

# THE UNION FORUM

A large pile of crabs is the central focus of the image, filling the foreground and middle ground. The crabs are piled high, with their legs and shells visible. In the background, a boat deck is visible with a patterned rug and a metal pole. The sky is a vibrant orange and yellow, indicating a sunset or sunrise over the ocean.

## Tariff Threats Cause Slow Start to 2025 Crab Fishery

*3K Crab Crisis: Unsupported Cuts Increase Federal Frustrations*

# HOSTING A CAREER FAIR?

FFAW-Unifor wants to be there!



3K Member Representative Julian Ryan gives the thumbs up in La Scie

FFAW-Unifor is working alongside the Professional Fish Harvesters Certification Board (PFHCB) and the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) to educate high school students on the benefits of a career in the inshore fishery.

If you know of an upcoming career fair or opportunity to speak with senior secondary students, our group will make every effort to participate!

Thank you to Mobile High School on the Southern Shore, Jane Collins Academy in Hare Bay, O'Donel High in Mount Pearl, and Cape John Collegiate in La Scie for opportunities so far in 2025.

Contact us at [communications@ffaw.ca](mailto:communications@ffaw.ca) or reach out to your Member Representative.



L-R: Jennifer McCarthy from PFHCB, young harvester Alicia Warford, FFAW Staff Courtney Glode and Stephanie Pritchett in Mobile

# THE UNION FORUM

SPRING/SUMMER 2025 ISSUE



## CONTENTS

- 4 A Message From The President
- 6 A Message From The Secretary-Treasurer
- 8 Inshore Director's Column
- 9 Industrial/Retail/Offshore Director's Column
- 12 Public Affairs Director's Column
- 16 Out Of Date EI System: Are Changes Finally On The Horizon?
- 17 Gender Women's Centre Hosts 3rd Annual Women's Gala
- 18 FFAW Board Members Commemorated By Provincial Government
- 20 FFAW-Unifor Hosts 2025 Women's Meeting
- 22 Forced Elogs Spur Headaches, Worry For Thousands Of Small Boat Harvesters
- 26 MPAs Vs Marine Refuges: What's The Difference?
- 28 FFAW-Unifor Scholarships
- 30 West White Rose Tow In Placentia Bay
- 34 Shop Steward Bargaining Update
- 35 St. Anthony Workers Vote 100% In Favour Of New Agreement
- 36 FRC Dockside Monitors And Dispatchers
- 37 Weird Fish Photo Call!
- 38 ASP Cartel Works To Restrict Free Enterprise, Stifling Competition For NL Harvesters
- 40 A Hull Of A Problem: Grounded MSC Baltic II
- 41 Harbour Grace Cold Storage Ratifies New Agreement
- 44 Success With Lobster Quality Workshops
- 46 Groundfish Depredation In The Snow Crab Fishery
- 48 Initial Atlantic Halibut Satellite Tagging Results From The Northeast Coast Of Newfoundland
- 51 FFAW Unifor Member Representative
- 53 Executive Board
- 54 Inshore Council
- 55 Industrial-Retail-Offshore Council



8

From Assessment to Advocacy: Crab, Shrimp and the Fight for Fair Quotas



14

Remembering Tony Doyle



24

It's Not Over: The Fight To Protect Northern Cod From Offshore Factory Trawlers

Cover image submitted by Jennifer Barnett: Jamie Barnett and Crew Hauling Crab pots in 3Ps aboard the FV Total Confusion

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

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

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

Proud member of the:



# A MESSAGE FROM THE PRESIDENT

Dwan Street  
FFAW-Unifor President



## NO SURRENDER: YOUR UNION STANDS FIRM AGAINST THREATS AND TARIFFS

**Convention 2024 seems like both yesterday and a lifetime ago. One thing is for certain, the energy coming from convention has not been lost and your Union has been hard at work pursuing the gains we had promised and finding ways to better life for our members.**

As President, I thank each and every one of you for your patience as your new executive brings the union into a new era and subsequently get our feet underneath us in our new roles.

While we enter these roles with optimism and positivity, excitement for the work ahead and for the work underway, these past few months have been interwoven with unprecedented challenges.

Alas, there are but three certainties in life: death, taxes, and turmoil in the Newfoundland & Labrador fishery.

The largest challenge? I do not think any of us had the chaos caused by the reality star at the helm of our neighbours to the south on our 2025 bingo card.

Since the new year we have been navigating the uncertainty and threats from south of the border within the walls of our own building, at the Premier's Roundtable with labour and industry province-wide, and with our parent union. Through all of this, one

thing has remained blatantly clear – Canada, and Newfoundland & Labrador, are not for sale and our members will not stand down to empty threats by a raving lunatic.

We have a new Federal government. Our new Prime Minister seems to have been able to appease the threats and we trust he will continue to do so.

We also have a new Fisheries Minister. Not the greatest start, Joanne.

We only hope the experience of having hundreds of harvesters on her doorstep during her campaign showed her the resolve and fight we have. She may not have been able to change things at the time, as Parliament had been dissolved, but it is not so easy to skirt responsibility now.

The ball is in your court, Minister Thompson, and we have plenty of wrongs you can make right.

While we were able to secure a win in front of the Standing Fish Price Setting Panel on snow crab - something that has been far too long coming but has now set the bar for years to come - this is cold comfort to lobster harvesters who are dealing with the outcome of an unstable and uncertain market.

Though we have managed to avoid tariffs being imposed by the United States on our products, a combination of Chinese tariffs imposed in retaliation to Canada's own tariffs on Chinese electric vehicles and the impact of Trump's behaviour on the purchasing power of American consumers has led to a weakening of the lobster market and depressed price to harvesters.

This is not unique to Newfoundland harvesters and harvesters across the Maritimes and Quebec are also facing down lower prices and what that will mean for their operations.

We have, however, seemingly rattled the cages of the cartel with gains made toward free enterprise. It is refreshing and rewarding to see the Association of Seafood Producers scrambling to try and bully a growing, independent, successful business – and their threats falling on deaf ears.

People are speaking up and the stranglehold is loosening. Their tantrums and intimidation tactics are more to be pitied than feared as they lash out against the gains made by harvesters and small buyers who have no interest in being a part of their shady business dealings.

Harvesters are fighting back, new buyers are fighting back and the more who speak up the more we drown out the whining of millionaires in helicopters who come to the table each year with poor mouth.

Please, continue speaking out. As Ruth Bader Ginsburg once said, in a quote I like to use frequently:

*“Speak your mind,  
even if your voice  
shakes.”*

The more we speak up and continue to erode the stranglehold the merchants have held on harvesters and plant workers in this province, the more they scramble. I can assure you that your Union is not afraid to speak its mind and, as President, I will continue to ensure your voice is heard.

And I will continue to work with all of you to keep rallying all levels of government to continue the gains we are making.

And to ASP, who seem to not be able to comprehend what is happening, why their grasp is loosening and why harvesters are no longer bending to their every demand?

**I have three words for you:**

**That's competition, baby.**

**I hope everyone's seasons are safe and prosperous. Solidarity!**

**The  
savings  
have  
landed.**



**belairdirect.**  
car and home insurance

# A MESSAGE FROM THE SECRETARY-TREASURER

Jason Spingle  
FFAW-Unifor Secretary-Treasurer



It feels like only yesterday that the spring crab, lobster, and shrimp seasons kicked off in 2024—and here we are again. Time moves fast and waits for no one.

Speaking of the march of time, I've never made too much fuss on my birthday. Maybe because I'm usually in a meeting or an advisory - lol.

That said, I just turned fifty. Half a century has a way of prompting reflection on the life lived so far and the life still ahead.

My career at the FFAW has spanned 27 years—over half my life—and through its highs and lows, I have few regrets. When I was first hired in 1998, then Secretary-Treasurer Reg Anstey told me that a strong commitment to the union would yield a rewarding career. Now occupying the position Reg once held, I can say with certainty that he was right.

Our work at the FFAW constantly reminds us how precious our time on earth is. This time last year, we lost Trevor Childs and Nicholas Skinner far too soon and far too young. While all losses are painful, those taken far before their time strike especially hard. Life is a gift we cannot take for granted.

That said, I'd like to take this time as Vice-Chair of the Newfoundland and Labrador Fish Harvesting Safety Association to wish all fish harvesters a safe and prosperous season.

We're also witnessing the "greying of the fleet"—the steady aging of our harvester population. DFO itself noted in 2022 that

*“commercial fisheries have an aging workforce, and the intergenerational transfer of*

*licences and quota to youth is hampered by the high cost of entry and to purchase a vessel, alongside limited access to capital.”*

Yet I've seen encouraging signs. When I scroll Facebook these days, most of my friends there are FFAW-Unifor members, and their feeds increasingly feature young faces. At our most recent triennial convention, I spotted far more newcomers than at the one previous. It feels like the greying fleet is regaining some of its colour and everyone agrees this is what we need to see.

Our Union's staff demographics are shifting too. A new generation is joining FFAW-Unifor as the old guard moves on. Currently, 47 percent of our staff are under 40, and 23 percent are under 35, and they're highly skilled in their respective fields.

**In every season, whether you're just setting out or have weathered more storms than you can count, the FFAW team is here for you. Our blend of fresh perspectives and hard-earned wisdom means there's always someone who understands your challenges and stands ready to lend a hand. When life doesn't go as planned—whether it's an unexpected injury, a licence hurdle, or simply one of those days when nothing seems to fall into place—our doors are open. Young or seasoned, our staff share one commitment: to provide you with guidance to lean on and a community that has your back.**

## Seal Identification Guide for Newfoundland and Labrador

### Harp seal *Pagophilus groenlandicus*

#### Distribution

- At whelping grounds at the Front and Gulf from late winter to early spring
- Migrate north after whelping and spend the summer and fall in the eastern Canadian Arctic
- Forage over the continental shelf



#### Pups

- White coat (~11 kg) born on sea ice in March
- Nursing period: 12 days
- Moults to beater coat after 3-4 weeks



#### Adults

- Bedlamers: immature animals with a spotted coat
- Spotted harp: spots begin to disappear and "harp" forms
- Mature animals (~130 kg, 1.7 m): silvery grey background with black harp and black heads



### Hooded seal *Cystophora cristata*

#### Distribution

- At whelping grounds at the Front, Gulf and in Davis Strait from late winter to early spring
- Migrate north after whelping and spend summer and fall in the eastern Canadian Arctic and eastern Greenland
- Forage over shelf breaks and areas with complex bathymetry



#### Pups

- Blueback (~24 kg) born on sea ice in March
- Nursing period: 4 days
- Moults at 14 months when they begin to get spots



#### Adults

- Silvery-grey background with black, irregularly shaped spots
- Males (~300 kg, 2.5 m) larger than females (~160 kg, 2.2 m)
- Males have an inflatable hood over the nose and can inflate their nasal septum



### Harbour seal *Phoca vitulina*

#### Distribution

- Year-round resident in NL
- Haul-out regularly at coastal haul-out sites and forage nearby over continental shelf



#### Pups

- Pups (~11-16 kg) born on land in May-June
- Nursing period: ~4 weeks
- Usually moult white coat in utero



#### Adults

- Pelage colour can vary from light to dark grey and brown, with spots, blotches and ring-like markings
- Males slightly bigger than females (70-90 kg, 1.5 m)
- Often have a distinctive "banana" posture when hauling out



### Grey seal *Halichoerus grypus*

#### Distribution

- Seasonal resident in NL, generally present in late summer and autumn
- Haul-out regularly at coastal haul-out sites and forage nearby over continental shelf
- Can be mixed with harbour seals at haul-out sites



#### Pups

- White coats (~15 kg) born on land or on sea ice in late Dec-Jan
- Nursing period: ~18 days
- Moults to beater (spotted) coat at 2-4 weeks



#### Adults

- Males are larger (170-310 kg, 2.3 m) and are dark grey to black with lighter spots
- Females (100-190 kg, 2.0 m) are lighter in colour with darker spots
- Males have a more pronounced "horsehead" profile and folds of skin on the neck



### Ringed seal *Pusa vitulina*

#### Distribution

- Abundant in Labrador
- NE Newfoundland and northern Gulf southern limit of distribution
- Haul-out regularly and forage over continental shelf



#### Pups

- White coat (~4.5 kg) born in March-April
- Nursing period: ~6 weeks
- Born in snow lair dug out over breathing hole in fast ice
- Can be born on sea ice when insufficient snow depth for snow lair formation



#### Adults

- Grey pelage with dark spots encircled by lighter grey rings
- Males and females are similar sizes (~65 kg, 1.4 m)



### Bearded seal *Erignathus barbatus*

#### Distribution

- Abundant in Labrador (but less than ringed seals)
- NE Newfoundland and northern Gulf southern limit of distribution, vagrants (mostly juveniles) may be found further south
- Benthic foragers in areas <200m deep



#### Pups

- Pups (~45 kg) born on sea ice in April-May
- Nursing period: 18-24 days
- Moults white coat in utero



#### Adults

- Pelage varies from grey to brown, may have lighter splotches
- Females slightly bigger than males (300-400 kg, 2.5 m)
- Large body with a small head with long, conspicuous whiskers



#### References:

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- Pictures from Fisheries and Oceans Canada

## INSHORE DIRECTOR'S COLUMN

FROM ASSESSMENT  
TO ADVOCACY:  
CRAB, SHRIMP AND  
THE FIGHT FOR FAIR  
QUOTAS

Sherry Glynn  
FFAW-Unifor Inshore Director

**Winter and early spring are busy times around the union office and the fishing industry as a whole, with species assessments, advisories, price negotiations, and fisheries starting up. Like most other years, this winter was not without its challenges.**

Crab is what pays the bills for most harvesters in the province, and the assessment in February brought good news and bad. Overall, the Total Allowable Catch (TAC) for Newfoundland and Labrador was up nine percent from 2024 to 62,883 tonnes. This was largely driven by a 25% increase in 3LNO. 4R saw an increase of 23%, while 2HJ had a rollover. All areas in 3Ps had a 16% quota cut, while 3K inshore had a 20% cut and 3K offshore had a 25% cut.

In order to be compliant with the Precautionary Approach framework, 3K was set to take a 49% quota reduction. This despite catch rates in 2024 that were better than or on par with 2023 and a biomass index from the pot survey that was down by just 2.5%. As we say, fighting back makes a difference. We began asking questions and digging for answers at the advisory on February 26 and eventually had several days of demonstrations at DFO offices in Grand Falls-Windsor and St. John's, the Fisheries Minister's campaign headquarters, and even at the kick-off for Prime Minister Carney's campaign.

Data provided by the department showed a 48% decrease in the trawl biomass index from 2023 to 2024. Both the trawl biomass index and the trap biomass index are combined in the new integrated model, which was used for the first time in the 2025



assessment, to create the overall exploitable biomass index. Because the exploitable biomass was down so significantly, this caused the stock to drop into the

cautious zone, which meant the exploitation rate had to be set lower.

We questioned the department about the trawl survey, in particular the impact of weather and presence of groundfish on the performance of the trawl. We also questioned what factors in the model were causing such different results in the direction and magnitude of biomass changes in 3K and 3LNO despite similar trends in the trap and trawl indices.

Work has already started and more will be done over the coming months to ensure that we understand the components of this new model. We are also working to better understand the impact that groundfish is having on crab.

While the shrimp fishery looks very different now compared to 15 years ago, it is still an important fishery for many harvesters and plant workers. DFO is transitioning to a new science and management framework for Northern shrimp, including the development of a new science model, which is being used for the first time this year. The way Northern shrimp is assessed has changed from six fishing areas to two biological regions, North and South. The new science model updates the baselines of these stocks at a lower level, given recent trends in the stock and environmental changes, and sets new reference points around these new baselines. When applying the new model with the new baselines and reference points, SFA 5 and SFA 6 stocks are now assessed to be healthy within the two larger assessment areas now used (i.e., southern and northern). This new management framework resulted in a quota increase of 49% for SFA 6.



Whether it's a crab assessment, lobster precautionary approach working group meeting, or a shrimp advisory, elected committee members play a very active and invaluable role in providing the perspective of the people they represent but also bringing a pragmatic approach to the table. After an intense few months of assessments, advisories, fleet meetings, and fish price negotiations, a sincere thank you to the many committee members that offer their time, knowledge, and passion so generously. Our strength comes from our members, and we don't take your support for granted.



## INDUSTRIAL/RETAIL/OFFSHORE DIRECTOR'S COLUMN

# FFAW INDUSTRIAL SECTION: STANDING STRONG FOR MEMBERS IN CHALLENGING TIMES



James Farrell  
FFAW-Unifor IRO Director and Barrister

The Industrial, Retail, and Offshore (IRO) Division of FFAW-Unifor has been hard at work, representing thousands of members in workplaces across Newfoundland and Labrador. Whether it's fighting for fair collective agreements, defending local jobs from outside threats, or standing up for workers' rights in the face of employer resistance, your union is on the front lines every day.

Here's an update on what's been happening in your sector and how FFAW is making your voice heard.

### Protecting Local Jobs Amid Trade Uncertainty

Recent months have brought new challenges for workers in Newfoundland and Labrador, with U.S. tariffs and international trade tensions causing ripple effects across our industries. These tariffs have sparked a national conversation about interprovincial trade barriers within Canada, as provinces look for ways to strengthen internal markets.

FFAW has been proactive in these discussions, securing commitments from Premier Andrew Furey that Newfoundland and Labrador's brewing jobs-like those at the Molson Brewery in St. John's-will be protected during ongoing trade negotiations. The union has made it clear to government that local jobs must not be sacrificed in the name of trade deals, and that the unique interests of our province's workers need to be front and centre.

### Seafood Industry: Navigating Tariffs and Seeking Opportunity

The seafood sector has also been hit with uncertainty,

as new tariffs have hit Canadian seafood exports. With China's 25% tariff now in effect, and possible U.S. tariffs looming, producers and workers are facing tough questions about the future of their industry. While these obstacles are real, FFAW is working hard to ensure that opportunities for Newfoundland and Labrador seafood are explored in new and existing markets. The union continues to press government for support and to advocate for policies that keep our processing plants running and our members working.

### Standing Up for Local Employment in Seafood Processing

FFAW knows that local jobs are the backbone of our communities. That's why your union has made formal submissions to government on the Temporary Foreign Worker program, emphasizing the need to prioritize local employment in seafood processing. We've called on government to ensure that every effort is made to hire and retain local workers before turning to temporary foreign labour. Protecting good jobs here at home remains a top priority for your union.

### Fighting for Members' Rights: La Scie Offloading Case

One of the most pressing issues facing the Industrial Section right now is the situation at La Scie Offloading. Workers at this facility have faced ongoing challenges with their employer-Quinlan Brothers Limited and its related companies-who have failed to bargain in good faith and have not met their obligations under the Labour Relations Act.

The union has filed a formal complaint with the Labour Relations Board, seeking an order that the employer immediately commence collective bargaining and respect the rights of its employees. FFAW has also called on the provincial government to appoint a conciliation officer, but so far, the employer has remained unwilling to come to the table. The union is determined to see this fight through and ensure that the rights of La Scie Offloading workers are respected and upheld.

### Grievance Arbitration and Labour Board Advocacy

Over the coming months, FFAW staff will be busy

representing members in grievance arbitrations, before the Labour Board, and at the Workers' Compensation Commission. Whether it's challenging unfair treatment, defending workplace rights, or negotiating new collective agreements, your union is there every step of the way.

### Thank You to Our Union Committees

None of this work would be possible without the dedication of our union committees and workplace representatives. Your commitment to your coworkers and your willingness to stand up for what's right is what makes our union strong. If you have questions, concerns, or need assistance, please reach out to your staff representative or the union office. We are here to support you.

### Looking Ahead

While the challenges facing our industries are real, so too is the strength and solidarity of FFAW's Industrial Section. By standing together, we can protect local jobs, defend our rights, and ensure a better future for all members.

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## PUBLIC AFFAIRS DIRECTOR'S COLUMN

## WHERE HAVE ALL THE GOOD POLITICIANS GONE?



Courtney Glode  
Director of Public Affairs, FFAW-Unifor

**I know what you're thinking. Has there ever been a good politician? The events of the last few years would disillusion even the most optimistic among us.**

Federally, Newfoundland and Labrador has always been a primarily red province. 2019 and 2021 federal elections saw six Liberal seats elected out of a possible seven. One would think our province would enjoy protection and advocacy in Ottawa with that level of federal representation.

The events that unfolded showed quite the opposite. NL MP's Joanne Thompson, Seamus O'Regan, Gudie Hutchings, Yvonne Jones, Ken MacDonald, and Churence Rogers not only abandoned our province; they gutted it.

They blatantly broke a historical commitment on northern cod, reopening the 2J3KL fishery to offshore druggers at just 18,000t instead of the promised 115,000t.

They backstabbed 4R harvesters by allocating most of the new redfish fishery to the corporate fleet, leaving gulf enterprises with little hope of continued financial viability.

They made significant cuts to 3K snow crab when the evidence fails to support it, and they ignored the harvesters who were on their doorstep pleading for understanding.

They failed to help when a changing EI divisor left thousands of seasonal workers with greatly reduced

benefits at the end of the work season.

They point blank denied EI reform despite finishing several years of industry-wide consultations on system modernization, leaving in place an outdated system that fails to adapt to the needs of working people.

They refused to step in when electronic logbooks threaten the ability of thousands of small boat NL fish harvesters to comply.

They closed the commercial mackerel fishery and refuse to make needed improvements to the pitiful bait fishery.

The list goes on – but those are the most egregious actions directly impacting over 20,000 people relying on the inshore fishery.

Neither the Liberal nor Conservative Parties even completed the short election questionnaire we sent immediately after the election was called. The blatant lack of consideration likely foreshadows what's to come, but time will soon tell whether Prime Minister Mark Carney and the fresh-faced NL Liberal MPs will treat our province differently than the last government.

St. John's voters re-elected Joanne Thompson despite her controversial stint as fisheries minister leading up to the election period. Thompson's unwillingness to understand and address the needs of the inshore fishery was witnessed across Canada when 3K harvesters protested Carney's campaign kickoff in St. John's. To the surprise of many, Thompson has been

kept in the fisheries portfolio under Carney's new cabinet. Fish harvesters will certainly be pleased to have the Minister nearby to address pressing issues like resource allocations and electronic logbooks.

Other cabinet positions to note include Patty Hajdu who assumes the portfolio overseeing EI, and Nova Scotia's Sean Fraser who is now responsible for the Atlantic Canada Opportunities Agency (ACOA).

Provincially, things haven't been quite so bad. Premier Andrew Furey was good to the fishery during his time in office. Furey stood up for free enterprise, for fair pricing models, and for a strong owner-operator fishery through the loan guarantee program. He also led the industry through this spring's tariff turmoil, ensuring the key players in our province's economy were engaged via the roundtable and newly announced marketing programs.

Gerry Byrne's tenure as provincial minister of fisheries was sadly cut short by the newly appointed premier, John Hogan. Minister Byrne proved himself willing to stand up to companies who behaved in bad faith, and that level of engagement and desire for systemic change was clearly opposed by ASP and their member companies. Lisa Dempster is assuming the fisheries portfolio, and we're still hopeful important issues like sales reporting and corporate control can be addressed in the House of Assembly before the next price negotiations begin.

How long either of them will remain in those positions is up in the air, because my money is on an election being called before this magazine lands in your hands. The provincial liberals would be remiss to not take advantage of the red wave and anti-Trump rhetoric that pushed them through the federal election.

That's not to say a Conservative government would have been any better for the inshore fishery and seasonal workers in general. Because in all likelihood, it wouldn't.

Conservatives have never been supporters of unions or working people. They don't support increases or improvements to social supports like Employment Insurance, the Canada Pension Plan, public health care and education, or Old Age Security (remember when the age went from 65 to 67 under Harper?). The party has a documented history of working to weaken many of these programs and often fight on behalf of employer groups and corporate interests.

Regardless of my feelings towards the federal

conservatives, MP Clifford Small has always been a vocal advocate of the inshore fishery in Ottawa and credit must be given where it's due. Small has championed several FFAW causes in parliament and our members are pleased to work with him again this term. With the seat previously held by Gudie Hutchings now going to conservative Carol Anstey, NL will have just one additional voice of opposition in the capital city this parliamentary session.

The new Liberal Government is thankfully still a minority, but up 18 seats overall from the previous term.

The breakdown of the New Democratic Party in recent years has been challenging to witness. Historically, the NDP are the biggest supporters of unions and working people in general, and they are the biggest proponents of important social supports like pharmacare, EI, childcare, and more.

Mary Shortall in particular has been a truly dedicated supporter of the FFAW for as long as I have known her, and long before that. Few people give so much of their selves to other people, but Mary genuinely walks the walk. She's shown unwavering dedication to not only supporting the FFAW's causes but volunteering countless hours of her personal time to our union through various events and committees.

Unfortunately, few ridings offered a legitimate NDP candidate, and the party's decline in recent years highlights the need for a major rebrand before the next election. Compounding the NDP's struggles, many traditionally NDP voters chose to vote liberal in a strategic move to keep Poilievre out of government. Losing 17 of the previously held 24 seats will mean far less opposition to policies that favour corporate interests and hurt middle- and lower-class Canadians.

The results of the 2025 election show that Canadians are scared. They are drowning in the rising cost of living without a corresponding rise in pay. They are terrified of additional taxes to the middle and lower class. And they have shown they are indeed 'elbows up' in the face of tariffs and a 51st state.

The outcome of the 2025 federal election likely would have looked very different if Donald Trump had not immediately launched a trade war with Canada upon his swearing in as President. The Liberal Party capitalized on that fear and ultimately ended up with more seats than the last term. But the fear remains... will anything actually change?

# REMEMBERING TONY DOYLE

## “A GUY THAT HAD UNION BLOOD IN HIS VEINS”

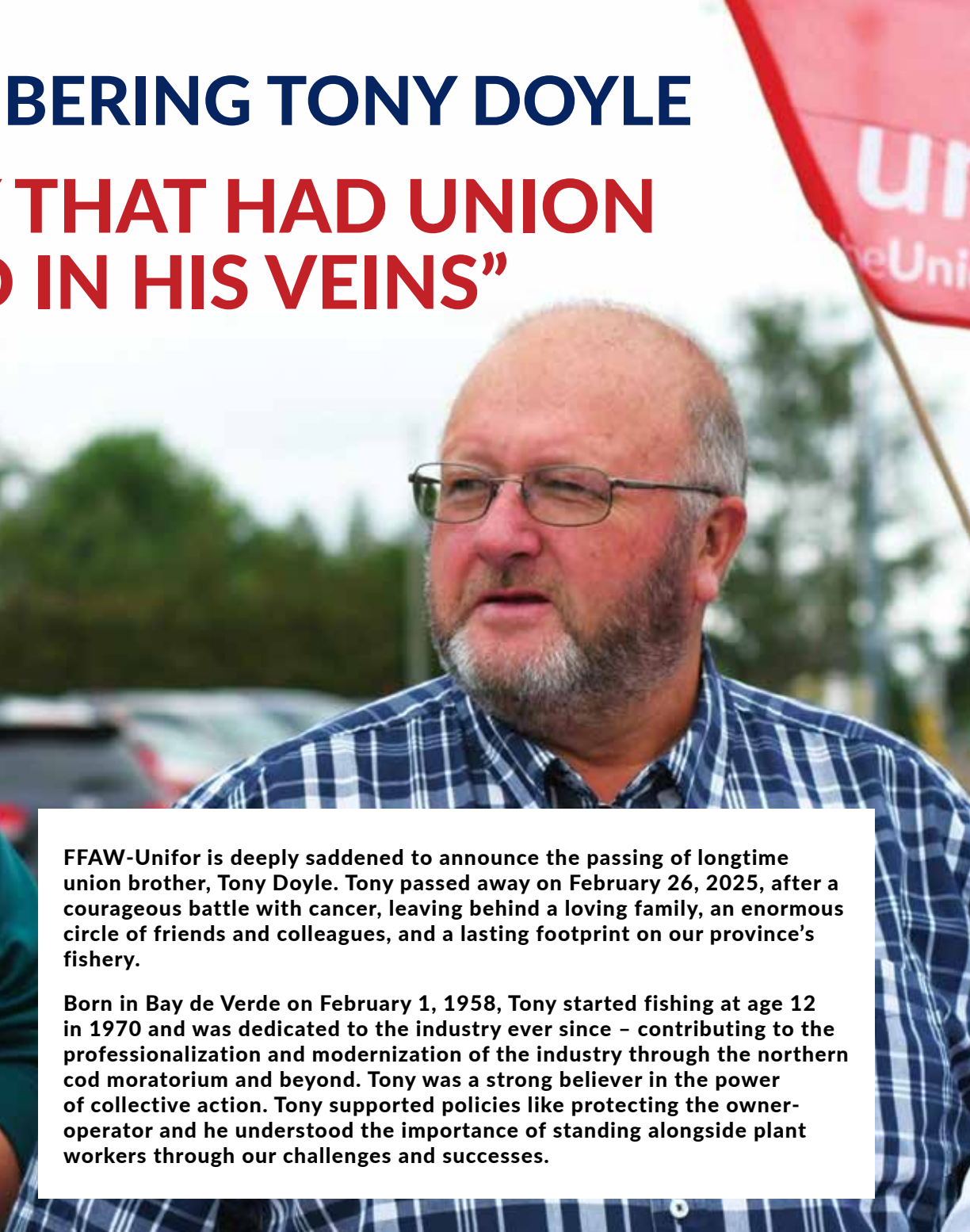


Remembering Tony Doyle  
1958-2025



FFAW-Unifor is deeply saddened to announce the passing of longtime union brother, Tony Doyle. Tony passed away on February 26, 2025, after a courageous battle with cancer, leaving behind a loving family, an enormous circle of friends and colleagues, and a lasting footprint on our province's fishery.

Born in Bay de Verde on February 1, 1958, Tony started fishing at age 12 in 1970 and was dedicated to the industry ever since – contributing to the professionalization and modernization of the industry through the northern cod moratorium and beyond. Tony was a strong believer in the power of collective action. Tony supported policies like protecting the owner-operator and he understood the importance of standing alongside plant workers through our challenges and successes.



“Tony got involved in the Union a long time ago; I would say the late 70s. He got active at the local level in Bay de Verde. I started to have a lot of dealings with him when the movement was on to get access to crab for the small boat fleet. Tony was a real leader in that effort,” said former FFAW president Earle McCurdy. “Tony was a guy that really had Union blood in his veins. He was a great supporter of the Union from day one.”

Tony was the Inshore Vice-President from 2015 to 2024 as well as on the Executive Board and Inshore Council for many years before. Tony took great pride in being Chair of the Conception Bay Crab Committee from its inception until 2023. He was also Chair of the Lobster Committee, and member of the Cod Working Group. Tony attended countless meetings and conferences on behalf of his industry – likely thousands all over the province, country, and world.

His time on FFAW-Unifor's executive board was remembered well by his colleagues in the union, such as Nancy Bowers, who holds the Women's Position on the Executive Board, as well as FFAW Secretary-Treasurer Jason Spingle.

“I had met Tony nine years ago at my first inshore council meeting in Gander. From first time I met him, he had been so supportive and been such close friend to me. Anything I needed to know, or if I had a question or I just needed someone to listen, Tony was the person who was there,” said Bowers. “Tony has had a big impact on my life over the last nine years.”

“Tony Doyle believed in the inshore fishery

and knew the importance of the a strong organization. He was sincerely happy for everyone that achieved success, particularly his fellow harvesters,” said Spingle. “He advocated for the collective and he was always accessible and willing to help anyone. I will remember him as a friend and a mentor.”

Tony's leadership style was quiet but confident, and when he spoke up – the entire room listened. Tony was always respectful to all, and in turn he garnered the respect of his peers around the province.

“From my first day at the FFAW I learned very quickly that Tony Doyle was someone I could go to for guidance, advice, knowledge and friendship,” said FFAW-Unifor President Dwan Street. “Over the ten years I knew Tony, I witnessed him bring his voice and knowledge to many tables locally, provincially, federally and internationally, as we traveled together many times to fight for the Newfoundland and Labrador fishing industry. Tony's passion for the fishery and the betterment of the industry, and the harvesters and plant workers who depend on it, was second to none. His kind heart, booming voice, gentle nature and infectious laugh will be missed by all. Our industry has lost a tireless advocate and all of us at FFAW have lost an irreplaceable brother.”

For his entire life, Tony was a proud activist in his community of Bay de Verde and around the province. The legacy he will leave in the Newfoundland and Labrador fishery will certainly live on for generations to come. Our Union will forever be indebted to his selfless commitment, dedication, and service.

CONTINUED ON NEXT PAGE



Spring/Summer 2025



Spring/Summer 2025



The Union Forum - 15

*“A sticker that we have around the office and in our windows says ‘THE INSHORE FISHERY LIVES HERE.’ The inshore fishery lived in Tony,” said FFAW Inshore Director Sherry Glynn. “He believed in this Union, he believed in the inshore fishery, and he believed in rural Newfoundland and Labrador.”*

FFAW-Unifor sends our deepest condolences to wife Marie, his cherished life partner, to his beloved children Dawn and Thomas, and to his most prized treasures, grandchildren Zander, Madison, and Claire.

“Only one thing trumped Tony’s love of Bay de Verde and the inshore fishery, and that was his love of family,” said Glynn. “You weren’t long into a yarn with Tony before Tommy, Marie, or Dawn came up, and in later years, Zander, Claire, and Madison.”



## GANDER WOMEN’S CENTRE HOSTS 3RD ANNUAL WOMEN’S GALA



The Gander Women’s Centre hosted the 3rd Annual International Women’s Day Gala and IMPACT Awards on March 6, 2025.

The event, designed to celebrate women’s achievements, was hosted by Gander Women’s Centre and Violence Prevention Gander and Area. Keynote speakers and hosts included Betsy Saunders, Petrina Bromley, and Bettina Ford.

Also in attendance were FFAW Women’s Committee members Linda Woodford and Patsy Chaulk, who also serves on the Union’s IRO Council representing the Northeast Coast. Beyond Woodford and Chaulk, 300 women were in attendance for the 3rd Annual Women’s Gala.

“It was an honor for both Patsy and I to attend the women’s gala in Gander. We were blown away by the number of women in attendance,” said Woodford. “Women supporting women is what should it be about every day. Lori Oram and her staff are such an inspiration for the cause, and I’ll probably always be involved helping, whether or not I’m on the Women’s Committee. I never considered this a chore but a choice to make life easier in the life of other women. Giving should never be for credit or recognition but having each other’s backs.”

## OUT OF DATE EI SYSTEM: ARE CHANGES FINALLY ON THE HORIZON?

Courtney Glode  
Director of Public Affairs, FFAW-Unifor

This winter, I attended the 2025 Employment Insurance Forum, hosted by the Commissioner for Workers, Pierre Laliberté, on February 27 in Gatineau, Quebec. Approximately 50 worker representatives from across Canada gathered to discuss critical issues with senior program officials and the then-Minister responsible for EI, Steven MacKinnon.

The forum’s agenda covered tariffs, temporary foreign workers, and EI modernization. FFAW-Unifor has long noted that the previous Liberal government held extensive consultations on EI modernization over several years but delayed implementing proposed changes until after the federal election.

Seasonal labour claim workers have consistently called for a predictable EI divisor system to better support those in seasonal industries. Setting the divisor date based on when a worker starts, rather than when they file, would create a fairer system. This change would protect workers from unpredictable fluctuations in

the employment rate divisor, ensuring more stable benefits.

Fish harvesters have urged the government to maintain the existing fishing EI system, with one key change: establishing a consistent divisor rate across all regions. For example, harvesters in Petty Harbour receive the same fish prices and face similar expenses as those outside the Avalon, yet they are subject to a higher divisor because they fall within the St. John’s economic zone.

With the federal election concluded, workers await action from Prime Minister Carney’s government to deliver the EI reforms urgently needed by seasonal workers and fishers. The previous Liberal government left many in our province behind, and skepticism about political promises is warranted. Time will soon tell whether these long-overdue changes finally materialize.

**vericatch**

**We want to wish all harvesters a great season and thank you for making us the ELOG leader in Newfoundland!**

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# FFAW BOARD MEMBERS COMMEMORATED BY PROVINCIAL GOVERNMENT

In December 2024, two FFAW-Unifor council members – Doretta Strickland, representing OCI Triton on the FFAW IRO Board, and Nancy Bowers, who holds the Women’s Position on the FFAW Executive Board – were awarded Newfoundland and Labrador Confederation 75th Anniversary Medals.

On April 1, 2024, the province commemorated 75 years since Newfoundland and Labrador became a Canadian province. Among many planned celebrations, MHAs within the provincial government awarded 75th anniversary medals to people who “[make] Newfoundland and Labrador a better place to live.”



*“...Confederation 75 medals will be recognizing those people in our communities who contribute to making Newfoundland and Labrador a better place to live,” said Steve Crocker, N.L. Minister of Tourism, Culture, Arts and Recreation.*

Both Bowers and Strickland were given the award by Baie Verte-Green Bay MHA Lin Paddock. According to Paddock, both women were presented the award for their dedication to their communities.

*“Nancy is a fish harvester, and she’s heavily involved in the FFAW. So, she’s a female leader within the fishery, which is the most important industry within our province,” said Paddock. “She’s also the mayor of a small community called Beachside and very engaged within her community. So, presenting it to her was a reflection of a number of things, from both leadership in industry and leadership in her community, and overall community-mindedness for rural Newfoundland.*

Bowers, not in it for the recognition, appreciated the credit from Paddock nonetheless.

*“It was quite incredible to be recognized. I’m not doing things to be noticed, but to see that someone did take time to notice*

*what I was doing – it sure gave me a pretty good feeling,” said Bowers.*

Paddock, on his award to Strickland, noted her unwavering dedication to the community of Triton.



*“If anything happens in Triton, Doretta is involved. She’s on the council, she’s on various committees – recreation and the like – she emanates community-mindedness,” said Paddock. “She’s also a union rep within the FFAW, she’s a plant worker... She embodies rural Newfoundland and what it means to both preserve and promote living in rural Newfoundland.”*

*“Both presentations to both of these community-minded women and female leaders in the fishing industry were both well-received – resoundingly well-received within their community,” said Paddock. “It was an honour to recognize both of them.”*

Over in Burnt Islands, FFAW-Unifor's Inshore Council Member for South Coast Inshore, Kevin Hardy, was



given the award in 2025 by MHA for Burgeo - La Poile Andrew Parsons. Hardy, a local fish harvester, served as the mayor of Burnt Islands for 16 years and has served in official positions within FFAW for over 30 years.

*“It was a little bit of a surprise to me, but it relates to all my volunteer work. I was mayor for 16 years of the town I live in and of course working with this fishermen’s union for a number of years and helping out the big picture of helping move forward the inshore fishery,” said Hardy. “It doesn’t hurt to get a little bit of recognition every now and then. It encourages people to do that kind of thing.”*



# FFAW-UNIFOR HOSTS 2025 WOMEN'S MEETING



Feltham-Scott, who spoke on leading the way in fostering safety culture in the workplace and FFAW- Unifor Director of Public Affairs Courtney Glode, who led a workshop on activism in action.

The next round of Women's Regional Meetings will be taking place in the fall of 2025! Plans are being finalized for St. John's, Gander, Deer Lake, and Labrador. Nominations for the FFAW's Women's Committee for the next three-year term will be accepted at these meetings and voted on electronically by all eligible union members. More details to come! If you are interested in being put on the invitation list for these meetings, please email Stephanie Pritchett at [spritchett@ffaw.ca](mailto:spritchett@ffaw.ca) noting your location and employment sector.



FFAW-Unifor hosted a Women's Meeting at the Sandman Hotel in St. John's, N.L. on February 20, 2025.

The meeting hosted around 20 women and featured six speakers to touch on everyday issues effect women, beginning with opening remarks from FFAW-Unifor President Dwan Street.

"I think it's more important than ever that we are united in our sisterhood," says President Street. "As long as we keeping supporting each other and lifting each other up and supporting each other, I think we're going to do great things."

Speakers included Krista Hynes from Ignite Financial Solutions, who spoke on financial literacy for women; NDP President and candidate for St. John's East Mary Shortall, who spoke on political policies that harm women; Kim Rose, who gave a presentation on creating a harassment-free workplace; OHS Educational Consultant with WorkplaceNL Dianne



# FORCED ELOGS SPUR HEADACHES, WORRY FOR THOUSANDS OF SMALL BOAT HARVESTERS



Jamie Baker  
3Ps Member Representative

It was a hard call to take. An older gentleman with 50 years fishing experience was on the other end of the phone, with a tinge of fear in his voice, asking if he should maybe think about selling off his fishing enterprise.

When asked why the sudden concern, he responded that he was worried he wouldn't be able to successfully complete the mandatory Elogs for the lobster fishery and that he'd get in more trouble than he could manage to cope with or pay for. Turned out his wife of many years had passed away a short time previous, and she had been the one who managed most of his enterprise requirements onshore. He had never even owned a cell phone, let alone a tablet.

So here he was, a man who had made the sea his living for a lifetime, feeling like he may be forced out because of a technical requirement being forced on him by federal regulators with little regard for the practical consequences.

And his story was not unique. The phones rang for months at FFAW from folks with very similar stories. They didn't know how to use the technology. There was no cell service in areas where they fished (some folks spend a sizeable chunk of their summer out of cell range on their lobster grounds). They had family members who looked after their needs, who simply weren't available on a near daily basis. They worried tablets and phones wouldn't stand up in small open lobster boats (seems like a reasonable concern).

Others worried their phones could be confiscated (we are told they won't be). And on and on it goes.

And then there was the cost: \$60 per species (two species right now, but that's only the beginning they say). By the time all is said and done, some folks fishing multiple species could be paying a third-party, and likely a for-profit company upwards of \$400 to \$500 per year, with zero guarantee that cost won't increase.

It was back in late 2024 harvesters and the FFAW were told ELogs would be mandatory in lobster and offshore crab fisheries this year. Activist groups "applauded" this news publicly, knowing full well the chaos and misery it would download most notably on rural and small boat harvesters.

The FFAW, recognizing the folly of the move at this time, presented an incredibly sensible and logical phased in approach to the federal government that would allow those with the equipment and know-how to immediately use the system, and to provide a bit more time to have better infrastructure in place and to reduce the learning curve for those who may not have the ability or gear to do it. There's no better help for fishermen than other fishermen after all, so it seemed quite reasonable to approach it this way. This plan likely would have been acceptable to harvesters.

But DFO (almost certainly via direction from the Ottawa office, another part of the ongoing problem) responded with a hard "no" to the FFAW proposal.

So, FFAW pushed back again, asking harvesters to write their MPs, to make it known what this would mean for their livelihoods. It was raised repeatedly in public and in the media and in meetings. The Union presented the members' concerns to every available person in the decision chain. They talked to lawyers.

And all to no avail.

At the time of this writing the bulk of the lobster season has yet to begin. Once it does, you have to believe there will be major struggles for many harvesters trying to navigate their way through the Elog system or figure out how to comply. It seems equally clear that federal enforcement and management will be faced with a litany of issues, challenges and problems throughout the 2025 lobster fishery. The Union has been told this year is viewed as a "transition" year in terms of enforcement, but with no way to understand what

that really means until fishing is in full swing, so it's nearly impossible to give anyone sound advice other than, "b'y you better get the Elog or you'll probably be in trouble."

Managing a coastal NL sector from an office in central Canada is always going to be difficult. An Ottawa-based department will never understand how things work in real time around the shores of Newfoundland and Labrador (most of them couldn't catch a fish in a barrel and would be too busy throwing up over the side of the boat to use their own phones in most cases).

And in the end, it's just one more worry for inshore harvesters to add to the 10,000 other ones they already deal with. The difference is, this one could have been very easily avoided or mitigated with a bit of common sense.

Alas, sense is anything but common these days.

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# IT'S NOT OVER: THE FIGHT TO PROTECT NORTHERN COD FROM OFFSHORE FACTORY TRAWLERS

Courtney Glode  
Director of Public Affairs, FFAW-Unifor



We've reached nearly one year since previous minister of fisheries, Diane Lebouthillier, made the abysmal decision to end the historic northern cod moratorium for the sole purpose of allowing offshore factory draggers back on the stock.

Lebouthillier reopened the corporate trawler fishery when the Canadian Total Allowable Catch (TAC) was at just 18,000 metric tons. This is noteworthy because, since 1972 and as recently as 2021, the federal government has consistently reaffirmed that inshore harvesters and Indigenous groups would receive a 115,000t allocation before the fishery would be reopened to factory trawlers.

18,000t is a very, very far cry from the 115,000t that was promised to the people of our province. For comparison, total catches from all sources in the early 90's was 190,000t, and over 800,000t in the 1960's.

Moreover, by ending the moratorium, the Liberal Government also handed international vessels an additional 947t of northern cod allocation, bringing the total allocated to non-inshore vessels up to

2,027t. These offshore allocations are a shell-game, with quota holders, both domestic and international, trading quotas to suit their needs; akin to big businesses trading stocks on Bay Street.

Now, Ocean Choice International is running a pricey ad campaign to try to convince the people of our province their new corporate fishery is somehow good for Newfoundland and Labrador. Despite the mountains of money invested into expensive television and digital ads, the negative tone of public comments suggest that Newfoundlanders and Labradorians are not fooled so easily.

With approximately 1,250 active groundfish license holders in the northern cod fishery, last year's allocation was rapidly harvested; with the vast majority of fish harvesters achieving only 2 or 3 trips before the limit was met. Make no mistake, the owner-operator, small boat fishery has ample capacity to harvest northern cod throughout the summer and fall seasons. The inshore fishery lands over 90% Grade A (top quality) northern cod, all of which is landed and processed in the province.

## The Proof is in the Profits

The inshore cod fishery in Newfoundland and Labrador's 2J3KL region delivers substantially greater employment and economic benefits to the province than the offshore, corporate-controlled fishery. A per pound analysis demonstrates that the inshore fishery, rooted in rural coastal communities, provides up to **6.6 times** more jobs per pound of cod harvested and approximately **2.5 times** the total economic value to NL.

For every million pounds of cod, the inshore fishery supports approximately **150 jobs**. In contrast, the offshore fishery supports just **23 jobs** per million pounds.

Overall, the inshore cod fishery delivers **\$8.57 million** in spending and tax contributions, **2.5 times** the offshore's **\$3.41 million**, with all inshore benefits circulating in rural NL communities compared to the offshore's urban-centric focus. The inshore fishery is wholly owned and operated by the people who live and work in coastal communities all around our province.

The inshore fishery's dominance in employment and total economic value underscores its critical role in sustaining NL's rural economies, supporting local businesses, and preserving cultural heritage. Prioritizing the inshore sector ensures maximum benefit to the province.

## Sounding the Alarm on Sustainability

Moreover, fish harvesters have been vocal that the 3L spawning stock is not recovered.

It's an alarming sense of déjà vu from the late 80's and early 90's, when the community-based, inshore fish harvesters warned DFO that the cod stock was in trouble. It took several years for federal science to catch up, and by that time the stock had collapsed, and complete moratorium became the only option.

Over 30,000 Newfoundlanders and Labradorians lost their livelihoods that day. Most had to leave their communities and even their province to find work elsewhere. The social, cultural, and economic fabric of our province has never quite recovered.

Independent scientists like Dr. George Rose, Dr. Noel Cadigan, and Dr. Peter Shelton have all spoken out on the threat the decision poses to the continued sustainability of the 2J3KL northern cod stock. DFO's

own science department has repeatedly emphasized the need to keep fishing removals low, such as via the established stewardship fishery.

## The Silent Six

So why did the Liberal Government choose to allow factory trawlers back on the fishery when it is still in such a vulnerable state? When offshore fishing practices are shown to be less sustainable than the inshore fishery? When the offshore fishery is proven to provide substantially less economic value to the people of our province? When the existing community-based fishery is owed, via the federal Fisheries Act, adjacency priority?

NL's Liberal MPs, including the short-lived fisheries minister and remarkably silent Joanne Thompson, have failed to stand up for the economic sustainability of rural, coastal communities. Of the six, only Thompson is returning to office following the federal election and she's also staying in the fisheries portfolio. Gudie Hutchings, Seamus O'Regan, Churence Rogers, Ken McDonald and Yvonne Jones left a wake of destruction and broken promises for the newly elected MPs to face in short order.

Only time will tell if Prime Minister Mark Carney will right the wrongs of his predecessor and ensure the federal government manages Canadian natural resources for the true benefit of Canadians.

## What's Next

Hundreds of communities around Newfoundland and Labrador still revolve around the fishery. While they are a shadow of what they were pre-moratorium, they are still thriving hubs that contribute financially and culturally to the foundation of our province. The vital tourism industry is built upon the Newfoundland and Labrador outport culture; a culture that is at risk now more than ever at the hands of corporate and political greed.

NL fish harvesters still strongly believe that Lebouthillier was out of bounds in her 2024 decision, and a judicial review to challenge the minister's decision will be proceeding in Ottawa this year. Given the judge's comments made during the 2024 injunction process, there is strong evidence to suggest this decision should never have been considered in the first place.

The problem is the damage may already be done.

# MPAS VS MARINE REFUGES: WHAT'S THE DIFFERENCE?



Katie Power  
Industry Relations Representative

**Marine Protected Areas (MPAs)** are established under the *Oceans Act* and refer to marine closures such as the **Laurentian Channel**. As of 2019, oil and gas exploration and exploitation, mining, dumping, and bottom trawling are prohibited. Additional activity may be prohibited or allowed based on the risks they pose to achieving the specific conservation objectives of the MPA. What's important for fish harvesters is that while no bottom trawling can take place in MPAs, there may be additional fishing restrictions imposed as well. This is typically the case!

**Marine Refuges** are established under the *Fisheries Act* and are a bit less cut and dry than MPAs. These closures are fishing closures and imposed fishing industry restrictions only. Rather than having blanket prohibitions, each Refuge has its own restrictions and the gear types allowed vary from closure to closure, depending on its conservation objectives. All activities are assessed on a case-by-case basis. Marine Refuges in NL include the **Hopedale Saddle, Northeast NL Slope, and the 30 Coral Closure for corals and sponges, and the Hawke Channel (Box), and Funk Island Deep for cod.**



## So, what is meant by “bottom trawling” according to DFO?

In the case of the Laurentian Channel and **all MPAs**, bottom trawling or bottom contact fishing refers to single bottom otter trawl (side or stern), twin (double) bottom otter trawl, beam trawl, shrimp trawl (aka modified otter trawl), twin (double) shrimp trawl, triple shrimp trawl, hydraulic clam dredge, scallop dredge, and scallop drags are prohibited in those types of closures. However, in the case of some Marine Refuges,

bottom trawling may also include pair bottom trawl, demersal or boat seines (Danish seine or Scottish seine), pair seine, midwater (pelagic) trawl (side or stern), midwater (pelagic) pair trawl, semi-pelagic trawl, any mobile drag, rake or dredge. This is not to say all the aforementioned gear types are disallowed in all closures. Again, this varies from closure to closure, so let's break it down:

### LAURENTIAN CHANNEL MPA

All recreational and commercial fishing activity is prohibited in all zones of this MPA.

### FUNK ISLAND DEEP AND HAWKE CHANNEL MARINE REFUGES

Prohibited gear types: Mobile bottom-contact gear (e.g., bottom trawl), benthic longline, bottom-set gillnet, midwater trawl, fish traps/trap nets, benthic handline.

Compatible gear types (fishing gear that IS ALLOWED): crab pots, large pelagic tended lines, rod and reel, electric harpoon, and small pelagic purse seine.

### HOPEDALE SADDLE, NE SLOPE & 30 CLOSURE MARINE REFUGES

Prohibited gear types: All bottom-contact fishing gear including but not limited to mobile gear (e.g., bottom trawl), benthic longline, bottom-set gillnet,

pots.

Compatible gear types: large pelagic tended lines, rod and reel, electric harpoon, and small pelagic purse seine.

Members with questions or concerns are encouraged to reach out to their local DFO detachment:

AREA	PHONE
Bay Roberts	786-0295
Clarenville	466-8273
Marystown	279-7863
Twillingate	884-5139
Springdale	673-5252
Stephenville	643-8001
Rocky Harbour	458-3083
Goose Bay	896-6153
Offshore	772-4412

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# FFAW-UNIFOR SCHOLARSHIPS

Fish, Food and Allied Workers (FFAW-Unifor) awards six \$750 scholarships every year to eligible dependents of members in good standing.

One application is sufficient for all six scholarships. Two \$750 scholarships are available under each category:

- Ray Greening Memorial Scholarship
- Richard Cashin Scholarship Award
- Robert White Scholarship Fund

Two scholarships are in memory of Ray Greening, who died in 1980 at the age of 43. He had been Secretary-Treasurer with the Union for more than a decade.

In June 1993, Cashin retired as leader of FFAW/CAW after more than 20 years as president. In honour of his contribution and dedication to the Union, two scholarships were created in his name.

Robert White was president of the Canadian Auto Workers (CAW) for eight years. He was instrumental in getting FFAW into the CAW family. In 1992, he was elected president of the Canadian Labour Congress. Bob passed away in early 2017. In recognition of his service to the labour movement in this country, two scholarships were created.

Candidates must be accepted as first-year students in any post-secondary institution.

Applications are available on our website or by contacting 576-7276. The deadline for applications is **October 31, 2025**.



**Amber Issacs**  
Richard Cashin Scholarship Awards



**Taylor Giles**  
Richard Cashin Scholarship Awards



**Evan Dove**  
Ray Greening Memorial Scholarships



**Madison Winsor**  
Ray Greening Memorial Scholarships



**Claire Morrisey**  
Robert White Scholarship Fund



**Amy North**  
Robert White Scholarship Fund

# WEST WHITE ROSE TOW IN PLACENTIA BAY

Katie Power  
Industry Relations Representative

Construction of the Cenovus West White Rose Concrete Gravity-based Structure (CGS) has completed at the Port of Argentia, and during the course of the first weekend in May the inshore and offshore marine scopes were executed. While there were some weather limitations and delays, the CGS is now anchored at its ballast site for the next 4-6 weeks ahead of the offshore tow to the White Rose Field later this summer.

## Tow of the CGS from the Graving Dock at the Port of Argentia to the Head of Placentia Bay (Big Shoal South, Southwest of Woody Island, Northwest of Bar Haven) (the Ballast Site)

Mid-May the CGS was towed from the graving dock at the Port of Argentia to the head of Placentia Bay (Big Shoal South) to finalize ballasting and commissioning activities. It was towed by a fleet of vessels contracted for this specific purpose and is anchored to a pre-installed inshore system of anchors and mooring lines. The tow began on May 9th and clewed up on May 13th. Vessels supporting the CGS offshore tow included the Horizon Arctic, Atlantic Kestrel, DOF Minder, DOF Cutter, DOF Mover, and the Olympic Triton.

Some harvesters set their gear in and/or near the shipping lanes. To prevent any gear loss or entanglement with the tow fleet, harvesters were extremely cooperative when asked to remove their gear from the tow route ahead of time. The process used to notify harvesters was considered very successful. FFAW staff, in collaboration with an on site FFAW Fisheries Liaison Officer (FLO) and FFAW Fisheries Guide Vessel (FGV) worked diligently throughout the weekend to mitigate gear damage and loss to their best of their ability.

FGVs and FLOs are contracted to participate in tow operations. The FGV surveyed the tow route for fishing activity in advance of the CGS movement and surveyed the route on a continuous

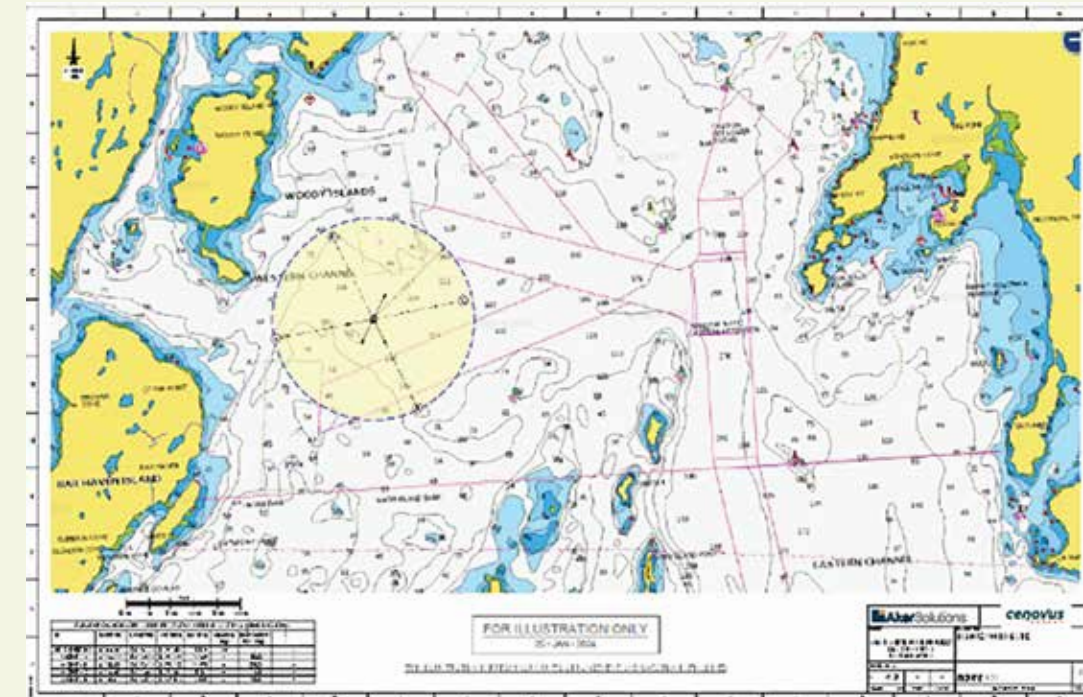


Figure 2.1 Inner Nearshore Study Area

basis during the tows operations. The FGV and FLO provide on the water communications support for harvesters and work to identify any gear in tow path (and endeavor to contact its owner for removal). Overall, this protocol was effective in mitigating gear loss and damage for members.

In the unfortunate event of gear loss or damage, there is a program for harvesters to be reimbursed for their lost or damaged gear attributable to the May and June 2025 CGS tow operations. Harvesters can contact Katie Power, Industry Relations Representative, for more details on this. The Gear Damage Form is available on FFAW social media pages.

## CGS Anchorage, Head of Placentia Bay (Big Shoal South, Southwest of Woody Island, Northwest of Bar Haven)



The CGS will be anchored at the head of Placentia Bay (Big Shoal South) for approximately 4-6 weeks, from approximately mid-May to mid/end of June to finalize ballasting and commissioning activities. Its position is as follows:

N 47°44'36.02"  
W 54°09'03.16"

## Offshore tow and assembly of topsides to CGS

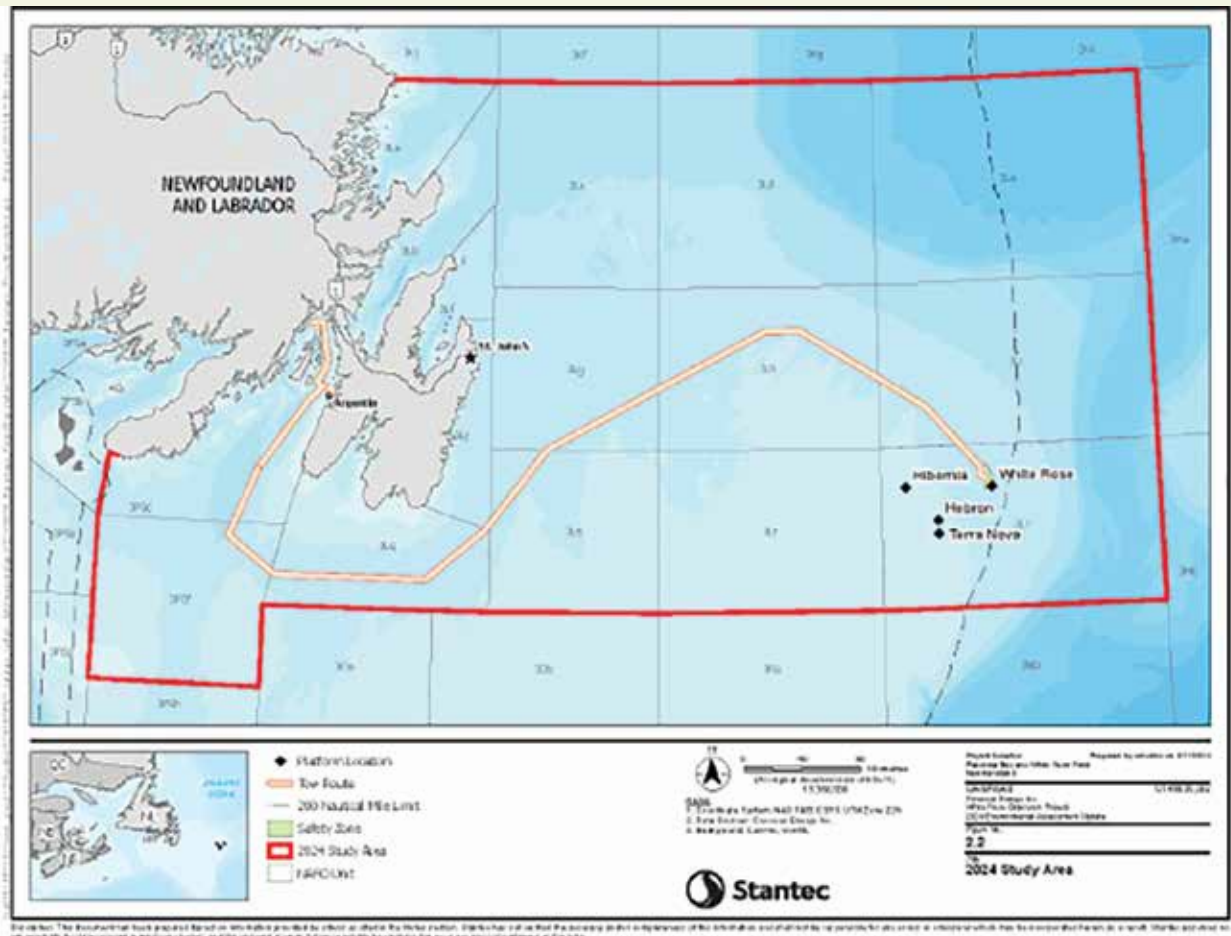
The CGS Tow Out from the Head of Placentia Bay to the West White Rose Field is expected mid/ end of June. The duration of the tow operation (out of Placentia Bay) is estimated to be 24 hours. This CGS will be towed offshore from Placentia Bay and to the White Rose Field, This offshore tow is estimated to start around June 17th and take approximately 10 days to reach the offshore site.

The Pioneering Spirit, a split hull crane vessel, is expected to transit from the White Rose Field to the Bull Arm Fabrication Site for the topsides on or around July 17th. The Pioneering Spirit is the world's largest vessel by gross tonnage, the heaviest vehicle ever made, and the largest floating sheerleg in the world. This vessel will carry the topsides on or around July 20th from Bull Arm to its final destination offshore at the White Rose Field.

Harvesters in Placentia Bay are thanked for their cooperation during the inshore tow, especially given it took place during peak crab fishing season. Harvesters in 3Ps and 3L are asked to check FFAW social media outlets for up-to-date messaging on the final phases of the tow out operations and conclusion of the West White Rose Extension marine scopes for the next few weeks. The ongoing dialogue and continued effective collaboration of members is invaluable.



CONTINUED ON NEXT PAGE



### Fisheries Guide Vessels and Fisheries Liaison Officers

During the two tow operations a Fisheries Guide Vessel (FGV) and Fisheries Liaison Officer (FLO) will be contracted. The FGV and FLO programs are administered by FFAW-Unifor.

The FGV and FLO work together to identify any gear in the tow path and communicate with harvesters on the water on the status of the tow operation.

A FGV is a commercially registered fishing vessel, registered with the FFAW-Unifor FGV program and are union members. Responsibilities of the FGV during an installation tow include:

- Scout the planned tow route for harvesting activity.
- Communicate with harvesters in the vicinity of the tow operation.
- In scouting the tow route, the FGV will identify any fixed gear in the path of the tow and make contact with gear owners. If owners cannot be identified, the FGV will make contact with FFAW-Unifor to assist with identification. The FGV does not remove or move any fishing gear.

FLO's are FFAW-Unifor members registered with the FFAW-Unifor FLO program and must meet FLO

certification requirements. Responsibilities of the FLO include:

- During the installation tow the FLO is stationed on board a program vessel. The FLO will observe, record and report on interactions between the program/project and commercial fishing vessels.
- The FLO will also conduct at-sea communication with harvesters in the project/program area to inform of activities, identify issues and offer advice that to help prevent potential at-sea conflicts, and will identify gear in the program/project area.

### Communications and Notices

Harvesters can expect reminders and ongoing communication leading up to and during the CGS movements. Updates during the tow operations (such as notices of any delays, etc.), will be sent to harvesters by FFAW-Unifor in addition to any regular vessel traffic notices.

Notice to Mariners will also be issued for continuous broadcast via marine VHF channel 16 by Coast Guard Radio for updates as the tow operations progress along the proposed route. The notice will be issued at least 48 hours prior to any CGS movement. In the event of any delays, a subsequent notice will be issued outlining the potential delay duration.



Cory Pittman hauling crab pots, Whitebay by Nadine Lovell



Teenage fishers in 3K, Sebastian Anstey, Liam Hodder, Jaxson McLaughlin and Lance Proulx by Elizabeth Boyd



Rita Pomroy MV The Cross Point landed at Jersey Side Wharf by Rita and Gerard Pomroy

# SHOP STEWARD BARGAINING UPDATE

Joey Warford  
IRO Member Representative



**February 10th, 2025**, we started bargaining with Notre Dame Seafoods. After two days at the bargaining table the committee reached a tentative agreement with the employer. The committee held a ratification meeting with their members to discuss and communicate the tentative agreement. The tentative agreement was accepted with a great acceptance, 88% in favor of the offer. I would like to thank Flora Mills and Gloria Hill who represented their co-workers at the bargaining table with the upmost respect and dignity throughout the process.

**February 12th, 2025**, bargaining started for Fogo Island Co-op. Again, we managed to reach a tentative agreement in two days. The committee brought the tentative agreement back to their members on March 17th with the membership voting 88% in favor of accepting the final offer from the company. The bargaining committee: Lorraine Budden, Tiffany Morgan, Jim Gidge, Betty Brett and Russell Hancock were great to work with and done an amazing job representing their co-workers during bargaining.

**February 25th, 2025**, we sat down with Happy Adventure Seafoods. After a few weeks at the bargaining table, we brought back a tentative agreement to our members with the membership rejecting the tentative agreement. We applied for conciliation and are waiting for a date to start that process. Any further updates will be provided to our members as they become available.

Overall, we made some great gains throughout

each set of bargaining. I would just like to take the opportunity to stress the importance to all our workplaces on having regular Labor Management Committee meetings. These meetings can help address a lot of the day-to-day issues that workers face in their workplace. While we know wages are very important to workers, we also need to remind employers that having safe workplaces and good working conditions is just as important. We have language in all of our Collective Agreements to have regular LMC meetings so it's up to all of us to hold employers accountable to have these meetings and communicate any items that are brought up at these meetings back to our members.

Finally, I would like to thank Allan Moulton for passing the torch to myself and Johan to offer shop steward training to our members. This training is very important for our shop stewards and executive members in their workplaces when issues arise with their co-workers and management. Myself and Johan offered our first Shop Steward training to 10 workers March 10th in St. John's. It was rewarding to see the involvement of current shop stewards and also new stewards taking part in this training. We plan to have more shop steward training in the fall of 2025 so if you are interested or know someone who would like to take part in this training reach out to your local committee.

I look forward over the next few months getting out in all our workplaces and having as many chats with our members as possible.

## ST. ANTHONY WORKERS VOTE 100% IN FAVOUR OF NEW AGREEMENT

Despite a challenging start to collective bargaining with employer Royal Greenland, workers at the St. Anthony Seafoods processing plant have recently voted in favour of a new agreement. Negotiations were able to proceed without fanfare once the employer agreed to come back the table, and the negotiating committee was pleased with the company's concessions to their requests. Workers at the plant will receive a pay increase of 15% over 4 years, as well as other important improvements around daily and weekly maximum hours of work, shift premium for work on weekends, and enhanced employee rights related to employee discipline.

### For Sale: 3PS Snow Crab Enterprise

- Hull Type: Fiberglass
- Length: 27 ft.
- Breadth: 8ft
- Built by: Manta Ray Boats

#### Licenses:

- Snow crab (queen), Fishing Area: 3Ps, Quota: 4606 Cap
- Groundfish, Fishing Areas: 2GHJ, 3KL, 3PN, 3Ps
- Mackerel, Fishing Area: 11
- Scallop
- Squid, Fishing Area: 11
- Wheelk, Fishing Area: 3Ps
- Herring, Fishing Area: 11
- Bait

#### Propulsion:

- Main Engine: 180HP, Twin 90 HP Yamaha, Gasoline

#### Electronics:

- Radar: Furuno
- Sounder: Yes
- VHF: Yes
- GPS: Furuno

#### Deck Equipment:

- Gas powered gurdy
- Crab Hauler



**\$130,000 CAD. Please Contact Christa Power at christapower.bpcc@gmail.com**



Lori and Stephen Butler first crab haul of 2025, Placentia Bay by Lori Butler



# FRC DOCKSIDE MONITORS AND DISPATCHERS

Jóhan Joensen  
IRO Staff Representative



Before going into the bargaining process there was a call for nominations for regional delegates which comprise the bargaining unit committee. The nomination process was followed with a series of calls, and virtual meetings, to gather information on what the membership wanted to be focused on in the upcoming bargaining process.

The Bargaining Committee spent a week with representatives for the employer going back and forth with proposals. It was evident that on some topics the two sides did not see things in the same manner. But at the end of the week, the parties arrived at a mutually acceptable tentative deal which was subsequently ratified by the membership. With bargaining unit members dispersed all over the province of Newfoundland and Labrador, the ratification meeting

and ballot was conducted virtually using secure means.

Changes for the collective agreement focused on the following. Increases in travel allowances and kilometer rate. Further, there were four (4) additional Flex Days added, which are earned by the number of hours an individual works. Increase in Family and Domestic Violence leave from 3 to 5 days. Wage increases over three years of 9.5%.

The bargaining process had focus set by the members of the bargaining unit, and the committee focused the attention on items of importance to the members. Cred to the bargaining committee, including Alisa Daye, Eric Sansome, Barry Thompson, Jane Caines, Derrick Martin, and Clifford Anderson.

# WEIRD FISH PHOTO CALL!



Oceans are changing and, with increased water temperatures, we expect to see more weird fish in Newfoundland and Labrador waters.

Each year harvesters and field technicians send in photos of unidentified fish, particularly on the south coast, including a nebulous snail fish, likely young mahi-mahi or dolphinfish, in addition to more dollarfish and sunfish on the south and west coasts of Newfoundland. Butterfish are being reported in southern Labrador!

Some of these fish have been in Newfoundland and Labrador waters but are more elusive and less well known, whereas others are new to our waters.

While I do have a weird fish chat group, we would like to systematically track these changing fish distributions. If you do see a weird fish, please email a photo as well as information on fish size, sample date and location, and depth and water temperature. My fishy friends and I will try to ID it and will return information on the fish to you.

If the fish is particularly weird, and already dead, please label the fish and freeze it as sample specimens are needed to document a change in fish distribution. **Send photos to: [ecarruthers@ffaw.ca](mailto:ecarruthers@ffaw.ca)**

**The ocean is changing and, we expect, there will be more weird fish in our waters. Let's track these weird fish and map where they are in NL.**



PHOTO CAPTION CORRECTION: Terri Swain, Renews, taken August 21, 2024

# ASP CARTEL WORKS TO RESTRICT FREE ENTERPRISE, STIFLING COMPETITION FOR NL HARVESTERS

Courtney Glode  
Director of Public Affairs, FFAW-Unifor

**It's no secret the Association of Seafood Producers (ASP) is dominated by a small group of large companies that exert near total control over our province's inshore fishery. Ocean Choice International, Royal Greenland/Quinsea, Quinlan Brothers, Beothic Fish Processors, and Barry Group International have increasingly consolidated control over the province's seafood processing industry, employing cartel-like tactics that prevent any semblance of fairness.**

Under ASP, these companies have attempted to transform an industry once characterized by dozens of small players into one now dictated by a small handful of large corporations.

FFAW-Unifor has repeatedly called out ASP's anti-competitive practices, which include preventing fish harvesters from selling to another buyer either inside or outside of NL, and restricting small buyers' access to product. These actions not only limit economic opportunities for independent harvesters, but they also unfairly suppress prices in Newfoundland and Labrador.

Fish harvesters are not asking for the sky. They are not greedy, and they are certainly not asking for too much. If prices are not set transparently and if they are not based on a true share of market prices, the result is continued instability and conflict.

## Intimidation Tactics and Market Control

This crab season, one fish harvester was barred from selling to Nova Scotia buyers after ASP companies promised Newfoundland overflow to those buyers in exchange for excluding NL harvesters from maritime markets. The harvester was explicitly denied use of a Nova Scotia wharf and while eventually permitted to offload, they were warned not to return again.

Such incidents are not isolated; many NL harvesters have been tied to a single buyer throughout their careers, unable to seek better prices or markets due to ASP's influence. Fish harvesters are regularly threatened when they speak out or challenge company control, leading to a culture of fear and intimidation.

In one such incident, a harvester was spotted at a union-led community barbeque and promptly received a call from their company saying they would no longer buy their product.

Now ASP's tactics are extending beyond

harvesters to small buyers outside their association.

Matthew O'Leary of Rough Water Traps in Placentia Bay received ultimatums from ASP, including letters dated May 5 and 7, 2025, demanding private business information and compliance with grading and monitoring services. ASP's Executive Director, Jeff Loder, repeatedly threatened to revoke O'Leary's access to these services, informing O'Leary his access to dockside monitoring would be revoked by 9 am May 8th, despite lacking authority to do so. (The letters can be viewed in full on our website.)

Rough Water has been paying top price for their crab and had no need of grading services as their crab is graded upon arrival to the plant. There is no legislative requirement for any company to be a member of ASP, nor for grading to be reported to the provincial government as Loder stated in his letters. Mr. Loder had no authority to make the illogical demands and threats of Mr. O'Leary.

ASP's actions around grading are wildly hypocritical when considering their member company, Quinlan Brothers, was charged with processing dead crab last year and continues to challenge that decision in court.

Rough Water is merely taking sales away from ASP companies unwilling to pay the same price. It's blatant bad faith action and a desperate attempt to maintain control over owner-operators.

Owner-operator harvesters, who should have the freedom to sell their catch to whoever they'd like, are instead shackled by ASP's collusion and suppression of competition and market access. The introduction of outside sales was a significant step toward breaking this stranglehold. Predictably however, ASP companies have responded by doubling down on efforts to block harvesters' access to outside markets and prevent small buyers from competing.

It's high time the public is made aware of the situation and long overdue for the provincial government to make key legislative and policy changes to put fairness and transparency back into the industry.

## A Call for Change

While in the fisheries portfolio, Minister Gerry Byrne took a strong stance against stifled competition and bad faith actors in the industry. This dedication to maintaining and improving competition and free enterprise policies was welcomed news to fish harvesters. While Byrne's removal from the portfolio by newly appointed premier John Hogan was disappointing, the Union is hopeful Minister Lisa Dempster will address the most pressing concerns and make the needed changes before the next season of negotiations.

The provincial government must continue to support policies that promote competition and protect the rights of owner-operator harvesters. Guaranteeing harvesters can freely access outside buyers and ensuring small buyers can operate without intimidation are critical steps toward a fairer, more competitive industry. ASP's monopolistic practices must be challenged to restore trust and opportunity in Newfoundland and Labrador's seafood sector.

The future of the province's fishing industry depends on breaking the cartel's grip and fostering a marketplace where fish harvesters are paid a fair price for their catch.

Under new Fisheries Minister, Lisa Dempster, FFAW-Unifor is aiming to make the provincial government responsible for the collection of audited sales data in all commercial species. Urner Barry's prices are reported 'in good faith' by companies themselves and are therefore unaudited and unverified, creating a deep sense of mistrust in our ability to effectively negotiate with limited data. Negotiating teams must be given access to audited and aggregated sales data to prove the worth of their raw product and ensure they are being compensated fairly and transparently. Such information reporting should become a condition of license, and companies who fail to play by the rules must lose their privileges.

Hard action must be taken to create noticeable change. Nobody wants to relive the conflict of the past few years when it comes to negotiating a fair price for snow crab or any other species, but until these issues are adequately addressed that instability will persist.

# A HULL OF A PROBLEM: GROUNDED MSC BALTIC II



Jeff Griffin  
2J, 4R, 3Pn Member Representative

The **MSC Baltic III** is a 207-meter-long, 33,767 deadweight ton (DWT) container ship operated by Mediterranean Shipping Company (MSC). On **February 15, 2025**, while en route from Montreal to Corner Brook, Newfoundland, the vessel suffered a power failure approximately 12 nautical miles off the entrance to the Bay of Islands. Unable to secure an anchor in rough seas, it ran aground in **Wild Cove**, west of Lark Harbour, Newfoundland.

All 20 crew members were safely airlifted by a Canadian Cormorant helicopter, and no injuries were reported. The Canadian Coast Guard confirmed that the vessel cannot be safely refloated due to significant hull breaches and the vessel's firm settlement on the seabed. Salvage operations are ongoing, focusing on removing fuel and cargo to prevent environmental contamination.

At the time of the incident, there was approximately 1.7 million litres of heavy fuels and marine gas oil on board of the vessel. 4 tanks with 21,000 litre capacity have been placed on deck of the vessel. The heavy fuels need to be heated, transferred up to these tanks, then removed from the vessel completely. The vessel contained approximately 470 containers onboard as well. The manifest provided by the owner of the MSC Baltic III, indicates that the cargo contains some materials listed as dangerous goods. These include things such as fabrics, food products, metals and polymeric beads, some of which have been already removed.

The more time passes, the greater the concerns of fish harvesters and local community members grows. While conducting a scheduled shoreline survey on the afternoon of April 11, a small tar ball was found on a beach near the site of the MSC Baltic III grounding. On April 12, two additional small tar balls were located on the beach. The tarry substances, which are approximately the size of tennis balls, have been collected for analysis to determine the source. No other oil has been observed on the water or shoreline.

On April 25th, 2025, members of the FFAW, including, President Dwan Street, Oil & Gas liaison Katie Power, and myself, held a meeting with the Mediterranean Shipping Company (MSC), The Canadian Coast Guard, and members of the salvage and emergency response operation teams on the scene to discuss the ongoing operations. No timelines have been given. While weather conditions on scene have slowed fuel removal progress at times, it was reassuring to hear in detail the actions plans that are in place. We stressed the importance and seriousness of this matter and the massive impact a major environmental incident can and will have on our local fishing communities. We also expressed our concerns about the lack of transparency and communication, which was acknowledged. All parties have agreed to meet regularly, and we will continue to monitor this situation and keep our members updated.

# HARBOUR GRACE COLD STORAGE RATIFIES NEW AGREEMENT

Jóhan Joensen  
IRO Staff Representative

Members working at Harbour Grace Cold Storage have gone through a bargaining process which included having to take a strike mandate vote, after having rejected the company's final offer in conciliation. On April 27, 2025, the members had a ratification meeting at which they accepted the tentative deal reached with the company at the bargaining table.

The gains for the employees during this bargaining included changes to how clothing and boot allowances are being handled. Also included is clarification and alignment on the disciplinary procedures.

On the wages the increases are \$1.65 over three

years. This increase represents between 7.78% and 10.34% depending on the specific job classification, over the term of the agreement.

All-in-all, with this bargaining process concluding, it is important to recognize that the topics that the bargaining committee focused on were set out by the membership. When our bargaining committees come to the table they come in representation of their membership. Full credit to the bargaining committee for Harbour Grace CS Inc. Sheldon Squibb, Randy Sheppard, Sean Hearn, and Ken Morgan.

## 2025 PHOTO CONTEST



DEADLINE: AUGUST 17, 2025  
Email submissions to  
[ntravis@ffaw.ca](mailto:ntravis@ffaw.ca)

**THREE  
AVAILABLE  
PRIZES!**

**FFAW WELCOMES  
JULIAN RYAN  
AS NEW 3K MEMBER  
REPRESENTATIVE**



FFAW-Unifor is pleased to announce the hiring of the new Member Representative for 3K. Julian Ryan was born in La Scie and spent much of his youth working with his family's enterprise during his school years.

After graduating high school, Julian went on to earn a business degree in Corner Brook at Memorial University of Newfoundland's Grenfell Campus.

During his time in Corner Brook, Julian still had his feet tapped into the fishery and making time to help out his family's enterprise where he could. When a Member Representative position opened within FFAW-Unifor, he saw it as a natural fit.

Still new to his position, Julian is looking forward to connecting with members in 3K. He can be reached at JRyan@ffaw.ca or (709) 732-2515 and will be based out of the FFAW-Unifor Corner Brook office.

**PLEASE JOIN US IN WELCOMING  
NICK TRAVIS  
TO THE FFAW-UNIFOR PUBLIC  
AFFAIRS TEAM!**



Born and raised in Saskatchewan, Nick set his course east in 2018 to study journalism at the College of the North Atlantic in St. John's.

After graduating in 2020, he got his start at the Newfoundland Herald before diving into the fisheries beat as a Staff Writer for The Navigator magazine. Nick sat down with harvesters hauling in their catch, grilled industry insiders on emerging trends, and quizzed fisheries scientists and government officials—building a deeper understanding of Newfoundland and Labrador's fishing industry.

Nick joined FFAW-Unifor in February 2025 as a Communications and Research Assistant, where he assists in media coordination and releases, social media moderation, writing and editing for the Union Forum magazine, branding, crafting campaigns and various other roles within the Union's Public Affairs department.

**FFAW-UNIFOR WELCOMES ITS NEW  
MARKET ANALYST,  
ONYE OLUOHA**



Onye was born and raised in Benin City, Nigeria. He later moved to Lagos, Nigeria to earn a bachelor's degree. After working as a programmer for three years, Onye transitioned into networking and telecommunications for 10 years. From there, he transitioned once again into his true passion — data science.

"To me, it feels like magic. Someone gives you a bunch of data that doesn't seem to make sense, and you just play around with it and it starts telling stories," says Oluoha. "It has always fascinated me."

Onye later moved to the United Kingdom to earn a master's in information systems management at the University of Liverpool. After earning his master's, he started a PhD in information technology security and networking. Near the end of his PhD, Onye changed course and decided to attend a postgraduate program in Texas in data science.

Following his postgraduate program, Onye transitioned to Memorial University of Newfoundland for a Masters program in data science. Onye applied for a position as a Market Analyst within FFAW, and has been working with us since February 17, where he has played a key role in a number of price negotiations.



Eugene Conway Sr.,  
Eugene Conway Jr.  
and Nicky Conway,  
Good Catch in  
3Ps Area 10A by  
Eugene Conway

# SUCCESS WITH LOBSTER QUALITY WORKSHOPS

Jamie Baker  
3Ps Member Representative



In early 2025, Melanie Giffin, Marine Biologist and Industry Planner with the Prince Edward Island Fishermen's Association (PEIFA) conducted a series of workshops across the province in lobster fishing areas for local harvesters. The focus of those workshops was to look at handling practices in the lobster fishery with a view towards improving quality of catch on the water and on the wharf. This provide hugely popular and beneficial for harvesters given both the experience Ms. Giffin possesses, but also the format in which her knowledge and insight was presented - in short, it was built to be understandable for harvesters and applicable to the daily harvesting practices being deployed.

These workshops cleared up a great many misconceptions harvesters had or may have about how to harvest, handle and transport lobsters to ensure top quality and reduced mortality based on the challenges of the marine environment in NL, along with the biology of the animal itself. There was information about using water versus ice, temperature challenges, biological challenges, warming oceans, and basic handling.

The reports that came back from harvesters who attended the sessions was that the workshops were hugely beneficial and informative. As a result, other harvesters who were not able to attend expressed an interest in participating in future sessions.

Another outcome from the meetings was the idea that while the sessions covered practices from the water to the wharf, the missing component in the supply chain is what occurs once the animals leave the care of the harvester and make their way through the chain - this is where it was suggested processors and other handlers should be invited to participate in any future workshops or sessions.



**Focused on you.**

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

709.729.2638

f t i

# GROUND FISH DEPREDATION IN THE SNOW CRAB FISHERY

By Jane Tucker and Dr. Erin Carruthers



Last season, FFAW heard from many 3K4 harvesters about the amount of groundfish appearing in crab pots. For a number of years, there have been reports of increased predators in 2J and 3K but last year most reports came from 3K4.

Because crab harvesters had to change their baiting practices in the 2024 commercial fishery, many were concerned about the impacts of groundfish predation on the post-season crab survey. Harvesters in 3K started using bait protectors and hard baits for commercial fishing but the survey protocols require squid bait on bare skivvers.

In response to these reports, the FFAW Science Team launched an online survey, "Use of Bait in the NL Snow Crab Survey". We also worked with technicians,

observers (Seawatch Inc.), DFO, and crab harvesters to track groundfish in crab traps in the 2024 post-season pot survey.

Results from the online survey showed that over 80% of the responses from 3K reported changing their baiting practices over the past 5 years (Table 1) because, as one harvester wrote, "We had to start putting squid in tubes because sea lice, wolffish and codfish were eating it. Sometimes gone in less than two hours. Squid costs too much for that."

In comparison, most harvesters in 3L who reported changing bait practices said it was because of increased bait cost. No one from 3L referenced groundfish predators as a reason for changing bait practices.

**Table 1: Online survey results**

NAFO	Percent reporting bait use changed in the past 5 years.	How has your bait use changed in the past 5 years?	Why have you changed baiting practices in the past 5 years?
3K	84% (n=22)	Add bait protectors, change to hard baits (e.g. cod heads)	Groundfish predation, sea lice, price
3L	54% (n=21)	Decrease amount, change type, add bait protectors	Price, predation

The 2024 pot survey was underway when we asked observers and technicians to record bycatch predators and estimate the amount of bait remaining on skivvers. Nevertheless, we received information from 764 stations. In total, 2442 traps had no bycatch and 358 traps had bycatch present, with 239 (or 2/3rds) of those containing bycatch in 3K. In fact, in 3K, the odds of finding fish bycatch in a trap were 1:3. This is two to eight times more likely than other Divisions. Common fish bycatch was skate, cod, and wolffish (Table 2).

**Table 2: Bycatch recorded during the 2024 Collaborative Post-Season (CPS) snow crab survey.**

CrabAD	Cod	Wolffish	Skate	OtherFish	Inverts
2J	14	8	26	0	0
3K	20	37	183	6	8
3LNO	13	4	32	2	0
3Ps	2	0	7	0	3
4R	2	1	9	1	7

Thank you to all participants in this work so far! The work to document changing predation and any impacts either on the fishery or on our ability to track stock health is ongoing.

For the 2025 commercial season, (1) data sheets were distributed to fleets so that harvesters can systematically record observations of predators in crab traps, (2) an FFAW technician is scheduled for two to three weeks of detailed documentation of groundfish predators in 3K4, and (3) at-sea observers are documenting number of pots per string with groundfish in 3K.

For the 2025 post-season pot survey, technicians and observers will continue to record both the amount of bait remaining and the presence of groundfish predators. The FFAW Science Team will bring these results to the next snow crab stock assessment.

Continued documentation of groundfish interactions with snow crab traps both in the commercial fishery and during the post-season pot survey will allow us to understand the story of what you see on the water every day.



# INITIAL ATLANTIC HALIBUT SATELLITE TAGGING RESULTS FROM THE NORTHEAST COAST OF NEWFOUNDLAND

Dr. Erin Carruthers  
Senior Fisheries Scientist

As many of you know, there are more Atlantic halibut being reported off the northeast coast of Newfoundland and southern Labrador waters (NAFO Divs. 2J3KL), which is outside the two Canadian stock areas, namely the Gulf of St. Lawrence stock (NAFO Divs. 4RST) and the southern – a.k.a. the alphabet soup (NAFO Divs. 3NOPs4VWX5Zc) – stock.

FFAW partnered with the Centre for Fisheries Ecosystems Research (CFER) to deploy satellite tags on Atlantic halibut in 2J3KL, with funding support from the provincial government’s Fisheries Research Grant Program. FFAW and CFER have partnered on Atlantic halibut satellite tagging and longline programs in the Gulf for over a decade and results from that work helped to develop an annual cost-effective longline survey and CFER has analyzed satellite tagging data to identify spawning grounds in the Gulf of St. Lawrence.

FFAW Science Technician Trevor Chaulk attached satellite tags to large Atlantic halibut off the Northeast Coast of Newfoundland during the 2024. Trevor was aboard the Black Eagle during their fall line-trawl fishery for Atlantic Cod. Captain Melvin Starkes reported that,

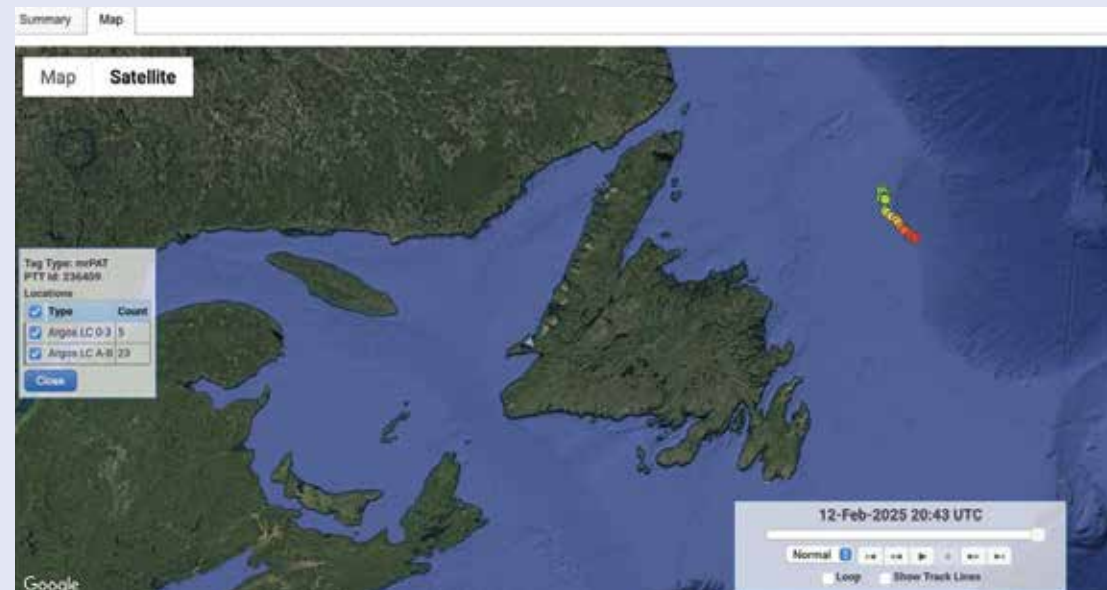
“there are increasing numbers of halibut off the northeast coast and they come up in great shape for tagging.”

We chose a February 1 pop-off date because both Gulf halibut and southern stock halibut would be expected to be on their winter spawning grounds at that time. The first tag popped off a northeast coast halibut near where it was tagged and what is most notable is that the fish was nowhere near known spawning grounds in either the deep channels of the Gulf of St. Lawrence or in slope waters off the Tail of the Grand Banks.

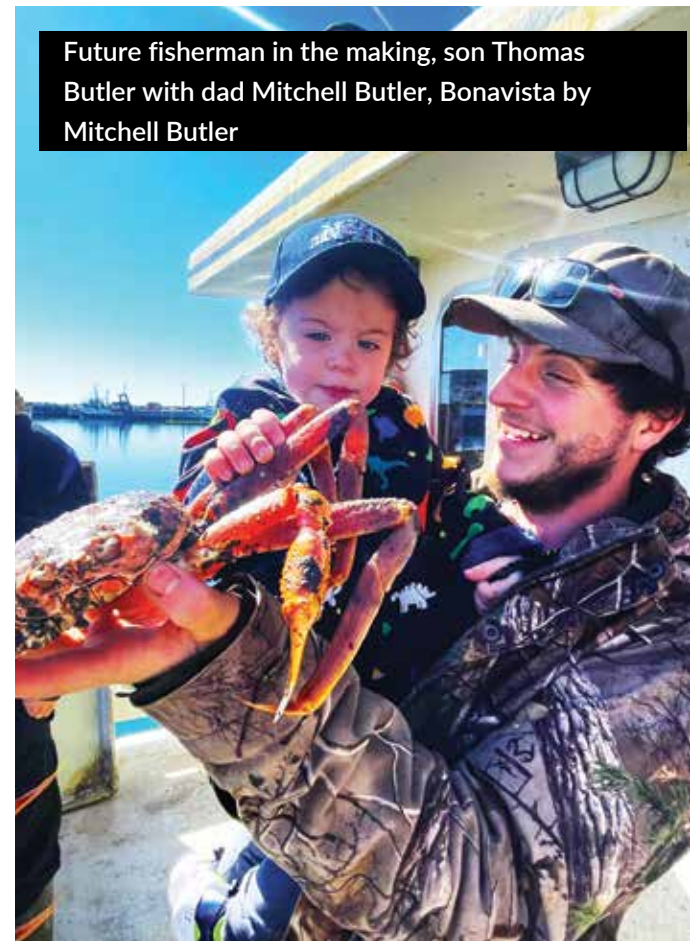
CFER collaborator Jonathan Fisher reported that,

“While we’ve analyzed data from more than a hundred satellite tags from Atlantic halibut spanning the two Canadian stocks, this is the first indication from these tags of halibut of spawning size occupying an area well outside of the current stock boundaries during the spawning season.”

Obviously, information is needed, but initial tagging results suggest that the halibut off the Northeast Coast have different behaviours – and importantly spawning locations – than those reported for the southern or Gulf stocks.



Colours on this chart indicate the initial release location of the satellite tag (red) in early February 2025 that identifies the halibut’s location, with additional points illustrating the tag’s slow drift northwest floating at the surface as data were transmitted (colours change from red through to green).



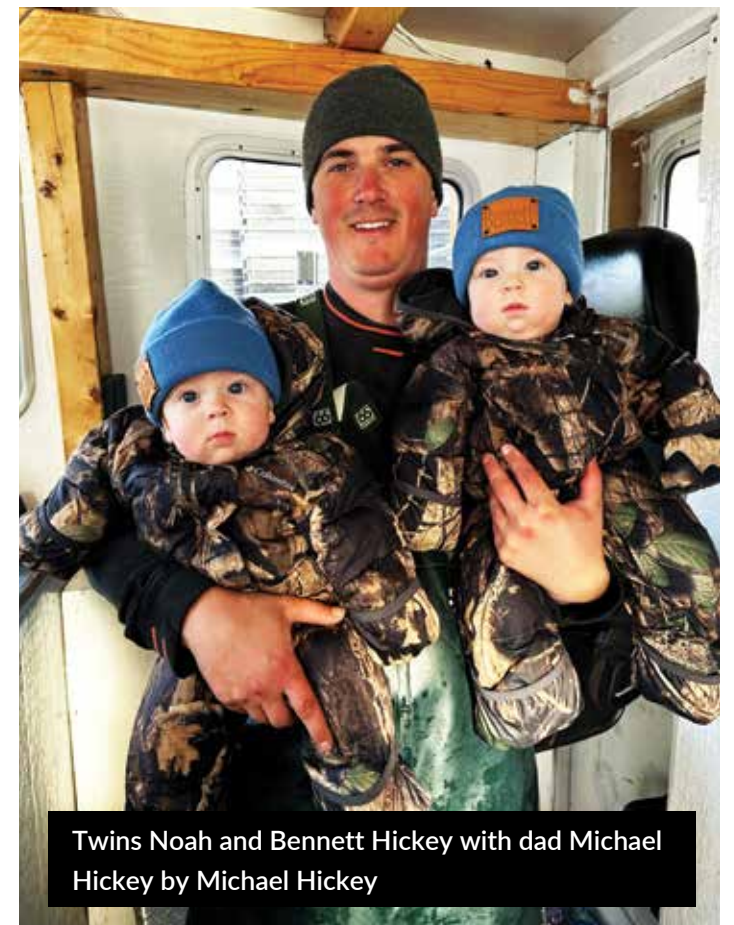
Future fisherman in the making, son Thomas Butler with dad Mitchell Butler, Bonavista by Mitchell Butler



Kyle Snook and daughters Allie and Katie getting dad’s boat ready for lobster season 2025, Harbour Breton by Maria Snook



Caden, age 5 aboard the Twilight Traveller by Michelle Layman



Twins Noah and Bennett Hickey with dad Michael Hickey by Michael Hickey

Jase Lambert Age 5 Career Day Harbour Breton



Jack Collins Age 6 at Career Day Marystown



Do you have a keen interest in Safety onboard your fishing vessel?

Are you interested in creating a safer fishing industry for all?

Do you like to help others?

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For more information on how to become a safety advocate contact the Newfoundland and Labrador Fish Harvesting Safety Association at: [info@nlfhsa.com](mailto:info@nlfhsa.com) or call 709-722-8190



NL-FHSA  
FISH HARVESTING  
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Inshore Director



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2J, 4R, 3Pn



JULIAN RYAN  
3K



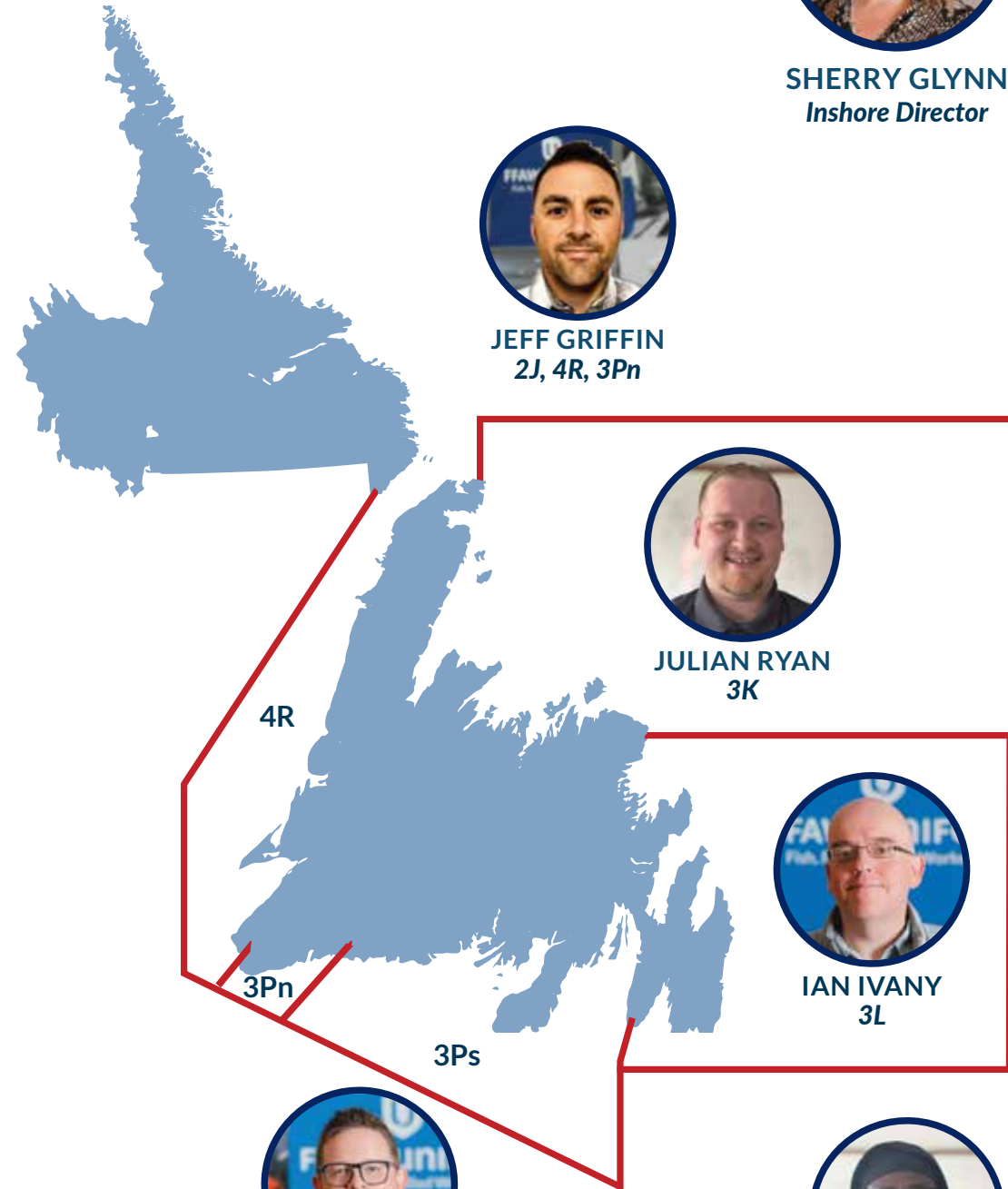
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3L



JAMIE BAKER  
3Ps



ONYE OLUOHA  
Market Analyst



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Industrial Retail Offshore  
Director



JÓHAN JOENSEN  
Member Representative



JOEY WARFORD  
Member Representative



CHRISSEY BLOOM  
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# Inshore Council 2022-2025



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QUIRPON  
TO ENGLEE



**Andy CAREEN**  
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**Ren GENGE**  
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**Daniel WALSH**  
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**Jody SEWARD**  
CREW  
MEMBER



**Matthew JONES**  
CREW  
MEMBER

NEWLY ELECTED INSHORE COUNCIL MEMBERS WILL BE INSTALLED AT FALL 2025 MEETING

# Industrial Retail Offshore Council



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**Hubert STACEY**  
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**Flora MILLS**  
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