles Baker, Angela Tucker, Roland Hedderson, John Boland, and outgoing President Greg Pretty. Three union brothers were lost since the last Convention, and their outstanding contribution to the Union was recognized in memoriam: Michael (Mic) Symmonds, Dwight Petten, and Mike Devereaux.

IT'S THE DWAN OF A NEW ERA, AND WE CAN'T WAIT TO GET CRACKING!





STAFF CHANGES

There has been a significant amount of staff changes in recent months, with the hiring of sector directors, the election of Dwan Street to President, and a maternity leave, the Inshore sector in particular has many fresh faces. Your new Member Representatives having already started making the rounds through their new areas, and we encourage you to reach out to introduce yourself.



James has been an IRO Member Representative since 2020 and has represented FFAW membership in numerous arbitrations. James holds a Bachelor of Commerce and a Bachelor of Arts degree from Memorial University and a Juris Doctor from the University of Calgary. He is a member of the Canadian Association of Labour Lawyers and was called to the Newfoundland and Labrador Bar in 2016.

JAMES FARRELL

INDUSTRIAL RETAIL OFFSHORE DIRECTOR



3PS MEMBER REPRESENTATIVE

JAMIE BAKER

FFAW-Unifor is pleased to welcome Jamie Baker as the new Member Representative for 3Ps.

Baker is well-known to many in the province's fishing and seafood sectors after serving in a variety of high-profile roles as a journalist/host, communications professional, executive, and long-time advocate for rural NL.

He is returning to the Union after several years working as the Executive Director of the NL Aquaculture Industry Association (NAIA), Executive Director for the Fur Institute of Canada (FIC) based in Ottawa, and as Host of CBC's Fisheries Broadcast.

And, as some members may recall, he also previously worked for the FFAW from 2008 to 2011 as Communications Director and Union Forum Editor.

"I am excited to be part of this new era of the FFAW, and I look forward to working with the fish harvesters in 3Ps to try to tackle their challenges," Baker said. "Being from a rural community, I've tried to dedicate myself to supporting the growth of rural and coastal communities in Newfoundland and Labrador, and I can think of no better place to continue that focus than to be working directly with FFAW members and staff.

"I'm hoping my experiences and skills can be useful in supporting the members and the talented, dedicated team - led by new president, Dwan Street - who are carving a sustainable and viable future for our fisheries and for rural NL in the years ahead."

Jamie can be reached at jamiemaker@ffaw.ca or at 709-771-7557.



3K MEMBER REPRESENTATIVE

KIM ROSE

We are excited to welcome Kim Rose to our team. Kim will be the new Member Representative for the 3K Area, filling Sherry Glynn's position as she moves into her new Inshore Director role.

Kim is originally from Marysvale, but now residing in St. John's. She spent the last 14 years working in the Occupational Health and Safety (OH&S) field, with the last 10 years heavily involved in the fishing industry working in the fish processing facilities across the province and onboard trawler vessels. Kim's favourite part of the fishing industry is getting out and meeting the workers across this province. She loves travelling to the remote communities, getting to know the workers families, hearing stories of how long they have been in the industry, and simply sitting down with the workers and having a cup of tea.

Kim's deep love for the fishing industry came unexpected, but she welcomed it with open arms. Kim has spent countless hours driving across the island to meet with the workers in the fish processing facilities and onboard vessel, to ensure that all of their OH&S requirements and concerns were brought forward and addressed.

Kim currently holds a certificate in OH&S with the Government of New Brunswick and a Diploma in Business Management from the College of the North Atlantic. Kim's journey has taken her to all parts of the world, gaining extensive OH&S and Industrial Hygiene knowledge, her passion for safety, welcoming and engaging charm, will be a great addition to the FFAW.

We are excited to have Kim part of the FFAW team!

Kim can be reached by email at krose@ffaw.ca (3K) or at 709-725-3956.



Sherry first worked with the FFAW from 2004 to 2009 in market research and with the science program, and previous to that was an at-sea fisheries observer. She returned to the FFAW in 2022 after a 13-year hiatus with provincial fisheries where she worked on seafood market development and fisheries policy. Sherry has a Bachelor of Science in Marine Biology and a Masters of Marine Studies in Fisheries Resource Management.

SHERRY GLYNN

INSHORE DIRECTOR



Ian Ivany will be the Member Representative for 3L while Miranda Butler is off on parental leave, assuming the position in October. Ian has been working the FFAW Science Department since 2020, and holds a Masters of Science. Originally from Central Newfoundland, Ian is enthusiastic and looking forward to working with the members of 3L.

IAN IVANY

3L MEMBER REPRESENTATIVE

FFAW MAKES TRANSITION TO EVOTING FOR ALL ELECTIONS

Courtney Glode
FFAW-Unifor Director of Public Affairs

Delegates at the 2024 Constitutional Convention unanimously approved a resolution to transition the Union from traditional mailout voting to electronic voting. This change comes into effect immediately for all official elections, including the upcoming Inshore Council election in 2025.

This modern system will allow members to cast votes through email or telephone, and if members do not have an email on file they will still be notified through traditional mail.

DEMOCRATIC PROCESS

Did you know that FFAW-Unifor is unique in that ALL members in good standing vote in leadership elections? The vast majority of trade unions elect their top positions at Conventions, with only in-person delegates eligible to vote. FFAW-Unifor uses a much more democratic and representative process to ensure all members vote – however this means there are significantly higher costs as a result.

KEY BENEFITS OF THE TRANSITION

Cost Efficiency

The union expects to save approximately \$40,000 per major election, as demonstrated by a cost analysis of the 2024 Executive Board election.

Switching to eVoting will mean **more funds for member services** instead of using that money on **postage and printing costs**.

Enhanced Accessibility

- Members can vote via email or telephone
- Support will be provided for a smooth transition
- PIN-based secure voting system ensures voter security

Operational Improvements

The new system will significantly reduce administrative burden and provide near-instantaneous results. The Union has selected Intelivote, an Atlantic Canada-based company with over 20 years of experience conducting large-scale votes in Newfoundland and Labrador. Their system is fully auditable and secure. Other organizations that already use Intelivote:

- Qalipu First Nations
- Federal and Provincial Political Parties; Liberals, Conservatives, and NDP
- Municipalities Newfoundland and Labrador
- NAPE
- Public Service Alliance of Canada (PSAC)
- International Brotherhood of Electrical Workers (IBEW)
- Canadian Union of Public Employees (CUPE)

Volunteer Elections Committee

The FFAW Elections Committee is a volunteer group that are **not compensated** for their time. An enormous amount of volunteer time was required for the 2024 Executive Board election – counting of the ballots alone took over 16 hours and had to be completed in a single day.

IMPLEMENTATION PLAN

The Union will launch an email collection campaign to add to their existing database of 5,700 member emails. Members without email access will receive voting PINs by mail, ensuring no one is left behind in the transition.

Online Form

Visit www.ffaw.ca/survey and click the survey link for your sector to record your updated information. All completed forms will be entered to win 1 of 3 \$100 gift cards!

Demographic Information

It's important to note that the Union sometimes does not receive information on birthdates and gender from some buyers or workplaces, meaning that some members **may miss out on voting** for their affirmative action seats, such as the **Women's Positions and Young Harvester positions**.

Ensuring your **fishing area and species** information is recorded means the Union will be able to more effectively carry out various fleet votes.

Visit the survey link above to ensure you receive all relevant elections materials.

How it Works

1. Members will be notified of the Nomination period and process electronically. **No paper mail will be sent for the Nomination period unless specifically requested.** The Nomination process will be announced and advertised on social media, website, sent to all emails on file, and announced on local media channels such as VOXM and the CBC Broadcast.
2. Candidates and membership voting lists will be confirmed by Elections Committee, as is currently done, and this information will then be communicated directly from the Elections Committee to Intelivote.
3. Intelivote will then take over the process. They will either email or mail voting instructions and PINs to all eligible members in good standing. Any member with an email on file will receive their information via email, while any member without an email on file will receive their voting instructions via traditional mail.
4. Voting instructions will give members the option to vote via telephone or website. Each PIN can only register one vote.
5. If members do not receive their voting information, the Elections Committee will work with Intelivote to cancel your previous PIN and issue a new one.
6. Results are available nearly instantaneously after the voting period closes.

EACH MEMBER WILL NEED A UNIQUE EMAIL ADDRESS. SPOUSES CANNOT SHARE AN EMAIL FOR THE PURPOSES OF EVOTING.

YOUR SECRET BALLOT VOTE IS PROTECTED. NOBODY FROM INTELIVOTE, FFAW STAFF, OR THE ELECTIONS COMMITTEE WILL EVER KNOW WHO YOU VOTED FOR.

WHO IS ELIGIBLE TO VOTE? YOU MUST BE A MEMBER IN GOOD STANDING TO VOTE IN OFFICIAL ELECTIONS. ALL MEMBERS IN GOOD STANDING HAVE A MEMBERSHIP CARD FOR THE CURRENT PERIOD 2024-2025. CALL 709-576-7276 TO FIND OUT YOUR STATUS.

If you have questions about this process or would like more information on Intelivote, please contact Courtney Glode at cglode@ffaw.ca.

BUSY YEAR AT THE BARGAINING TABLE

Joey Warford
IRO Member Representative



This year was a busy year for a number of IRO workplaces. We started the year picking right up where we left off from the end of 2023 after negotiating a new collective agreement for our members at three Community Credit Unions (Marystown, Witless Bay and Hermitage).

First up was **Quality Hotel and Suites** (Hotel Gander). The bargaining committee brought back a tentative agreement to our members who voted 90% in favor to accept the tentative agreement. Some of the gains over the 3-year agreement for our members were: Increased boot allowance, reduction in probationary hours, additional Statutory Holiday and a significant wage increase of \$3.00 over the term of the agreement with over half of the increase in the first year.

Next up were **Barry Group (Witless Bay)** and **Ocean Choice International (Bonavista, Triton and South Dildo)**. This bargaining had several offers being rejected by our members due to their disappointment with what both of these companies were offering. Both negotiating committees took a lot of heat from our members with the offers that were being brought back to them.

At the same time these negotiating committees were bringing tentative agreements back to our members, harvesters were calling on the government to allow free enterprise and more competition. Our members told us loud and clear that they were not happy with what these companies were offering and were concerned if the government allowed product to go out of the province for processing it would reduce the hours of work in their workplaces.

Through multiple votes on tentative agreements and going through conciliation both locals voted in favor to accept the final offers. We know our members were not satisfied with these results and we will work through the ongoing issues and prepare for the next round of bargaining.

Icewater Seafoods in Arnolds Cove was the next set

of bargaining. The bargaining committee brought back a tentative agreement to the membership and it was accepted with 75% in favor of the tentative agreement. Some gains for our members at Icewater were: Increase to overtime rate of pay for the ninth hour and a wage increase of 11% over 3 years with 5% coming in the first year.

Our members at **Steelfab Industries** voted 65% in favor of the tentative agreement brought to them from the bargaining committee. Some of the gains from bargaining were: Increase to boot allowance, additional statutory holiday pay, wage increase of 3.5% and the biggest gain for workers was an increase to sick time with the option to carry over unused sick time.

The **Ramada Hotel** in St. John's was the last round of negotiations for 2024. Our members at the Ramada gave the bargaining committee clear direction by giving the committee a strike mandate to put pressure on the employer to come to the table with a serious offer. After going through the conciliation process the bargaining committee brought back a tentative agreement to the members at the Ramada which was ratified with 100% in favor of the tentative agreement. Some gains that were very important to our members was: Increase to shift premiums, improvement to the Service Recognition Award, and a 9% wage increase over 3 years.

Volunteers Make Our Gains

This year was a busy year for our bargaining committees in crab plants, hotels and steel fabrication. These volunteers are stepping up to improve the

lives of our members and it takes a toll on everyone involved. I want to sincerely thank all the committee members that I had the pleasure to work with over the past year, without people like you stepping up none of this work would be possible. I would also like to thank the families of these committee members because they are the ones who have to listen to all the phone calls or conversations after hours, and have to hold down the household while their spouse/partner is putting in many volunteer hours during the bargaining process.

Finally, I would like to thank our members for being respectful as we have gone through this process. I know we have not agreed on everything over the past year but if there was any concerns or criticism of the decisions were made, they were done in a respectful and professional manner.

I look forward to working with the bargaining committees at Notre Dame Seafoods and Happy Adventure Seafoods over the next few months to get to the bargaining table with these two locals.

Joey

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CRAB REBATE UPDATE

Abe Solberg
Policy & Negotiations

In the 2024 snow crab agreement, crab harvesters were entitled to a rebate payment of 38.5% of the weighted average price of 5-8 oz. crab sections, FOB Boston, received by crab producers throughout the crab season up to and including three-weeks after the season closed. This rebate was due on October 31, but crab harvesters have yet to receive a rebate or an update.

What is going on?

FFAW and ASP retained Deloitte Accounting to conduct the independent audit. Deloitte is internationally recognized as one of the world's leading accounting firms, and FFAW, ASP, and the Province agreed to share costs for the audit.

During the audit, Quin-Sea Fisheries refused to share their receipts, and consequently FFAW refused to sign off on the final audit value. ASP has taken Quin-Sea to court to obtain these receipts for the audit, and FFAW has been granted intervenor status in the case. Currently, there is an expectation that the case will be heard in early-mid January, but there will likely be no update until that point.

What is the likely outcome?

While we are unable to speculate on the likely outcome of the court case, it is reasonable to predict that there will be no additional rebate this year. The average market price of Urner Barry 5-8 oz.

crab sections, FOB Boston, was about \$8.50 CAD during the period in which harvesters were eligible for a rebate. As per the agreement, most harvesters would have received \$3.19/lbs. as a final price in this situation. However, we already know that most harvesters received at least \$3.45/lbs. throughout the season (and many received more), over 25 cents more than the agreement stipulated. In order for harvesters to receive a rebate, the average price would need to be \$8.96. It is highly unlikely that the estimated Urner Barry price is this far off.

Why would processors pay over the agreed price?

There are several reasons why processors might have paid over the agreed price.

Free Enterprise. At the beginning of the season, several boats opted to sell to a different buyer, setting off a bidding war for product that ultimately resolved at a minimum of \$3.45/lbs.

8 & ups and 10 & ups. Harvesters throughout the province widely reported catching quality, large crab this year. During FFAW's panel submission, the negotiating committee stressed that 8+'s and 10+'s were the most valuable products on the market this year and submitted that the rebate be based on all sales. The Panel rejected this, effectively taking off the table any agreement where a rebate was based on all sales.

This year, 8+'s were estimated to be \$14.20 CAD throughout the season, and 10+'s were estimated to be \$14.50. These two categories accounted for over 25% of snow crab production in the province. If these two sections were included in the final rebate calculation, the price to harvesters would be \$4.11.

In reality, we know that not every product sold is more valuable than Section 5-8's, but section 5-8's, 8-10's, and 10+'s comprised a little over 70% of total production in the province. The real price for snow crab to harvesters is probably somewhere between \$3.45 and \$4.11, so processors were easily able to afford \$3.45/lbs.

Future Negotiations. We know that ASP did not want a formula-based pricing system, and they did not want to pay a fair share. A formula-based price takes away their upside and ensures that harvesters get a fair cut of the profit. The Panel's decision clearly

outlined a path for a future formula based on the Blackwood Report for Section 5-8's, but even the Blackwood Report would have paid less than \$3.45/lbs for sections 5-8's. ASP wanted to make sure that we would reject the Blackwood Report in future negotiations, and there is no easier way to do it than overpay in one year.

Lessons Learned

Ultimately, FFAW is still waiting for an independent audit of receipts, and, for the first time, a true understanding of what processors were paid for at least a portion of their product. This knowledge will be beneficial in future negotiations and will be the first time ever the Union has received this type of information. However, this year has demonstrated two things that the negotiating committee and our members already knew when going to the Panel:

Increased competition on the wharf will continue to raise prices to harvesters.

Any formula-based system needs to be based on all sales, and harvesters should not settle for less.

FUREY
NEWFOUNDLAND & LABRADOR LIBERALS

With the holiday season upon us, I want to express my sincere appreciation for the men and women who form the backbone of Newfoundland and Labrador's fishing industry. Your hard work and dedication drive our province's position on the world stage. To all FFAW-Union members, thank you for your invaluable contributions to this essential sector. Wishing you a peaceful holiday season, and I look forward to continuing our work together in the new year.

Premier Andrew Furey



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2024 2J3KL NORTHERN COD FISHERY

3KL cod opened on July 28 for the summer fishery and closed on August 26 with a small overrun on the 9,042 t summer allocation. The fishery re-opened for the fall on September 15 and closed on September 29 with 250 t left in the water. The fishery re-opened on October 4 for 28 hours and closed with 180 t remaining. The fishery re-opened yet again on October 11 and this time the department agreed to let the fishery stay open until the quota was taken. The fishery finally closed on October 26 with a small overrun (TAC 12,057; tonnage taken 12,061).

For comparison, 2J opened on July 21 and closed on October 26 with the quota of 3,014 t fully taken.

The repeated openings and closings in 3KL late in the season, and for short periods of time, made it difficult for many harvesters to participate. The weather was

terrible, particularly for small boats. As the quota dwindled, companies began to remove equipment from the wharves. The short opening period, combined with the small amount of quota remaining, made it difficult for the bigger boats to have enough time to get a full trip to make it economical. And the uncertainty meant that many harvesters took their boats out of the water prematurely.

Cod in 2024 was hard enough for inshore harvesters, with the federal minister prematurely declaring 2J3KL Northern cod a commercial fishery, and then the disastrous decision on access and allocation. This was followed by one processor refusing to buy during the summer, and others reducing their buying in certain areas to a point where some harvesters were able to fish just one or two days in a week – and sometimes no days at all.

UPDATE FROM THE FFAW COD WORKING GROUP: BUDDY-UP

Harvesters have been asking for buddy-up in cod for years, for reasons like safety, quality of the fish, crewing issues, economics, and the fact that many harvesters have formed partnerships with their buddies for crab but have to use two boats for cod. Hearing those calls, the newly formed cod working group drafted a proposal for buddy-up earlier this year.

In May, the draft proposal and a ballot went out to all license holders in 2J3KL. The result was an astounding 89% in support of buddy-up. In early June, the proposal was submitted to DFO, and they responded shortly after saying while they support buddy up in cod, they could not support the past participation requirement. The working group had included a past participation requirement because of the relatively high number of inactive licenses in 2J3KL and the concern that buddy-up could cause those licenses to become active, thereby catching the small quota even faster, meaning less fish per harvester.

Given the season was soon starting, the working group agreed to meet with DFO in the fall. On October 30, the working group met with DFO so each side could

better understand the concerns of the other. Following that meeting, the working group submitted a revised proposal, placing the emphasis on harvesters applying for a buddy-up to prove that they had landings in two of the last five years. This would reduce the administrative burden on the department, which was one of the concerns they cited at the meeting.

Three weeks later the department again refused the proposal because it still contained the requirement for past participation. The working group met again and decided that given the fleet voted on a proposal that contained the past participation requirement, they do not have the authority to agree to drop the requirement. Instead, the fleet must vote on buddy-up without the past participation requirement.

Over the coming weeks, the change to the proposal will be explained at fleet meetings (in person and virtual), with the revised proposal and ballot being in mailboxes shortly after. More details on meeting times and locations, and the mailout will be announced on our website and Facebook page.

YOUR LOBSTER LEVY AT WORK

Sherry Glynn
FFAW-Unifor Inshore Director

Lobster is booming in Newfoundland and Labrador, and to learn more about the industry, members of the FFAW Lobster Committee travelled to NB, NS, and PEI in October.

Making the trip were lobster harvesters and committee members Kevin Hardy (LFA 12), Alfred Fitzpatrick (LFA 11), Nancy Bowers (LFA 4A), Tony Doyle (LFA 7), and staff members Jeff Griffin (2J4R3Pn Member Rep) and Sherry Glynn (Inshore Director).

The group began the fact-finding trip with the Lobster Council of Canada AGM in Shediac, NB where they learned about lobster science in Atlantic Canada and Quebec, and networked with lobster harvesters, their associations, buyers, shippers, and processors from all over Atlantic Canada.

After NB, the group met with lobster harvesters, co-operatives, associations, and Indigenous groups in Canada's largest lobster fishing areas: LFAs 33 and 34 in the southwest NS ports of Yarmouth and West Pubnico. They also toured tank houses (live holding facilities) and met with companies that have a history of buying NL lobster.

From NS, the group travelled to Tignish, PE to visit the impressive Royal Star plant. Royal Star is a co-operative owned by 230 harvesters that has been in business for almost 100 years with extensive live holding and processing capability. The group also met with the PEI Fishermen's Association to talk about pricing, their lobster marketing board, and opportunities for collaboration.

With the lobster industry in NL in the midst of significant growth, this trip was a good opportunity to learn from the mature industry in Atlantic Canada. The group learned that we need to develop more live holding and processing infrastructure in this province to be able to handle the increasing volume of lobsters, that we need to work together with colleagues in other provinces to move this industry forward in a way that benefits harvesters, and that harvesters have a role to play in the development of this industry through co-ops and buyers licenses.



CANADIAN INDEPENDENT FISH HARVESTERS FEDERATION

FALL 2024 LOBBY WEEK

Courtney Langille
Communications and Government Relations

Courtney Langille, FFAW Government Relations and Communications, and Sherry Glynn, FFAW Inshore Director, were among members of the Canadian Independent Fish Harvesters Federation (CIFHF) Executive Board that traveled to Ottawa to meet with officials for the CIFHF Fall lobby week.

From October 8th to 10th, representatives from the Federation met with:

- Anik Chartrand; Director, General Conservation & Protection, DFO
- Jennifer Mooney; Director, National Licensing Operations, DFO
- Faizel Gulamhussein; Chief of Staff, DFO
- Senator Éric Forest; Quebec - Gulf
- Senator Fabian Manning; Newfoundland and Labrador
- MP Clifford Small; Coast of Bays—Central—Notre Dame, Newfoundland and Labrador; Standing Committee on Fisheries and Oceans (FOPO)
- MP Mel Arnold; North Okanagan—Shuswap, British Columbia; Standing Committee on Fisheries and Oceans (FOPO)
- MP Richard Bragdon; Tobique—Mactaquac, New Brunswick; Standing Committee on Fisheries and Oceans (FOPO)
- Annette Gibbons; Deputy Minister, DFO
- Kevin Brosseau; Associate Deputy Minister, DFO
- Adam Burns; Assistant Deputy Minister, Fisheries and Harbour Management, DFO
- Mike Kelloway; Parliamentary Secretary to the Minister, DFO
- Mark Waddell; Director General, Fisheries Policy, DFO
- Gorad Rusezki; Director General, Indigenous Affairs, DFO
- Kathy Graham; Director General, Marine Planning & Conservation, DFO

CIFHF members also attended the October 9th session of Standing Committee of Fisheries and Oceans' study of the Impact of the Reopening of the Cod Fishery in Newfoundland and Labrador and Quebec, as observers which Dwan Street and Dr. Erin Carruthers' appeared virtually as witnesses.

Strengthening of Owner-Operator legislation was the focus of all meetings, with the impacts of foreign ownership and corporatization

highlighted as the need for enhanced investigations and greater enforcement to mitigate negative socio-economic effects on resource dependent coastal communities.

Despite being enshrined in 2020, resources and a structure for enforcement is still underdeveloped as the Department of Fisheries and Oceans (DFO) continues to rationalize the under delivery of formal charges and penalties on DFO's limitations as a regulatory body. Training and capacity issues

were widely acknowledged as a barrier for the ability to prosecute based on investigations into illegal controlling agreements, and members of the CIFHF reminded officials that the expectation for compliance that DFO has for harvesters should be demanded in the same capacity for corporate processing companies. With 12-months for a company to come back into compliance, and the capital to ensure quick and consistent legal guidance, Owner-Operator legislation is proving to be just as toothless as the Policy for Preserving the Independence of the Inshore Fleet in Canada's Atlantic Fisheries (PIIFCAF) that was announced in 2007 because controlling agreements were recognized as a threat to the viability of the inshore. PIIFCAF was not strongly enforced, and controlling agreements proliferated in the 14 years

since it was established. It was emphasized that license freezing and/or revoking is the penalty that would be most effective deterrent - which is both expected and grossly overdue.

Responsibility must be taken note by way of ongoing empty commitments to develop this framework but by prioritizing the implementation of a system for enforcement. In the words of CIFHF President Melanie Sonnenberg to DFO's Chief of Operations and Chief of Staff:

"What will the point of 200 Kent Street be if you have allowed corporations to own it?"

The Federation recommended consideration of a 3-prong approach to enhancing support of Owner-Operator:

1. Industry specific federal financing agency modeled after Farm Credit Canada to provide an alternative access to capital with high risk tolerance outside of commercial banks to lessen the necessity for processing companies to provide loans or consignment in exchange for control of the harvesting sector;
2. Working with RCMP, establish a system of enforcement that prioritizes freezing of a license as soon as an investigation is triggered and no longer allowing for 12-months to guide companies back into compliance; and
3. Investing in socio-economic studies for Pacific and East Coast fisheries to evidence the reliance on inshore allocations for sustainability that will serve to better inform and balance resource management decisions.

It was recommended by the MPs and Senators that engaging other federal departments may be effective for increased accountability over DFO. The Canada Revenue Agency, Competition Bureau, the Minister of Small Business (The Honourable Rechie Valdez), and the RCMP were all suggested for enhanced support and to drive departmental intervention.

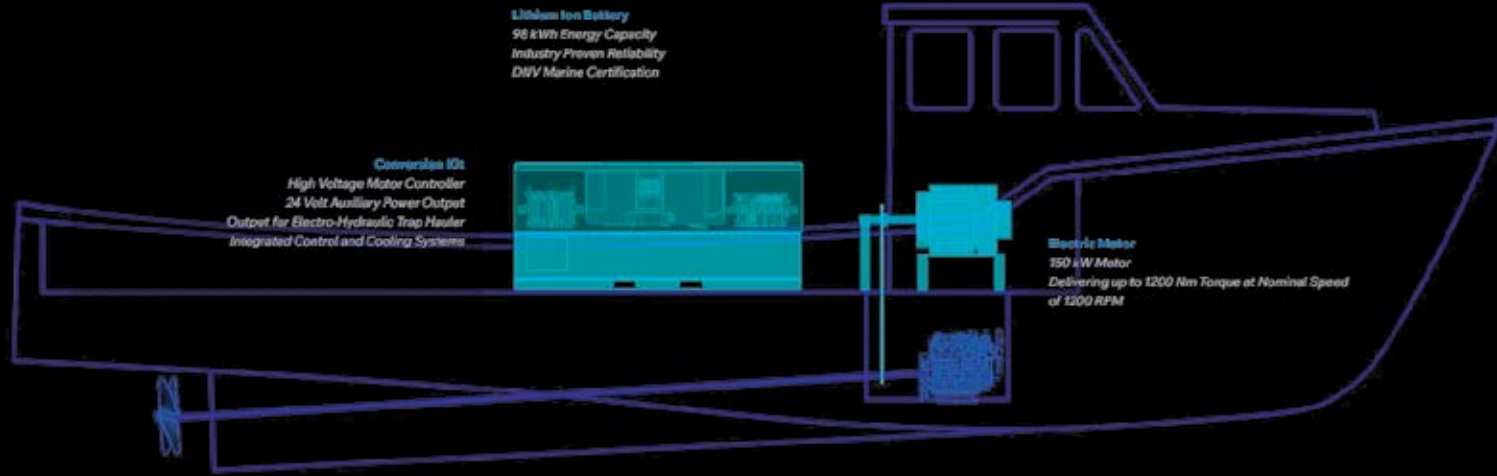
Concerns for the alarming pattern of decision making in 2024 by Minister Diane Lebouthillier was also raised with both the Pacific and East raising issue with management plans reflecting a historical high of corporate allocations. The CIFHF questioned how DFO could state that they are meaningfully developing a strategy for the Blue Economy while simultaneously

removing opportunities from independent owner-operators and wealth from coastal communities as a direct result of her decisions since being appointed to the portfolio.

Overall, the atmosphere throughout Parliament Hill is one of unease as a federal election looms in the next six-months. While there is certainly a loss of faith in leadership capabilities of the Liberal government, memories of the cutbacks in services and resources under the Harper government are still fresh in our minds. What is very clear in every room, is that the need for change is more urgent than ever to lessen the disconnect between the Government of Canada and the Canadians they serve.

DIESEL-HYBRID RETROFITTING PROJECT UPDATE

Courtney Langille
Communications and Government Relations



Contingent on successful provincial and federal funding applications that will be submitted late 2024 into 2025, 2 vessels will be retrofitted, with a third candidate positioned as an alternate should an enterprise owner back out for whatever reason in the final phase.

We sincerely thank all enterprise owners for their enthusiasm and cooperation throughout the Expression of Interest and initial screening phases of the Project.

Current Status and Next Steps:

July: FFAW applied for preliminary funding from the Green Transition Fund.

August - September: Discussions begin with Dr. Sue Molloy and Dominic Molloy at Glas Ocean Hymarine; Glas Ocean screens criteria for the 10 final candidates and shortlists the 3 vessels that are most compatible with their diesel-hybrid conversion kits.

October-November: All final candidates are notified; Provincial Green Transition Fund application advanced; TriNav to collect data on power usage and fuel/CO2 reductions.

For more information, please contact Katie Power kpowers@ffaw.ca or Rick Young at TriNav, ryoung@trinav.com

PROVINCIAL FISHING INDUSTRY REVIEW

Stemming from a commitment made during Free Enterprise rallies on Confederation Hill this spring, the provincial government convened a first meeting of the NL Fishing Industry Review on October 15 in St. John's. The meeting was attended by Greg Pretty, Dwan Street, Tony Doyle, and Sherry Glynn, as well as representatives from ASP, DFO, DFFA, and other provincial departments.

While the information presented was still in a draft stage, the three focus areas of the Review were proposed to be harvesting sector renewal, processing sector renewal, and product quality and marketing. As of writing, there have been no further details on next steps.

In December 2023 FFAW-Unifor and TriNav Marine Design launched an initial Expression of Interest survey to identify candidates for retrofitting a commercial inshore fishing vessel with a diesel-electric hybrid propulsion system. The retrofitted vessel will demonstrate reduced diesel reliance to other enterprise owners, supporting a larger federal submission for financial incentives to transition commercial fishing fleets.

The project aims to achieve 25-50% fuel/CO2 savings, aligning with Canada's net-zero emissions goal by 2050. From 67 initial applicants, 10 candidates were shortlisted based on vessel specifications.

Once the retrofitting is completed, and outside of their fishing season, the candidate's vessel will be used to demonstrate performance of the vessel with less reliance on diesel fuel to other enterprise owners around the province. This reporting will be the foundation for building a larger submission to federal government with other independent fisheries in Canada to put financial incentives, such as rebate programs, in place to help transition commercial

fishing fleets and make this technology more accessible.

Initially, the Marine Hybrid System from Man Engines was considered, but due to scheduling issues and concern for the manufacturer being in Germany, FFAW and TriNav came to consider the Glas Ocean Electric's Hymarine conversion kit. Glas Ocean Electric, based in Nova Scotia, undertook the Feasibility Study that FFAW-Unifor had commissioned in 2021, and their conversion kit simplifies installation on commercial vessels. Because the technology is still very new, we determined that a third-party screening to decide the most suitable vessels would be the best way to mitigate risk.

In September, we shared the information submitted by the final 10 candidates anonymously to the Glas Ocean team for them to select the 3 vessels with best compatibility for their kits, and the **Carley & Aimee, the Four Seas, and the Nikita & Nikolas** were selected. The vessel owners have received notification that they will be moving to the next phase of the Project.



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

From the Staff and Board of Directors of...



STANDING COMMITTEE ON FISHERIES AND OCEANS (FOPO)

STUDY OF THE IMPACT OF THE REOPENING OF THE COD FISHERY IN NEWFOUNDLAND AND LABRADOR AND QUEBEC

Courtney Langille
Communications and Government Relations

On October 9, 2024, FFAW-Unifor Member Representative for Area 3Ps and President-Elect Dwan Street; and Senior Fisheries Scientist Dr. Erin Carruthers appeared as Witnesses before the Standing Committee on Fisheries and Oceans (FOPO) in connection with their study of the Impact of the Reopening of the Cod Fishery in Newfoundland and Labrador and Quebec. FFAW also submitted a 14-page briefing note as evidence to the Committee in support of the opening remarks delivered by Ms. Street and Dr. Carruthers.



In spoken and written contributions to the study, FFAW-Unifor emphasized the critical role of the fishery in sustaining rural coastal communities, as well as the concerning disconnect between sitting government and the impact of their resource management decisions.

Key Points put forward by your Union:

- **Economic Importance:** The fishery is vital for rural economic sustainability, employing more residents than any other sector in these communities. The organization advocates for collaborative fisheries management to ensure long-term viability.
- **Historical Context:** The decline of the Northern cod stock in the late 20th century highlighted failures in fisheries science that ignored harvester input. Since then, FFAW has initiated various scientific projects to include harvesters in stock assessments.
- **Recent Developments:** The Northern Cod Stewardship Fishery, established in 2006, has seen significant improvements, with Spawning Stock Biomass increasing from 10,000-tonnes in 1995 to 342,000-tonnes in 2024. The fishery received a Grade A rating from the Sustainable Fisheries Partnership for its sustainability efforts.
- **Management Recommendations:** FFAW has consistently advocated for the allocation of the first 115,000-tonnes of total allowable catch (TAC) to the inshore sector and Indigenous groups. This commitment is rooted in historical precedents and reinforced by modern legislation prioritizing socioeconomic considerations.
- **Concerns Over Offshore Fishing:** FFAW opposes offshore otter-trawling during critical spawning and overwintering periods, citing sustainability concerns and potential setbacks to cod recovery efforts.
- **Future Outlook:** The 2J3KL Northern cod fishery should return to a Stewardship Fishery until the stock has rebuilt to meet the 115,000t threshold to uphold the commitment to NL inshore and Indigenous groups and withstand the fishing pressure of Canadian and international offshore draggers.



Provincial Fisheries Minister Gerry Byrne, and Dr. George Rose also appeared as witnesses for the session, with all delivering opening remarks that explain their position on the Reopening from their different areas of expertise.

Dwan Street delivered her remarks first, speaking from a policy perspective, followed by Dr. Erin Carruthers, who focused on the scientific viewpoint. The week following the appearance, FFAW shared a series of clips from the appearance which included some heated debate during the question period. Apart from Seamus O'Regan and Gudie Hutchings, all NL MPs were in the room for the session. MPs Yvonne Jones and Joanne Thompson do not sit on the Committee, but were guests for Question Period, posing a series of underhanded questions to both the FFAW and Minister Byrne in a nefarious strategy to distract from the clear threat to sustainability under the 2024 management plan and the failure of the Liberal government to uphold the 115,000mt commitment to NL inshore and Indigenous groups. MP Jones attempted to promote division with accusatory questions, which were quickly and skillfully answered:



MP Jones to Dwan Street: Do you not support an offshore Northern cod fishery that allows for the 3 Indigenous groups in Labrador to have access to Northern cod?"

Dwan Street: Mr. Chair, we support the upholding of the first 115,000mt going towards inshore and Indigenous interests. We believe, as has been proven, that those Indigenous allocations can be harvested by inshore harvesters not necessarily requiring mobile gear.

MP Jones asked why FFAW would not support offshore cod being landed and processed in Arnold's Cove giving people the more work than in previous

years, Ms. Street attempted to answer and, after sensing that FFAW was about to discredit the statement, MP Jones cut her off after a few seconds, stating that she only had 5-minutes of speaking time and had to move on. Later in the session, MP Lisa Marie Barron, NDP Fisheries Critic on FOPO and the MP that authorized FFAW's e-petition to the House of Commons in July, used her speaking time to give Ms. Street the opportunity to fully respond, putting the following on record:

It's confusing, this insinuation somehow that we do not support this fish being landed in plants like Icewater in Arnold's Cove, which, of course, those plant workers are our members. We fully support the first 115,000mt of this fish being landed to Arnold's Cove and to the Shrimp Company in Labrador, but we need to do it sustainably and in the way that our inshore harvesters have been nursing this stock back since the moratorium. And to do that, we use passive gears. Mobile gears hunt fish, and I have heard Dr. Rose say this, mobile gears, bottom trawls, are not selective. What you get is what you get.

What our harvesters use; whether its gillnet, whether its longline, we have harvesters that have invested in longline systems, hook-and-line systems to extend the fishery into the fall and create longer employment. But we need to do it sustainably. And if we do that, this fishery is going to support our members in Arnold's Cove. It's going to support workers in every other plant where cod is processed."

At the time of writing, the FOPO study has had 3 meetings, October 7th, 9th, and 21st; 12 participating witnesses, and 2 Briefs submitted. It is unknown when the Committee will be releasing it's final report, but FFAW looks forward to reviewing how the remarks and recommendations were captured with recommendations to the Minister.

SPATIAL AND DECADAL-SCALE HARVESTER OBSERVATIONS OF SIX SEAL SPECIES IN NEWFOUNDLAND AND LABRADOR

Jane Tucker
FFAW Science Coordinator



Photo: Kerry and Jacob Ward, Grammer's Rock, Placentia Bay, taken May 22, 2024

The six seal species found in Newfoundland and Labrador are an important marine mammal group, ecologically, culturally, and economically. Seals impact harvesting activities, both as a target species and as predators of other target species such as snow crab, lobster, and northern cod. As with many marine species, the abundance, distribution, timing and behavior of seals is changing.

Fish harvesters' knowledge of seals is crucial to document in order to understand both current seal distributions as well as potential changes in seal populations as observed throughout decade-spanning careers on the water.

This year FFAW Science has conducted career history interviews with long-time fish harvesters and sealers, including harvesters with homeports from Pinsent's Arm to Ramea and capturing a combined fishing history of over 900 years. The Union has also distributed seal observation logbooks throughout NAFO Divisions 2J3KL4R and subdivisions 3Pn and 3Ps.

Harvesters' knowledge documented through career history contributes to our understanding of decadal-scale changes in seal distributions, relative

abundance, and seasonality over time. Almost all (18 of 21) interviewed harvesters reported increasing seal abundances throughout their careers. Harvesters generally reported expansion of spatial and seasonal distribution of their observed seal species.

Harvesters in northern areas, both on the Front and in the Gulf of St. Lawrence, generally reported increased seal abundances of historically observed species. Harvesters on the south coast of the island (from southern 3L west to 3Pn) reported increasing abundances and seasonal expansion of historic species in addition to year-round residency of newly established grey seals, which were largely unreported prior to the early 2000s in this region.

Our logbook program allows us to document specific locations of current observations of seal species. Fisheries and Oceans Canada Research Scientists Charmain Hamilton and Shelley Lang, and Biologist Jean-Francois Gosselin assisted in logbook logistics and created a seal species identification poster. DFO also led two online training sessions in June 2024 for participants in the logbook program. At the time of this writing, logbooks are still being returned.

Summary of trends in decadal-scale abundance, distribution, and seasonality of six seal species found in Newfoundland and Labrador, reported during career history interviews conducted in late 2023 - early 2024.

Species	Significance	Abundance and Spatial Distribution	Seasonality
Harp seals	Abundant and broadly distributed; important target species	Increased abundance in all areas	Migrate along with sea ice, except recent year-round residency in 3Ps
Harbour seals	Abundant and broadly distributed; have not been harvested in over 40 years	Increased abundance in all areas except uncommon in 3K	Expanding seasonal residency in 3Ps
Grey seals	Important snow crab and lobster predator	Increased abundance and new sightings in all areas	Year-round residency on south coast in recent years (3Pn and 3Ps)
Hooded seals	Target species with low harvest numbers	Variable; strong association with sea ice except increased abundance in 3Ps	Migrate along with sea ice, except recent year-round residency in 3Ps
Bearded seals	Important snow crab and blackback predator	Increased abundance in 2J3K, small numbers recently in 3L	Dec - Spring, no change over time
Ringed seals	Important food source in northern communities	Increased abundance throughout northern NL range	Year-round in 2J, Spring in northern 3K, no change over time

Thank you to all the harvesters and sealers who participated to date!

If you would like additional information on the program or would like a Seal ID poster for your vessel, please contact Jane Tucker at the FFAW office in St. John's (709-853-5924 or jtucker@ffaw.ca).



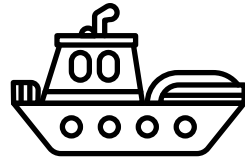
Photo: Kerry and Jacob Ward, Grammer's Rock, Placentia Bay, taken May 22, 2024

FFAW-UNIFOR SCIENCE DEPARTMENT ANNUAL UPDATE



Dr. Erin Carruthers
Senior Fisheries Scientist

ANNUAL HIGHLIGHTS



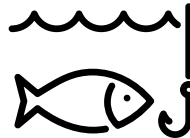
255
VESSELS

participated in FFAW Science projects in 2024



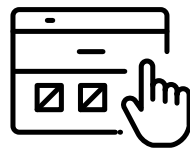
142,361
POUNDS

of green crab removed from Placentia Bay



1,375
FISH

tagged



1,365
SURVEY

stations



22
PROJECTS

completed or ongoing



12
STOCK

assessment meetings attended

FFAW Science Program in 2024

The FFAW Science program had another banner year with over 250 vessels and their crews participating in surveys, projects, and tagging programs. These programs not only provide crucial information for sustainable management and successful fisheries but also greatly contribute to our shared understanding of changing marine ecosystems.

Of course, harvester participation in FFAW Science programs is much more than vessel charters: harvesters determine research priorities, design and test sustainable fishing gear, and review and improve our survey programs. Inshore harvesters and FFAW Staff contribute to science and assessment meetings for cod, capelin, redfish, lobster, snow crab, shrimp among others.

Thank you to all inshore harvesters who contributed to science and assessment meetings and to the many FFAW Science projects!

Big thank you to our excellent science technicians: Trevor Chaulk, Brent Hedderson, Roy Matchim, Gerald Mercer, Earl Poole, Mildred Skinner, Scott Smith, Robert Smith, Brenda Viscount and Julie Young, with onshore logistical support from Gilbert Penney and George Feltham. Thank you also to Seawatch. Seawatch fisheries observers collected data from some of our snow crab, halibut, multispecies, and redfish surveys.



Winter 2025

Week of November 11th – Triton – with Mike Roberts



The Union Forum - 45

CHARTING HER COURSE:

JENNIFER BARNETT

LEADS THE WAY IN RESILIENCE AND RESPECT

Courtney Glode
FFAW-Unifor Director of Public Affairs



Jennifer Barnett stands out as a notable figure in the Newfoundland and Labrador fishing industry, showing incredible determination, dedication, and a strong sense of community. She's earned the respect of her fellow fish harvesters, particularly among women in the industry who see her as both a leader and role model. Jennifer's fishing story began early on, as she learned the ropes alongside her father and uncle. These childhood experiences on the water sparked her passion and laid the groundwork for her future.

Jennifer worked for 10 years as a Science Technician with the FFAW, a role she thoroughly enjoyed. Her responsibilities included conducting fieldwork on various vessels, from inshore speedboats to large ships 350 miles offshore, and serving as a liaison person, bridging the gap between fishers and scientific research.

Jennifer faced significant challenges after suffering a back injury while working at sea. She underwent extensive medical treatment and therapy, battled depression during her recovery period, and ultimately succeeded in transitioning to full-time fishing on her family's enterprise.

Jennifer has made significant strides in her career as a professional fish harvester. She completed PLAR courses, passing with flying colors, attained Level 2 harvester status, and is the trained Safety Designate on her vessel. Her future plans include purchasing her own fishing license in 2025.

Women's Committee member Brenda Viscount says of Jennifer,

"She actively shares important fishery information, including DFO licensing updates, through social media, always showing her commitment to keeping her fellow harvesters informed and up-to-date. She a special person to many people in the industry."

"Jennifer is a strong, vocal woman who fights for every woman in the industry. She a leader in safety and keeps our boat and crew in tip top shape," says husband Jamie Barnett.

Jennifer stands out as a strong advocate for women in the fishing industry. She demonstrates that with determination and perseverance, women can overcome obstacles and succeed in the field. Her role as a vocal representative for women's interests in the industry further underscores her importance as a leader and role model.

Jennifer's journey from a young fisher to a respected professional in the industry, coupled with her resilience in overcoming personal challenges and her commitment to safety and information sharing, makes her an FFAW member certainly worth commending. Our Union is strong because of people like Jennifer!



JIM DINN
M.H.A. St. John's Centre
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709.729.2638
D031jamesdinn@gov.nl.ca

FFAW WOMEN'S COMMITTEE MAKES WAVES IN COMMUNITIES ACROSS PROVINCE

Courtney Glode
FFAW-Unifor Director of Public Affairs

The FFAW Women's Committee is a space for women and equity-seeking groups to gain leadership skills, to raise issues in their areas and sectors, and to organize for meaningful change. The Committee has representatives from all over the province and in every sector of the union who offer perspectives on the challenges and opportunities from their communities, working together to engage more women in the Union.

The last round of Regional Meetings were held in October 2022 in Deer Lake, Gander, and St. John's. The formal FFAW-Unifor Women's Committee was elected during these meetings to represent both sectors of the Union in four regions for a 3-year term.

Current Members:

Executive Board Chairs:

Nancy Bowers (Inshore)
Flora Mills (IRO)

Western NL & Labrador:

Myra Swyers (IRO - FFAW Office Staff)
Fanny Osbourne (Inshore 3K)

Central:

Patsy Chaulk (IRO - Beothic)
Linda Woodford (Inshore 3K)

South:

Valerie Hickey (IRO - Icewater)
Brenda Viscount (Inshore 3Ps)

Avalon:

Danielle Oake (IRO - FFAW Office Staff)
Alicia Warford (3L & Young Harvester)

Program Coordinator:

Courtney Glode

The Committee met on the following dates:

October 18, 2024
September 9, 2024
February 13, 2024
March 21, 2024
January 9, 2024
December 12, 2023
October 30, 2023
September 19, 2023
August 8, 2023
June 20, 2023
May 16, 2023
April 11, 2023
January 19, 2023
November 9, 2022

Champions for Community Support

FFAW Women's Committee members are champions for community support in this province, having undertaken the following initiatives:

- Women's Regional Meetings in 2022
- Community Food Drive in 2023
- Women's Activist Training in 2023
- Statement on Intimidation and Harassment
- Inaugural Triannual Women's Awards 2024
- Triannual Women's Conference 2024
- Resolution to Enshrine Committee in Constitution 2024 (unanimous passing at convention)
- Women's Shelter Donation Drive for Convention 2024
- Mental Health Training in 2025
- Regional Donation Drives for Status of Women's Centres and Foodbanks (annually)

A Shining Example for All

Inshore Committee member **Linda Woodford** undertakes donation drives for different needs throughout the year in her region of Gander Bay/Notre Dame Bay. Linda solicits businesses and individuals in her area to help those in need; from donations to the women's shelter, to supporting the food banks, to collecting winter-wear.

Della Melendy, who is Secretary-Treasurer of her local at Beothic Fish Processors, also takes the initiative to run various donation drives for the Cara House each year.

We can all learn from these example and endeavour to do our part in supporting our own communities!

Get Involved

You don't need to be an elected member of the Women's Committee to make your mark in your own community. Connect with the representative in your area to find out how you can help. The Union can provide an official letter to request donations from businesses, and your local community services will certainly thank you for helping those less fortunate.

Women's Regional Meetings are being planned for Fall 2025 in locations around the province. Committee Members will be re-elected for a new 3-year term.



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FFAW | UNIFOR MEMBER REPRESENTATIVES

INSHORE MEMBER REPRESENTATIVES



SHERRY GLYNN
Inshore Director



JEFF GRIFFIN
2J, 4R, 3Pn



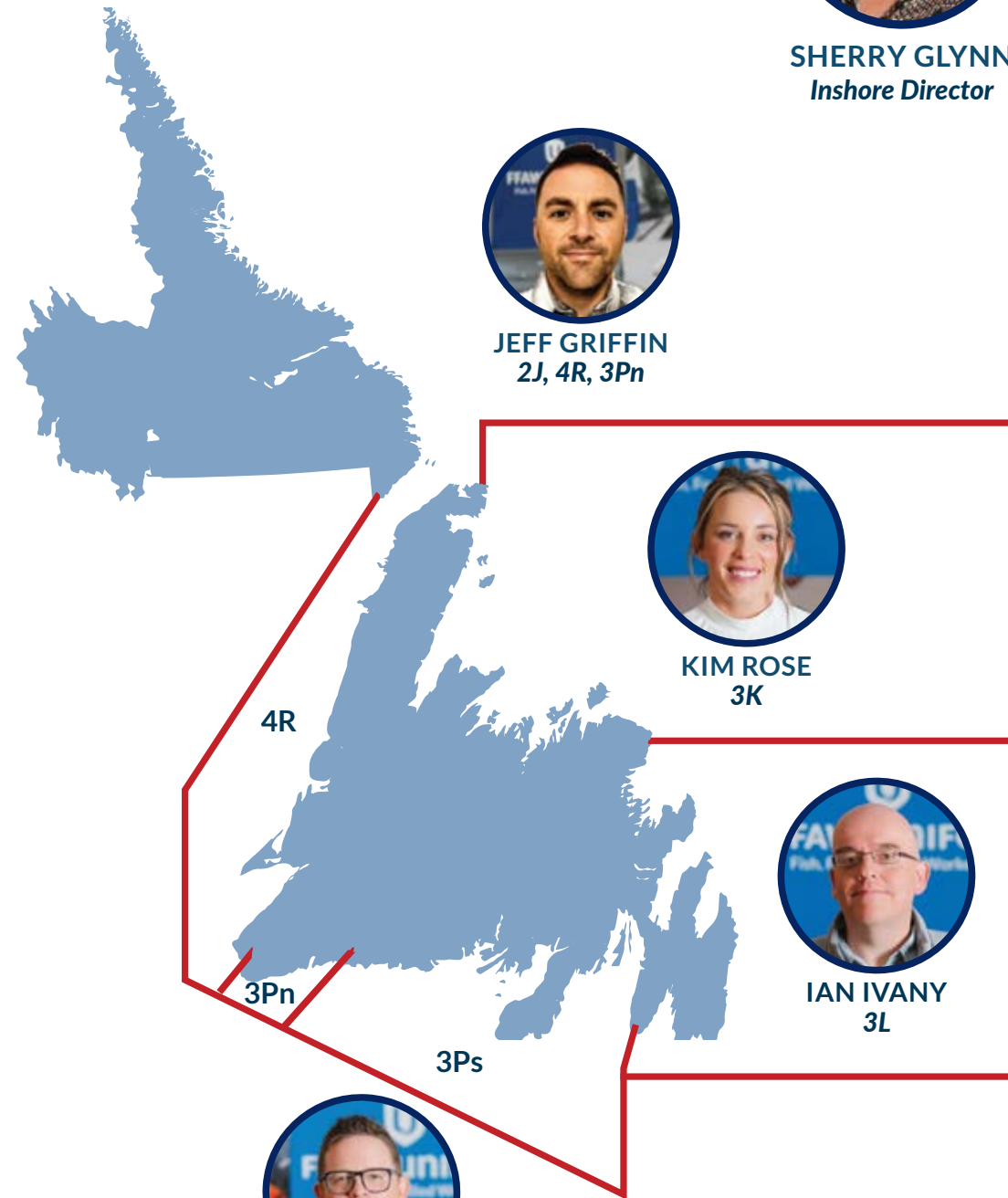
KIM ROSE
3K



IAN IVANY
3L



JAMIE BAKER
3Ps



INDUSTRIAL RETAIL OFFSHORE



JAMES FARRELL
Industrial Retail Offshore Director



JÓHAN JOENSEN
Staff Representative



ALLAN MOULTON
Service Representative



JOEY WARFORD
Staff Representative

**ELECTED
FULL-TIME
LEADERSHIP**

Dwan Street
PRESIDENT
Jason Spingle
SECRETARY-TREASURER

**MEMBERSHIP
SERVICE
STAFF**

INSHORE DEPARTMENT

Sherry Glynn
INSHORE DIRECTOR
Ian Ivany
3L
Kim Rose
3K
Jeff Griffin
2J,4R,3PN
Jamie Baker
3PS

INDUSTRIAL RETAIL OFFSHORE DEPARTMENT

James Farrell
INDUSTRIAL RETAIL OFFSHORE DIRECTOR
Johan Joensen
MEMBER REPRESENTATIVE
Allan Moulton
MEMBER REPRESENTATIVE
Joey Warford
MEMBER REPRESENTATIVE

**PUBLIC
AFFAIRS
DEPARTMENT**

Courtney Glode
DIRECTOR OF PUBLIC AFFAIRS
Vacant
COMMUNICATIONS AND GOVERNMENT RELATIONS

Katie Power
INDUSTRY RELATIONS

**SCIENCE
DEPARTMENT**

Dr. Erin Carruthers
FISHERIES SCIENTIST
Jane Tucker
SCIENCE COORDINATOR
Jackie Baker
PROJECT MANAGER
Mildred Skinner
SCIENCE TECHNICIAN
Scott Smith
SCIENCE TECHNICIAN
Jane Tucker
SCIENCE TECHNICIAN
Earl Pool
SCIENCE TECHNICIAN
Gerald Mercerr
SCIENCE TECHNICIAN

Trevor Chaulk
SCIENCE TECHNICIAN
Earl Pool
SCIENCE TECHNICIAN
Gerald Mercerr
SCIENCE TECHNICIAN
Trevor Chaulk
SCIENCE TECHNICIAN
Jane Tucker
SCIENCE TECHNICIAN
Roy Matchim
SCIENCE TECHNICIAN
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

**FINANCE AND
ADMINISTRATION**

Vanessa Morris
CONTROLLER
Glenda Leyte
HUMAN RESOURCE &
OFFICE MANAGER
Connor Mackay
ASSISTANT CONTROLLER
Crystal Lynn Gorman
EXECUTIVE ASSISTANT
TO THE PRESIDENT

Stephanie Pritchett
EXECUTIVE ASSISTANT
TO THE SECRETARY TREASURER
Danielle Oake
ACCOUNTS PAYABLE
Jessica Johnson
MEMBERSHIP ADMINISTRATOR

Aaryn Lambert
ADMINISTRATIVE ASSISTANT
Susan Finlay
ADMINISTRATIVE ASSISTANT
Myra Swyers
ADMINISTRATIVE ASSISTANT

Executive Board 2021-2024



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PRESIDENT



Jason SPINGLE
SECRETARY
TREASURER



Jason SULLIVAN
VICE PRESIDENT
INSHORE



Brenda KING
VICE PRESIDENT
IRO



Nancy BOWERS
INSHORE - WOMEN'S
POSITION



Kevin HARDY
INSHORE
SOUTH COAST



Eldred WOODFORD
INSHORE
NE COAST



Christopher GENGE
INSHORE N. PEN
& LABRADOR



Alvin PETTEN
INSHORE
AVALON



Lee MELINDY
INSHORE
CREW MEMBER



Hubert STACEY
IRO- CAPE PINE
WEST TO COX'S
COVE



Nancy FILLIER
IRO - N. PEN, LAB, NE
COAST JACKSON'S ARM
TO CAPE FREELS



Steve BUFFETT
IRO - AT SEA



Sheldon SQUIBB
IRO -
NON FISHING



Flora MILLS
IRO - WOMEN'S
POSITION



Patsy CHAULK
IRO - CAPE
FREELS TO CAPE
PINE

Inshore Council 2022-2025

 Dwan STREET PRESIDENT	 Jason SPINGLE SECRETARY TREASURER	 Jason SULLIVAN VICE PRESIDENT	 Nancy BOWERS EXECUTIVE BOARD	 Alvin PETTEN EXECUTIVE BOARD	 Eldred WOODFORD EXECUTIVE BOARD
 Chris GENGE EXECUTIVE BOARD	 Kevin HARDY EXECUTIVE BOARD	 Lee MELINDY EXECUTIVE BOARD	 Brett COX ST BERNARDS- MACCALLUM	 Blaine CROCKER TROUT RIVER- EDDIES COVE W	 Jamie BARNETT ST BRIDES - SWIFT CRT.
 Shawn DEMPSTER BARR'D HR- NODDY BAY	 Harrison CAMPBELL HENLEY HR - CARTWRIGHT	 Jim CHIDLEY POUCH COVE- POINT LANCE	 Alfred FITZPATRICK MONKSTOWN - GARNISH	 Troy HARDY FRANCOIS - CODROY	 Aubrey BRINSON GANDER BAY- CAPE FREELS
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 Andy CAREEN AT-LARGE	 Ren GENGE AT-LARGE	 Glen WINSLOW AT-LARGE	 Delores PENNEY WOMEN'S POSITION	 Loretta WARD WOMEN'S POSITION	 Ivan LEAR YOUNG HARVESTER
 Chris GOULD YOUNG HARVESTER	 Daniel WALSH YOUNG HARVESTER	 Jody SEWARD CREW MEMBER	 Matthew JONES CREW MEMBER	ALL NON-EXEC BOARD COUNCIL POSITIONS ARE UP FOR ELECTION IN EARLY 2025	

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