



Liberal Party of Newfoundland and Labrador Response to FFAW-Unifor Election

- 1. Investing in the Future of the Inshore Fishery**
 - a. Will your government support FFAW-Unifor's recommendation to incrementally increase northern cod harvest rates as the stock grows?**
 - b. Will your government continue to promote and invest in technology and infrastructure needed to establish new groundfish fisheries?**
 - c. Will your government continue to support the federal government's commitment to allocate the first 115,000 metric tons of northern cod to owner-operator fish harvesters and Indigenous groups?**

Cod isn't just part of our economy. It's part of our identity. Once one of the largest in the world, the Northern cod stock was primarily why people settled along our east, north east, and southern Labrador coasts.

Thanks to overfishing, environmental changes and poor management, the collapse of the northern cod stock triggered nothing short of socio economic devastation for Newfoundland and Labrador with a massive lay-off and consequently, outmigration of many young people. No one wants a repeat of that devastation. We will make sure of it.

The rebound of Northern cod stocks remains a focus for the fishing industry as well as coastal communities. Indeed, the rebound of cod is on our radar collectively as people, because, again, it's part of our identity. And it is certainly a focus of our government. Because of its economic and cultural value to Newfoundlanders and Labradorians, it is imperative that we rebuild this fishery in a sustainable manner and optimize its value for our fish harvesters, processors, workers, and coastal communities.

A rebuilding plan is essential, and must factor in the health of forage species like capelin as well as predators like seals. We must follow a precautionary and evidence-based approach to resource management.

Our decisions must be led by science. If the science supports incremental increases, we support this.

Incremental increases, if supported by science, would not only allow the stock to rebuild, it would allow the industry to build capacity gradually, improving technology and infrastructure while identifying markets.

We believe the Liberal Party of Newfoundland and Labrador has the best capacity to advocate on our people's behalf with the federal government. We advocated for the need for science-based fisheries management decisions during the Standing Committee on Fisheries and Oceans consultations in 2016, and welcomed the federal government's commitment of \$14 million over five years to conduct full Northern cod stock assessments.

The Federal Government's renewed investment in, and commitment to, fisheries science, is crucial as we move forward to sustainably harvest cod. This process brings harvesters to the table with DFO scientists when reviewing the state of fish stocks, and results of such assessments are shared with the public. This collaborative evidence-based approach is vital to a sustainable cod fishery.

Planning for the revitalization of, as well as the establishment of new, groundfish fisheries has been a focus of this government since Day One. We have taken significant steps to achieve these goals through the establishment of a Fisheries Advisory Council and the Seafood Innovation and Transition Program in our first budget. The Seafood Innovation and Transition Program has supported growth, innovation and diversification in the province's seafood sector, including initiatives to make the transition from shellfish to a groundfish-dominated industry in the future. Our provincial investment in the Seafood Innovation and Transition Program has leveraged millions in further investment from other sources.

We are also proud to have secured \$100 million through the Atlantic Fisheries Fund. As part of the Atlantic Growth Strategy, the Atlantic Fisheries Fund is creating new opportunities for provincial producers of sustainably sourced, high-quality fish and seafood products. These investments are driving innovation, growth and diversity by providing important financial support to harvesters, processors, aquaculture operations, academia and other stakeholders throughout Newfoundland and Labrador.

We have invested in critical projects like WWF Canada's Northern Cod Improvement Plan and the Centre for Fisheries Ecosystem Research's studies into residency and stock dynamics of cod. From funding for a halibut quality initiative to onboard groundfish handling, we are investing in the diversification of our fishery.

We have long advocated for the principle of adjacency and its entrenchment in federal fisheries legislation. Newfoundlanders and Labradorians should always be the primary beneficiaries of natural resources off their coast. We advocated for adjacency at the Standing Committee referenced above. Our provincial Fisheries Advisory Council echoes the stance that the principle of adjacency should be

included in the federal Fisheries Act, consistent with the UN Convention on the Law of the Sea, as well as the Atlantic Accord Act.

We are supportive of the federal government commitment to allocate the first 115,000 metric tons of northern cod to owner-operator fish harvesters and Indigenous groups.

2. Transparency in Fish Price Negotiations

Will your government commit to collecting from fish processors accurate information on all product forms processed in Newfoundland and Labrador, including information on production, yield, and domestic and international prices for all species of fish, and accompanying by-products processed in Newfoundland and Labrador?

Our government is committed to transparency and evidence based decision-making, and appreciates the concerns raised around the need for accurate information from processors to properly inform the Price Setting Panel to ensure that our fishery benefits processors and harvesters fairly.

Given investments via the Seafood Innovation and Transition Program and the Atlantic Fisheries fund have been aimed in part at preparing the harvesting and processing sectors to adopt more efficient and innovative technologies to increase utilization, higher returns and decreased production costs, it is particularly timely to seek updated and accurate pricing information in consultation with all stakeholders.

3. Supporting Young Fish Harvesters

Will your government commit to review and invest in the future of the Newfoundland and Labrador fishery through a program that will support young harvesters to invest in their own enterprise?

Our Government is diversifying the economy while supporting a historic return to traditional sectors as they reclaim their rightful roles in a sustainable, diverse and long-term economy.

We recognize that a sustainable future for our fishery must engage and enable young people to carry the industry forward. As we continue to explore opportunities to expand the fishery, the recently constituted Fisheries Advisory Council is a valued resource for input and guidance for growing the fishery, and one of their focus areas is harvester succession and attracting new people into the industry.

Succession planning and supporting young harvesters is crucial to youth recruitment and retention, as are they to the overall future of the fishery and rural Newfoundland and Labrador. Our government welcomes the input of FFAW and other stakeholders on how to facilitate harvester succession and youth recruitment and retention in the fishery.

4. Fish Processing Sector Safety Council

Will your government establish a fish processing sector safety council with or without the endorsement of employer groups?

The disproportionately high lost-time injury rate in fish processing is deeply concerning to our government. Our government has engaged with the FFAW on this matter. Working together, we can find solutions to the many health and safety challenges found in fish processing plants throughout the province.

Overall, our government has made strides in preventing workplace injuries and in helping workers injured on the job. For example, we've increased the income replacement rate for injured workers in Newfoundland and Labrador from 80 per cent to 85 per cent of their pre-injury (before tax) net income.

We've also launched a five-year workplace injury prevention strategy through WorkplaceNL and the Occupational Health and Safety Division of Service NL after consultation with injury prevention partners. The strategy encourages collaboration with all workplace parties and safety partners to build a strong safety culture in Newfoundland and Labrador.

In Newfoundland and Labrador, four safety sector councils currently promote occupational health and safety within industry: 1) Newfoundland and Labrador Construction Safety Association; 2) Forestry Safety Association of Newfoundland and Labrador; 3) Municipal Safety Council of Newfoundland and Labrador; and 4) Fish Harvesting Safety Association of Newfoundland and Labrador.

These organizations work with employers and workers to share best practices and educate industry about workplace hazards.

The strategy has as one of its objectives that WorkplaceNL and its partners will provide the supports necessary to advance industry sector councils and industry-led safety programs and initiatives, and has identified as a strategic opportunity promoting the development of safety sector councils in high-risk areas such as manufacturing, fish processing and health care.

5. A New Model for the Aquaculture Industry

Will your government introduce legislation that requires all aquaculture companies operating in Newfoundland and Labrador to establish, as part of a Condition of License, a yearly production plan, outlining job numbers and weeks of employment?

How will your government maximize value of aquaculture development and ensure the industry offers secure, adequate work?

Our Government recognizes the vast economic potential of the aquaculture industry, which is why aquaculture has been a key focus of our Cabinet Committee on Jobs, and why we launched the Way Forward on Aquaculture.

We are committing to increase commercial salmon production to 50,000 MT and commercial mussel production to 10,750 MT, and consequently, generate 1100 additional person years of employment, doubling aquaculture employment in the province.

In September 2018, Grieg NL officially launched their \$250 million aquaculture project in Placentia Bay. The Government of Newfoundland and Labrador will provide repayable support towards the development, totaling up to \$30 million. The project is currently employing close to 200 people, and is expected to generate more than 800 new jobs once full production is reached. This estimate is based on the company's prediction of approximately 440 direct jobs at Grieg NL and processing facilities, and approximately 380 other jobs in affiliated sectors.

A financial and economic impact analysis by the Department of Finance estimates that once fully operational in 2025, this project will generate \$33 million in labour income and \$82.5 million in Gross Domestic Product annually.

As the Grieg NL project successfully satisfies employment and performance targets, including a Women's Employment Plan for the project that meets the approval of the Deputy Minister, the Government of Newfoundland and Labrador will provide repayable financial assistance to support the development, totalling up to \$30 million, through the Aquaculture Capital Equity Program.

The Way Forward on Aquaculture committed to updating aquaculture policies in consultation with stakeholders, and we welcome the input of FFAW. Increasing transparency and accountability in the sector is something we are supportive of as a government.

The process followed with Grieg and the conditions imposed upon them is the benchmark going forward for accountability and transparency around the benefits of such projects to Newfoundlanders and Labradorians.

The aquaculture supply and service sector is creating real opportunities for both new startups and established companies in Newfoundland and Labrador, creating new employment and maximizing industry competitiveness.

Actions Identified within our government's work sector plan on aquaculture include:

- Responding to the human resource needs of the industry with tailored labour market supports, immigration attraction, and efforts to help make youth aware of opportunities in aquaculture;
- Responding to the capital and infrastructure needs of the industry by adjusting government funding programs and exploring partnership opportunities to develop facilities that strengthen the value chain for mussel and salmon producers;
- Responding to the public awareness and market access needs of the industry by developing a marketing strategy that promotes products and builds public trust;
- Responding to the needs of provincial entrepreneurs by promoting opportunities for aquaculture supply and service companies, which in turn creates new employment and maximizes industry competitiveness; and
- Responding to the public's need for sustainable aquaculture development by, as mentioned above, reviewing all provincial policies related to aquaculture, including the provincial Code of Containment and other measures used to promote sustainability, which ensures the province remains a leader in best practices for years to come.

We've invested hundreds of thousands of dollars under the Labour Market Partnership Program for the Newfoundland Aquaculture Industry Association to assist in the development of a human resource plan for the aquaculture industry in our province.

The Labour Market Partnership Program is used to encourage, support and facilitate labour force adjustments and human resource planning activities.

We've invested over \$1.5 million through the Atlantic Fisheries Fund for projects focused on improved technology and increasing aquaculture research to improve sustainability.

And we're investing \$237,000 in the development and delivery of a new 18-week Aquaculture Training Program at CNA Burin campus, commencing Fall 2019. This is a joint program partnership between CNA and the Marine Institute.

As a result of these types of investments, Newfoundland and Labrador is poised to become one of the largest aquaculture producers in the country.

6. Impact of Oil and Gas Activity on Fishing Industry

Will your government commit to a robust process to review the impact of offshore oil and gas development on the fishing industry?

Will your government fund research on the impact of seismic testing and activities associated with oil and gas development on fish stocks?

How will your government ensure other marine operators, such as the oil and gas sector, fulfil their responsibility to invest in science on commercially important fish species and the marine environment?

Our province currently has in place a robust environmental assessment process. Companies planning seismic activities are encouraged to consult with fishing industry representatives to mitigate any impacts on fishing activities.

We support measures based on scientific information that will contribute to biodiversity and promote healthy and sustainable marine ecosystems and fish stocks.

We have stated to the Federal Government on numerous occasions the need to balance its approach by recognizing, when establishing Marine Protected Areas, the economic importance of and opportunities provided by the ocean.

The federal government just announced their approach going forward to marine conservation networks, including two distinct forms of protection – marine protected areas and other effective area-based conservation measures, such as marine refuges.

Consistent with recommendations from the National Advisory Panel on Marine Protected Area Standards, four industrial activities will be prohibited in marine protected areas: oil and gas activities, mining, dumping and bottom trawling.

The Laurentian Channel off the south coast of Newfoundland and Labrador is the first to be designated a Marine Protected Area, and will therefore be subject to these new protections.

Economic activities within other effective area-based conservation measures like marine refuges will be assessed on a case-by-case basis, and will only be considered if in line with the conservation objectives of that particular area.

The Government of Canada's \$1.5 billion Oceans Protection Plan is partnering with Indigenous and coastal communities to develop a world-leading marine safety system that meets the unique needs of Canada from coast-to-coast-to-coast.

Proponents are also responsible for committing to Research and Development investments as part of their Benefits Agreements to ensure the province derives the maximum benefit from development.

7. LABOUR RELATIONS FAIRNESS

Will your government commit to amending the Labour Relations Act to address the following?

- i. Ensure that, if a company re-tenders work provided by a third party, that any bargaining rights related to the contracted work is maintained, even if the third-party provider changes, as if there had been a sale of business?**
- ii. Appoint a special mediator with the power to compel parties to meet and negotiate in good faith, after 90 days of a strike or lockout?**
- iii. Allow either party to apply to the Labour Relations Board for an order requiring the resolution of a strike or lockout by binding arbitration and provide the Board with specific authority to make such an order, where the Board is satisfied that:

 - a) Based on a review of the bargaining history, the parties will not be able to conclude a collective agreement; or**
 - b) One of the parties has committed an egregious unfair labour practice relating to collective bargaining.****
- iv. Ban the use of scab replacement workers?**

We, too, want fairness in Labour Relations. Our government is committed to promoting a stable and constructive labour relations climate and fostering productive workplace relationships.

As always, we are committed to a balanced approach. We have considered the various sides and nuances to the issue of successorship, and have concerns around legislating a requirement that requires bargaining rights related to the contracted work is maintained. We understand you have discussed these issues with Minister Byrne and we affirm his position is that of the party.

Last spring, we adopted a motion introduced by a member of our Liberal caucus to begin consultations with unions and employers to identify measures that would support the collective bargaining process thereby avoiding prolonged work stoppages while respecting the rights of employees such that the long-term sustainability of various industries is preserved to the benefit of all Newfoundlanders and Labradorians. We expect scab replacement workers to be a part of this conversation. We see these consultations as a measure to ensure we are meeting the needs of today's labour environment in Newfoundland and Labrador.

While we have a proven history of stepping in where necessary, such as in the situation with DJ Composites in Gander, we believe bargaining discussions should be happening between unions and employers, not in the Premier's Office boardroom. In the case of DJ Composites, however, dispute resolution was

necessary. We recognize more must be done to prevent prolonged labour disputes and look forward to these consultations.

8. Good Manufacturing Jobs

Will your government ensure skilled trades and metal fabrication work for the Bay du Nord development and other provincial megaprojects is carried out by Newfoundland and Labrador workers and is not contracted out of the province?

Our non-renewable natural resources continue to be key drivers for new jobs and economic development and we are continuing to position our province as a preferred destination for oil and gas and mining activity. Our Cabinet Committee on Jobs is collaborating with industry leaders and the business community in high growth sectors to implement priority actions.

In Budget 2019, we have \$9 million available for investment in the Innovation and Business Development Fund, which will assist in supporting enhancing supply and service capabilities, business development and infrastructure. It will help achieve the goals of Advance 2030.

Furthermore, our partnership with Equinor marks an exciting first step into a new frontier for the province's oil and gas industry – deepwater production in Bay du Nord. This is just the first step into this new frontier, and once we achieve the goals of our Advance 2030 plan, we expect skilled trades and metal fabrication work to rise significantly.

Through our negotiation with Equinor, we secured \$75 million to establish a deepwater centre of excellence. This will help drive research and development, greater subsea technology, digitalization and related areas of ocean innovation.

As always, we are committed to maximizing the benefits of projects like Bay du Nord for Newfoundlanders and Labradorians today and for generations to come.