

**STANDING FISH PRICE-SETTING PANEL  
LUMPFISH (ROE) FISHERY- 2016**

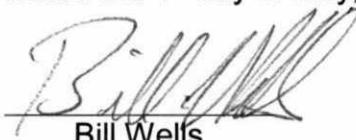
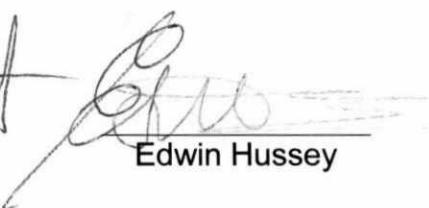
The Standing Fish Price-Setting Panel, Hereinafter referred to as "the Panel" issued its Schedule of Hearings for 2016, for the species Lumpfish (Roe), on March 9<sup>th</sup>, 2016. Pursuant to the *Fishing Industry Collective Bargaining Act*, hereinafter to as "the Act", the Panel set Monday, May 2<sup>nd</sup>, 2016 as the date by which a collective agreement(s) binding on all processors in the province that process the species Lumpfish (Roe) must be in effect. In the absence of such collective agreements(s), the Panel set Tuesday, May 3<sup>rd</sup>, 2016 as the date on which the Panel would conduct a hearing regarding prices and conditions of sale for the species Lumpfish (Roe).

The Panel also noted at that time that it had been advised by the Department of Fisheries and Aquaculture that there was no majority processor or processor's organization identified for the species, Lumpfish (Roe). Accordingly, in the event a collective agreement(s) binding on all processors in the province that process the species Lumpfish (Roe) have not been achieved by the date indicated, the Panel would proceed with the hearing on the scheduled date, at which time it would hear presentations on price and conditions of sale.

The Panel was advised at the time of the hearing that the Fish, Food and Allied Workers, that they had reached an agreement on a price schedule for Lumpfish (Roe) for 2016, with the Association of Seafood Producers and requested the Panel implement the agreement as a decision of the Panel. The 2016 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 the 2016 Price Schedule – Lumpfish (Roe), agreed upon by the Association of Seafood Producers and Fish, Food and Allied Workers, dated April 28<sup>th</sup>, 2016, (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 the species Lumpfish (Roe).

Dated the 4<sup>th</sup> day of May, 2016.

  
Bill Wells  
Max Short  
Edwin Hussey

**2016 Price Schedule - Lumproe**

The prices and related terms and conditions for lumproe for 2016 are as follows:

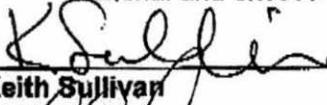
The parties agree that this schedule and the Master Collective Agreement dated January 30, 2015 together constitute a Collective Agreement between the parties for lumproe for the purposes of the Fishing Industry Collective Bargaining Act.

1. At market prices up to \$725 Cdn CIF Europe, fish harvesters will be paid \$1.15 per pound for lumproe.
2. If the market price as outlined in paragraph 3 below exceeds \$725 per barrel, prices to fish harvesters will be increased retroactively based on sales and shipments up to November 30, 2016. Retroactive payments will be due and payable no later than December 10, 2016.

For market prices between \$725 and \$900 per barrel, the raw material price will be increased at the rate of \$0.01/lb for each \$5 per barrel market price increment in excess of \$725 per barrel. (For example, at \$900 per barrel, the raw material price would be \$1.50 per lb.)

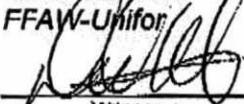
The raw material price will be increased at the rate of \$0.01/lb for each \$4 per barrel market price increment in excess of \$900 per barrel. (For example, at \$1,100 per barrel, the raw material price would be \$2.00 per pound).

3. Confirmation of average market prices received will be based on sales reports up to and including November 30, 2016 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  
FFAW-Unifor

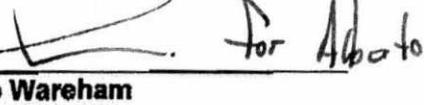
  
Witness  
Apr. 28/16  
Date

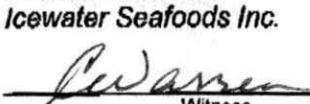
  
Keith Sullivan  
FFAW-Unifor

  
Witness  
Date

  
Paul Grant  
Association of Seafood Producers

  
Witness  
Apr. 28/16  
Date

  
Alberto Wareham  
Icewater Seafoods Inc.

  
Witness  
April 29/16  
Date