

STANDING FISH PRICE-SETTING PANEL

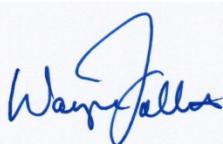
LUMPFISH (ROE) FISHERY- 2017

The Standing Fish Price-Setting Panel, hereinafter referred to as "the Panel", issued its Schedule of Hearings for 2017, on March 2, 2017. Pursuant to Section 19 of the Fishing Industry Collective Bargaining Act, hereinafter referred to as "the Act", the Panel set Wednesday, May 3, 2017, 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, a processors' organization and the Fish, Food and Allied Workers Union. Presentations will be accepted by the Panel from a processor, processors' organization and the Fish, Food and Allied Workers Union 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 the day of the hearing, the Panel was advised by the Fish, Food and Allied Workers Union, that they had reached an agreement on a price schedule for Lumpfish (Roe) for 2017, with the Association of Seafood Producers and Icewater Seafoods Inc. The Fish, Food and Allied Workers Union requested the Panel implement the agreement as a decision of the Panel. The 2017 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 2017 Price Schedule for Lumpfish (Roe), agreed upon by Icewater Seafoods Inc., the Association of Seafood Producers and Fish, Food and Allied Workers Union, dated May 3, 2017, (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).

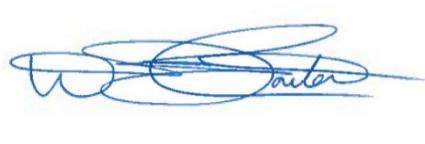
Dated at St. John's the 9th day of May, 2017.



Wayne Follett



Rosalind Walsh



Bill Carter

2017 Price Schedule - Lumproe

The prices and related terms and conditions for lumproe for 2017 are as follows:

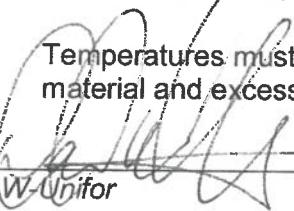
The parties agree that this schedule and the Master Collective Agreement dated January 30, 2015 together constitute a Collective Agreement between the parties for lumproe for the purposes of the Fishing Industry Collective Bargaining Act.

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, 2017. Retroactive payments will be due and payable no later than December 10, 2017.

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.)

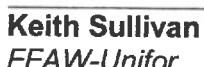
The raw material price will be increased at the rate of \$0.01/lb for each \$4 per barrel market price increment in excess of \$900 per barrel. (For example, at \$1,100 per barrel, the raw material price would be \$2.00 per pound).

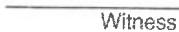
3. Confirmation of average market prices received will be based on sales reports up to and including November 30, 2017 showing volumes and weighted average prices received per barrel (Cdn\$ CIF Europe) from Ocean Choice International (OCI), Beothic Fish Processors and Icewater Fisheries. Verification through independent audit or prices received is at the discretion and cost of FFAW-Unifor.
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.


FFAW-Unifor


Tina Pretty
Witness


May 3/17
Date

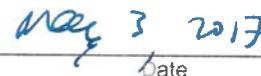

Keith Sullivan
FFAW-Unifor


Witness

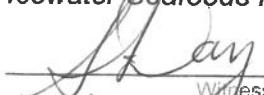

Date

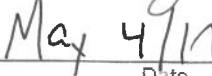

Association of Seafood Producers
And/or Icewater Fisheries


Roger Hall
Witness


May 3 2017
Date


Alberto Wareham
Icewater Seafoods Inc.


Day
Witness


May 4/17
Date