

MEETING NOTE

Cliff #: 154057

Date: May 10, 2021

PREPARED FOR: Honourable Ravi Kahlon, Minister of Jobs, Economic Recovery and Innovation

MEETING WITH: MOWI Canada West and United Steelworkers Local 1-1937

DATE AND TIME OF MEETING: Friday, May 21, 2021 from 10:00am to 10:45am

ATTENDEES:

- Minister Murray Rankin, Minister of Indigenous Relations and Reconciliation
- Parliamentary Secretary Fin Donnelly, Parliamentary Secretary for Fisheries and Aquaculture
- Diane Morrisson, Managing Director, MOWI Canada West
- Dean Dobrinsky, Human Resource Director, MOWI Canada West
- Brian Butler, President, USW Local 1-1937
- Shelley Siemens, Business Agent, USW Local 1-1937
- Jeff Bromley, USW Wood Council Chair, USW

(See Appendix: Biographies)

ISSUE(S): Discovery Islands Decision and Salmon Farming Operation in B.C.

KEY POINTS:

- In January, MOWI Canada, Cermaq Canada, Grieg Seafood and Saltstream Engineering have applied separately to the Federal Court of Canada for a judicial review of the Discovery Islands decision. A ruling is still pending.
- The Federal Court of Canada (on April 5, 2021) granted an injunction against an order by DFO prohibiting the transfer of salmon between sites.
- B.C. has committed to participating as an observer on the Strategic Oversight Committee of DFO's 2025 Open-Net Pen Transition Plan.

BACKGROUND:

The Federal Court of Canada, on April 5, 2021, granted an injunction against a DFO order prohibiting the transfer of salmon between sites. This allows MOWI and Saltstream to re-apply for Introduction and Transfer (I&T) licenses at three sites, reducing the need to cull current salmon stocks. DFO has not yet made a decision on the I&T licenses; DFO told the applicants that the timeline for a decision (usually 20 days) has been extended to 40 days to allow for additional consultation with First Nations.

MOWI Canada, the largest operator in the region, said in a media report that its 15 affected farms represent 30 percent of the company's operations and 645 direct jobs, many held by First Nations workers. USW Local 1-1937 has over 100 members currently employed in the MOWI Canada Port Hardy Processing Plant, as well as members employed at the Nobocco Styro Containers Ltd. plant in Campbell River.

DISCUSSION:

MOWI Canada and USW Local 1-1937 will likely wish to discuss:

- Concerns regarding the federal government's decision on the Discovery Islands and future investment in B.C.'s salmon farming industry.
- Province's position on the future salmon farming in B.C.
- DFO's 2025 Transition Plan and B.C.'s participation.

B.C. position on the future of salmon farming

- On June 20, 2018, the Province announced updated Salmon Aquaculture Policy whereby effective June 2022, no new tenures will be approved unless the operator:
 - has negotiated agreements with the First Nation(s) in whose territory they propose to operate, and
 - can satisfy DFO that their farm will not adversely impact wild salmon stocks.
- B.C. believes that this approach provides clarity to industry and outlines our expectations moving forward for a sustainable industry that protects wild salmon, embraces reconciliation, and provides good jobs for local communities.

DFO's 2025 Open-Net Pen Transition Plan

- In December 2019, the DFO Minister was mandated to develop a plan to transition away from open-net pen salmon farming in coastal B.C. by 2025.
- In September 2020, DFO requested the Province's participation in a Strategic Oversight Committee (SOC) for the 2025 Transition Plan. The SOC provides strategic direction, including engagement strategy, research and analysis needed to inform the transition plan. B.C. has committed to participating as an observer.
- From February 11 to March 26, 2021, PS Terry Beech conducted a public engagement on the transition of open-net pen aquaculture in B.C. His interim report is still pending, expected to be delivered to Minister Jordan in the coming weeks.

SUGGESTED RESPONSE/KEY MESSAGING:

- B.C. has repeatedly requested Canada step-in and commit to a strategy to mitigate the economic impact on people and communities on northern Vancouver Island. We will continue to advocate on behalf of workers, communities and companies.

ATTACHMENTS: Appendix: Biographies

ADM Contact: Christine Little, SBEDI, 778 698 1708

Prepared by: Andrew Ives, Manager, SBEDI

Reviewed by			
Dir: KY	ED: AC	ADM: CL	DM:BP

Appendix: Biographies



**Diane Morrisson, Managing Director,
MOWI Canada West**

Diane is responsible for managing the business, MOWI Canada West, which is B.C.'s leading aquaculture company raising about half of the annual provincial harvest of farm-raised Atlantic salmon each year. Salmon is grown at sites around northern Vancouver Island and Klemtu on B.C.'s Central Coast. Salmon is processed in Klemtu and Port Hardy. MOWI Canada West's head office is in Campbell River, B.C. We have 600 employees mostly living on Vancouver Island from the Comox Valley in the south to Port Hardy in the North.

MOWI Canada West sells head-on gutted (HOG) to business customers based primarily in western North America. They supply HOG salmon to Surrey Processing where it is filleted and supplied to end customers. MOWI Canada West's premium brand is Sterling Salmon. Every year about 70 percent of our salmon is exported to the United States and 30 percent stays in Canada, with a small percentage (<5 percent) exported to Asia. Farm-raised Atlantic salmon is British Columbia's highest-valued agricultural export.



**Dean Dobrinsky, Human Resource Director,
MOWI Canada West**

Dean has spent his career building strategic Human Resources practices for unionized and non-unionized organizations. This work includes complex negotiations, strategic workforce planning, talent development, diversity programs, career management, succession planning as well as providing leading benefit and pension programs. Communications both internal and external have been an integral component of my career.

Dean has led the implementation of strategic objectives that have a key focus on cost efficiency and organizational excellence. MOWI Canada West strives to provide a positive working environment within a high performing and supportive organization.

United Steel Workers (USW) Local 1-1937 Attendees

USW 1-1937 is a union of 6,000 members who are employed in all sectors of the economy. USW Local 1-1937 has members in Forestry, Sawmilling, Automotive, Cabinetry, Manufacturing, Sports Complexes, Municipal Facilities and other sectors of the economy.

The Local Executive Board is representative of the Membership by allocating the Executive Board Members so they not only represent a certain geographical area, but are also elected by the Membership in their area. The Local Union's borders run from Tsawwassen in the south on the mainland, north to the Alaska Border and, west including Haida Gwaii and all of Vancouver Island.



**Brian Butler, President,
USW Local 1-1937**

Brian is the President of USW 1-1937 and is located in Duncan, B.C.



**Shelley Siemens, Business Agent,
USW Local 1-1937**

Shelley is a Business Agent for USW 1-1937 and is located in Port McNeil, B.C.



**Jeff Bromley, USW Wood Council Chair,
USW**

Elected Steelworkers Wood Council Chair in 2019, Jeff Bromley was a rank and file International Workers of America (IWA) member beginning in 1994 when he was hired as an operator at the Elko Sawmill at age 25.

Jeff was born in Richmond, B.C., and grew up in the mining town of Kimberley, B.C. with his mother and step-father, who was also an IWA member at the Canal Flats sawmill. Jeff earned his Associated Degree at East Kootenay Community College (now College of the Rockies) with a major in history and a minor in political science.

Rising through the ranks of Local 1-405, Jeff was elected Shop Steward and Plant Committee Secretary in 1999 and served as Trustee from 2001-2008. Jeff's advocacy and political action activities have included the USW's Stop the Killing, Enforce the Law campaign, the softwood lumber lobby effort in Ottawa and the Forest Renewal campaign in Victoria. Jeff has been a local union instructor through District 3's Back to the Locals instructor program.

Jeff was elected 3rd Vice-President of Local 1-405 in 2008 and in 2010 graduated from the USW's Leadership Development Program. Elected Financial Secretary in 2012, Jeff has served the local union in a full-time staff role since 2012.

ID: 4717, Title: MRK Meeting with Mowi and USW Local 1-1937- May 21, 2021

Approval Route: AI-SM-AC-SM-ADMO-DMO

Assigned To: McDonough, Sophie
JEDC:EX

Rush:
No

Category: Briefing Note - Meeting
Note

Signature:
Minister

Branch: SBED - Economic and Regulatory Analysis **Other Number:** 154057 **Link:**

Due Date: 2021-05-17 **Date Completed:** 2021-05-25 **Date Initiated:** 2021-05-04

Title	Comments	Date
Liu, Teresa [Assignee] has closed this item for the following reason: Completed.	Uploading to CLIFF and closing log.	2021-05-25
Flamank, Brittany [Assignee] approved the item and forwarded it to Liu, Teresa for action	This may be closed now. Thank you kindly	2021-05-25
Parmar, Ravi [Assignee] forwarded an eApprovals item to Flamank, Brittany for action	Good to close	2021-05-23
Flamank, Brittany [Assignee] approved the item and forwarded it to Parmar, Ravi for action	Ravi, for your review prior to me circulating the MN with internal attendees.	2021-05-13
Liu, Teresa [Assignee] forwarded an eApprovals item to Flamank, Brittany for action	Hi Brittany, materials for MRK meeting MOWI and USW Local. Leslie Teramoto to staff. Thanks, Teresa	2021-05-13
Cameron, Tara D JEDC:EX [Assignee] approved the item and forwarded it to Liu, Teresa for action	approved to send. Leslie to staff. Pls share mats with her too	2021-05-12
Plecas, Bobbi [Assignee] approved the item and forwarded it to Cameron, Tara D JEDC:EX for action	approved with change made to recommended speaking points	2021-05-12
Cameron, Tara D JEDC:EX [Assignee] approved the item and forwarded it to Plecas, Bobbi for action	No Comment	2021-05-10
Liu, Teresa [Assignee] forwarded an eApprovals item to Cameron, Tara D JEDC:EX for action	Hi Tara, MN for MRK meeting MOWI and USW Local 1-1937 on May 21, for DM review. SBED suggested having Leslie Teramoto staff this meeting. Thanks, Teresa	2021-05-10
Rioux, Luke JTT:EX [Assignee] forwarded an eApprovals item to Liu, Teresa for action	Hi Teresa, ADM-approved MN for MRK's meeting on May 21st, for DM approval. Thanks	2021-05-10
Rioux, Luke JTT:EX [Colleague of Young, Olivia JTT:EX] forwarded an eApprovals item to Rioux, Luke JTT:EX for action		2021-05-10
Little, Christine JTT:EX [Assignee] approved the item and forwarded it to Young, Olivia JTT:EX for action	No Comment	2021-05-07
Young, Olivia JTT:EX [Assignee] forwarded an eApprovals item to Little, Christine JTT:EX for action	Hi CL - for your review/approval. Olivia	2021-05-07
McDonough, Sophie JEDC:EX [Assignee] forwarded an eApprovals item to Young, Olivia JTT:EX for action	Hi Olivia, Meeting Note ready for ADM approval. Thanks!	2021-05-07
Ives, Andrew JTT:EX [Assignee] forwarded an eApprovals item to McDonough, Sophie JEDC:EX for action	Hi Sophie, good on my end, sending back clean version. Thanks	2021-05-07
McDonough, Sophie JEDC:EX [Assignee] forwarded an eApprovals item to Ives, Andrew JTT:EX for action	Hi Andrew, AC approved, but please confirm you're okay with the tracked changes. Thanks!	2021-05-07
Cocco, Angelo JTT:EX [Assignee] approved the item and forwarded it to McDonough, Sophie JEDC:EX for action	Approved, but can you confirm with Andrew that he is fine with my suggested edits (in tracked changes)? Thx	2021-05-07
McDonough, Sophie JEDC:EX [Assignee] forwarded an eApprovals item to Cocco, Angelo JTT:EX for action	Hi Angelo, ready for your review. Thanks!	2021-05-07
Ives, Andrew JTT:EX [Assignee] forwarded an eApprovals item to McDonough, Sophie JEDC:EX for action	Hi Sophie, please see draft for review, AFF has reviewed and provided input. Thanks!	2021-05-07
Ives, Andrew JTT:EX added a document: MN - MRK - MOWI and USW 1-1937.docx		2021-05-07
Ives, Andrew JTT:EX added a document: MN - MRK - MOWI and USW 1-1937.docx		2021-05-07

Title	Comments	Date
Ives, Andrew JTT:EX deleted a document: BN_MIN_Meeting_JERI.docx		2021-05-07
McDonough, Sophie JEDC:EX has created a new eApprovals item and assigned it to Ives, Andrew JTT:EX		2021-05-04
McDonough, Sophie JEDC:EX added a document: re meeting ministers kahlon rankin and ps donnelly - re 154057 meeting req mowi.msg		2021-05-04
McDonough, Sophie JEDC:EX added a document: BN_MIN_Meeting_JERI.docx		2021-05-04
McDonough, Sophie JEDC:EX created this item	Hi Andrew, Meeting Note requested for MRK's meeting with Mowi and USW Local 1-1937. Please have completed by May 14th for AC review. Thank you!	2021-05-04
McDonough, Sophie JEDC:EX added a document: 154057 meeting req mowi.msg		2021-05-04