

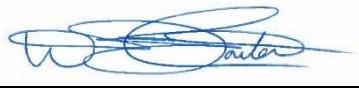
**STANDING FISH PRICE-SETTING PANEL
LUMPFISH (ROE) 2019**

The Standing Fish Price-Setting Panel, hereinafter referred to as “the Panel”, issued its Schedule of Hearings for 2019, on February 5, 2019. Pursuant to Section 19 of the *Fishing Industry Collective Bargaining Act*, hereinafter referred to as the “Act”, the Panel set Wednesday, May 1, 2019, as the date by which collective agreement(s) binding on all processors in the province that process Lumpfish (Roe) must be in effect.

The Panel also noted, at that time, that it had been advised by the Department of Fisheries and Land Resources there was no majority processor or processors’ organization identified by the Department of Fisheries and Land Resources for the species Lumpfish (Roe). Accordingly, in the event a collective agreement binding on all processors in the province that process Lumpfish (Roe) has not been achieved when indicated, the Panel will hold hearings on the scheduled hearing dates at which time it will hear presentations regarding price and conditions of sale. The parties before the Panel may include a processor, processors’ organization and the Fish, Food and Allied Workers’ Union, hereinafter, referred to as the “FFAW”. Presentations will be accepted by the Panel from a processor, processors’ organization and the FFAW representatives at the hearing. The Panel shall decide on all matters in dispute between the parties relating to price and conditions of sale for the fish species and the decision of the Panel is final and binding on the parties and all other processors that process that species of fish to which the Panel’s decision relates and constitutes a collective agreement or part of a collective agreement between.

On April 30, 2019, the Panel was advised by the FFAW that they had reached an agreement with the Association of Seafood Producers, hereinafter, referred to as “ASP”, on a price schedule for Lumpfish (Roe) for 2019. The FFAW requested that the Panel implement the agreement as a decision of the Panel. The 2019 Price Schedule Lumpfish (Roe) was filed with the Panel. No other representations were filed with the Panel, and there was no appearance by a processor or processors’ representative. It is the decision of the Panel, that the 2019 Price Schedule for Lumpfish (Roe), agreed upon between the ASP and the FFAW, dated May 1, 2019 (copy attached), will be incorporated with the Master Collective Agreement, which document will form a collective agreement binding on all processors in the Province that process Lumpfish (Roe).

Dated at St. John’s, NL, this 2nd day of May, 2019.



Bill Carter



Brendan Condon



Jim Flight

2019 Price Schedule – Lump roe

The prices and related terms and conditions for lump roe for 2019 are as follows:

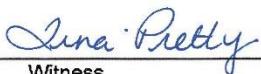
The parties agree that this schedule and the Master Collective Agreement in effect January 1, 2019, together constitute a Collective Agreement between the parties for lump roe for the purposes of the Fishing Industry Collective Bargaining Act.

1. At market prices up to \$900 Cdn CIF Europe, fish harvesters will be paid \$1.50 per pound for lump roe.
2. If the market price as outlined in paragraph 3 below exceeds \$900 per barrel, prices to fish harvesters will be increased retroactively based on sales and shipments up to November 30, 2019. Retroactive payments will be due and payable no later than December 10, 2019.

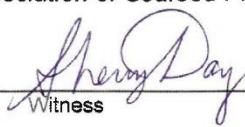
The raw material price will be increased at a rate of \$.01/lb for each \$4 per barrel market price increment in excess of \$900 per barrel. (For example, at \$1,100 per barrel the raw material price would be \$2.00 per pound).

3. Confirmation of average market prices received will be based on sales reports up to and including November 30, 2019 showing volumes and weighted average prices received per barrel (Cdn\$ CIF Europe) from Ocean Choice International (OCI), Beothic Fish Processors and Icewater Fisheries. Verification through independent audit or prices received is at the discretion and cost of FFAW.
4. There will be no deductions from these prices for ice and/or water.
5. Temperatures must be controlled by icing and landed roe must be free of foreign material and excess water.

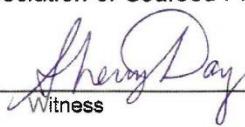

Keith Sullivan
Fish, Food & Allied Workers


Dina Pretty
Witness


E. Derek Butler
Association of Seafood Producers


Sherry Day
Witness

May 1, 2019
Date


May 1 / 19
Date