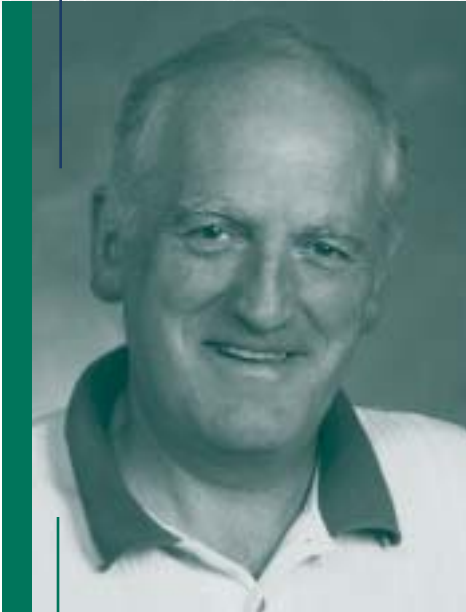


ON THE WATER

The Professional Fish Harvesters Certification Board Newsletter

Fall 2001

MESSAGE FROM THE EXECUTIVE DIRECTOR



Brendan Condon, a native of Calvert, took over as Executive Director of the Board in January 2000, following the retirement of former Executive Director Boyd Smith. Prior to taking the position, Mr. Condon had served 25 years with the Provincial Department of Fisheries and Aquaculture and was the Provincial Fisheries representative on the PFHCB Board of Directors.

Welcome to the first edition of On The Water. This publication by the Professional Fish Harvesters Certification Board is an effort to keep fish harvesters up-to-date on the happenings at the Board and to serve as a forum to promote fishing as a professional occupation. This newsletter is intended to provide a method of communication and service to fish harvesters on matters of general interest. Since its foundation in 1997, the Board has been involved in identifying and certifying qualified fish harvesters; operating and maintaining a fish harvester registration system; and developing a Code of Ethics and a Maintenance of Status policy.

Professionalization however, is about much more than the foregoing. Professionalization is about setting a course for the future fishery by ensuring that only bona-fide full-time harvesters have the first rights to licences, resources and other benefits from the modern industry. Professionalization is about training, especially for new entrants in order that they can attain the required knowledge, skills and understanding to be successful in the occupation of fishing. Professionalization

is about promoting among the general public a positive image of the fishery and how it contributes substantially to the economy of the province and to fishing communities. Finally, professionalization is about pride, empowerment and influence whereby vessel owners and crew members recognize they are part of a vibrant, modern occupation and not the job of last resort. Through professionalization, harvesters have a say in setting the standards for admission and advancement in their occupation. Continued success will depend on the strength of all fish harvesters working together. A professional industry is essential in order to improve the status and earning potential of those already in the industry and those contemplating a career in the fishery.

If you have any comments regarding any of the articles in this newsletter, please drop us a line. Your input will be greatly appreciated.

A handwritten signature in black ink that reads "Brendan Condon". The signature is written in a cursive, flowing style.

BRENDAN CONDON, Executive Director

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WEB SITE LAUNCHED

The Board's new web site is now up and running at:

www.pfhcb.com

In addition to providing an advanced method of communication and service to professional fish harvesters, it is designed as a means of heightening the overall awareness and understanding of fish harvester professionalization amongst harvesters, industry personnel, and the general public.

The site includes details of the certification criteria, maintenance of status criteria, education and training requirements, links to other industry related sites, and much more information about the Certification Board and fish harvester professionalization. It's a user-friendly site that is easy to navigate, so log on today and let us know what you think.

MESSAGE FROM THE CANADIAN COUNCIL OF PROFESSIONAL FISH HARVESTERS

I wish to congratulate the Newfoundland and Labrador Professional Fish Harvesters Certification Board on the release of its first newsletter. Newfoundland and Labrador is indeed unique and is at the forefront of fish harvester professionalization in the country, in that it was the first province to introduce legislation to certify participants in the fish harvesting sector. The Fish Harvesters Board in Newfoundland and Labrador has attained a number of important goals, namely: it has given harvesters status similar to other skilled occupations; it has promoted access to education and training, and; it is changing the public image of fishing.

The Newfoundland and Labrador Board is also an important and active affiliate of the Canadian Council of Professional Fish

Harvesters. What is the role of the Canadian Council? The Canadian Council of Professional Fish Harvesters is a National Sector Council that represents professional fish harvesters across the country. Part of its mandate is to guide and support the professionalization of the industry through the establishment of professional certification boards at the provincial or regional level. The Canadian Council is an advocate on behalf of harvesters and represents their interests on national issues of common concern.

On the national scene, in addition to Newfoundland and Labrador, a provincial Professional Certification Board is now in place in Quebec. Professional certification councils have been established in British Columbia and Prince Edward Island and professionalization steering committees are actively working on



regional certification proposals for both the Southern Gulf and the Scotia Fundy regions. It is anticipated that within the near future professional certification regimes will become a reality for all fish harvesters across Canada. Again, I applaud the efforts of your Board and of the fish harvesters of Newfoundland and Labrador for their support of professionalization in the fishing industry.

Daniel Bernier
Executive Director, CCPFH

MESSAGE FROM THE CHAIRMAN

As Chairman of the Professional Fish Harvesters Certification Board I am pleased to introduce our first newsletter. My involvement with professionalization goes back over 10 years when a group of like-minded fish harvesters and industry officials first met to discuss the

concept of certification. At that time, approximately 30,000 individuals were licenced as fishermen by DFO in what was an almost open access system, which was very loosely controlled. Anyone then could be registered as a fish harvester and people with permanent full-time jobs were able to acquire licences and compete with harvesters who depended on the fishery for their living. This system had to change and consequently with wide-spread support and through community consultations with fish harvesters, professionalization was introduced in 1996.

Professionalization began with fish harvesters ourselves and must remain in the hands of harvesters. What has it meant to professionalize? Professionalization means that as harvesters we can regulate our own profession and set standards for those who enter and wish to stay in the occupation. It means that professional harvesters are and must continue to be distinguished from recreation, subsistence, and part-time people in the industry. Only professional fish harvesters should be registered with the Fish Harvesters

Board and only certified harvesters should be entitled to licences, income support programs such as fisheries EI and other government services. The negative image of fishing is changing as professionalization is promoting the positive aspects of the occupation and the industry. I am satisfied that the important milestone of a professional fish harvester has finally been achieved and fishing is now being recognized for what it is - a profession. It is a demanding profession. It is one that requires technical and managerial skills in many fields including navigation, harvesting techniques, maintenance, and a broad knowledge of fish species in addition to complex fisheries regulations. As a full-time professional fisherman I realize there are many challenges ahead but with a well-trained, educated and professional work force, I believe these challenges can be overcome. I look forward to your comments on our newsletter.

William Broderick

Bill Broderick
Chairman



Bill Broderick, Chairman of the Professional Fish Harvesters Certification Board, is a Fish Harvester from St. Brendan's, Bonavista Bay.

UP GRADING YOUR CERTIFICATION LEVEL

Upgrading Criteria

In order to upgrade from Apprentice to Level I and from Level I to Level II harvesters are required to complete a defined number of full-time fishing years and accumulate a specific number of education credits. These education credits can be attained through the completion of recognized courses and/or programs, with one credit usually being equal to one day of training.

Course Availability - Marine Institute

The Professional Fish Harvesters Certification Board will be working closely with the Marine Institute this fall and winter in an effort to offer professionalization courses in all regions of the province.

A 12 week fish harvester training program has been developed by the Marine Institute, which will include skills training in Navigation, Safety,

Additionally, the Marine Institute will be offering its regular community based Fishing Masters programs throughout the province this winter. The Fishing Master programs will also earn harvesters credit toward certification upgrading. For example, successful completion of the current Fishing Master Class 4 program (9 weeks) is worth 50 credits toward certification upgrading.

Harvesters are reminded that with a minimum of 12 participants, the Marine Institute will bring their community based harvesting courses to any community in the province. In addition, the Marine Institute also offers a wide range of on campus courses in St. John's.

For more information on professionalization courses contact Mark Dolomount at the Professional Fish Harvesters Certification Board office 722-8170, or Jerome Canning at the Marine Institute School of Fisheries 778-0514.

Course Availability - Other institutions

Various other schools and colleges throughout the province periodically offer courses and programs through which harvesters are able to receive upgrading credits. For example, welding courses, navigation courses, mechanical courses, etc. Harvesters are encouraged to contact their local training college for a complete list of available courses/programs. However, it is recommended that harvesters contact the Certification Board prior to entering these courses in order to determine how many credits they will receive toward their certification upgrading.

Funding for Training

Human Resources Development Canada has several programs through which funding can be secured for industry related training. Harvesters are encouraged to contact their local HRDC office to inquire about their eligibility for training funding, including funding for tuition fees, travel expenses, childcare expenses, etc.



In recent years more and more harvesters have been enrolling in Fishing Master Programs. Many require the certificates to fulfill Transport Canada crewing regulations others are simply interested in upgrading their skills. Above is the Fishing Master III class in Carbonear, Winter 2001.

Additionally, harvesters who have previously completed training courses (ie. fishing related training, trade courses, university courses, etc.) can receive credits by forwarding their certificates, diplomas or transcripts to the PFHCB board office for assessment. Harvesters who are interested in upgrading their Certification Level should know exactly what their individual requirements are, and are invited to contact the Board office for those details.

Fishing Methods, General Maintenance, Net Making and Repair, Fisheries Resource Management, and other harvesting related subject areas. This program will be worth 60 credits and will be open to Apprentices and Level I's who want to upgrade to the next certification level. Pilot locations for the 12 week program will be Stephenville, Grand Falls, Burin and St. John's. Information packages, including application forms, will be mailed to Apprentice and Level I harvesters in October.

PLAR PROJECT A SUCCESS

During the spring of 2000 and 2001 over 350 Apprentice and Level I harvesters participated in PLAR and obtained credits toward their certification upgrading. PLAR, which stands for Prior Learning Assessment and Recognition, enabled qualified harvesters with years of full-time fishing experience to be assessed and get education credits for skills and knowledge they had acquired from on-the-job work experience. A total of 80 credits were available through PLAR, consisting of 11 different assessment subjects worth 5-10 credits each.

rate was 91%, and over 10,000 education credits were awarded, saving harvesters valuable time and money.

Response to the project was extremely positive, and more PLAR assessments are planned for this fall. In order to participate, harvesters must have been registered with the Board and have fished full-time for a minimum of four seasons. If you have any questions about PLAR, or your eligibility to participate, contact the Board office at 722-8170.



PLAR Assessor Jim Chidley of Renews (right) discusses aspects of assessing chartwork skills with Certification Coordinator Mark Dolomount. Participants were assessed in their understanding of chartwork as part of the Navigation and Safety Assessment under PLAR.

Participants met one-on-one with trained Level II assessors who graded them on their ability to demonstrate the required skills and knowledge in the subject being assessed. For example, the Pot Fishing assessment required the participant to demonstrate their knowledge in the basic design and construction of pots, equipment and deck layout required to fish pots, various fishing techniques involved in pot fishing, etc. Each assessment was between ½ hour and 2 hours in length, depending on the subject and the skill level of the harvester.

In total, 16 assessors conducted over 1,600 assessments in 17 different communities throughout the province. The overall success

FISH FACTS

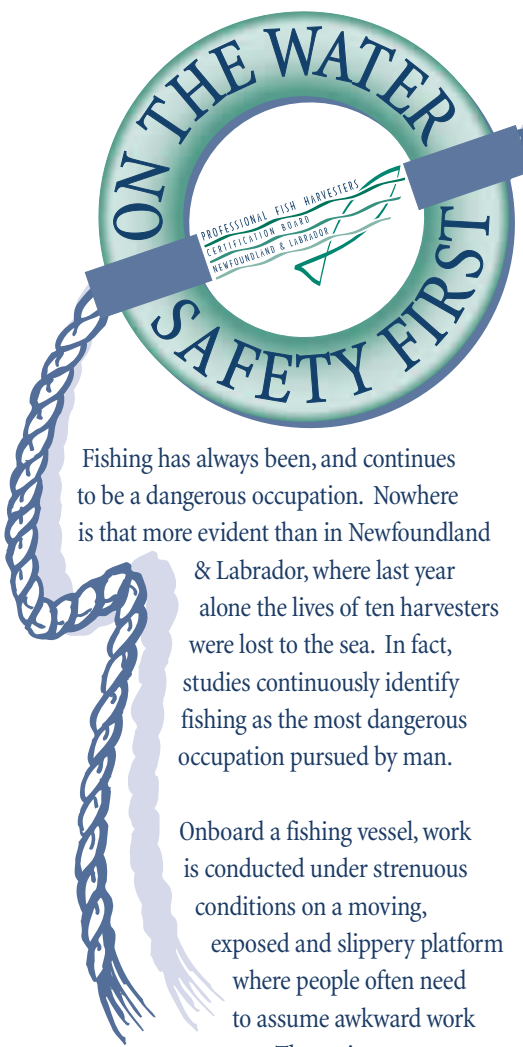
- More than 40 species of fish are commercially harvested from NF & LAB waters.
- A shrimp's heart is in its head.
- The record number of fish observed being held at one time in a puffin's bill is 61.
- If NF & LAB's jagged shoreline were straightened out, it would stretch almost halfway around the globe (about 19,300 kilometres).
- Seaweed is the fastest growing plant in the world.
- Kelp helps heal wounds by removing harmful bacteria.
- In 2000, the total production value of the NF & LAB fishery exceeded \$1 billion, with a record landed value of \$581 million.
- It is estimated that 15 million fish harvesters are engaged in commercial fisheries throughout the world. Of that total, NF & LAB harvesters account for about 1/10th of 1%.
- GPS (global positioning system) is operated by the U.S. Dept. of National Defense using a constellation of 24 satellites, and can be accurate to a matter of inches.

UPDATE OF RECENT COURT PROCEEDINGS

The Professional Fish Harvesters Certification Board appeared in the Supreme Court of Newfoundland and Labrador on June 22, 2001 to present an Application to the court to strike out portions of a Statement of Claim by Wallace Wrice against the Board. Mr. Wrice claimed various forms of relief against the Board and challenged its authority under the Professional Fish Harvesters Act. The Board applied to the court to dismiss all or part of Mr. Wrice's statement of claim in order to try to narrow the issues in the dispute and try to shorten what could be a lengthy and costly trial.

On June 22, 2001 the court dismissed Mr. Wrice's claim that the Board was in breach of the Privacy Act. The court determined that evidence must be heard on the remaining issues which will now proceed to trial.

It is expected that a trial date will be set for Winter 2002, at which time the court will hear evidence on each of the items in Mr. Wrice's Statement of Claim. The Board will notify harvesters as to the outcome of the court proceedings.



OVERCOMING THE DANGERS OF FISHING

Fishing has always been, and continues to be a dangerous occupation. Nowhere is that more evident than in Newfoundland

& Labrador, where last year alone the lives of ten harvesters were lost to the sea. In fact, studies continuously identify fishing as the most dangerous occupation pursued by man.

Onboard a fishing vessel, work is conducted under strenuous conditions on a moving, exposed and slippery platform where people often need to assume awkward work postures. These circumstances cause constant physical strain and contribute to long-term fatigue, which is often worsened by excessively long working hours. Vessels carrying large or shifting loads increase the risk of injury and loss of stability, with consequent dangers of capsizing or losing people overboard.

Harvesters are often obliged to perform multiple tasks under fast-paced conditions. Certain gear types are inherently dangerous, particularly when the weather is bad. Both vessel and gear require good maintenance, which sometimes gets overlooked. In short, the very nature of the work is dangerous.

However, a dangerous work environment does not mean that accidents and fatalities are inevitable. On the contrary, studies indicate that the majority of accidents at sea are avoidable, and that harvesters are able to significantly reduce their risk of an accident by engaging in safe fishing practices. Prevention (suitable equipment, training, experience, awareness and judgement to avoid getting into trouble in the first place) is the harvester's first line of defence against potential accidents and fatalities. Equally important is understanding the elements of survival and self-rescue (the equipment, attitudes and training necessary to survive when things start to go wrong). This is the harvester's second line of defence and is critical in assuring that accidents don't result in fatalities.

The importance of quality safety training in reducing loss of life through prevention and survival of accidents cannot be over-emphasized. With the proper skills, knowledge, attitudes and equipment harvesters are able to decrease the likelihood of an accident at sea, while increasing the likelihood of survival should things go wrong.

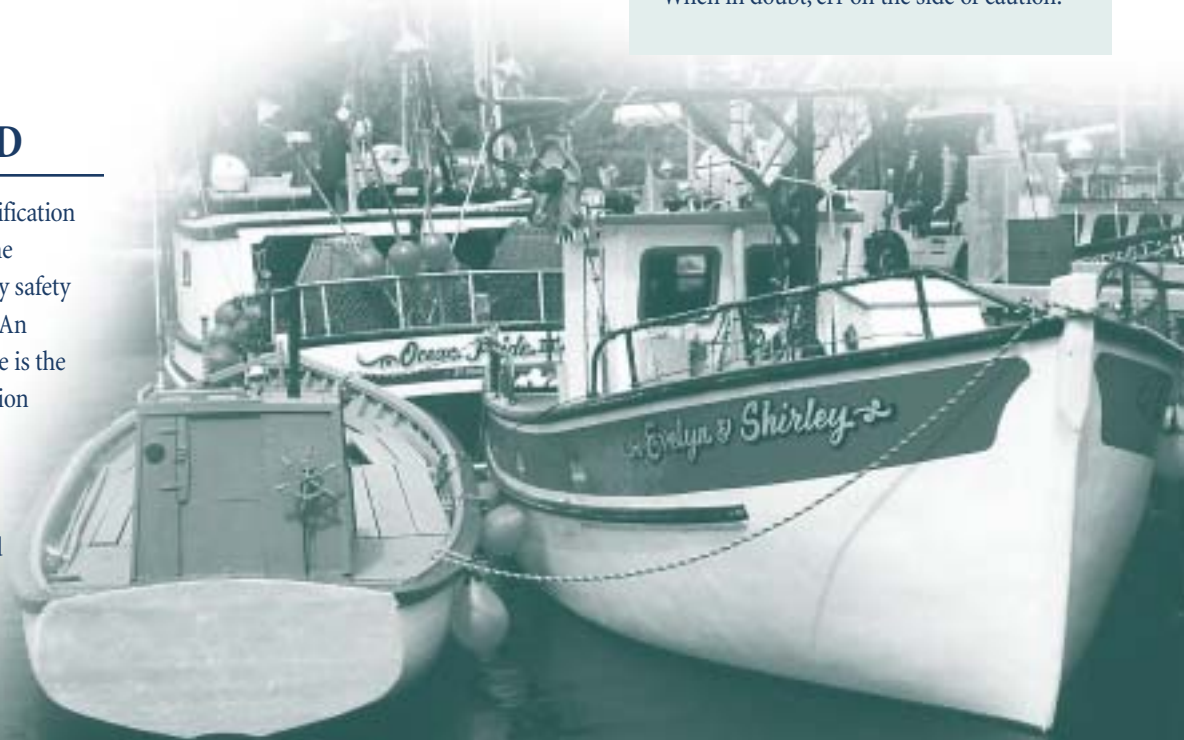
An integral component of professionalization is the promotion of safety. The Board encourages all professional fish harvesters, from the first-year apprentice to the most experienced skipper, to make safety a priority. For information on safety training contact the Board office at 722-8170.

SAFETY TIP

Inclement weather is one of the leading causes of accidents and fatalities at sea. Always plan and conduct fishing operations based on reliable weather information. Monitor the marine weather forecast before making any sailing plans, and continue monitoring while at sea. When in doubt, err on the side of caution.

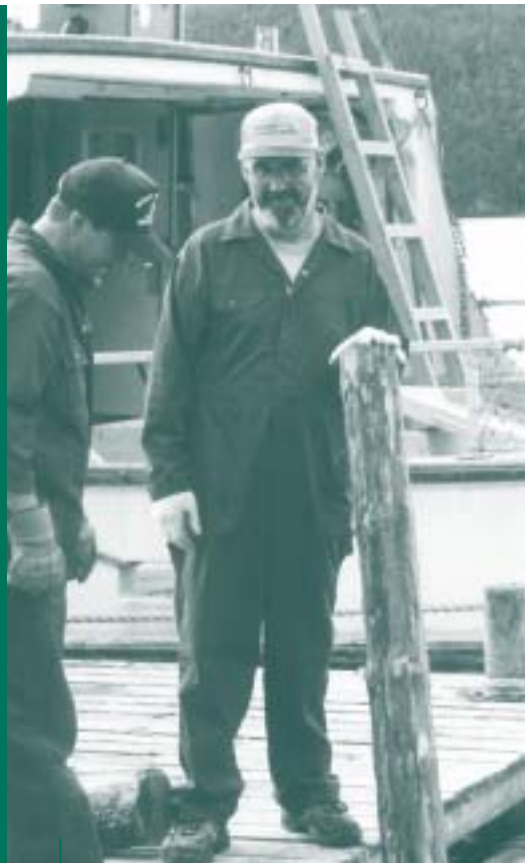
SAFETY COURSE BEING DEVELOPED

The Professional Fish Harvesters Certification Board is currently working towards the development and delivery of a five-day safety course for apprentice fish harvesters. An important part of the Board's mandate is the promotion of safety, and the certification criteria includes a safety requirement for Apprentices and New Entrants. The course, to be entitled Basic Safety for Apprentice Fish Harvesters, should be ready for delivery throughout the province in 2002.



HARVESTER PROFILE - JOHN NOEL OF BRIDGEPORT

Meet John Noel, from Bridgeport, New World Island. For nearly half a century John has continued a Noel family fishing tradition that dates back at least four generations.



John Noel (right), with fishing partner Robert Noel, work to repair the family wharf in Bridgeport, New World Island. August, 2001.

In many ways John is no different than other Newfoundland and Labrador men his age who have made fishing their life. As a boy he began learning the craft from his father, with his first earnings coming from meshed tomcods picked from the back of his father's codtrap. He has since seen good times and bad, from years when ten or more boats were filled from a single trap, to years ruined by market gluts and water-hauls. He recalls one particular year on the Labrador, sleeping to the sounds of cod and capelin rustling on the surface of the water, when his crew shipped 1,400 quintals of salt-bulk cod. But then there was the year when he refused to spend his last cent in order to avoid being penniless.

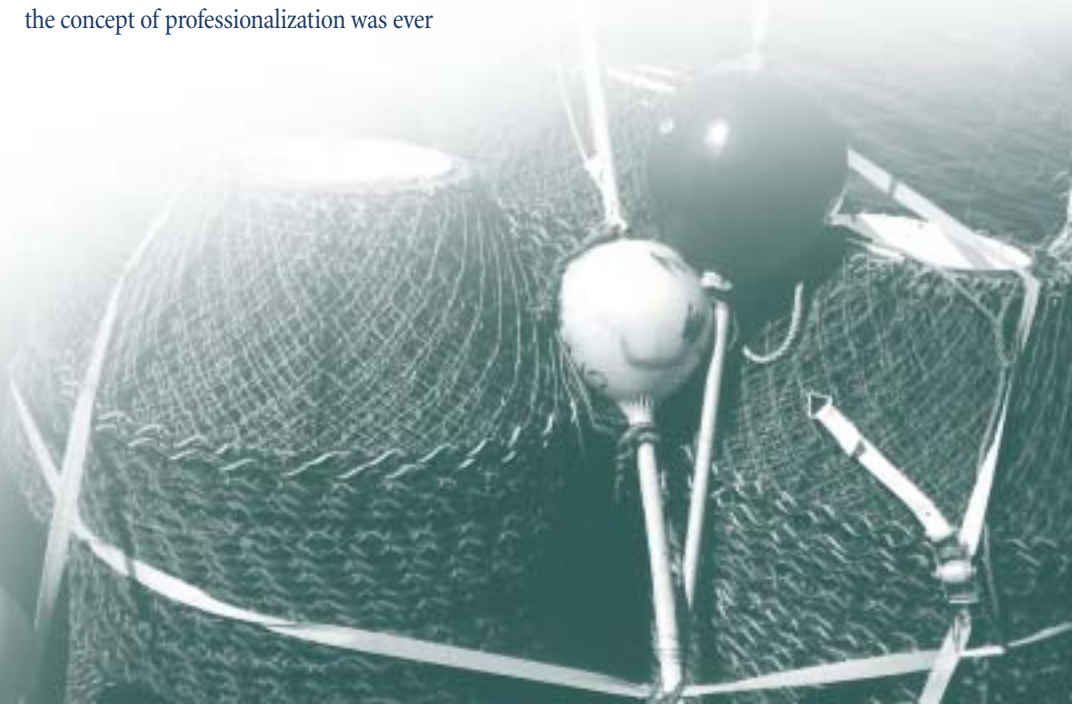
John Noel however, despite his modesty, is not an ordinary man. His attachment to the fishery is equaled by his attachment to his community. He has been involved with the Harbour Authority, Credit Union, Development Association, Local Improvement Committee, and the list goes on. Most noteworthy is that from 1970 to 2000 he spent thirty years as chairman of the Bridgeport Fishermen's Committee (a truly admirable committee, incorporated with its own vendor number used to purchase supplies on behalf of members, and owner/operator of its own property and premises). John remembers agreeing to take the chairman position from Uncle Ambrose Jennings, but only when "Uncle Ammie" agreed not to die and to help him in every way he could. During John's time as chairman, the committee received an award for being the longest standing fishermen's committee in the province, with a connection back to the Federation of Fishermen and to a committee established in the area by William Coaker at the turn of the century.

Looking to the future, John acknowledges the importance of young fish harvesters who are well educated and conservation minded. In fact, the Bridgeport Fishermen's Committee was ahead of its time, when it came to fish harvester training. With John as chairman, the committee sponsored community based training courses for its members long before the concept of professionalization was ever

introduced. John himself can certainly attest to the value of education. Having left school early to pursue the fishery, he later returned to college for two years in order to obtain his Grade 11 diploma and to complete a trade in Diesel Mechanics. He later went on to complete his Class IV Fishing Masters, and to teach the Lifeline safety course to fish harvesters throughout the province.

He has witnessed many changes over the years, none greater than the downturn in northern cod and the switch to a dependency on snow crab. In recent years John has fished lobster in his own speedboat, before joining his brother Gerald and cousin Robert onboard their longliner "Amanda and Brothers" to fish crab and groundfish. He has also ventured into aquaculture, producing blue mussels at sites in Bridgeport Harbour and Thwart Island, an indication of his entrepreneurial nature and ability to roll with the times.

At the age of 59, and with uncertainty surrounding both cod and crab, John has toyed with the idea of retirement. However, to see the smile on his face as he works with his fishing partners to replace the wharf in front of the family fishing premises, he certainly appears to have a few good years left in him yet!



FREQUENTLY ASKED QUESTIONS

Many harvesters have inquired about the details surrounding the 75% fishing income requirement under the Board's Maintenance of Status Policy. Since this requirement is such a key part of the certification criteria, it is important that these details are explained and any misconceptions clarified.

Q Why is there a 75% fishing income requirement?

Without clear-cut criteria, it would be impossible for the Board to distinguish between full-time professional fish harvesters, and those individuals whose primary employment is outside the fishery, but who use the industry to source its benefits. Therefore, fish harvesters themselves recommended the 75% income requirement as part of the professionalization criteria. This 75% rule, (which has been used by provincial and federal government departments in relation to the fishery for many years) was agreed to by fish harvesters as a means to identify and protect full-time harvesters.

Q How does the 75% income requirement work?

This criterion requires fish harvesters to earn 75% of their earned income from fishing during the fishing season. The fishing season is normally defined as May 1st to October 1st (with a 30 day grace period). Earned income does not include EI, business income, rental income, investment income, workers compensation, pension income, etc. This rule does not prevent or discourage full-time fish harvesters from seeking employment outside their fishing season, or from investing in business opportunities. There is provision for the Board to consider extenuating circumstances while implementing the 75% rule and there is also provision for fish harvesters to apply for a leave of absence from fishing, for up to two years, to work outside the fishery.

Q What if I don't meet the 75% requirement?

New entrants, who are required to show a primary commitment to the industry, must meet the 75% income requirement in order to be eligible for certification renewal. Harvesters who have been fishing full-time for any number of years will only be denied certification if they go more than two years without meeting the 75% requirement.

For more information on this or any other question related to the certification criteria please contact the Board office at 722-8170 or by email at pfh@pfhcb.com.

PFHCB BOARD OF DIRECTORS

The Board of Directors, as determined by the Professional Fish Harvesters Act, is comprised of 15 voluntary members appointed by the Minister of Fisheries and Aquaculture on the recommendation of fish harvester associations and other agencies represented on the Board. Members are appointed to three-year terms, and are chosen in a manner which ensures that all areas of the province and different fleet sectors are represented on the Board.

YOUR CURRENT BOARD OF DIRECTORS IS AS FOLLOWS:

NIGEL WELSH
*Association of NF & LAB
Fisheries Co-operatives*

EARLE MCCURDY
Fish Food & Allied Workers

FR. DESMOND MCGRATH
Fish Food & Allied Workers

BILL BRODERICK
Fish Food & Allied Workers

MIKE NOONAN
Fish Food & Allied Workers

DWIGHT SPENCE
Fish Food & Allied Workers

CYRIL DALLEY
Fish Food & Allied Workers

CHES CRIB
Fish Food & Allied Workers

REX MATTHEWS
Department of Fisheries & Aquaculture

KEN CAREW
Department of Fisheries & Oceans

DEREK TOBIN
Department of Fisheries & Oceans

BARRY ROBERTS
Department of Education

DAVE BONNELL
Marine Institute of Memorial University

CALVIN SMITH
Human Resources Development Canada

SHARON TAYLOR
Representative-at-large

FORMER MEMBERS OF THE BOARD OF DIRECTORS INCLUDE:

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Harvester, Little Harbour East

KEVIN NORMORE
Harvester, L'Anse au Loup

BILL WALSH
Harvester, Cartwright

TOM BEST
Harvester and Chairman, Petty Harbour Co-op

GARY BROCKLEHURST
Department of Fisheries and Oceans

TOM CURRAN
Department of Fisheries and Oceans

BOB O'NEIL
Human Resources Development Canada

LES O'REILLY
Marine Institute of Memorial University

FRANK MARSH
Department of Education

NEIL ANDERSON
*Association of NF & LAB
Fisheries Co-operatives*

BRENDAN CONDON
*(current Executive Director)
Department of Fisheries & Aquaculture*