

the

winter 2026

# union forum

**Lobster boom  
brings prosperity  
to coastal  
communities**

**Company cartel  
causes chaos  
during crab  
rebate process**

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

# LOOKING FOR A Personal Locator Beacon?

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

## The PLB Campaign

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



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

## The FVSD Program

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



For more information visit our website at [www.nlfhsa.com](http://www.nlfhsa.com)

# the Union Forum

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*Cover photo submitted by Shelley Collins of Happy Adventure Seafoods*

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Since 1971, the Union Forum has been the official magazine of the Fish, Food, and Allied Workers Union. The magazine chronicles the 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 & Labrador.

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## PRESIDENT'S COLUMN

# All Means All

*A message from the President*

**Dwan Street**  
FFAW-Unifor President



As Blaine Sullivan begins the tiring process of winterizing his new multi-million dollar yacht, and Robin Quinlan checks diligently on the delivery date of his new helicopter (since the old one just is not cutting it anymore), harvesters wait to see if an arbitrator decides that their own money is theirs.

No, this is not a new iteration of A Newfoundland Christmas Carol (let's face it—none of these characters will ever have their eureka moment and grow a heart); it is the reality facing thousands of harvesters as their money is held hostage in the bank accounts of snow crab processors.

Webster's Dictionary defines the word "all" as "the whole amount, quantity, or extent of"; truly not a difficult concept, unless you are a member of the ASP.

After a resounding win in front of the Standing Fish Price Setting Panel in April, the selected submission and subsequent decision clearly stated that receipts for all sales of 5-8 oz sections of snow crab were to be submitted to the third-party auditor to determine the final settlement price.

All.

Yet, the ASP argue that "all" means whatever they decide to provide—namely, only receipts for 30 lb brined, bulk boxes. While this product form does make up the majority of product produced in our province, it is not all, and here we are in yet another unnecessary, nonsensical racket.

The members of ASP at the table seemed to struggle with just what "all" means. Just in case ASP needs some examples of the correct use of all:

- The same amount of harvesters who been consistently receiving an unfair price for their snow crab over time;
- The same amount of harvesters and plant workers who have been nicked and dimed to death by millionaires who continue to pad their own coffers on the labour of the hardworking folks of our coastal communities;
- And the same amount of FFAW members who are no longer bending to the almighty processor anymore.

See, ASP? It truly is not a difficult word to define or understand.

But are we surprised? It is not uncommon for the ASP to try and cause chaos, pit harvester against harvester, try and blame the union for their own actions, and try to appeal to the hearts of harvesters, just like when they graciously handed our grandfathers a bag of flour for their labour. The Sullivans and Quinlans of the world still believe we are in those days, where harvesters and their families are mere serfs and should be thankful for the scraps they are thrown.

Boy, do we have some news for them.

This year we have taught the ASP some lessons: we have assembled a team with skill sets never before offered to members, we have identified and called out their attempts at market manipulation, and we have been able to provide some advice on the importance of ensuring your mic is on mute if you are going to discuss your shady business dealings.

I wonder how the search for that new Executive Director is going?

If anything, the ASP should be thankful.

But, as usual, we are dealing with their toddler-level temper tantrums, their being unable to accept their loss, and their being unable to comprehend that harvesters have finally initiated change.

When asked why they are so adamant on only producing receipts for the 30 lb bulk box, Blaine Sullivan was clear: "We can't stray from what we've done for the last 20+ years!"

That is exactly what we have initiated this year—change. Harvesters have started to move out from underneath the thumbs of the merchants.

Scary, isn't it, Blaine, when your stranglehold starts to slip and harvesters and plant workers become wise to your schemes? When are the old ways of doing things not going to suffice any longer? Remember what we told you at that table—if things go sideways, it is not the Hill or the doors of government we are coming for first—we are coming to the doors of the ones who deserve it most.

It will be a long winter sitting down with our new PC government to lay out the issues, the manipulation, and the anti-competitive behaviours of these merchants who have been allowed to operate in our province like they think they are John Gotti for far too long. Given some of the commitments of the party and some initial discussions, we are hopeful this government will finally listen to the most important voices—those of the workers upon whose backs this cartel has built their empires.

And we will continue to chip away at the stranglehold the ASP has on workers in this province. That never stops.

Despite this hurdle, despite the attempt of Ebenezer Sullivan and the rest of the ASP to bah humbug your holidays, there is a new sense of confidence, of power, and of unity in this Union that I have not felt in a long time. Hopefully, in a few short weeks, your money is in your pockets, and the pathetic attempts of the ASP will be, just like Jacob Marley, "dead as a doornail."

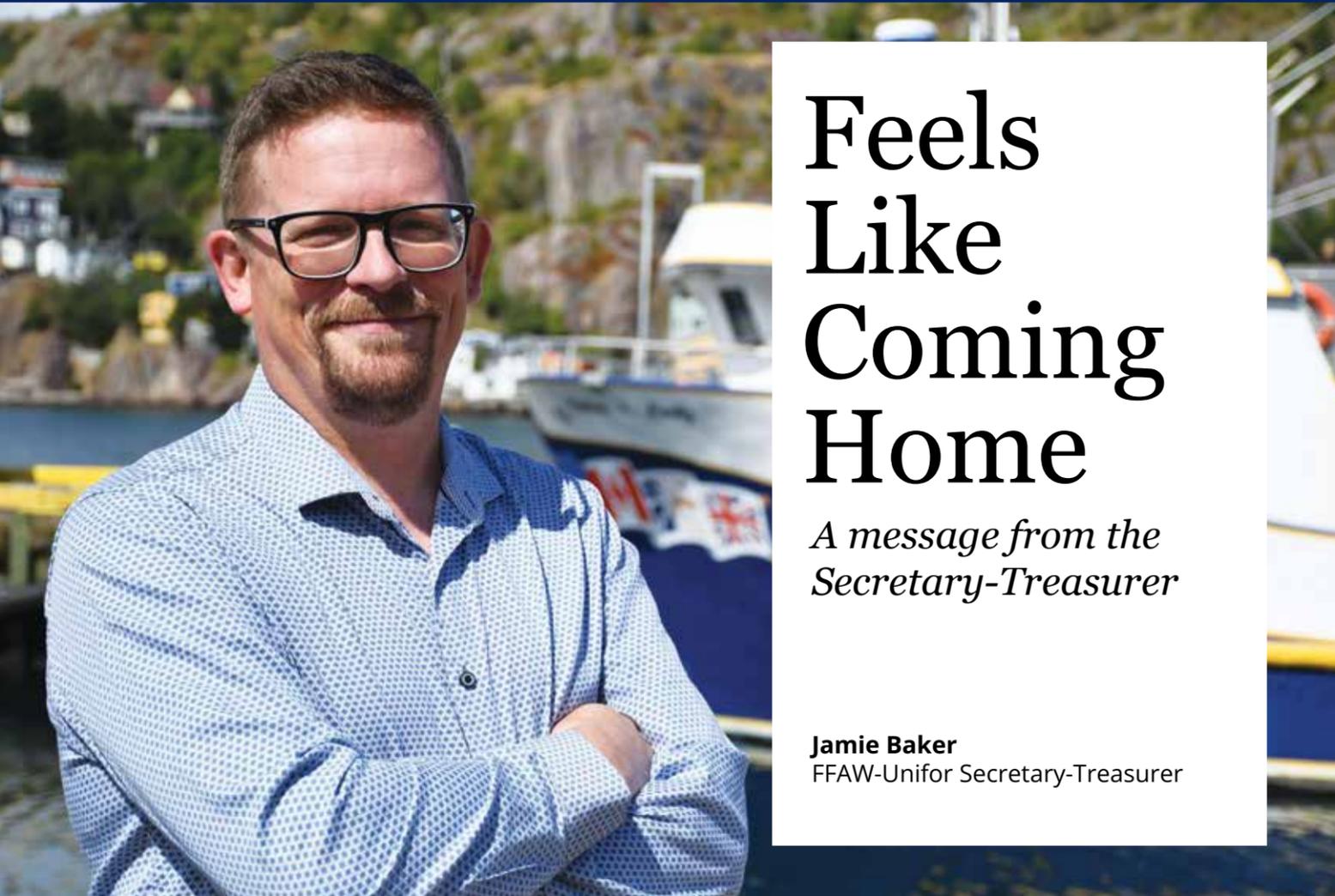
As we enter into this holiday season, I thank each and every one of you for your patience, your grace through frustration, and your support as we take on this latest fight. I assure you that we will not let our foot off the gas and will ensure the merchants at ASP are held accountable for once again playing with your livelihoods.

While Robin and Kim are enjoying a "snowy" Christmas, maybe - like Scrooge - they will throw the door of the helicopter on Christmas morning and have their epiphany.

Though I would not bet your outstanding rebate on that.

Members, stay safe during this holiday season, enjoy your time with family and friends, and please do not drink and drive.

**And, in the words of Tiny Tim,  
"God bless us, every one."**



## Feels Like Coming Home

*A message from the Secretary-Treasurer*

**Jamie Baker**  
FFAW-Unifor Secretary-Treasurer

It's amazing where life takes you sometimes. When I left the role of Communications Director with the FFAW back in 2010, young, angry, and frustrated, I never dreamed I would one day find myself sitting back here at 368 Hamilton Avenue in the years ahead, much less in the role of the Union's Secretary-Treasurer.

But in the years since I left, a lot happened, and a lot has changed. For both of us.

First and foremost, I became a father in 2013, altering how I look at just about everything. Then I nearly died in 2014 from a medical condition. Bouncing back from that, I made a new leap and left the media behind in 2015, effectively ending a 20-year career in journalism and communications.

I worked as an executive director in the heart of Ottawa for six years and experienced the federal machine first-hand. I saw the world, learned how to effectively lead and manage resources, and worked on some of the most amazing files and projects with people everywhere across Canada and abroad—from Asia and the United States to Europe and even the Arctic. It was all more than this precocious bay boy from the suburbs of Dildo could have aspired to as a child.

But while I was away the past 15 years gaining some needed skills and experience, and growing up, the Union too was going through some difficult but ultimately necessary changes.

There's been a near wholesale change in the leadership and staff, but more than that, there's

new energy and a tightly focused mindset toward getting stuff done for the good of the members above all else.

So with all that in mind, when the opportunity came for me to return in 2024 as the Membership Representative for 3Ps, having met some of the folks behind the scenes here, and seeing the major obstacles and opportunities ahead, the conclusion I came to was it all just felt "right"—and that it was time to come home to the FFAW and be part of this new wave.

So I made the leap again.

And after a year working with some of the finest folks in 3Ps on a list of tough issues, and as the office of Secretary-Treasurer became vacant, I was entirely humbled that so many folks thought enough of my work to encourage me to give it a go. But I didn't truly make up my mind to do so until Sept. 8-9, 2025. During those two days I saw firsthand the power and resolve of the FFAW membership on the wharf in Fortune and Grand Bank, where our folks turned aside an attempt by Royal Greenland to purchase (reportedly) 50-cent sea cucumbers from St. Pierre-Miquelon while our people were locked out at the Panel-set price of 69 cents.

Being on the wharf shoulder-to-shoulder with President Dwan Street and some 80-100 determined harvesters, standing fast in the face of a foreign attack on our fisheries, was personally and professionally transformative. We got a significant win on the wharf, but moreover, we drew a crystal-clear line in the sand, not just for sea cucumber, but other fisheries as well.

As for the work that now lays ahead, we have much to do. But I have seen very clearly that we have the people around all the tables, we have the skills, we have the drive, we have a solid approach, and we are finally gaining important momentum.

My promise as Secretary-Treasurer is simple: Every dollar we spend will come with the question, "Does this dollar benefit our members?" Anytime the answer is "no," that dollar will not be spent.

We will have clarity and transparency, we will consult with our members on decisions, and above all, we will fight strongly and professionally for every inch of ground—whether it be regulations,

negotiations, contracts, legislation, federal and provincial governments, fish companies, employers, you name it.

We won't always win. But by God, we won't ever stop battling.

I guess what it all really boils down to is, we want folks to feel real pride in being an FFAW member. I know it will take time and consistent effort, but from what I have witnessed here firsthand, we're absolutely up for it.

In short, working side-by-side with President Street, all our amazing staff, leadership, executive, councils, committees, as well as our membership—it feels like the "fight" is back. And we are only getting started.

## Thank you

I would, of course, like to extend personal thanks and appreciation to former Secretary-Treasurer Jason Spingle for his 25-plus years of work and service with the FFAW in various capacities—anyone who can manage this very challenging life for that length of time deserves some measure of respect, and I very truly do wish him and his family all the best wherever life may take him.





## When the Lights Come Down: *Why the Fight Continues in 2026*

**James Farrell**  
FFAW-Unifor IRO Director and Barrister

The holiday season has a way of softening hearts. Even the biggest corporate players—those who spend most of the year cutting costs and squeezing wages—like to spread cheer in December. You'll hear them talking about giving back, community spirit, or sharing the success. But when January comes, the decorations come down, and so does the goodwill.

For workers, the end of Christmas means the return to reality. It's a reality that hasn't changed much in decades: big business does not suddenly become kind-hearted because of the holiday season. Profit, not people, drives decisions in boardrooms from St. John's to St. Anthony and beyond.

### The Post-Holiday Hangover

Every year around this time, I hear the same kinds of stories. A company that gave out Christmas turkeys in December will lay out strategies to cut staffing and squeeze double the output from the remaining crew in January.

It's a predictable cycle. Businesses will always talk about family and community when it suits their image, but behind that message lies one clear goal: protecting profits. When inflation rises and costs climb, workers are the first asked to "tighten their belts." When markets rebound, those profits don't end up in workers' pockets.

### Power Never Gives Itself Away

Corporate profits in Canada remain high. In fact, during the last few years of inflationary pressure, corporate profit margins reached record levels—while wage growth lagged behind the cost of living. Yet we still hear the same argument: that fairness for workers is "too expensive."

History teaches the opposite. Fairness has never been given—it's been fought for. Health and safety laws that protect workers on the plant floor and the Employment Insurance benefits that help families through cyclical employment— all of it exists because working people organized and demanded better. Without unions, those protections would erode faster than ice in April.

When you hear corporate voices say, "We're all in this together," take it with a grain of salt. Workers and corporate owners may live in the same province, but we play very different roles in the economy.



### NAFWS Returns to St. John's

The biannual North Atlantic Fish and Workboat Show (NAFWS) returned to St. John's, Newfoundland and Labrador, drawing 3,620 attendees to the Mary Brown's Centre in the heart of the city's downtown.

At the show, FFAW-Unifor was represented by President Dwan Street, Secretary-Treasurer Jamie Baker, Inshore Director Sherry Glynn, 3Ps Member Representative Crystal Lynn Gorman, and Communications & Research Assistant Nick Travis.

The show provided an important opportunity for members to connect directly with their Union.

### The Year Ahead

As we move into 2026, we're entering another test of fairness. Inflation has slowed, but the cost of living is still punishing. Many companies are posting healthy profits, but workers are asked again to accept "modest" wage increases.

That means unions like the FFAW will need to stay loud, united, and prepared. Collective bargaining tables this year will decide how that wealth is shared—and whether working families see real progress or more empty promises.

The Christmas lights may be gone, but the work of building justice continues. The spirit of solidarity—standing up for each other, demanding fairness, and keeping communities strong—lasts longer than any season. Because when workers stand together, they remind every boardroom and every government that generosity should not only appear once a year—it should shape every day of the economy. The fight for fairness doesn't stop with the new year—it begins again.

*"The Fish and Workboat Show is a great opportunity every two years to meet face to face with members, hear their concerns, find out their priorities, and give them a chance to meet key FFAW folks firsthand," said Jamie Baker. "I very much enjoy the conversations we get to have on a personal and professional level at the event."*

Premier Tony Wakeham also attended the NAFWS, along with Fisheries and Aquaculture Minister Loyola O'Driscoll, Minister of Jobs, Growth and Rural Development Lin Paddock, and Fogo Island-Cape Freels MHA Jim McKenna.

The Premier and Ministers met with FFAW-Unifor representatives and reaffirmed commitments made to the Union prior to the election. These include withdrawing government support for the proposed National Marine Conservation Area (NMCA) on the province's south coast, reviewing the Labour Relations Board to address concerns about its limited capacity, and establishing mandatory, audited provincial sales price reporting to strengthen transparency and accountability in market-based pricing.

*"This year we had the chance to chat with Premier Tony Wakeham and Fisheries Minister Loyola O'Driscoll, and it was positive to hear them reaffirm their intentions to live up to their promises as it relates to our fishery," said Baker.*



# Democracy in Action: A New Era for the FFAW

*Message from the  
Director of Public Affairs*

**Courtney Glode**  
Director of Public Affairs

## A Year of Change

2025 marked real change at the FFAW. New leadership has delivered on promises of transparency and accountability. Members are more engaged than ever, and elected leaders are keeping staff sharply focused on what matters most on the wharf and in workplaces.

## Governance and Democracy

There have been major strides in ensuring members on the ground feed their elected regional representatives, who then bring their concerns to the Inshore Council table. The Inshore Council is being regularly updated and engaged on important issues, and staff are providing timely follow-up to action items set during meetings.

While many areas have had committees for decades, most were appointed with no democratic process or fleetwide involvement. There are now dozens of elected fleet committees and working groups across the province, and fleets have started conducting secret ballot votes on issues like buddy-up, pot limits, stacking, and more. With the adoption of a hybrid e-voting system, supporting fleets to undertake secret ballot votes has never been easier. It ensures that proposals to DFO accurately reflect the desires of the affected individuals, rather than the interests of a small few.

Contrary to the old way of doing things, participation on external boards now includes active Inshore Council members and staff who

are directly connected to the fishery, instead of those who no longer work in the industry. Modern problems require modern solutions, and ensuring that industry decision-making bodies reflect current leadership is an important step toward that goal.

## Dedicated Spaces for Women and Young Harvesters

The union has long had an engaged Women's Committee and Women's Advocate Program, and that committee is now formally enshrined in the FFAW Constitution. The Women's Committee meets regularly to discuss union issues and solutions, providing a trusted space where women can bring forward ideas to strengthen the union and coastal communities.

A special thank you is owed to outgoing committee members who did not seek re-election this year—Linda Woodford, Mefandwy Osbourne, and Valerie Hickey—for their dedicated service and leadership.

Also added to the Constitution at last year's Convention is the Young Harvesters Committee, which follows the same three-year election cycle as the Women's Committee. The creation of a dedicated space for young people in the inshore fishery comes at a pivotal time, as the industry undergoes a demographic shift with older harvesters preparing for retirement and young people preparing to take over family enterprises or enter the fishery in other ways.

Getting into the fishery is not easy; finding and purchasing a licence is highly competitive and requires significant financial means. It is a collective responsibility to ensure licences pass to young people who will continue to live and work in coastal communities, and policy discussions on licensing, designations, and professionalization must keep the next generation front and centre.

## Government Priorities

With two new governments in place in 2025, the Executive Board has recently regrouped to establish clear priorities for lobbying and campaigns in the coming months.

### *Provincial Price Reporting – Stability in Price Setting*

Provincial price monitoring and transparency remains a primary objective that will benefit not only fish harvesters but also plant workers who depend on predictable season dates. Urner Barry is no longer trusted as a benchmark, as self-reported sales figures from some companies have been shown to distort true market prices at the expense of harvesters.

The provincial government must take ownership of a mandatory, audited price-reporting system for all buyers and processors as a condition of licence. The lack of competition in Newfoundland and Labrador and the cartel-like tactics of a handful of unethical companies have widened the gap between Gulf and NL prices to an unexplainable and unacceptable level, and annual price conflicts will persist if Premier Wakeham does not establish a system that restores trust and stability in the fishing industry.

### *Reopening the Mackerel Fishery*

The commercial mackerel fishery has been closed for several years, and DFO Science continues to misread the true state of the stock. This failure has had serious economic consequences for the province, and it must be corrected in 2026. One of the union's primary federal goals in 2026 is to secure the reopening of the commercial mackerel fishery, and members are encouraged to raise this issue with their MP at every opportunity.

A campaign will be built around this issue over the winter, and member support will be critical to amplify the message and build momentum for a federal decision to reopen the fishery.

### *Allocation Policies*

The FFAW will continue to push for allocation decisions in all commercial fisheries that prioritize members and coastal communities. While the 2025 TAC for northern cod provided an inshore quota that the fleet welcomed, the distribution of that quota must be revisited to ensure fairness for all inshore licence holders.

Allocation proposals are developed by fish harvesters themselves through the union's many committees and

*cont on next page*

working groups, ensuring decisions are grounded in on-the-water experience.

### **Tariff Support**

How tariffs will affect the 2026 fishing season is still uncertain, but any federal support programs must include owner-operator enterprises. Programs introduced in 2025 for businesses inexplicably excluded inshore fish harvesters, despite the severe impact of Chinese and American seafood tariffs on small, owner-operated enterprises.

The union will continue lobbying for changes to support programs and look to our parent union, Unifor, to stand up for NL's fishing industry.

### **EI Reform**

Employment Insurance is vital for seasonal industries, and the FFAW remains active on national working groups focused on modernizing federal benefits. Priority improvements include increasing minimum benefits and removing the divisor system, so EI better serves working people, particularly those in seasonal sectors.

These changes would make life more predictable and stable for seasonal workers who have been hit hard by divisor changes at the end of fishing seasons.

### **New Entrants Proposal**

To support young harvesters and manage the demographic transition, the FFAW's New Entrants Proposal was submitted to the provincial Labour Market Partnerships Program in 2022 but was repeatedly delayed under the previous Liberal government. The proposal—a joint effort of FFAW, PFHCB, and the NL-FHSA—aims to develop and implement a multi-pronged approach to address the expected outflow of retiring harvesters looking to sell or transfer their enterprises.

The union has contacted the new minister responsible, Lin Paddock, and is seeking progress on this project in 2026.

## **Electronic Voting**

Following a resolution passed at the 2024 Convention, the union has transitioned to electronic voting for official elections. The system was piloted during the winter Inshore Council election and, despite some minor hiccups, worked very smoothly overall.

Partnering with third-party provider Intelivote for large membership votes significantly reduces costs compared to the previous mail-out system while maintaining secure, PIN-based secret ballots. Voting codes for telephone call-ins are mailed to members who do not have an email on file, and the system also gives the union a new tool for facilitating smaller fleet votes.

## **Changes Coming to the Union Forum Magazine**

As part of efforts to modernize, reduce costs, and improve services, the Union Forum magazine will now follow an "opt-in" distribution model. Members who wish to continue receiving the magazine can do so at no cost but must complete the opt-in process. Visit [www.ffaw.ca/optin](http://www.ffaw.ca/optin) to submit the opt-in form or call 576-7276.

When I began working with the FFAW over 12 years ago, the way we communicated with members was at community meetings, through the quarterly Union Forum magazine, snail mail, one-on-one phone calls, or one-way through radio or TV (remember when the Fisheries Broadcast used to read our meeting notifications every night?).

Our website was relatively static, and we had no social media presence. In the years following, we've completely changed the way we connect with members and built the digital tools needed to connect with our members in a modern world.

We now have a Facebook page with multiple daily updates and meeting notifications. We also created an email database to provide those relevant and timely updates to members based on their fishing area or species. We can also send text messages and run Facebook advertisements to maximize our reach.

We have a new website to better organize information like meetings, fish prices, and resources for non-fishing members. Members went from receiving sporadic updates to getting nearly real-time updates for all major issues and negotiations. This has been a great benefit for our membership and something

we always look to improve upon. The unintended consequence is that the value of the Union Forum is no longer what it once was.

This is why the magazine will also be transitioning to a twice-annual production schedule; with one magazine in the Summer providing an update on spring negotiations and fishery starts, and one in the Winter providing an end-of-year overview and preview ahead. The magazine will continue to be available online, and those who enjoy receiving a paper copy will continue to do so. With the increasing cost of paper, printing, and postage, the magazine is a big expense that we can reduce without hurting our members.

## **Exciting Things Ahead**

With all that being said, we certainly have our work cut out for us in 2026. FFAW staff have hit the ground running and will be on the road for membership meetings throughout the winter and early spring. We hope to see you there!

## **FFAW Receives Two National Awards Honouring Communications Excellence**

This June, FFAW-Unifor was recognized for its outstanding communications work, taking home two major honours at the 2025 Canadian Association of Labour Media (CALM) Awards, which celebrate excellence in union journalism and media production across the country.

The union won Best Short Video for The Next Generation of Commercial Fish Harvesters, a powerful profile of Alicia Warford of Petty Harbour that captures the evolving face of Newfoundland and Labrador's fishing industry. The short film explores the rise of women in the sector and the need for adaptation to ensure long-term sustainability in coastal communities.

With concept and direction from FFAW's Director of Public Affairs Courtney Glode, the video was produced and edited by Alex Lampron of KOBB Media and features Warford's personal story as she takes on the

challenges of a changing industry.

The union also received the award for Best Narrative Video or Video Series (Documentary) for its 2024 FFAW Constitutional Convention Video. Produced every three years, the video captures the major milestones and challenges faced by members between 2022 and 2024. The documentary was screened at the union's 13th Constitutional Convention in Gander on November 18, 2024.

Narrated by former FFAW-Unifor President Greg Pretty, the video was scripted and directed by Glode, with production by Tristram Clark Visual Media Services and fishing footage by Lampron.

Both videos can be viewed on the FFAW's YouTube page: [www.youtube.com/@ffawunifor](http://www.youtube.com/@ffawunifor)



**Sherry Glynn**  
FFAW-Unifor Inshore Director

During October and November, DFO held outreach meetings throughout the NL region. I attended many of these meetings, and while attendance was relatively low at most venues, the discussion was lively, informed, and hit on the key issues from the 2025 fishery with an eye to the upcoming 2026 fishery.

While there were plenty of region-specific issues, there were some common threads among meetings, including e-logs and logbook estimates.

### E-logs

The department announced last fall that e-logs would be mandatory in the 2025 lobster and full-time crab fisheries. Inshore Council met with the department last December and submitted a proposal outlining our concerns and asking for an implementation period to allow harvesters to become familiar with the technology and a longer-term plan for harvesters that are unable to adapt. The proposal was denied. The department was adamant that e-logs would be in place for those two fisheries in 2025.

Completing an e-log at the end of the day in the wheelhouse of a 65' vessel in the full-time crab fleet is very different than fumbling with wet, frozen fingers after hauling lobster pots all day in an open boat. Some harvesters latched on to e-logs: they found them easy to use and convenient. Other harvesters struggled from the very beginning: trouble entering license information and landing/home port, excessive clicking between screens, having to rely on family or community members to enter the data, etc. Even those harvesters that like using e-logs believe they were forced upon the industry prematurely.

This is an excerpt from a DFO website about e-logs:

*In recent years, DFO's National Electronic Logbook Program has made progress on streamlining the sharing and collecting of catch and effort information through more modern ELOGs. ELOGs are a digital solution that make catch reporting faster and more efficient for harvesters. With ELOGs, harvesters can submit their data in near-real time, helping DFO to get accurate, effective, and consistent catch and effort data from across the country. This means better business and fisheries management, conservation, and protection of our precious ocean resources.*

<https://www.dfo-mpo.gc.ca/fisheries-peches/sdc-cps/nir-nei/elog-index-jbe-eng.html>

It turns out that the department was unprepared for e-logs. The lobster assessment for all NL LFAs that was scheduled for November 24-28 and only occurs every three years was postponed because the department needs time to enter the data from the e-logs manually. The data that was entered by harvesters must be extracted from the e-log databases and manually entered into the DFO system—the same way that data from paper logbooks was entered. So much for “streamlining the sharing and collecting of catch and effort information...”

This is not acceptable. This is a major blunder on the part of the department. There was no good reason that e-logs needed



to be implemented this year in the manner that they were. Mandating e-logs has meant that the lobster assessment is postponed (still awaiting a rescheduled date), and while there are no consequences for the department not being prepared for e-log implementation, several harvesters around the province are facing hefty fines because of this rushed approach.

### Logbook Estimates

Google defines ‘estimate’ as ‘a rough or approximate calculation.’ Yet, harvesters from all parts of the province have gotten charged over the last few years with over- or under-estimating in their logbooks the weight of the catch. Some harvesters have been told there’s a certain tolerance applied, such as 10%, but DFO says there is no standard percent tolerance.

What fishery officers do say is that they have experience and can tell if a harvester was genuine in their attempt to record an accurate estimate or if they were attempting to pull a fast one.

But the bigger question is why estimates are even needed. Right below the line for estimated weight of directed species is monitored weight of directed species. So, why even ask for an estimated weight when the monitored weight is entered right below it?

If a harvester lands in Petty Harbour, for example, there will be a dockside monitor at the wharf overseeing the offloading. That fish passes over the scales, and the landed weight gets recorded in the logbook.

If a harvester lands in Westport, for example, a dockside monitor may not be available for every landing, so that harvester may occasionally get an authorization number from the Fish Harvester’s Resource Centre. However, that fish is still passing over a scale because it is being sold to a buyer who has a weighmaster on the wharf to buy and receipt

the purchase. While it’s not the monitored weight, it is still weighed.

The only instance where a buyer/weighmaster would not be present is when fish is being landed for personal use. This is still subject to dockside monitoring. The only case where fish would not pass over a scale is when the fish is for personal use AND a harvester receives an authorization number. This represents a small proportion of total landings.

For example, the chart below shows the amount of personal use cod landed versus the amount shipped to a buyer for the last three years. It’s important to remember that even the cod landed for personal use is still subject to dockside monitoring.

The question is, why are harvesters required to provide estimates in their logbook when the fish is being weighed by a federally inspected and certified scale for most landings?



E-logs and logbook estimates might seem like small matters compared to some of the issues facing the industry over the coming weeks and months, but these violations result in tickets of almost \$1,000. It’s not a small amount, but many harvesters pay the fine rather than incur the expense of appearing in court and retaining a lawyer.

The department heard loud and clear at the outreach meetings that harvesters want some flexibility on how and when e-logs get completed. The least they can do is give the same flexibility that has been afforded to them in the entering of the data months after the season closed (five months and counting). On logbook estimates, we look forward to working with the department on changes that prioritize the recording of actual landed weights.



# Cucumber Stand-Off

*Determined harvesters prevent union-busting attempt by Royal Greenland*

**Jamie Baker**  
FFAW-Unifor Secretary-Treasurer

Although sea cucumber represents a very small portion of overall value in the province's fishing sector, it makes up for it in terms of the critical impact it has on harvesters that fish it. And it has also punched way above its weight in terms of controversy in recent years.

This year, after a lot of delays and back and forth on price, the FFAW position on sea cucumber was accepted by the NL Fish Price-Setting Panel, based largely on the evidence provided by export data and a third-party market report. In short, it was the correct decision.

After not getting the 50-cent price they wanted, processors decided not to buy—which is, of course, their right just as it is the right of individual harvesters not to fish.

But what came next was nothing short of brazen and contemptuous toward fish harvesters: Royal Greenland instead opted to go around the panel and the province in an attempt to purchase cheaper product from St. Pierre-Miquelon harvesters, who are not subject to NL minimum price agreements.

Two St. Pierre-Miquelon vessels, the Emeline and the Marcel Angie III, each landed a load of sea cucumber in Grand Bank on Sept. 5 for Royal Greenland, allegedly at about 50 cents per pound (19 cents less than the price set by the panel). This egregious attempt

at circumventing the rules in our fishery obviously raised the ire of inshore harvesters in NL who had essentially been locked out of the fishery.

The FFAW responded immediately, condemning the move and warning the vessel owners and the company that it would not be tolerated, and also implored the provincial government to step in immediately given the circumstances.

The warning was enough to keep Emeline in port on the French islands. The Marcel Angie III owners, however, had other ideas, and after a quick refuel on Saturday, Sept. 6, they were headed back out to fish the French cucumber grounds.

Harvesters in 3Ps and their FFAW representatives mobilized quickly, some driving through the night to reach Grand Bank early Monday morning, Sept. 8, when the vessel was due to hit Fortune to clear customs, then on to Grand Bank to attempt to offload.

By the time the boat pulled into customs in Fortune around lunchtime on Sept. 8, there were upwards of 80 harvesters ready to greet them—a testament to the resolve of harvesters in this province as there are less than 50 commercial cucumber licences in 3Ps.

The French crew was clearly warned during their customs stop in Fortune that the same determined group would be waiting for them in Grand Bank, but they proceeded anyway.

About a half-hour later, the vessel came into port in Grand Bank. Two attempts to tie up were thwarted by harvesters, as each time they threw a rope ashore it was sent back. One of the crew made shotgun gestures to another crewmember, while the skipper of the vessel gave the protesting harvesters the finger and blew them kisses. Fortunately, the only "kiss" that occurred was a kiss goodbye as the vessel was forced to turn around and leave port.

But the battle was not yet won.

The French vessel remained outside Grand Bank, jogging into the wind until about 10 p.m. when they turned and returned to Fortune to tie up behind the safety of the customs fence. Fearing that the vessel might make a break for Grand Bank in the wee hours of the night, or attempt some form of offloading in Fortune, the harvesters slept in their vehicles and aboard boats in both harbours to ensure eyes and ears could be kept on any movements.

Nobody was going anywhere until the matter was resolved. As one harvester told the French crew, "You will run out of bread before we run out of patience."

After standing fast through the night and morning, just before lunch on Sept. 9 the vessel pushed off the wharf to make room for the ferry from St. Pierre-Miquelon, and proceeded outside the harbour in Fortune, again jogging into the wind. It was assumed that once the ferry had offloaded and reloaded, the French fishing boat would return to the customs wharf.

But just as the ferry was leaving the wharf, the Marcel Angie III suddenly turned and steamed for home in St. Pierre-Miquelon. The trucks on the wharf in Grand Bank also departed. It was over—the battle had been won for now.

And yet, while the battle was won convincingly, the war persists.

Since that standoff, one or two companies outside ASP signalled their intent to buy very limited amounts of sea cucumber, while other larger processors had remained mostly silent.

In short, the questionable actions by select processors resulted in a mostly lost fishery for hardworking folks in this province.

The incident raises very serious questions about how fish companies do business. At least two companies had approached their harvesters in late August telling them to gear up for cucumber. But within a few days both companies went back to those harvesters and hit pause, saying

they had to "look at the numbers."

So, what changed? Why did some of the smaller players want cucumber, then suddenly not want cucumber?

Were companies strong-armed into not buying? The provincial government must investigate this matter and provide clear answers.

Government, through the provincial departments responsible for both Fisheries and Justice, must move swiftly to ensure rules are in place to prevent this kind of disturbing attack on NL fish harvesters from ever happening again.

The province has stated it will review the matter. But they must also act.

The fact that a foreign-owned company based in Greenland could go around the local harvesters and attempt to buy cheaper product from another foreign country (France) is beyond ridiculous.

What is clear, however, is that companies now know that they test the resolve of NL harvesters at their absolute peril.

There will be no backing down by anyone in this world when companies engage in activities that fly in the face of owner-operator, adjacency, and the rules governing our fisheries, or that are a detriment to the lives of folks fuelling our rural, coastal communities.



# Employer Hosting Employee Appreciation

Jóhan Joensen IRO Member Representative



On October 1, 2025, Grand Bank Seafoods, a division of Clearwater Seafoods, relaunched their annual Employee Appreciation meal. An invitation was also extended to FFAW-Unifor leadership and servicing.

Dwan Street, President; Jamie Baker, Secretary-Treasurer (elect at that time); Jóhan Joensen, Member Representative; and Allan Moulton, Member Representative were all in attendance.

Grand Bank Seafoods used to host a surf and turf employee appreciation during the summer. Unfortunately, due to the pandemic, it had not happened for a while. Then when they hoped to host it this year, the entire province was under a fire ban—with major concerns that using charcoal BBQs could cause a fire.

It is positive to see a year-round operation with more than 80 members on the seniority list. Grand Bank Seafoods produces

Arctic Surf, Northern Propeller, and Cockle Clams. The product is landed by vessels owned by the parent company, Clearwater Seafoods.

Ms. Street and Mr. Baker appreciated the opportunity to meet and talk to members working at Grand Bank Seafoods. They both commented on how it is important for the executive of the union to get out around the province to meet the members. "FFAW is a union for all its members, and in an ever-shrinking world, it matters that we show up for our members if it is in court or on the shop floor," said Street.

"I have always enjoyed the opportunity to meet members where they are; it gives a much better perspective on our members' lives and the work that they do," said Baker. Street added, "If we don't visit the workplaces and have conversations with our members, we are nothing more than a remote entity that members don't feel a strong sense of belonging to."



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# Offshore NL Oil & Gas at a Crossroads

Katie Power Industry Relations Representatives

In recent years, the offshore oil and gas industry in Newfoundland & Labrador has entered a period of deep uncertainty. Calls for bids by the Canada-Newfoundland and Labrador Offshore Energy Regulator (C-NLOER) are going unanswered, seismic surveying may grind to a halt this summer, and there's no clear roadmap for new exploration drilling. For union members and workers in the sector, these trends should raise significant concern but also prompt reflection on how the industry is evolving and what it means for our future.

In November 2024, the C-NLOER issued Call for Bids No. NL24-CFB01, offering 41 parcels, a total of more than 10 million hectares in the Eastern Newfoundland region. Astonishingly, no bids were submitted.

This isn't a one-off. According to reports, recent bid rounds have seen no takers for multiple years. Those involved in the industry linked this lack of engagement to a regulatory system they describe as "complex, inconsistent, and burdensome," suggesting that the business climate may be discouraging investment.

As a result, the broader industry feels the chill: without fresh exploration licenses, companies lack the immediate need to conduct seismic surveys, and the pipeline for future drilling is drying up

Why are companies stepping back? Several forces are reshaping the offshore oil sector:

1. Market Pressures & Rising Costs Companies like Equinor, which is behind the proposed Bay du Nord project, have cited "challenging market conditions" and inflation-driven cost increases as reasons for delaying investment.
2. Regulatory Complexity As noted by industry stakeholders, the process to obtain and maintain exploration licenses is increasingly onerous, compounded by strict environmental regulations and long lead times for approvals.
3. Energy Transition There's a growing global pivot to cleaner energy, and investors are asking hard questions

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about the long-term viability of oil. Projects must not only promise production but also meet environmental standards.

4. Uncertainty about New Projects Even promising developments face delays. The Bay du Nord project is a prime example

The Bay du Nord oil field—located roughly 500 km off the coast of St. John's in the Flemish Pass Basin—has been one of the most talked-about offshore developments in NL.

In April 2022, the project secured federal environmental approval under very strict conditions—137 legally binding requirements, including a mandate to reach net-zero emissions by 2050. In May 2023, Equinor announced a three-year postponement. The company framed this as a strategic pause to "actively mature" the project, optimize costs, and improve its economics. A final investment decision (FID) is now expected in 2027, with "first oil" potentially coming by 2031.

Despite the delay, Equinor is still moving on parts of the project—for example, awarding early engineering work related to FPSO (Floating Production, Storage, and Offloading) design. Company leadership has repeatedly cautioned that there is "no guarantee" the project will ultimately proceed

For workers and union members, Bay du Nord represents both hope and risk. If it goes ahead, it could generate significant long-term employment. But the multi-year delay and lack of firm commitment also underscore the fragility of relying on one big project in a volatile market.

The absence of bids on exploration licenses, combined with Equinor's hedged commitment to Bay du Nord, signals a trend: the offshore oil industry in Newfoundland & Labrador is changing. As we look to 2027, the year Equinor may decide Bay du Nord's fate, the union and its members should be ready to engage, influence, and stand firm for a future that ensures fishing access is prioritized, respects the environment, and supports our coastal communities.

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# Baltic III Wreck Deteriorates as Winter Storms Hit West Coast: Harvesters Say Their Warnings Were Ignored

**Katie Power**  
Industry Relations  
Representatives



The situation surrounding the Baltic III wreck near Cedar Cove, just outside Lark Harbour, has taken a concerning turn as a series of winter storms has caused the vessel to deteriorate significantly. Fish harvesters on Newfoundland's west coast say this is exactly what they feared and exactly what they warned would happen

In November, heavy wave action and high winds battered the stranded cargo vessel, worsening structural damage first sustained when it ran aground in February. The bow and stern of the vessel were observed moving independently of one another during the storms, and the hull buckle—long a point of

concern—has become more pronounced.

The Canadian Coast Guard, overseeing salvage efforts led by a private contractor, confirmed additional structural damage after crews were able to briefly board the vessel following the storm. According to Coast Guard officials, damage to internal bulkheads and framing is visible, the rudder stock and stern have flattened out, and the vessel has taken on more water, causing it to tip further aft. With winter weather now firmly set in, the Coast Guard acknowledges that salvage options are extremely limited.

FFAW-Unifor representatives met with MSC and salvage officials on October 27th, weeks before the current series of storms. During that meeting, harvesters stressed that cleanup needed to be completed before harsh weather arrived on the west coast, not only for environmental protection but also to safeguard the valuable crab, lobster, and other fisheries in the area.

FFAW members warned repeatedly that if this wreck wasn't removed before winter, the consequences would be severe. Now we're seeing those warnings come true. The Baltic III poses an escalating threat to our coastlines, marine ecosystems, and critical commercial fisheries that sustain entire communities on the west coast.

Local harvesters have been outspoken in their frustration as they watch the vessel deteriorate storm after storm, with little progress toward full removal.

Those of us who work these waters know how unforgiving the west coast can be in winter. Members on the West Coast say the lack of urgency from officials and the responsible parties is unacceptable.

For harvesters on the West Coast, the stakes are high. Any release of fuel, debris, or contaminants could threaten the health of commercial fish stocks and cause lasting damage to nearby marine ecosystems and shorelines. These fisheries are the economic backbone of many rural communities in the region, and even the perception of contamination could have significant impacts.

FFAW-Unifor continues to request timely updates from MSC and other involved parties and will keep members informed as the situation evolves. The Union remains deeply disappointed that proactive cleanup work was not completed when conditions allowed and continues to press for decisive action to prevent further environmental or economic fallout.

## Online Misinformation: AI-Generated Videos Circulating

In recent weeks, FFAW-Unifor has also become aware of AI-generated videos circulating on social media that misrepresent the condition of the Baltic III and the current state of salvage efforts. These videos do not reflect the realities on the ground and risk spreading

confusion among members and the public.

Members are reminded to remain vigilant online and think critically about the source of any videos or images being shared. When in doubt, rely on official updates from FFAW-Unifor, the Canadian Coast Guard, or verified local sources rather than unverified content circulating on social platforms.



## Canning the NMCA: Southcoast Communities Deserve Better than Silence

**Katie Power** Industry Relations Representatives

The proposal for a National Marine Conservation Area (NMCA) by Parks Canada on Newfoundland and Labrador's south coast has been moving ahead without the transparency, consultation, or respect coastal communities deserve. Harvesters have been clear from day one: we are not opposed to conservation; we depend on healthy oceans. But conservation cannot happen to communities; it must happen with them.

Despite repeated assurances from the NMCA Steering Committee that harvesters would be engaged in meaningful dialogue, the process has been defined by a lack of information, shifting timelines, and decisions made behind closed doors. The union has raised these concerns at every step, and we have formally written to Prime Minister Mark Carney to demand a reset, and one that starts with clarity, honesty, and real community involvement.

Harvesters' concerns are not theoretical. They have watched what happens when marine protection is implemented without proper monitoring or accountability. The Hawke's Channel Closure—intended to protect benthic habitat and Atlantic cod — has instead become a cautionary tale. With no meaningful oversight, the area has turned into a haven for predators of cod, undermining the very conservation goals it was created for. Harvesters will not accept another closure where the government sets rules but refuses to evaluate outcomes.

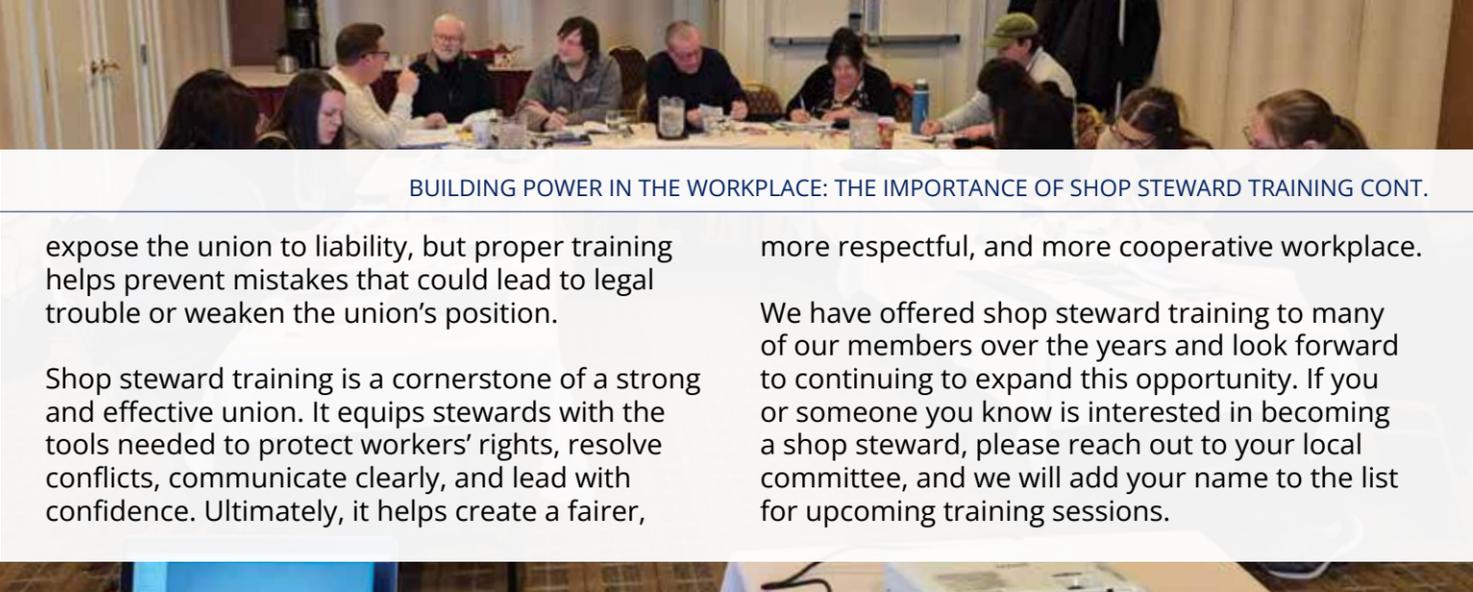
And now, more clarity is emerging. Since the new PC government has taken office, FFAW has received unofficial word that provincial support for the NMCA on the south coast will be withdrawn. While we are pleased to receive this indication, we expect the official announcement to follow soon. Premier Wakeham had promised during the election campaign to pull support, and FFAW has reason to

believe that a public renouncement of support will be forthcoming in the near future.

Whether the NMCA moves forward or not, one thing is undeniable: harvesters deserve respect. That means transparent information, science that is shared openly, and a seat at the table from the beginning—not as an afterthought once government plans are already in motion.

Our coastal communities are strong, resilient, and rooted in generations of stewardship. They should not be left in the dark. And they will not stand by while decisions about their future are made without them.

The FFAW will continue demanding a process that is transparent, fair, and grounded in real conservation—the kind that supports ecosystems and the people who depend on them.



BUILDING POWER IN THE WORKPLACE: THE IMPORTANCE OF SHOP STEWARD TRAINING CONT.

expose the union to liability, but proper training helps prevent mistakes that could lead to legal trouble or weaken the union's position.

more respectful, and more cooperative workplace.

Shop steward training is a cornerstone of a strong and effective union. It equips stewards with the tools needed to protect workers' rights, resolve conflicts, communicate clearly, and lead with confidence. Ultimately, it helps create a fairer,

We have offered shop steward training to many of our members over the years and look forward to continuing to expand this opportunity. If you or someone you know is interested in becoming a shop steward, please reach out to your local committee, and we will add your name to the list for upcoming training sessions.

# Building Power in the Workplace: The Importance of Shop Steward Training

Shop steward training helps stewards ensure that management abides by labour laws and contractual obligations, which reduces disputes and violations. Stewards must represent their members fairly during grievances and disciplinary meetings, which occur regularly in many workplaces. Training builds their confidence, strengthens their understanding of proper procedures, and improves their ability to advocate—effectively leading to better outcomes for workers.

Workplaces often involve disagreements between workers and management. Shop steward training teaches stewards how to mediate disputes constructively, avoid unnecessary escalation, and promote a healthier working environment. Because stewards serve as the primary link between union leadership and members, this training enhances their ability to communicate the Collective Agreement, relay concerns, and provide accurate information between the union and local management.

Stewards are often seen as leaders and role models in their workplaces and communities. Shop steward training helps develop leadership qualities such as decision-making, integrity, and accountability, which contribute to more effective collective bargaining and stronger protection for all members. Mishandling grievances or misunderstanding legal procedures can

**Joey Warford**  
Member Representative, IRO

Shop steward training is essential for building effective labour relations and ensuring that workers are fairly represented in their workplaces. Depending on the size of the workplace, shop stewards are usually elected or appointed representatives of the union who act as a conduit between union members and local management. Their role is critical, and proper training ensures they can carry out their duties effectively.



# Port aux Choix Shrimp Plant ratifies new Collective Agreement

**Chrissy Bloom** Member Representative, IRO

Collective Bargaining for Port au Choix shrimp plant initially began in February 2023 and persisted on various dates in 2024. An agreement was unable to be reached, and on June 28, 2024, the Union filed for conciliation with the Minister of Labour.

This case was unique, as Barry Group had purchased the plant from OCI in 2023, and therefore Barry Group inherited the Collective Agreement that OCI had in place with the membership. "You buy the plant; you buy the contract." There were many aspects of the collective agreement that Barry Group did not agree with. Ultimately, their intent was to move backwards and take things from the membership that they had fought for over the years. Then, to top it all off, they did not want to give any wage increases.

I started with the FFAW as a Membership Representative in May 2025. The IRO Director, James Farrell, and I visited the plant in Port au Choix to meet with the membership, address their concerns, and hopefully entice some members to come forward to be representatives on the committee, as at this point they did not have a committee. In anticipation of returning to the bargaining table, we wanted to make sure the membership had representation from the floor itself.

We were successful in getting a committee in place consisting of a Chair (Brad Dobbin), Vice-Chair (Denise Patey), and Shop Steward (Margaret Sinnicks). On June 16, 2025, we started a new round of bargaining with Barry Group and met with management, along with the new committee members, to deliver our initial proposal. From there we met 5 more times in July, and on July 31st at 2:14pm we were successful in reaching a tentative agreement.

The agreement was ratified by the membership on August 6th and passed with great acceptance! We negotiated a contract where our members did not lose any of the items the employer initially tried to take from them in 2023/2024 and were also able to negotiate a wage increase of \$2.55 over a 4-year period, with \$1.50 of that being paid retroactively.

I would like to recognize the work carried out by the new committee: Mr. Brad Dobbin, Ms. Denise Patey, and Ms. Margaret Sinnicks. Their dedication to their membership should not go unnoticed and was a major point in our ability to succeed with such a favourable agreement. They did an amazing job and represented their membership wonderfully. I would also like to thank the IRO Director, Mr. James Farrell, for his support during this process. It was my first round at the bargaining table, and his wealth of knowledge and wisdom is unsurpassable!



# Red Gold on the Rock: Newfoundland's Lobster Fishery in 2025

**Jeff Griffin** FFAW Member Representative 2J/4R/3Pn

Every summer along Newfoundland's jagged coastline, wooden wharves creak, skiffs hum, and plastic crates—heavy with bright, clacking lobsters—stack up on docks on just about every coastline in the province. In 2025 the province's lobster fishery remained a pillar of coastal life: a seasonal rhythm that supports families, towns, and an export business. But the year also underscored familiar tensions—market swings, shifting rules, and the environmental pressures reshaping where and how harvesters work.



## On the Water: What Harvesters Said and Did

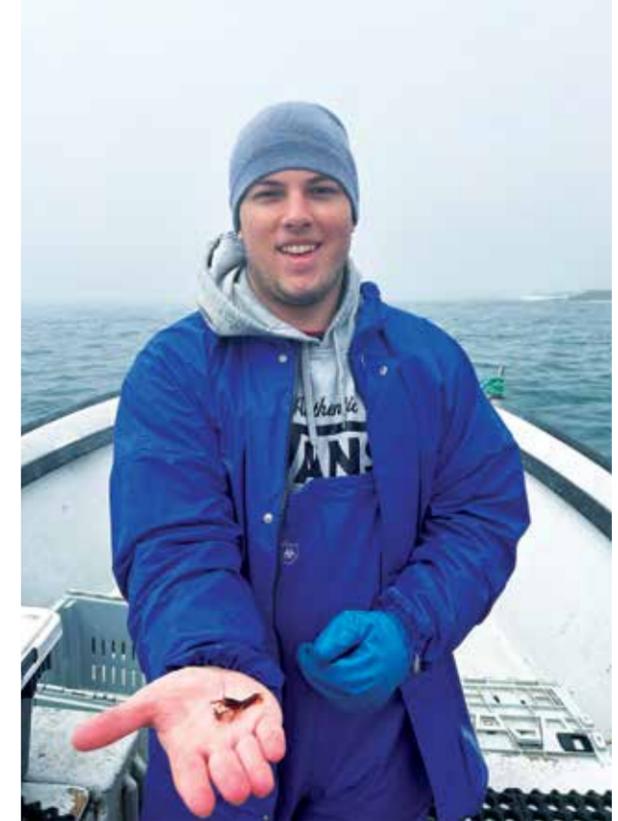
Harvesters reported a season of “good weeks” and “leaner” ones - the familiar, weather-driven ebb and flow of the Newfoundland and Labrador lobster season. Many boats still run seasonal schedules: set traps in late April and early May, pull in mid-June through July in many LFAs, then switch gears to other fisheries or maintenance. 2025 saw the province land 18,366,231 pounds of lobster for a total of \$127,563,700 in landing value, which is down from the just over 20,000,000 pounds landed in 2024. Poor early-season weather conditions and colder water temperatures were clear contributors. This wasn't just felt in Newfoundland. Other Atlantic provinces and across the border into Maine shared the same challenges.

## Science, Climate and Stock Signals

Scientists and managers are keeping a close eye on shifting lobster distributions. Warming waters have driven changes in where lobster congregate along the Gulf of St. Lawrence and Atlantic shelf, complicating stock assessments and sometimes prompting local management adjustments. Meanwhile, the crisis in parts of New England, where managers have documented population declines, serves as a cautionary tale for the whole region about how fast conditions can change. Newfoundland's fishery so far remains productive in many LFAs, but the trendlines underline why conservative measures (like v-notching), data collection, and local knowledge matter.

## The Bottom Line and What's Next

For many of Newfoundland's coastal communities, lobster remains the backbone of seasonal employment and local



identity. As we get ready to close the page on 2025 and move into 2026, there is a lot of work to be done. We have a new price negotiator on board with the FFAW, and along with the hard-working members of the lobster negotiating committee, you can be sure they have their sights set on fair market value for a globally valuable resource. We continue to have members sit on the Lobster Council of Canada and will be taking part in the 2026 Canada and United States Lobster Town Hall, held in Moncton, New Brunswick, which is an incredible avenue of networking, information collecting, and advertising for our province and our product.

The story of Lobster is far from discouraging. The resilience of the people involved—the fishers who work the tides and the communities that rally around each season—continues to define the fishery's future as much as any policy or trend. Protecting this way of life will require adaptable management, stronger science, and fair markets, but it will also rely on the determination of those who continue to make a living from the water. Their commitment is what ensures this fishery, and the communities it supports, remain part of Newfoundland's identity for years to come.



# 2025 3KL Cod Season



**Julian Ryan**  
Member Representative  
for 3K



The 2025 inshore fixed-gear cod fishery for 2J and 3KL-based harvesters opened on Sunday, July 13, 2025.

For fish harvesters the opening of the 2025 Northern cod fishery in 2J3KL arrived with the usual blend of optimism, caution, and quiet determination. The cod stock—once the cornerstone of life and livelihood in these communities—still casts a long shadow over the region. Even now, more than three decades after the moratorium, each season feels like another chapter in a story that is still being written, one where recovery and biomass remain both visible and prosperous.

Under the 2025 Conservation Harvesting Plan (CHP) for the inshore fixed-gear fleet: of the inshore allocation, 25,323(t) was assigned to 3KL-based harvesters, and 4,469(t) to 2J-based harvesters. In 2024, the commercial Fisheries and Oceans Canada (DFO) reopened the Northern cod fishery in NAFO divisions 2J3KL with a total allowable catch (TAC) of 18,000 tonnes. For 2025-26, DFO more than doubled that TAC — setting it at 38,000 tonnes.

According to DFO's 2025 announcement, scientific assessments show the Northern cod stock has remained stable since 2017 and is at a higher level than previously understood from the 2024 assessment. For 2J3KL

harvesters and communities, the increased allocation signals a renewed opportunity: a chance for meaningful catch, economic benefit, and re-building processing and coastal-community fishing economies.

Management decisions for 2025 added another layer of complexity, shaping when harvesters could fish, how much they could take, and what gear restrictions applied. Some welcomed the measures as necessary steps toward long-term rebuilding; others questioned whether the stock was being under-measured or misunderstood. Either way, the tension between economic opportunity and conservation remained front and center.

The 2025 management measures mark a clear “raising of the bar” compared to 2024, with wide implications: optimism and opportunity being front and center. For many harvesters, especially in 3KL, 2025 likely felt like a re-awakening—a chance to catch real amounts of cod, sustain livelihoods, rebuild processing capacity, and restore hope to coastal economies stressed over decades. The larger allocation reflects trust in the improving stock assessment.

2025 can be viewed as a pivotal “test year” for Northern cod in 3KL. The doubling of TAC and substantial 3KL allocation amount to more than just a simple quota adjustment — they represent a bet by regulators and stakeholders that the stock and inshore fishery are ready for a step up.

If catch rates, landings, stock condition, and ecosystem indicators (food availability, forage species, recruitment) hold up well over this season, this could mark a meaningful turning point in the recovery of Northern cod. The mixture of observations across 3KL painted a season that was anything but uniform—and one that deserves nothing but a positive outlook on the industry. For harvesters, coastal communities, and policymakers, this year was a pivotal year and will help shape not just next season but the future trajectory of cod in 2J3KL.



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## Lobster on the Rise: A Growing Fishery Reshapes 3K Communities



**Nick Travis** Communications & Research Assistant

Across much of the island portion of the province, lobster abundance has surged in recent years, transforming the fishery in communities where opportunities were once limited. What was once a minor or secondary harvest has become a valuable source of income for many ports. According to the Government of Newfoundland and Labrador, lobster landings increased by 263 per cent between 2015 and 2024.

That growth is especially evident in 3K, where harvesters are seeing an abundance of lobster unlike anything they've experienced before, with catch rates more than tripling in certain LFAs.

“The lobster fishery in 3K continues to demonstrate a strong and encouraging outlook. Over the past several years, ongoing increases in lobster stock and harvester participation have signalled a fishery on the rise. Steady growth in both landings and overall value reflects not only a healthy resource but also a fishery built on careful stewardship and long-term planning,” said 3K FFAW Member Representative Julian Ryan. “Harvesters take great pride in protecting and sustaining this industry, understanding that responsible practices today ensure opportunity for future generations. In 3K, those collective efforts are paying off, as the fishery continues to strengthen and move forward with confidence.”

Executive Board member Lee Melindy, who has fished lobster for the past seven years, says harvesters in his home port of Lumsden in LFA 4B have witnessed a dramatic increase in catch rates over the last two seasons.

“Maybe five to six years ago, the top lobster harvester here in the harbour landed probably 2500 to 3000 pounds in a season,” said Melindy. “Now, in the last two seasons, the top harvester has over 100 crates. That’s over 10,000 pounds.”

A similar trend is playing out in LFA 4A. Executive

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Board member Nancy Bowers, who has fished lobster from her home port of Beachside since 1999, says the fishery has undergone a remarkable transformation.

“Lobster wasn’t a big thing here—far from big. Even people who had a lobster licence didn’t go at it. But now, lobster is making a comeback, and it’s giving people an income. It’s not a hobby to anyone anymore,” said Bowers. “Back in the early 2000s, if we got 1400 pounds in a year, we were loving it. Nowadays, it’s a far cry from 1400 pounds.”

As the old adage goes, “A rising tide lifts all boats.” With a sudden surge in lobster, many communities in 3K have seen a massive increase in economic activity.

“The income from lobster has been great. It’s a great boost to everybody,” said Melindy. “And the way it is with lobster, once you’re geared up for it, it’s no big expense besides buying or making a few traps a year.”

The benefits of increased lobster landings are also being felt beyond the wharf. Bowers noted that workers in the processing sector have seen gains as well.

“It’s not only great for us. It’s great for places like Barry’s,” said Bowers. “It’s more work, and it’s better all-around for everyone.”

In a region where crab remains the dominant fishery, lobster has also become an important safety net for many harvesters.

“It’s great to see a fishery making a comeback, because if anything happens to crab on the Northeast Coast, we’ll be in dire straits around here,” said Bowers. “It sure helps pay the bills.”

# The Petten Legacy: Continuing Family Traditions

**Nick Travis**  
Communications & Research Assistant

The Petten's Legacy sits dry-docked at the Newdock facility on a cool, foggy morning in St. John's. Workers move in and out of view through the mist, but the vessel towers unmistakably above them. The 90-foot-long, 400-tonne behemoth stands as a reminder of the strength and scale of Newfoundland and Labrador's inshore fleet.

In the wheelhouse, looking out over the shipyard, is 35-year-old Matthew Petten.

Petten, hailing from Port de Grave, has been fishing for as long as he can remember—and so has his family. His father, Dwight Petten, a pillar of the Newfoundland and Labrador fishing industry, instilled a love of the profession in his children from an early age.

"All I've ever known is fishing," said Petten. "As a young kid, growing up with Dad and chasing him around, that's all I was ever exposed to."

Throughout high school, Petten spent his summers fishing with his father. Uninterested in elective classes and more focused on a future career at sea, he considered not finishing grade 12. A call from his principal convinced him to return and write his public exams, earning his high school education—on the condition he wouldn't have to come back to do any "Mickey Mouse courses."

"I always knew going through school—and teachers all knew—Matthew was going fishing," said Petten. "I had no desire to even look outside of that. Fishing was always in my blood."

Not long after earning his Fishing Master, Class IV, from Memorial University of Newfoundland's

Marine Institute, Petten set sail on the Canadian Navigator for his first fishing season operating his own vessel.

For years, Petten and his family fished aboard many vessels in the family fleet, such as the Canadian Navigator, Little Joyful, Joyful Legacy, Joyful Tradition, the Joyful Venture and the Joyful Sound. Eventually, the Pettens—led by Dwight—decided it was time to build something new.

"The Joyful Sound was a good boat, and she was 20-odd years old at the time we decided to get this one built. Dad looked at it as, 'Well, she's not going to do you for the rest of your fishing career, so now it's time to get another boat built,' something that he thought would see me through the rest of my career."

Petten's father wanted this newest vessel to continue the "Joyful" theme that had prevailed in the naming of the rest of the Petten family fleet, with plans to dub it the Joyful Sound II.

However, after a brief battle with cancer, Dwight Petten passed away on January 5, 2023, about a year shy of the boat launch. Wanting to honour the impact his father had on his life and the fishery, Petten renamed the Joyful Sound II to Petten's Legacy.

"After dad took sick and passed away, I just wanted to dedicate it to him," said Petten.

Now, nearly two years since the launching of Petten's Legacy and three years since the passing of his father, Matthew Petten's business has seen much growth, both inside and outside of the fishery.

"When we finished up fishing last year, Grieg reached out to us to do some cargo operations out in Placentia Bay, so we were lugging salmon feed back and forth from Arnold's Cove to

salmon farm sites out around the bay. Last year, we delivered over 12-and-a-half million pounds of feed," said Petten. "This year, we were on the South Coast up in Harbour Breton with Mowi doing the same thing and other work they needed. It was a great opportunity in the off-season."

Looking ahead, Petten has no specific future goals in mind besides staying the course and seizing opportunities as they arise. Instead, the young harvester turned his attention to the past, to his late father, and to the legacy he left behind.

"I think dad would be proud to see how everything has come together and grown," said Petten.



# Canada Secures Reopening of 3L Shrimp Fishery After NAFO Meetings

After nearly a decade under moratorium, the 3L shrimp fishery is set to reopen, marking a significant win for Canada's inshore harvesters.

The decision follows the 47th annual meeting of the Northwest Atlantic Fisheries Organization (NAFO), held in Halifax from September 15 to 19. There, the dedication and determined advocacy from the Canadian delegation resulted in the formal lifting of the moratorium on 3L shrimp within Canadian waters.

First closed in 2015, the stock has shown promising signs of rebuilding. Beginning January 1, 2026, work will begin to set a Total Allowable Catch. The fishery is scheduled to reopen on April 1, 2026. Importantly, this decision ensures that the 3L shrimp fishery will be exclusively for Canadian harvesters. Foreign fleets will not be permitted to fish this resource within the NAFO Regulatory Zone.

FFAW President Dwan Street participated in the NAFO meetings as a member of the Canadian delegation and notes that this outcome reflects a committed team effort. The FFAW acknowledges the work of delegation head Adam Burns, his colleagues at the Department of Fisheries and Oceans, and the entire Canadian team for their focus on reopening this vital fishery.

For inshore harvesters who have been without access to 3L shrimp for nearly a decade, this development brings renewed opportunity and a stronger outlook for the future of the northern shrimp fishery.

# Young Harvesters: Building a New Generation of Leaders

Courtney Glode Director of Public Affairs



Young harvesters from across Newfoundland and Labrador's west coast came together in Deer Lake in November for the largest youth-focused meeting the union has ever hosted, underscoring both the momentum and the long-term promise of the inshore fishery. The full-day session at the Deer Lake Motel focused on professionalization, safety, enterprise financing, and leadership, highlighting the critical role young people will play in shaping a sustainable future for the fishery.

Nearly 40 young harvesters joined us on the west coast, marking a record turnout for an FFAW young harvesters event and reflective of the growing interest in long-term careers in the inshore fleet.

## Focus on safety and professionalism

Safety and professionalization were central themes throughout the meeting, reflecting both regulatory changes and the day-to-day realities young harvesters face on the water. Craig Parsons of the Newfoundland and Labrador Fish Harvesting Safety Association (NL-FHSA) spoke to the association's work in improving safety across the province, including the new Safety Designate Training, where all participants receive a free

PLB. Marine Institute researcher Kerri Ann Ennis held a focus group on the use of personal locator beacons (PLBs) and personal flotation devices (PFDs).

Later in the afternoon, Professional Fish Harvesters Certification Board Executive Director Mark Dolomount led a session on professionalization and the broader certification process for young harvesters. The discussion helped clarify how training, experience, and formal credentials fit together, and why professionalization is key to maintaining a respected, sustainable fishery that offers long-term, rewarding careers to new entrants. Participants brought forward ideas to modernize the process, highlighting how they see where the system can be improved upon to assist young people dedicated to the industry.

## Access to financing and enterprise support

Recognizing that access to capital is one of the biggest barriers for young people entering or expanding in the fishery, the agenda devoted significant time to financing and enterprise support. Staff from the Government of Newfoundland and Labrador's Harvester Enterprise Loan Program provided an update and engaged in a detailed discussion about how the program can better meet the needs of young enterprise owners. For example, participants suggested that a pre-approval process could speed up access to licenses, since a slow-moving loan approval process limits young people's opportunities for purchasing in today's competitive market.

Samantha O'Brian from the Atlantic Edge Credit Union also presented on financing services tailored to young harvesters. These conversations reinforced a key theme of the day: that with the right supports—strong owner-operator policy, responsive public programs, and flexible community-based financing—the inshore fishery remains a viable and attractive career path for the next generation.

## Momentum for the future

Throughout the day, discussions returned to a central message: the future of the inshore fishery is bright, and young harvesters are at the heart



of that future. With strong owner-operator policies keeping licenses in the hands of working harvesters and ongoing advances in sustainable practices, science, and technology, the fishery remains a cornerstone of coastal communities and a beacon of opportunity for young people.

The Deer Lake meeting, coming the same week as World Fisheries Day, was both a celebration of that potential and a practical step in building the tools, networks, and structures young harvesters need to succeed. FFAW will continue to support young members through training, advocacy, and dedicated forums like this, ensuring they have a powerful voice in decisions that will shape the fishery for decades to come.

## Additional Young Harvester meetings will be held in Gander and St. John's in Fall 2026—stay tuned for more information!



# Province-Wide Young Harvester Committee

**Courtney Glode** Director of Public Affairs

The FFAW has officially established a permanent Young Harvester Committee comprised of young harvesters from across the province. The Committee is on a three-year term from December 2025 to 2028.

The Committee will meet every 2-3 months to discuss issues facing young harvesters such as professionalization, licencing policy, safety, and other issues brought forward by the committee. The PFHCB, NL-FHSA, and FFAW staff will sit on the committee to support its work.

The Committee aims to get young people involved and educated on industry processes early, develop confidence and leadership skills, and provide a dedicated space where challenges can be raised and solutions can be developed and fed to the Inshore Council.

## Your 2025-2028 Young Harvester Committee representatives are:

**James Hickey:** Inshore Council YH (3L)

**Daniel Morgan:** Inshore Council YH (3Ps)

**Trent Emberley:** Inshore Council YH (3Ps)

**Troy Hardy:** Inshore Council Regional (3Pn)

**Alicia Warford:** Women's Committee (3L)

**Jay Ryan:** 3K

**Lillian Saul:** 3K

**Nathan Jones:** 3K

**Zachary Baird:** 3L

**Brandon Mercer:** 3L

**Jordan Petten:** 3L

**Kevin Whyte:** 3Ps

**Olivia Drake:** 3Ps

**Hunter Spence:** 4R

**Logan Young:** 4R

**Travis Gilbert:** 4R

**Tyrone Harris:** 4R

**Andrew Billard:** 3Pn

**Jeff Davis:** 2J



## FFAW Brings Harvester Concerns to the Senate:

# “COEXISTENCE MUST BE REAL, NOT ASSUMED”

**Katie Power** Industry Relations Representatives

This month, FFAW-Unifor appeared before the Senate Standing Committee on Energy, the Environment, and Natural Resources to deliver a clear message from inshore harvesters: offshore oil and gas and the fishery can coexist—but only if the fishery isn't pushed aside in the process.

For decades, the two industries have worked side-by-side. Fisheries Liaison Officers, fisheries guide vessels, and collaborative communication have helped prevent gear conflict and keep operations safe. But as industrial activity expands into new areas, including sensitive marine zones and valuable fishing grounds, harvesters are raising the alarm.

### What We Told Senators

Precaution first. Harvesters are seeing the ocean change faster than ever: warming water, new migration patterns, declining access to traditional grounds, and growing industrial pressure. Yet Calls for Nominations from the CNLOER for offshore exploration continue to include Marine Refuges where fishing is restricted for conservation purposes. The question we put forward was simple: If a Marine Refuge is too sensitive for fishing, how can seismic or drilling be allowed in the same space?

Transparency matters. Environmental data and monitoring results often arrive months late or in inaccessible formats. For people who rely on the ocean for a living, timely information isn't optional; it's essential.

Respect for fishing rights. When oil and gas licences overlap with productive fishing grounds, the consequences are long-term. Licences can last 50-100 years. That means a century of reduced access for communities whose livelihoods depend on those areas. Coexistence requires fairness, not displacement.

### What Senators Wanted to Know

Senators came prepared, and their questions focused squarely on issues harvesters talk about every day, including avenues for compensation for displacement; cumulative and socioeconomic impacts for the combined effects of seismic, drilling, shipping, climate change, and stock movement; the MSC Baltic III wreck; and seismic impacts on fisheries. These questions show that Senators recognize the stakes. Our job is to make sure they also understand the solutions.

### Our Bottom Line

FFAW-Unifor made it clear that our goal isn't to pit one industry against another. Offshore oil and gas is important to many families in this province—including our own members. But the fishery is a renewable resource and the economic backbone of rural Newfoundland and Labrador. Its long-term health cannot be compromised for short-term industrial gains.

Coexistence is possible, but only when precaution, accountability, and respect for harvester knowledge guide every decision. FFAW-Unifor will continue pushing for a regulatory system where the fishing industry has a real voice, where science is independent and current, and where coastal communities aren't left to carry the risks of offshore development.

# From Outports to Ottawa: How the Canadian Independent Fish Harvesters Federation Strengthens Newfoundland and Labrador's Voice

**Crystal-Lynn Gorman** Member Representative, 3Ps



In Newfoundland and Labrador, the inshore fishery is more than an industry; it is the lifeblood of our small communities, a way of life passed down through generations, and the economic backbone of rural outports. Every lobster pulled from a trap, every cod landed on the wharf, carries the weight of family histories, community pride, and livelihoods built on a healthy, sustainable fishery.

For more than 50 years, the FFAW has been on the front lines defending fish harvesters' independence, safety, and economic security. Yet many of the challenges our members face—from quotas and licensing to the enforcement of owner-operator policies—are not made on the wharf or in provincial offices. These decisions are made in Ottawa, shaped by national policies and pressures from across the country.

That is why the Canadian Independent Fish Harvesters Federation (CIFHF) is so critical: it brings together independent harvester organizations from coast to coast, providing a unified national voice on the policies that determine the future of our industry. Its mission is clear: to keep independent harvesters at the centre of

Canada's fisheries.

## **CIFHF in Action: The Work You Don't Always See**

Much of the Federation's work happens quietly, but its impact is significant. When the CIFHF delegation arrives in Ottawa, from Parliament Hill to 200 Kent Street, decision-makers take notice. Through regular meetings with the Minister of Fisheries, senior DFO officials, MPs, and parliamentary committees, the Federation ensures Newfoundland and Labrador harvesters are heard and understood.

FFAW's involvement in the CIFHF strengthens our ability to defend owner-operator and fleet separation policies, advocate for fair access supported by transparent, credible science, promote affordability and opportunities for new entrants, push for clarity in federal licensing and policy interpretation, and build national collaboration with other independent harvester organizations. While these efforts may not always make headlines, they play a critical role in shaping federal decisions that determine the future of our fishery.



## **The Growing Threat of Corporate Concentration: Why National Advocacy Matters**

Across Canada, fish harvesters are increasingly concerned about the rise of corporate and foreign control over processing and market access. While processing plant ownership and operation fall under provincial jurisdiction, the consequences of corporate concentration reach far beyond provincial borders. They directly affect harvesting incomes, competition at the wharf, and the leverage processors can exert over federal policy decisions.

In Newfoundland and Labrador, these concerns became more pronounced after the Government of NL approved Royal Greenland's 2016 purchase of Quin-Sea Fisheries, allowing a foreign state-owned company to become the province's largest seafood processor. Since then, harvesters, community leaders, and the FFAW have raised concerns that increased processor dominance can suppress competition, influence pricing, and undermine the independence of small-scale coastal enterprises.

This is where the Canadian Independent Fish Harvesters Federation plays a crucial role. CIFHF advocates nationally for strong federal protections like owner-operator and fleet separation that help counterbalance the power of large processors and ensure control of the fishery stays with the people who fish the resource. While provinces regulate processing, the federal government controls licensing, access, and who is legally allowed to harvest. As corporate invasion continues to affect coastal regions, the Federation advocates for stronger federal safeguards to reduce its influence and preserve the independence of harvesters across Canada.

Recent events in the 2025 sea cucumber fishery in Grand Bank highlight the problem. A St. Pierre & Miquelon vessel attempted to land sea cucumbers at \$0.50 per pound (well below the panel-set price of \$0.69) but was turned away by united harvesters. Meanwhile, large processors, including Royal Greenland and Ocean Choice International, refused to buy local product at the negotiated price, opting instead for cheaper international sources. For many harvesters, this incident underscored how concentrated processor power can undermine collective bargaining and strip economic value from coastal communities.

## **Looking Ahead: The Power of National Unity**

Although provincial decisions affect who operates in our communities, the federal government ultimately sets the policies that shape harvester access, independence, and long-term viability. With corporate pressures growing, having a strong, united national voice on the ground in Ottawa is more important than ever.

The Federation's work is constant, determined, and essential. It protects communities, preserves the independence of harvesters, and ensures the fishery remains in the hands of the people who know the water best. FFAW's continued involvement with the CIFHF ensures that Newfoundland and Labrador harvesters have a powerful voice at the national table—fighting for our heritage, our identity, and our future.

For more information on FFAW's involvement with the Canadian Independent Fish Harvesters Federation, please reach out to Crystal-Lynn Gorman at [clgorman@ffaw.ca](mailto:clgorman@ffaw.ca)



# Breaking Waves and Breaking Barriers: Stacey Wilton's Journey in the Inshore Fishery

**Courtney Glode**  
Director of Public Affairs



Stacey LaFitte Wilton is an enterprise owner on our province's west coast, residing in Fox Island River and elected to the FFAW's Inshore Council as representative of harvesters from Highland to Cox's Cove.

From an outsider's perspective, Stacey presents herself as a confident leader; determined to bring change to the people she was elected to represent. She is well-spoken, well-informed, and driven to find solutions to make the industry better for generations to come.

But for those who don't know, Stacey's story goes far beyond a woman who has risen as an enterprise owner and leader in a male-dominated industry.

Her story is one of quiet determination, hard-won skills, and a deep commitment to the inshore fishery on Newfoundland's west coast. Stacey's path to the water has taken her through personal tragedy, shifting industry policies, and the everyday obstacles of raising a young family while building a fishing enterprise from the ground up.

Stacey grew up in a fishing family that, like many during the cod moratorium, made the painful

decision to accept a buyback and leave the industry. Even still, at the age of 13 she started begging her uncle, Bernard Hynes, to let her go seining with him. She spent years fishing with her uncles while putting herself through college.

Stacey began working in accounting after graduation, but the wharf remained central in her life. It was where she met her future husband, Chris Wilton.

At the time, Chris was working aboard a vessel, held his own lobster and halibut licences, and took over operations for Uncle Bernard upon his retirement. The pair quickly fell in love, and when their son Robbie was born in 2010, Stacey stepped back from accounting and began fishing lobster and crab alongside Chris, balancing fishing life with parenting. Their daughter Rea arrived in 2014, and in January 2015 Stacey enrolled in the Fishing Master IV program so the family could secure another licence in her name and strengthen their foothold in the fishery.

Only a month later, that plan was shattered when Chris was tragically killed in a snowmobile accident in February 2015. Just one week after Rea's first birthday, Stacey was left to navigate this

devastating loss while caring for two very young children.

In the face of immense grief, she had to make the choice between walking away from the fishery or continuing toward the licence she had worked so hard for. Stacey chose to keep going.

That spring, a friend stepped in and lent her husband (a seasoned skipper) to help Stacey build new skills and confidence, teaching her all the responsibilities that Chris previously took care of. She acquired a vessel that no longer required a slipway, and with that support from her family and friends, she did what was needed to run the enterprise on her own.

By the following fishing season—just one year after Chris's passing—Stacey was ready to take the helm.

Over the past decade, Stacey has steadily grown that fateful decision into a thriving small-boat operation. Today she runs a 28-foot Silver Dolphin with a crew, harvesting crab, lobster, and halibut.

Recently, the wharf brought Stacey a new chapter of love and happiness; it's where



she met her partner, Logan. Stacey and Logan also began fishing fall scallop together, further diversifying their harvest and contributing to the economic and social fabric of the Port au Port region.

Stacey's leadership extends well beyond her own enterprise. She is one of only two women ever elected to a regional position on the FFAW's Inshore Council (the other being Mildred Skinner), breaking new ground for women in the union's governance structures. In this winter's council elections, Stacey successfully contested the Highland to Cox's Cove seat against a long-time incumbent, earning the support of harvesters who know her as a straight talker and a strong advocate. As if that wasn't enough, Stacey is also a Corporal with the Canadian Rangers, Secretary of the Little Port Harmon Harbour Authority, and a new member of the

FFAW's Women's Committee.

Those who work alongside Stacey describe her as a natural leader whose determination is matched by her fairness. Her voice has become one that fish harvesters—both men and women alike—respect, trust, and increasingly look to as they confront the challenges and opportunities facing today's owner-operator fishery.

Stacey is a model for the new wave of leadership within the FFAW—one that demands transparency, accountability, and meaningful change. She is a force to be reckoned with, and as FFAW members, we are all stronger, more united, and better represented because of her.



# 2025 Photo Contest Winners

Thank you to everyone who submitted photos this year. Please note that in 2026, the photo contest will be focussed on safety at-sea – we'll be looking for as many photos as possible of folks wearing their PFDs and other safety gear!

# Honourable Mentions

With so many high calibre submissions to this year's contest, it was incredibly difficult to choose just three winners. Here are some of the runners-up who also contributed some stunning shots of life at work.



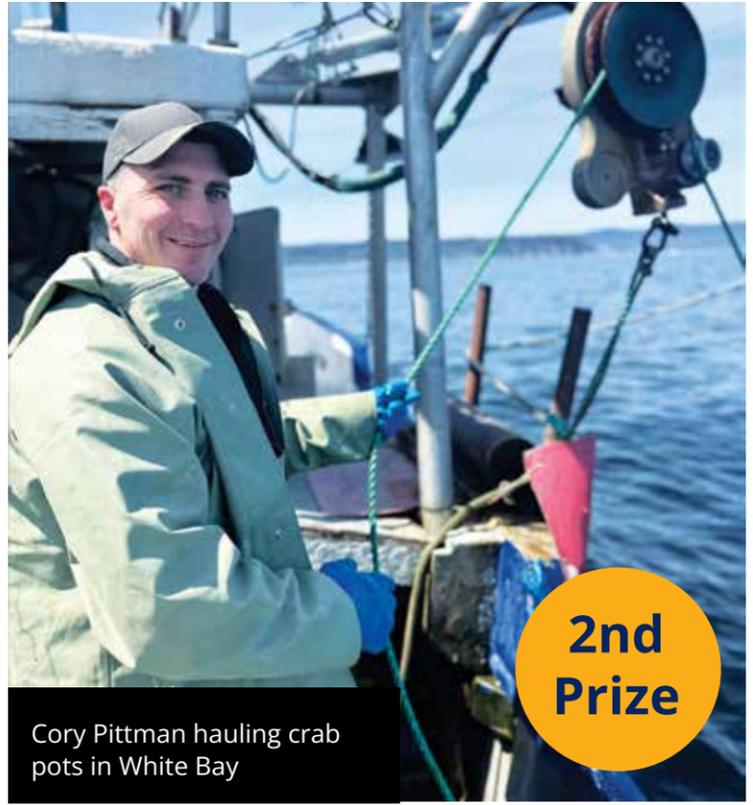
Jeff Chippett is happy with his catch on this beautiful morning in Leading Ticks by Melissa Chippett

**1st Prize**



Shelley Collins of Happy Adventure Seafoods holding two enormous lobsters

**2nd Prize**



Cory Pittman hauling crab pots in White Bay



Loretta Ward taken by my husband (Kerry Ward) when down the Bay in Clattice Harbour lobster fishing



Reese Kavanagh crab fishing in Placentia Bay by Heather Barry



Lobster fishing off home port of Pleasantview by Rebecca Brett

**3rd Prize**



Neil Chubbs and Crew of the Labrador Legacy



Patsy Chalk at Beothic by Patsy Chalk



Jerry Snow and Jeffrey Snow, two generations (father and son) working alongside of each other, Bay de Verde by Emily Wells



Jackie Penney handling cod during commercial fishery, Joe Batt's Arm, Fogo Island by George Jacobs

# Members at Work

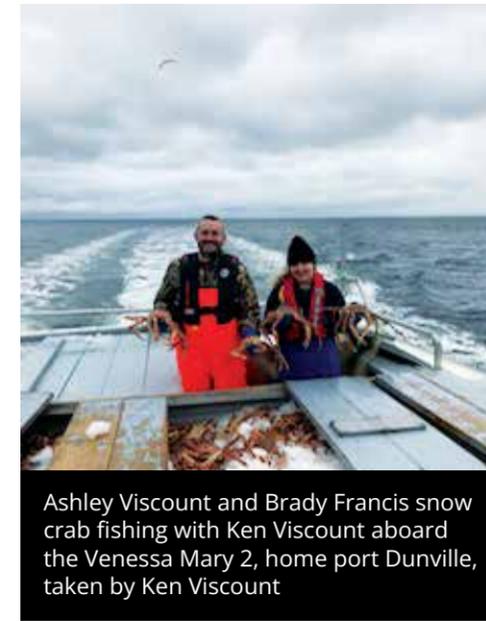
The purpose of our annual photo contest is to highlight FFAW members at work. While this ends up being mainly fish harvesters on the water, we also receive photos from our members in other sectors. No matter the location, we love to see and share photos of FFAW members on the job.



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



Nick Lainey, Stephenville by Barry Benoit



Ashley Viscount and Brady Francis snow crab fishing with Ken Viscount aboard the Venessa Mary 2, home port Dunville, taken by Ken Viscount



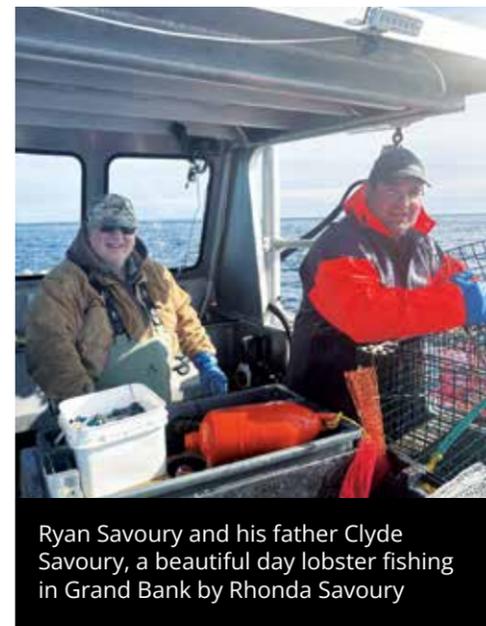
James Barrett aboard Nelson's Dream home port Harbour Grace at the Capelin by grandmother Karen Taylor



Morley Alcock with a few herring on the go during the lobster fishery, Leading Tickles, by Elaine Alcock



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



Ryan Savoury and his father Clyde Savoury, a beautiful day lobster fishing in Grand Bank by Rhonda Savoury



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



Robert Hodge, age 20, on his second Halibut fishing trip on the Nova Sea III with his dad Glen Hodge by Cynthia Hodge



Grandfather Pearce Greenham and grandson Noah Haas in his speedboat on the way out Ming's Bight Harbour to haul a cod net by Noah Haas



Tina Blackwood fishing crab 80 miles off by Tyler Abbott



Yellow lobster caught by Thomas Doyle in Bay de Verde



Annette Tatchell and Ashton Compton getting ready to butcher snow crab, Labrador Shrimp Company in May's Harbour



Colin, Dean and Dion Weir fishing cod near Beachside, Green Bay by Dion Weir



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



Dad Richard hauling herring net, Pleasantview by Rebecca Brett

# Fishing – It's a Family Affair

We love to see how much of a role family plays for those who make their living on the water. Some kids are born with salt water in their veins, and that's clear to see from all the precious little ones helping their parents and grandparents aboard their fishing enterprises.



Frank teaching his brother and sister how to fish taken by Meghan Kavanagh



Noah and Bennett Hickey by Michael Hickey



Hudson Fennelly, Age 6, Lobster Fishing with Poppy Doug Fennelly, Fermeuse by Vanessa Dinn



Ruby, Sonny and Felix Lambe going to catch a cod in Ferryland by Daphne Kavanagh



Sage and Morris Antsey, father daughter sharing their love for lobster fishing, Loon Bay by Elizabet Boyd



Thomas butler, Fifth generation fisherman in the making by Mitchel Butler



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



Hailey May fishing with mon and dad. Caught this lobster that was released to have more babies for years to come by Santana May



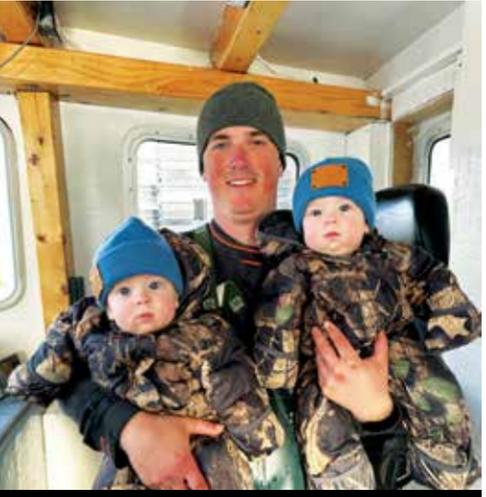
A day lobstering with my daughter Emma in Witless Bay on the southern shore by Jamie Oates



Grayson Jacobs, Age 10, fishing lobster with his dad, Joe Batt's Arm, Fogo Island by Goerge Jacobs



Adrian Ward and Jon Chubbs 2025 Lobster Season submitted by Valerie Ward



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



Jamie Snook and Jamie Snook Jr. fixing lobster pots, Harbour Breton by Patricia Snook



Ryan and Frank Kavanagh unloading crab in Fermeuse by Daphne Kavanagh



Caden, age 5 aboard the Twilight Traveller by Michelle Layman



Barry, Shayne and Frank Kavanagh unloading their catch by Daphne Kavanagh

# Scenic Days on the Water



The butlers' fishing vessels awaiting crab season 2025 owned by skipper Reg and brother Ben butler by Mitchell Butler



The Dublin Endeavour loaded with Capelin July, home port Harbour Grace by Karen Taylor



A motor boat an old make, and brake engine in Open Hall by Ruth Leawood (dockside observer)



Arctic Eagle in South Side Harbour Grace by Hillary Reardon



My view at work, Leawood by Ruth Dean

## Better wages, Brighter Nights: How a Union Helped Chelsea Dicks Come Home

Sharon Curtis  
Communications Summer Student



Chelsea Dicks helps keep the Ramada Inn running smoothly after dark. As the night auditor, she's the calm in times of chaos, she's the friendly face with the beaming smile for late-night guests, and she genuinely loves every minute of it. A proud member of the Fish, Food, and Allied Workers (FFAW) for nearly a decade, Dicks brings passion and dedication to both her job and her union.

Having spent four years working in the hospitality industry in Grande Prairie, Alberta, Dicks found that the low wages made it difficult to make ends meet. In search of better opportunities, she returned home to Newfoundland. There, she quickly landed a job—with significantly better pay, thanks to the protections and benefits of a unionized workplace.

"I could not believe that I was making more money living home here in Newfoundland than I was when I was living in Alberta," says Dicks.

When asked what she likes the most about her job, Dicks answers without hesitation: "People."

Dicks says, "Honestly, the people, the people. Like, the work everyday might be the same but everyday the guests are different, you see so many different faces, you hear good stories, bad stories, scary stories, but it's the people that makes the job worth doing."

Over the years, Dicks has taken numerous courses to expand her skillset and bring more value to her position and her employer. Recently, she and other front-line staff completed a Hospitality Newfoundland & Labrador course in partnership with Keyin College.

A typical shift for Dicks is anything but typical. No two shifts are the same.

"I do a lot of check-ins, check-outs, take reservations, but as the auditor, I balance the transactions, complete financial reports for managers and owners, make sure the next day arrivals are all accounted for, like if there's any special requests and ensuring the front desk knows about it," Dicks says.

Dicks pulls 12-hour shifts from 8 p.m. to 8 a.m. on a rotating schedule—two nights on, two off, then three on, three off.

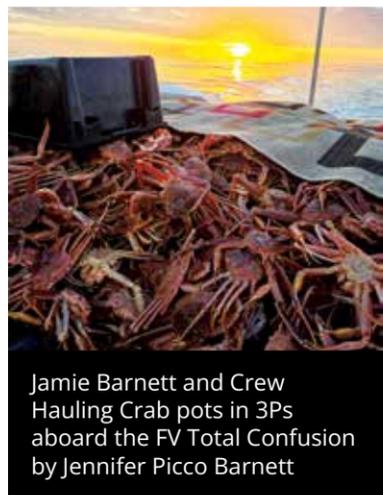
Dicks enjoys the evening shift.

"I like it because there's not too many arrivals, and it allows me to have a better connection with guests coming in and I can spend a bit more time with them. Plus, it's quieter and I can focus on my paperwork," says Dicks.

As the rest of the city winds down, Dicks clocks in. Her job requires precision, patience and a positive attitude – qualities often overlooked by guests who only see the polished front desk.

There are stressors, as with any job, but the unforgettable good moments leave a lasting impression.

"It's not as easy as it looks," says Dicks. "But when guests are kind and appreciative, it grounds me and reminds me why I love what I do."



Jamie Barnett and Crew Hauling Crab pots in 3Ps aboard the FV Total Confusion by Jennifer Picco Barnett



Fishing vessel Cabot endeavour bonavista crab fishing season 2025 owned by skipper reg and brother Ben butler by Mitchell Butler



Off Fogo island on the way for a trip of turbot by Jolene Whalen

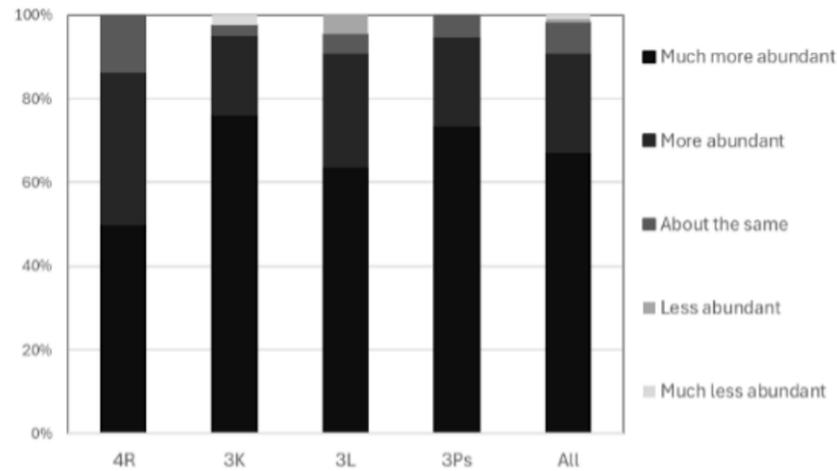
# The Gulf between NL Harvesters' and DFO's Assessment of Atlantic Mackerel Stock Health

Dr. Erin Carruthers Senior Fisheries Scientist



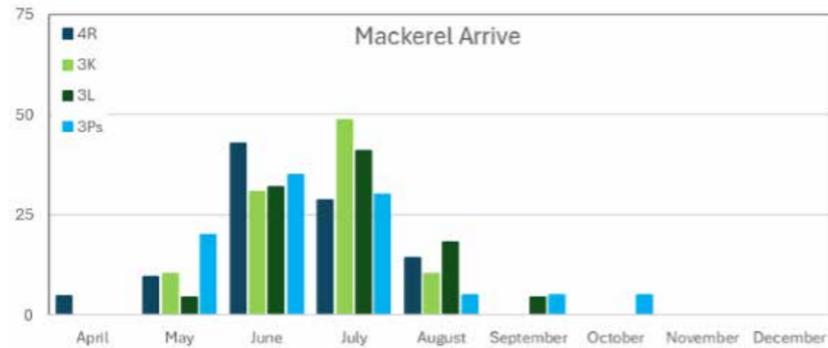
The gap between NL harvesters' assessment of the abundance of Atlantic Mackerel and DFO Science's assessment has become a gulf.

As in past years, FFAW posted an online survey to document harvesters' assessment of stock health in 2025. 111 harvesters responded, with the majority fishing in 4R (22), 3K (42), 3L (22), and 3Ps (20). Overall, 90% of harvesters reported that mackerel were either more abundant or much more abundant.

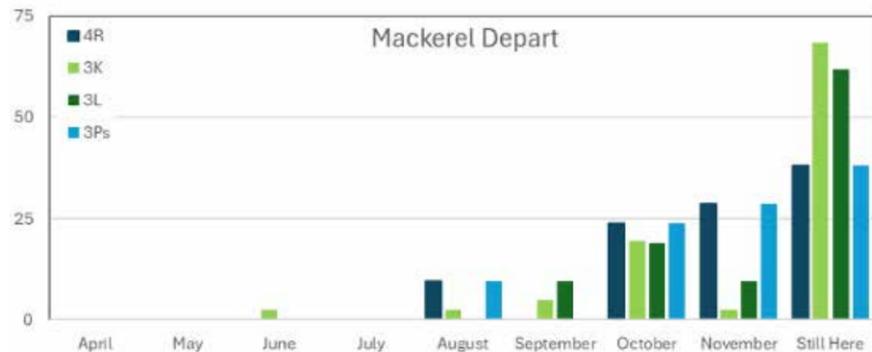


When we asked a similar question 3 years ago, 83% of harvesters reported that the stock was more abundant or much more abundant. There were other differences as well.

In 2025, most West Coast harvesters reported that mackerel arrived in June, and more than 25% of harvesters' responses from 3K, 3L, and 3Ps also reported that mackerel arrived in their areas in the month of June. This is earlier than previous surveys.



Mackerel were still in NL waters on the west, northeast, Avalon, and south coasts in early December.



Winter 2026

Harvesters reported seeing spawning mackerel in 4R from June through September, and some harvesters in 3KL & 3Pn reported seeing mackerel spawn throughout the fall.

It is clear the ocean is changing, and mackerel are known to shift their distribution and spawning times in response to a changing ocean environment. Undocumented shifts in distribution and timing of spawning could affect DFO's assessment of stock status.

Over years, FFAW has collected samples and documented fish harvesters' observations and, in recent years, has worked with DFO to collect and ship mackerel samples for use in DFO's assessments.

Unfortunately, the scope of those programs is not sufficient for a problem of this magnitude and is not sufficient to bridge the ever-widening gulf between harvesters and DFO Science on the status of the mackerel stock. The status quo approach to mackerel science in NL waters is not working, and as one frustrated harvester said, "They're not even looking."

FFAW Science is pitching a new mackerel sampling program for 2026. We cannot continue with limited sampling and no improvement in the gap between

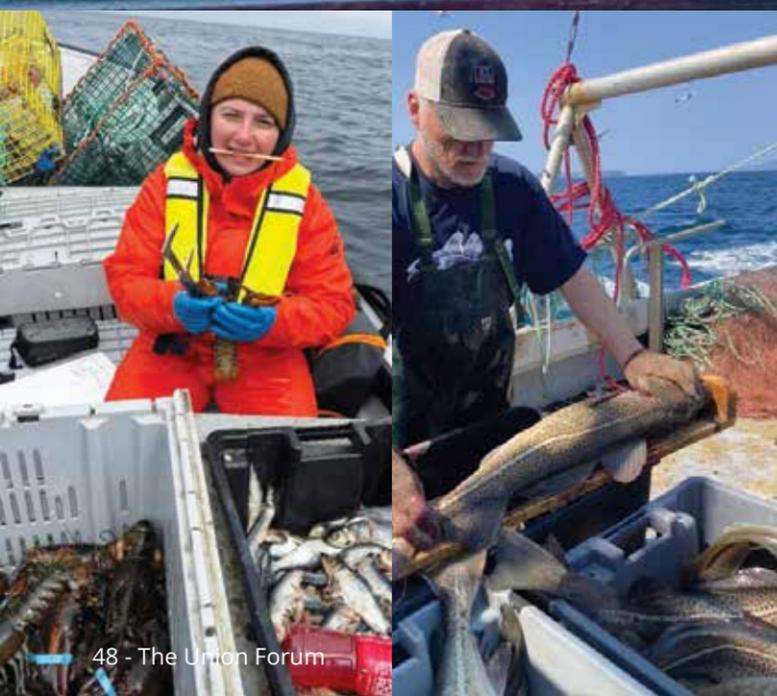
harvesters' and DFO's understanding of stock status. Let's bridge the gap—or at least stop the widening gulf—because the difference between harvesters' and DFO's assessment of mackerel status has become absurd.



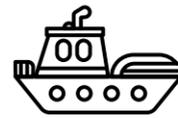
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Winter 2026



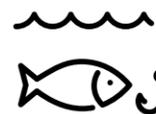
# ANNUAL HIGHLIGHTS



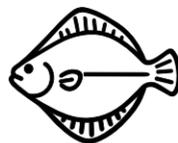
**245+**  
**VESSELS**  
participated



**87,617**  
**POUNDS**  
of green crab removed



**2,207**  
**COD**  
tagged



**376**  
**HALIBUT**  
tagged



**66,767**  
**LOBSTER**  
measured



**1,164**  
**SNOW CRAB**  
small mesh traps hauled

# 2025

## FFAW-Science Year Summary

**Dr. Erin Carruthers**  
Senior Fisheries Scientist

**Jane Tucker**  
Science Coordinator

This past year we carried out fieldwork for science projects on snow crab, lobster, cod, mackerel, halibut, and green crab. In addition to our longer-term projects, we carried out a lobster sampling project inside and outside the Penguin Islands Marine Refuge in 3Ps and a lobster sampling project in southern Labrador!

For snow crab harvesters, particularly in 2J & 3K, documenting groundfish predation is a high-priority issue. This past year, we not only documented the occurrence of groundfish throughout the crab survey, but we also tried underwater video and bait comparisons to better understand predation impacts on the fishery and survey. We will bring this information forward in 2026 at the assessment and fleet meetings.

Thank you to our fabulous Science Technicians who are always game to put their expertise to work on new and ongoing projects. Thank you, Earl Poole, Gerald Mercer, Julie Young, Mildred Skinner, Roy Matchin, Scott Smith, Trevor Chaulk, Brenda Viscount, Robert Smith, Gilbert Penney, George Feltham, and Wayne Tucker. We also thank the Seawatch team because much of this work also relies on the work of their At-Sea Observers.

Thank you to all inshore harvesters, who determine research priorities, review survey design, conduct data collection, attend stock assessments, and share invaluable knowledge. We look forward to strengthening our ongoing surveys and to asking new research questions with you in 2026!





# Seas the Day: How Newfoundland and Labrador Take the Lead on World Oceans Day

Saltwater breezes carried the lively strains of traditional Newfoundland music, setting the stage for a vibrant World Oceans Day celebration at the Marine Institute on Saturday, June 7.

Laughter and chatter from excited children, teens, and adults filled the air as nearly 30 interactive booths transformed the campus into a living seascape. From leading-edge research exhibits to the Ocean Sciences Centre's ever-popular touch tanks—where tiny fingers met starfish, sea peaches, and sea urchins—the event brought the ocean to life on land.

Dawn Mercer, Senior Ocean Biologist with DFO and Chair of the NL World Oceans Day Committee, kicked off this year's celebrations with energy and enthusiasm. Mercer was joined by a lineup of government and community leaders from fisheries, conservation, and education—including Kevin Anderson from the Marine Institute and Brody King, this year's Ocean Hero of the Year.

Young anglers took part in the Fish, Food, and Allied Workers Union's (FFAW-Unifor) magnetic fishing expedition, reeling in paper fish wrapped in plastic and fitted with small black magnets—cleverly crafted to represent species from Newfoundland and Labrador's fishery management zones. The hands-on activity offered a playful yet powerful lesson to the variety of marine species and the importance of sustainable fishing.

The biggest splash of the day came when 14-year-old Brody King from Change Islands was named "Ocean Hero of the Year" after spotting invasive green crabs creeping into local waters. His discovery shines a light on the environmental challenges facing our oceans—and just how important youth can be in protecting them. Asked what everyday people can do to help the oceans, Brody put it simply: "Littering is the main thing—keep the shorelines clean, and that helps keep the ocean clean."

"It's a big family event, but it's also a great opportunity to emphasize how crucial ocean health is to aquaculture," says Keith Sullivan, former FFAW President and current Executive Director of the Newfoundland and Labrador Aquaculture Industry Association (NAIA). "Efforts like beach cleanups and following best practices aren't just helpful—they're key to keeping our fisheries sustainable."

Sullivan shared an eye-opening insight: "We actually know less about the depths of our oceans than we do about outer space." His words were a stirring reminder of both the mystery and importance of our oceans.

As the events of the day ebbed, one thing was clear: the future of our oceans doesn't just belong in research labs or policy boardrooms—it's in the hands of kids with colouring sheets, teens with questions, and communities that care.



# Hook, Line, and Friendship: NL and Quebec Students Connect Through Sea and Story

**A YMCA youth exchange cast a net into Canadian culture and history, connecting students through a journey anchored in Newfoundland's enduring fishing tradition and deep bond with the sea.**

Fifteen local students participated in the YMCA Youth Exchanges Canada/Échanges Jeunesse Canada program this past April, travelling to Gatineau and Ottawa. During their visit, they explored key landmarks and institutions, including Parliament Hill, and cheered on the Ottawa Senators, gaining a deeper understanding and appreciation for Canada's cultural and political landscape.

The exchange continued when 21 students from Pierre Elliott Trudeau Elementary School (PETES) in Quebec visited Newfoundland and Labrador. The group was warmly welcomed and introduced to the province's time-honoured fishing traditions.

One of the highlights of their stay was a visit to Petty Harbour, hosted by the team at Fishing For Success at the Island Rooms of Petty Harbour. Students engaged in hands-on activities, including a speedboat tour led by Captain Leo, who shared insights into the local fishing and sealing industries. Other activities included an art session where students created twine crafts and painted over mackerel—reeling in the experience with the cherished tradition of kissing the fish to become honorary Newfoundlanders.

The experience was made possible in part by the Fish, Food & Allied Workers Union (FFAW), which generously donated \$500 toward the exchange to help cover expenses.



"The impact of this experience will last a lifetime—for both our students and those visiting from away," says Meagan Caren, president of the Physical Education Special Interest Council (PESIC).

"The connections made, stories shared, and lessons learned will stay with us for a lifetime. Here's to continuing to build bridges between our communities through culture and history, showcasing our rich fishing heritage that is so vital to our province's identity and economy."

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# Union Forum Magazine Moves to Opt-in Format for Mailed Copies

To continue receiving future copies of the Union Forum magazine at no cost, please complete the opt-in process by visiting [www.ffaw.ca/optin](http://www.ffaw.ca/optin) and submitting the form, or call the office at 709-576-7276 to have your opt-in recorded.

The Union Forum will follow a twice-annual publishing schedule moving forward: Winter and Summer.



Scan the QR code or visit [www.ffaw.ca/optin](http://www.ffaw.ca/optin)



## Your 2025-2028 Women's Committee

### IRO (Non-Fishing)

Flora Mills - Executive Board  
Vicki Morris - Labrador  
Jerri Lynn Lovell - West Coast  
Patsy Chaulk - Central  
Barb Beck - South Coast  
Danielle Oake - Avalon  
Chelsea Dicks - Young Worker

### Inshore (Fishing)

Nancy Bowers - Executive Board  
Rosalind Rumbolt - 2J  
Stacey Wilton - 4R  
Delores Penney - 3K  
Brenda Viscount - 3Ps  
Christina Sullivan - 3L  
Alicia Warford - Young Harvester



*Building union power & improving our communities*

## Is What You're Seeing Online Real? A Warning About AI-Generated Content

Courtney Glode  
Director of Public Affairs

Over the past year, the internet has changed in ways that most of us haven't fully realized. Artificial intelligence, known as AI, is now creating a large portion of what we see on social media every single day. Posts that look like they come from real people, news stories that seem legitimate, even videos of public figures speaking – most of what you see online is now generated, edited, or written entirely by machines. This makes it harder than ever to know what's real and what's not.

For FFAW members who use Facebook and other social media to stay informed about fisheries, government decisions, or community issues, this raises serious concerns. False or AI-generated information spreads quickly online and can influence how people think about important issues—from market conditions to union negotiations to environmental policy.

### What to Watch For

Here are a few red flags that a post, video, or article might be AI-generated or manipulated:

- **Overly polished images or videos.** AI-generated images often have small visual errors like mismatched hands, blurry backgrounds, or strange eyes.
- **Unfamiliar or sensational "news sources."** If you've never heard of a website or page but it's posting striking headlines, check if it's a legitimate media outlet.
- **Text that sounds human but lacks details.** AI writing often feels "off". It might repeat phrases, use vague statements, or avoid giving specific names or dates.
- **Profiles with no history.** Many AI or bot accounts share large amounts of content but have no personal posts, friends, or background information.
- **Too-good-to-be-true or outrage-driven posts.** Emotional manipulation, especially anger or fear, is one of the main ways false content spreads.

### Think Before You Share

Critical thinking online means slowing down before reacting or reposting. Ask yourself:

1. **Who posted this?** Does the source have a clear identity or organization behind it?
2. **Where did this information originally come from?** Can you trace it to a verified news outlet or government source?
3. **Why am I seeing this?** Oftentimes, viral content is designed to divide communities or influence opinions.
4. **Is there another side to the story?** If something seems extreme, look for a second reliable source.

### Protecting Our Communities

The fishing industry and coastal communities depend on trust, reliable information, and strong connections. As AI-generated misinformation becomes more common, verifying what we see online is becoming part of life.

The next time a post claims something dramatic about the fishery, management, or the union, take a moment to double-check before sharing. Real people's livelihoods and our collective voice depend on keeping truth at the center of our conversations.

## NEW LEAD NEGOTIATOR FOR FFAW

# Brian Miller



FFAW-Unifor is pleased to announce the hiring of a new Lead Negotiator. Brian Miller brings extensive experience in human resources and labour relations to his role with FFAW. His career spans public sector HR functions with a focus on employee and labour relations, including senior management roles in Newfoundland and Labrador and Saskatchewan. He has expertise in contract negotiation, grievance and arbitration processing, employee investigations, and dispute resolution.

As a young man, Brian fished with his father and uncle; he spent his thirteenth summer salting cod—a formative experience that connects him to the inshore fishery. His new role with FFAW is a return to his roots and an opportunity to support the advancement of the fishery and its workers.

## NEW REP FOR AREA 3L

# Shannon Chidley



FFAW-Unifor is pleased to announce the hiring of a new Member Representative for 3L, while our full time 3L Representative Miranda Butler is on leave. Shannon Chidley is from Renew's, and has a master's in Maritime Management and a bachelor's in Technology (Ocean Mapping) from Memorial University.

She brings a diverse background in marine operations including at-sea field work, hydrographic surveying, and environmental response, with experience as a fish harvester and strong familial ties to the fishery.

## NEW REP FOR 3PS

# Crystal Lynn Gorman



FFAW-Unifor is pleased to announce the hiring of the new Member Representative for 3Ps. Crystal Lynn Gorman is from Avondale and has a background in Business Administration at Memorial University. Crystal Lynn has been with the FFAW for roughly two years in the role of Executive Assistant to the President, and during that time has focused national advocacy and policy in areas of concern such as owner-operator rights, long-term sustainability of the inshore fishery and corporate concentration. Prior to joining the FFAW in May 2023, Crystal Lynn spent 15 years in ocean technology research/

Crystal Lynn brings dedication and passion to the position and has already started engaging with members in her area.

## NEW IRO MEMBER REPRESENTATIVE

# Chrissy Bloom



FFAW-Unifor is pleased to announce the hiring of a new IRO Member Representative. Chrissy Bloom joins the team in our Corner Brook office, bringing a strong background in human resources and more than a decade of experience in the wider public service with WorkplaceNL. Her work there focused on interpreting contracts and applying employment-related legislation, making her a valuable resource for all IRO members.

Chrissy also brings a proven history of union involvement. She was an active advocate and leader in her previous workplace, holding several leadership roles within NAPE's committee structures. Her commitment to workers' rights and her extensive expertise position her as an asset to the IRO team, and we look forward to the impact she will make in her new role.



The FFAW hosted a Women's Meeting in November in Deer Lake, inviting women from the region to come together for a day of education, discussion, and solidarity.

Women had the opportunity to connect with fellow union members and discuss challenges, opportunities, and their vision for the future.

A panel on Women in Leadership was moderated by Courtney Glode and featured Stacey Wilton, Patsy Chaulk, and Nancy Bowers. Stacey, Patsy, and Nancy all shared incredible insights on their path to leadership,

leaving attendees inspired and proud of the women we have leading change in their respective industries and workplaces.

Chrissy Bloom, IRO Member Representative, connected with the non-fishing attendees to build skills on developing local unions. On the fishing side, MI researcher, Kerri Ann Ennis, led a focus group on the use of PLBs and PFDs.

The next Women's Regional Meeting will be held in St. John's next fall. If you are interested in attending, please email [communications@ffaw.ca](mailto:communications@ffaw.ca) to get added to the list.

## Remembering Al McCarthy: A Gentle Giant of the Fishery

Al McCarthy was a true legend in Newfoundland and Labrador's fishery—not just for his skill as a harvester, but for the strength, respect, and calm leadership he brought to every table he sat at.

"He was a gentle giant," said former FFAW President Greg Pretty. "Al had a way of being very forceful without ever raising his voice. If you were unsure about an issue, you went to Al. He had a way of making you think twice—and he was usually right."

Al came from a proud Placentia Bay fishing family that moved to the west coast in the 1920s, settling there to make a living from the sea. Al made Highlands his home, where he became deeply involved in both his community and the union movement.

"In negotiations, Al treated companies with respect—and harvesters with equal respect," said Pretty. "If he had an idea that would benefit workers, he wouldn't let it go. And that persistence made a real difference."

Al played a key role in some of the most critical negotiations of his time—from herring to groundfish—sitting at the "big tables" and holding his ground. He was well respected not only by union members but also by the major fish companies he bargained with.

"He was one of the finest negotiators we ever had," said Pretty.

Al McCarthy leaves behind a legacy of dignity, loyalty, and leadership. His impact lives on in every fair deal struck and every voice heard at the bargaining table.



## The Spark That Lit a Movement: Irene Ploughman's Legacy

Irene Ploughman was more than a union member—she was a spark that lit a movement.

From the crab plant floors of Witless Bay to the highest offices of government, Irene carried with her a deep and unshakable sense of justice. She worked tirelessly not only for her coworkers, but for all workers—especially women—across Newfoundland and Labrador.

"Irene was born with a sense of social justice that we rarely see. We saw the spark in her early on. Irene was one of the forerunners of the entire women's movement in this union," said former FFAW President Greg Pretty. "Our Newfoundland workplaces were drop-kicked into the 21st century because of people like Irene."

Whether she was advocating on the plant floor, in union meetings, or pushing for fairness in government offices, Irene never stopped fighting for what was right.

"She was a force of nature. A fearless advocate for workers' rights, particularly women's rights," said former FFAW President Earle McCurdy. "Irene knew injustice when she saw it, and she did her level best to correct it."

Fierce, funny, loyal, and loved—Irene Ploughman stood shoulder to shoulder with fish harvesters, plant workers, industrial and retail workers, offshore workers, and every woman who needed an ally in the fight for fairness.



## FFAW-Unifor Mourns the Loss of Inshore Fishery Champion Max Short

On October 25, 2025, Newfoundland and Labrador lost a longtime champion of its fishing industry. Maxfield (Max) Short, former Inshore Director of the FFAW, passed away in St. John's at age 88.

Born on Christmas Eve, 1936, in St. Anthony, Max was raised in the now-resettled community of Lock's Cove in a fishing family. His father, Walter, was a strong supporter of the Union from its inception, which had a lasting impact on the course of Max's life. Max began his working life as an inshore harvester and diesel mechanic before a short stint as a Fishery Officer, which eventually led him to his role as Inshore Director with the FFAW, and later as Senior Advisor to the Federal Minister of Fisheries and Oceans.

"Max never forgot where he came from," said former FFAW President Earle McCurdy. "Max was very highly regarded throughout the fishing industry and by the people who met him. He thought his role with the Union, and later when he went on to work with the various Fisheries Ministers, was to do everything he could to help people. He was there in tough times after the moratorium, and things weren't easy."

Short's dedication to the betterment of others never wavered throughout his life. In this dedication, he served in advisory roles until the age of 82. His lifetime of achievements and advocacy were recognized when he was appointed to the Order of Newfoundland and Labrador in 2022 and received the King Charles III Coronation Medal in February 2025.

"Max Short's name has always been synonymous with the FFAW, for as long as I can remember," said FFAW-Unifor President Dwan Street. "Max has always been known to be a champion for the inshore, for rural Newfoundland & Labrador, and for the betterment of our Union. His commitment to the fishery was second to none and our province, and Union, have lost a true champion. Our condolences go to his family and to all who knew him."





# EMPLOYMENT OPPORTUNITY DOCKSIDE OBSERVER

The **Fish Harvesters' Resource Centres (FRC)** is presently accepting applications for the position of Dockside Observer with the Dockside Monitoring Program. The FRC will require additional Dockside Observers immediately in several communities throughout Newfoundland and Labrador in 2025.

The following communities are a priority.

**Conception Bay, Old Perlican/Bay de Verte, Southport/Gooseberry Cove, Hickman's Harbor/Lower Lance Cove, Change Island, Fogo Island, Bonavista/Catalina, Beaumont/Lushes Bight/ Port aux Basques, Woody Point/Trout River, Triton, Belleoram/St. Jaques/ Wreck Cove, Bay of Island, Flower's Cove, La Scie, Cartwright/ Black Tickle, Arnolds Cove, Southern Harbor, Stephenville**

The FRC provides dockside monitoring services to the province's fish harvesters in accordance with the requirements of Department of Fisheries and Oceans Canada (DFO). These services are provided under the Dockside Monitoring Program which is intended to provide accurate, timely and independent third-party verification of fish landings. The program represents an essential element of the resource management process and provides the fishing industry and DFO with the information required to manage and sustain a viable fishery for the future.

The successful applicant must have a high school diploma. Applicants should also possess good writing and communication skills and have access to their own vehicle. These positions are for seasonal work on a call-in basis.

**Training provided. Interested persons may email, fax or mail their application, complete with details on their work experience and education to:**

**Fish Harvesters' Resource Centres  
P.O. Box 1242, Stn. C  
368 Hamilton Avenue  
St. John's NL A1C 5M9**

**Email: ndavis@frc.nf.ca Phone: (709) 576-0292 Fax: (709) 576-0339**

**There is no deadline to apply.**

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 Shannon Chidley - Member Rep 3L (shchidley@ffaw.ca)  
 Miranda Butler - Member Rep 3L (on leave)

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 Johan Joensen - Member Representative (jjoensen@ffaw.ca)  
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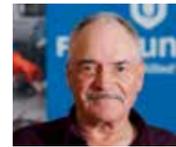
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