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CANADA



# Wharfside

October 2011

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## Did you Know?

4 out of 5 of the world’s earthquakes take place along the rim of the Pacific Ocean, a zone called the Pacific Ring of Fire.

## Can you solve this Puzzle?

A man grabbed a woman’s ring and pulled on it, then dropped it.  
How did this save her life?

Answer on Page 4

## Comments about this Newsletter?

Please email comments, articles and ideas to Ian Roberts, Communications Manager at [ian.roberts@marineharvest.com](mailto:ian.roberts@marineharvest.com)

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## The “Kristi Miller virus” – what’s it all about?

By Diane Morrison, Fish Health & Food Safety Director



Perhaps you’ve been following the Cohen Commission of Inquiry into the decline of Fraser River Sockeye salmon? Or seen articles or opinion pieces in your local newspaper which refer to a new salmon virus?

Much of the coverage has been incomplete and seems to imply that farmed salmon may be the source of this new virus. It’s a complicated story, but I’ll try to give you a more complete explanation of what all the hype is about.

Dr. Kristi Miller is a scientist researcher in the Molecular Genetics Section of the Pacific Biological Station, DFO in Nanaimo. Her work is focused on genomics, which is the study of DNA sequences and how these sequences respond to different stressors. The DNA sequences can be stimulated, ‘up-regulated’ or suppressed, ‘down-regulated’. Individual fish have a number of sequences tested which produces a pattern of up or down regulation. These patterns can be indicative of a specific stressor, for example, a viral infection. Confused yet?

Dr. Miller published her findings in the journal Science in January 2011. She sampled sockeye salmon and found a genomic pattern which is associated with increased mortality and reduced spawning success. The fish with this pattern were termed ‘unhealthy’ and those without the pattern were termed ‘healthy’. The genomic pattern is suggestive of a viral infection based on the function of the sequences as published in other research papers.

A number of opponents to salmon aquaculture quickly turned their focus to Dr. Miller’s article and told the media that the virus came from BC farmed salmon even though there was nothing in the article to suggest this.

Additional work based on matching DNA sequences from sockeye salmon and known viruses has tentatively identified the virus as being from the family Parvoviridae. To date, no Parvo virus has ever been identified in BC farmed salmon. The work by Dr. Miller is very interesting but still in the discovery phase and, therefore, more work needs to be done.

What still needs further investigation?

Can a virus be isolated from fish and grown in cell culture;

Is the virus pathogenic to fish i.e. does exposure to the virus lead to an adverse consequence or mortality;

Can the virus be isolated in farmed salmon;

Can the virus be transferred between fish?

All of this research will take time but it must be done to improve our understanding of what could be affecting sockeye salmon. The industry has agreed to work with Dr. Miller by applying for research funding and supplying farmed salmon for her research.

Was there a virus in the Fraser River sockeye that lead to the low returns in 2009? If there is a virus, is it found in all species of Pacific salmon? Is this virus present in BC farmed salmon? At present, these questions remain unanswered but Dr. Miller’s preliminary findings definitely warrant additional investigation.





## First Steps for Global GAP Certification

By Paula Galloway, Certification Manager

**GLOBALG.A.P.**



In September's Wharfside, Sustainability Programs Director Clare Backman introduced Global GAP as a certification that

we will be applying to our farm sites. Global GAP is well-organized certification program with clearly defined control points and criteria for meeting the standard's requirements. One of the program's strengths is it requires that aquaculture operations look at their practices and develop assessments of risk and impact as they relate to hygiene, the environment, biodiversity, food safety, biosecurity, site selection and fish health and welfare.

Each of these assessments requires that we have practices and plans in place that address and

mitigate possible risks and known impacts. Fortunately, the strength of our existing environmental, fish health and worker health & safety programs, management plans and standard operating practices means that we can meet many of the standards criteria without a lot of change to current practices.

As Global GAP is a company-wide certification, all freshwater and saltwater sites will have internal inspections. Recognizing the importance of the individuals who do inspections, Global GAP places a huge emphasis on their knowledge and requires training in the areas of: auditing, hazard analysis critical control points (HACCP), food hygiene, fish health and welfare and Global GAP. In the next few weeks, selected individuals will begin this training.

## Wharfside goes digital

As of December 1st, our Wharfside newsletter will be distributed in a digital format. Distribution via email means you can now decide whether you want to print a copy to read or simply look at it online. MHC employees with email addresses will get the newsletter monthly via email. It is also available on our website at <http://www.marineharvestcanada.com/newsletters.php> and internally on our SharePoint Intranet.

If you have any comments on the new distribution format, we'd be pleased to hear from you – just email me at

[ian.roberts@marineharvest.com](mailto:ian.roberts@marineharvest.com).

If you are not already on our newsletter distribution list, you can get the latest from Marine Harvest Canada by joining our newsletter sign up list at <http://www.marineharvestcanada.com/newsletters.php>. That's all it takes!

Ian Roberts, Communications Manager

## Congratulations to the Staff & Crew at the Port Hardy Processing Plant



On Wednesday August 31st the Port Hardy Processing Plant celebrated one year without a Lost Time Injury (LTI). This was a milestone

achievement considering only a few years ago, with over 60 LTI's reported, the plant's record was not something to be proud of. With focus and determination, we have seen measured improvement each year.

We owe our success to; corporate buy in, a focused and committed crew and management team along with an effective Joint Committee all working towards a common goal.

Attending this high profile event was the crew and staff from PHPP along with Vincent Erenst, Dean Dobrinsky, Josee Migneault, Laurie Gage, Neil Stewart, Ian Roberts (who didn't have to MC for a change) and Steve Mooney... who just

happened to be at the right place at the right time. The crew all broke for lunch at 11:30 and enjoyed burgers, cake, and congratulations from Dave Pashley, Processing Manager, and Vincent Erenst, Managing Director.

Thanks again to everyone for all your hard work and effort. Work Smart and Work Safe!





## Notice to all Marine Harvest Employees



In 2010 the Royal Canadian Mint launched a commemorative coin commemorating the Saskatchewan Roughriders' centennial.

"The Roughriders and their legendary fan base have been part of Saskatchewan culture for a century and the Royal Canadian Mint is proud to commemorate their special place in Canadian sports history through this new one-dollar circulation coin," said Ian E. Bennett, President and CEO of the Royal Canadian Mint. "Each of the three million 2010 Saskatchewan Roughriders Centennial one-dollar coins

entering circulation today will be a permanent tribute to the incredible spirit and pride of generations of Roughrider fans."

Over the last year I have noticed that some of the three million coins have made it into circulation in British Columbia and into pockets of many Marine Harvest employees, friends and family. If you do happen to find one of these coins in your change, please hold on to it and return it immediately to a Saskatchewan Roughrider fan. Your MHC Roughrider fan representatives are Terry Smith and Rocky Boschman. Feel free to place any found in an envelope and send to the front desk at the office.

Thank you for your cooperation. Submitted by Terry Smith, Roughriders' Fan Rep

## Great Canadian Shoreline Cleanup



Many thanks to everyone who came out to help clean up the beach south of Ken Forde Boat ramp in Campbell River. The rain held off, in fact we even had some sunshine. Afterwards there were salmon burgers, hot dogs, chips etc. Thanks to MHC for donating the salmon and to Superstore for donating the rest of the food and the garbage bags. In all, we collected 150 lbs. of garbage including part of an old wooden boat. Photo submitted by Kristian Fletcher

## Reality Week for the Office Jockey

Kelly Osborne, Broughton Production Manager



Kelly Osborne, Production Manager of the Broughton area spent his work week at Sargeaunt Pass. He worked with Brad Hallam, John Gosselin and Clint Young.

"My main tasks were feeding, net washing, mort removal and lice counts. It was a stern reminder of how much work the staff on the sites have to

do every day. I must admit it's very easy to take that for granted."

With the heavy work load, it's important for the sites to adopt the most efficient methods to accomplish their tasks.

#1 lesson: Do whatever necessary to ensure the site managers are able to spend most of their time on the cages with their staff doing what they do best... Growing Fish!

Less bureaucracy + more growing fish = Better results!

"I loved the grocery program, ate great and didn't have to bring in any groceries! I really enjoyed the week, it was a lot of fun and the guys were great to work with. I look forward to my next work week!"



## TYVM from the Gaskill family

A big thank you to the office staff and our friends at Marine Harvest for the thoughtful luncheon, card, diaper cake, and gifts for our little guy, Rowan. We are doing great and learning our new job as parents; sleep is over rated right?



Rowan was born at 7.7lbs, dropped down to 6.7lbs and one month later he is over 11lbs; we (Jamie) are quite proud of the Feed Conversion Rate.

Thanks again and miss you all, Suzi Gaskill



## 2011 MHC BBQ Event Trailer Season comes to a close

By Mike Mulder, Manager, Warehousing & Logistics



Now that Fall has arrived, it's time to reflect and feel proud about the impact Marine Harvest Canada's very own BBQ Event Trailer had this past summer in communities from the Comox Valley up to Port Hardy. There was even one exception where we served up our delicious farm-raised salmon to 700 people from around the globe at the Masters World Badminton

Championships held at the Richmond Olympic Oval in late August.

Through each and every event, we were able to stimulate positive awareness around our business and product, as well as generating so many smiles and compliments on our fish and Marine Harvest Canada's commitment to community spirit.

Approximately \$8,000.00 was raised from these events and the benefiting charities and organizations included YANA, Camp Good Times, Campbell River SPCA, Grade 6 Strathcona Park Fundraiser, Cancer Relay-For-Life in Campbell River and Port McNeill, Bike-to-Work-Week, Campbell River Minor Hockey, Cameryn's Cause, Burn Fund, United Way, Dragon Boat Society, Campbell River Salmon Kings Swim Club, Waterman Festival, Great Canadian Shoreline Clean-up, World Seniors Masters

Badminton Championship and Cops for Cancer in Port Hardy.

Special thanks to our very own employees who took ownership of the event trailer on various occasions and contributed to the overall success. These folks include: Roger King, Ian Roberts, Marcel Pelletier, Richard Opala, Clare Backman, Leone Bliss, Tina McMurdo, Meghan Mills, Kathy Baker, Cathy Emms, Jacques Gaudet, Howard Rees, Ronita Prasad, Juliana Miller, Pam McDermott, Dave Ashcroft, and Joe Johnson. It is the dedication and concern for community involvement from all of these people that made these events possible and successful. Well done everybody! It sure does make us proud to be part of Marine Harvest Canada!

photo (l-r) Ronita Prasad, Ryder (mascot), Madison King, Roger King, Kathy Baker, Jacques Gaudet, Juliana Miller & Pam McDermott at the Cops for Cancer BBQ in Port Hardy.

## Kitasoo Seafoods back in business!!

Replacement stainless steel equipment for the box up of our product has been added to the Marine Harvest Klemtu Processing Plant in time for the start of harvesting at Sheep Pass.

This change was required to meet the hygiene standards for processing plants set by Marine Harvest Global as the new equipment is much easier to clean and maintain.





# Hands-on people person soon knew he was a “lifer”

By Gina Forsyth



When Gerry Burry, site manager at Port Elizabeth, was growing up on the east coast of Newfoundland, in Greenspond, his parents stressed the link between education and a successful future. Gerry was wise and listened.

After earning his Bachelor of Science from Memorial University in his home province

in 1997, Gerry added an Advanced Diploma in Aquaculture from the Marine Institute the following year.

“I had friends in the program who spoke highly of it and said there was lots of work available in BC,” explained Gerry. He moved to Campbell River in April 1998 and was hired immediately for site work by what was then Heritage Aquaculture. “Six months in, I knew I’d found the industry for me,” he said.

Gerry made the move to Stolt Sea Farm in July 2003, the same day he bought his house. He managed Swanson Island until 2007, when he transferred into the Fish Health department, where he appreciated the myriad of learning opportunities. Earlier

this year, Gerry returned to the farm and the daily hands-on work he’d missed. “I like having a product to take to market at the end of the process,” he said.

Gerry has been fortunate enough to meet Howie Meeker through his volunteer work with the Special Olympics and when his dad was visiting from Newfoundland, to introduce him to the hockey legend.

Gerry is a social guy who enjoys golf, baseball, and hockey. He also enjoys the relaxation that comes from working around his home and garden.

# Supernaturally Arrow Pass



energy of the spirit. Then it’s gone as quickly as it appeared.

Sound like an 80’s thriller movie? Not at all, says Josee Migneault. Josee once worked at Arrow Pass farm site and says she and her co-workers were witness to this event and many other encounters with a “presence” that would “play games” with staff.

George Nichols, site manager at Arrow Pass, says despite the original accommodations burning down a decade ago, these strange happening still occur. The TV turning on and off, knocking on windows and doors, heat being turned up and off and items being moved around.

“My most vivid memory is one night while taking a shower late,” George says. “I was in the manager’s house while the only other employee was asleep in the other house. Half way through the shower I heard a knock on

the door, then pounding and it continued to the point where the door was bending inwards. There was something going crazy on the other side of the door – I turned off the shower, jumped out and reefered the door open because I thought it may have been a prank, but there was nothing there. The lights were still off in the other house.”

Trish Nolie works at Arrow Pass and is a certified First Nation CMT (culturally modified trees) and Archaeological Technician. She explains that many years ago the area was once a bustling seasonal village site used by indigenous peoples. According to Trish, cedar bark stripping, berry picking, clam digging and fishing were popular activities in the area. While Trish admits she’s never bear witness to any strange happenings, she doesn’t doubt that past spirits might enjoy going “bump at night”.

You’re asleep in bed and awake to see a small hand ripping off your bed sheets. The lights turn on, but the generator is off and the power inverter is awaiting repair. A small faceless gnome like figure drifts out of your room and moves toward the bathroom. Lights turn on and off, seemingly affected by the



## Ducks Unlimited Canada 12th Annual Golf Tourney



The 12th Annual Ducks Unlimited Canada Roy Nowik Memorial Golf Tournament took place at the spectacular Crown Isle Golf Course in the Comox Valley on September 11th, 2011. This year, Ducks Unlimited welcomed Marine Harvest Canada as the Title Sponsor of the event. The Marine Harvest team of (l-r) Fabian McCarty, Ian Roberts, Tom Conlon & Joel McGee also walked

away with 1st place. Communications Manager Ian Roberts states “Marine Harvest Canada is pleased to support the habitat conservation work of DUC, and looks forward to participating in next year’s tournament.”



## Marine Harvest Canada receives top honours at Business Awards



Family friendly award honours a business that shows leadership in employee policies and programs by embracing the lives of their employees and flexible work arrangements that benefit their families; that facilitates and welcomes children and families through their layout, amenities and considerations; and shows community involvement leadership in supporting initiatives that benefit the children and families in our community.

- Environmentally Sustainable Business, Discovery Foods
- Young Entrepreneur, Erin Wallis, Erin Wallis Photography
- Business Leader, Tom Pallan

Campbell River – September 24, 2011 – Marine Harvest Canada (MHC) has been awarded top accolades at Campbell River’s 2011 Business Awards of Distinction. Amongst many deserving nominees, MHC was complimented with two prestigious awards for Large Business and Family Friendly Business during the September 24th event held at Campbell River’s Tidemark Theatre.

MHC Finance Director Tom Conlon was pleased to accept on behalf of MHC. “It really is an honour to be recognized by your business community and to be awarded twice is certainly a wonderful compliment to our staff and company.”

The annual Campbell River Chamber’s Business Awards of Distinction is Campbell River’s most prestigious business event and recognizes the dedication and hard work of many business and individuals in the Campbell River area. This year’s event was themed ‘Success Beyond the Lemonade Stand’ promoting the value of early business literacy, entrepreneurship, determination and innovation – the winning formula for business success at any age.

Large business of the year honours a business with 50 or more employees that has demonstrated continual business excellence through positive business growth, exemplified customer service and embraced an outstanding commitment to quality and the community.

The 2011 Awards of Distinction recipients were:

- Micro Business, City Smiles Dental Centre
- Small Business, Anchor Cove Electric
- Intermediate Business, T-Mar Industries
- Not for Profit Business, Campbell River Hospice Society
- Family Friendly Business, Marine Harvest Canada
- Large Business, Marine Harvest Canada

MHC is British Columbia’s leading supplier of fresh farm-raised salmon with its head office located in Campbell River.

For more information visit Campbell River Chamber Business Awards and [www.campbellriverchamber.ca](http://www.campbellriverchamber.ca).

photo: MHC’er Tom Conlon receiving the the Family Friendly Business of the Year Award from Dr. Tanya Flood of Success by 6

