STAKEHOLDER ENGAGEMENT #2

END-OF-LIFE FISHING GEAR MANAGEMENT PROJECT

Results of 100+ fishing and waste industry survey participants identifying logistical factors for an end-of-life fishing gear management solution in Nova Scotia.
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overview</td>
<td>2</td>
</tr>
<tr>
<td>Engagement Summaries</td>
<td>3</td>
</tr>
<tr>
<td>Factors in Developing a Solution</td>
<td>3</td>
</tr>
<tr>
<td>Labour, Storage, &amp; Transportation Discussions</td>
<td>4</td>
</tr>
<tr>
<td>Current Situation</td>
<td>8</td>
</tr>
<tr>
<td>General Comments</td>
<td>8</td>
</tr>
<tr>
<td>Summary</td>
<td>8</td>
</tr>
<tr>
<td>Appendix A – Stakeholder Engagement Survey Questions</td>
<td>10</td>
</tr>
<tr>
<td>Appendix B – Stakeholder Engagement Survey Infographic</td>
<td>13</td>
</tr>
<tr>
<td>Appendix C – Presentation for In-Person Engagement Sessions</td>
<td>14</td>
</tr>
</tbody>
</table>
Overview

The Fishing Gear Coalition of Atlantic Canada (FGCAC) conducted a second round of engagement sessions for the End-of-Life Fishing Gear Management Project. For the project, the FGCAC is working to find solutions to manage end-of-life gear fishing gear (gear that is no longer safe and/or useful for fishing due to damage or wear and tear), focused on fishing rope and lobster traps. The first round of engagement sessions was held online with a variety of stakeholders from various sectors, who are involved in, and passionate about, various aspects of the fishing and waste resource management industries.

There was overwhelming recognition that end-of-life fishing gear presents a problem and that a solution needs to be found. While the amount of end-of-life fishing gear varies depending on the region, three main factors relating to the management of end-of-life fishing gear were identified: labour, storage, and transportation.

The second round of engagements included an online survey (Appendix A) and five in-person engagement sessions across Nova Scotia in the communities of Sydney, Chéticamp, Antigonish, Yarmouth, and Digby from March 29th to April 21st, 2021. In-person participants and survey participants either commercially fish and/or are from across the province (Figure 1). Additionally, 5% of survey respondents were either from another province in Atlantic Canada or did not indicate their lobster fishing area (LFA).

Figure 1: Nova Scotia Lobster Fishing Areas (LFAs) where participants fish/are from
The engagement focused on getting perspectives from those directly involved in the fishing industry, and those who have a vested interest in the outcome of the project. Participants were mainly fish harvesters, but also with representatives of harbour authorities, fishing associations, Small Craft Harbours, municipalities, and retailers, as well as local crafters. The in-person sessions were identical in format and instruction (presentation in Appendix C) and included a paper version of the online survey.

The session agenda included:

- Welcome and introductions.
- Presentation of the research completed to date (through an online survey and previous engagement sessions).
- Discussion of the following three factors that our research identified as influencing the management of end-of-life fishing gear: labour, transportation, and storage.
- Group discussions on these three factors and any others with opportunity to provide detailed feedback.

This report represents a synthesis of the insights and perspectives presented during the engagement sessions and survey directly related to the primary topic of management of end-of-life fishing rope and lobster traps.

**Engagement Summaries**

The following pages summarize the results of the reflections and discussions by participants of the in-person sessions and the survey questions. While there are many important topics to discuss affecting the fishing industry, only comments that relate to end-of-life fishing gear brought ashore by fish harvesters at recognized harbours are included in this analysis.

The results of the survey are presented in this report as the total aggregated survey responses from over 100 participants, while also considering feedback from previous engagements with over 400 industry members over the course of the project. The survey was competed online, on paper during in-person sessions, and additionally via some phone calls.

**Factors in Developing a Solution**

The participants were asked if they agreed that labour, transportation, and storage are the three main factors in developing a solution to managing end-of-life fishing gear, as identified from the first round of engagement. Out of all the surveys conducted (online, in-person, by phone), 91% of participants in the fishing industry overwhelmingly agree. The 9% of participants that do not agree indicated that other factors are also significant, such as cost, coordination, education/awareness, and end-uses for the material. Based on previous research gathered from surveys and engagement sessions, participants were asked what the contributing factors are as to why an end-of-life fishing gear management program does not currently exist in Nova Scotia. The following are presented in order of increasing percent of how many participants indicated the issue as being a contributing factor (Figure 2). Participants could indicate multiple issues.
Labour, Storage, & Transportation Discussions

Participants were asked specific questions related to labour (gear separation), transportation, and storage. Labour is required in all aspects of end-of-life fishing gear management. To recycle this fishing gear effectively and efficiently, the fishing gear needs to be sorted into separate materials. This separating includes end-of-life fishing gear from usable gear, separating rope from lobster traps and in some cases dismantling the lobster traps, and separating different types of rope (e.g., polypropylene, blends, lead lined).

Participants were asked who they think are responsible for separating end-of-life fishing gear for the purpose of disposal and recycling. 51% of participants indicated that they think the users of the fishing gear should be responsible for its separation at end-of-life (Figure 3). Additionally, 41% of participants think recyclers should be responsible and 26% think that the collection facilities (e.g., transfer stations, landfill, or designated collection facility) should be responsible (Figure 3). It is important to note that many of the participants selected multiple options, indicating that they feel the responsibility may be shared among two or more of users, recyclers, and collection facilities. This is because fish harvesters need to overlook their gear to determine what gear is no longer useful and recyclers need to assess material suitable for their recycling processes, both playing a part in separation.
Transportation, and therefore the distance to a designated collection facility, is a key factor in managing end-of-life fishing gear. Overall, 25 km - 50 km were indicated as an acceptable distance to travel to a permanent year-round collection site (such as a transfer station or waste resource management facility) to recycle or dispose of end-of-life fishing gear. However, some participants noted that the distance did not matter and that they would drive over 100 km to a designated facility that will accept their end-of-life fishing gear.

To understand collection logistics, participants were asked when it would be most convenient to collect end-of-life fishing gear to transport to a location for storage. Most participants answered that either the end of the fishing season (37%) or both the beginning and end of the fishing season (44%) would be best for collecting end-of-life fishing gear (Figure 4). Many participants indicated that both of those options would be convenient. Only 7% of participants answered that collection would be best only at the beginning of the fishing season. Other options for collection were also identified. Some participants explained that collection should occur whenever a significant amount is accumulated, all year long, or on a set day each week. Participants were asked to compare and select additional options that they think is most convenient for collecting their end-of-life fishing gear (Figure 5). Most participants (75%) selected the option to collect end-of-life fishing gear whenever it is no longer useful or at the end of the fishing season (40%).
Figure 4: Most convenient time for collecting end-of-life fishing gear

- Both beginning and end of fishing season: 40%
- End of fishing season: 20%
- Beginning of fishing season: 10%
- Other: 10%

Percent (%) of total responses

Figure 5: Options for collecting end-of-life fishing gear

- Whenever the fishing gear is no longer useful (bring from boat/wharf or home/storage to transfer station, landfill or designated collection site): 60%
- At end of fishing season (bring end-of-life fishing gear from boat/wharf or home/storage to transfer station, landfill or designated collection site): 40%
- At start of the fishing season (bring end-of-life fishing gear from home/storage to transfer station, landfill or designated collection site): 20%
- At the time of purchasing new fishing gear (bring end-of-life fishing gear from home/storage to retailer when picking up new fishing gear): 10%
- Other: 10%

Percent (%) of total responses
Collection would need to be made available for a certain amount of time to allow fish harvesters to sort through the gear. Participants were asked how much time would be required for temporary collection at both the beginning and the end of the fishing season. For both the beginning and end of the fishing seasons, 39% of participants indicated 4 weeks at season end, and 48% of participants indicated 4 weeks at season beginning, as time to be available for temporary collection (Figure 6). Participants explained that this amount of time is needed to ensure fish harvesters can overlook all their gear to determine what is no longer useful. Only 4% of participants indicated longer periods at the beginning of the fishing season and >2% indicated longer periods (e.g., six months) at the end of the fishing season.

![Figure 6 (a): Collection weeks required at season end](image1)

![Figure 6 (b): Collection weeks required at season beginning](image2)
Current Situation

Not all fish harvesters in Nova Scotia have the same access or options to properly recycle and/or dispose of their end-of-life fishing gear. Therefore, participants were also asked questions related to storing their end-of-life fishing gear currently. Nearly all participants indicated that they store their gear at home or on another personal property. Some try to sell their gear or give to a friend that repurposes the gear for crafts. Additionally, many participants indicated that they have stockpiles of fishing rope and lobster traps that they need to dispose of, from 200-10 000 lbs of fishing rope and 25-500 lobster traps per fish harvester.

For more detail on options for recycling, reusing, and repurposing as well as disposing/landfilling and associated tipping fees in Nova Scotia, please see the FGCAC’s report titled End-of-Life Fishing Gear Management in Nova Scotia on our webpage: [https://fgcac.org/end-of-life-fishing-gear-project/](https://fgcac.org/end-of-life-fishing-gear-project/).

General Comments

- Participants of the in-person engagement sessions and the surveys demonstrated a high-level of concern, interest, and commitment regarding the topic of end-of-life fishing gear.
- Although in favour of a management program for end-of-life fishing gear, some participants were not aware of the breadth of the issue. They highlighted the need for communication and education on the topic.
- 100% of in-person session participants and survey respondents agree that a management program for end-of-life fishing gear is needed in Nova Scotia.
- 90% of the Fish harvesters that attended in person engagement sessions suggested a user pay type program so everyone using these materials are held responsible when it’s time to dispose of.
- Some participants expressed their strong support and interest in recycling opportunities with fishing rope:
  - One Harbour Authority manager who attended an in-person engagement session said, “we love the idea of recycling our fishing rope and turning it into plastic lumber and would be willing to do a pilot test and pay half the cost to do it”.
  - Another Harbour Authority manager said, “this is a fantastic way to repurpose fishing rope and give it a second life. I will request the plastic lumber for my wharf repair to help support the efforts”.
- Participants noted we should have access to drop-off locations everywhere in the province and it should be the same cost for everyone no matter what.

Summary

The second stakeholder engagement sessions and survey were focused on getting perspectives from fish harvesters, who would be the stewards of an end-of-life fishing gear management program. As well as fish harvesters, the sessions brought together other key
stakeholders in the fishing industry who shared a common goal of improving the management of end-of-life fishing gear and who participated in discussions on how this gear may be managed. Over 100 participants’ survey responses were used in the results of this report, while also considering feedback from previous engagements with over 400 industry members over the course of the project.

The main factors in developing a solution to manage end-of-life fishing gear and management logistics were discussed among the in-person engagement sessions and related questions were addressed in the survey. The survey was made available online, as a paper version for in-person participants, and the questions used in additional phone call surveys.

All in-person participants of the engagement sessions and survey respondents agree that a management program for end-of-life fishing gear is needed in Nova Scotia. There was overwhelming support, interest, or a need for an effective waste management program to protect their industry and communities.

91% of participants agree that labour, transportation, and storage are the main factors of a management program, but also that cost, coordination, education/awareness, and end-uses for the material are also significant factors. Participants recognize that a program does not currently exist because of a lack of recyclers, lack of access to information and education, lack of funding and costs, distance to waste resource management facilities, and a lack of storage space. Many of the participants feel that management and recycling of an end-of-life fishing gear program is the responsibility of the industry. The results of the survey indicate that a program have collection available for at least 4 weeks at the beginning and end of the fishing seasons, with a designated collection facility 25-50 km from fishing harbours.

The next steps of our End-of-life Fishing Gear Management Project are to research what options are available and what costs are required to implement a program of this kind. Once all options and costs are reviewed and assessed, this will help us to decide on what the most cost-effective, accessible, and environmentally responsible program option to implement. With the success and support from implementing in Nova Scotia initially, the project has potential to expand to the other Atlantic Canadian provinces and Québec and include other types of fishing gear after April 2022.

The survey will continue to be open for fish harvesters to provide their insights and perspectives to this project and are encouraged to participate in the survey accessed on our webpage: https://fgcac.org/end-of-life-fishing-gear-project/.
Appendix A – Stakeholder Engagement Survey Questions

Fish Harvester Survey: End-of-Life Fishing Gear Management

The Fishing Gear Coalition of Atlantic Canada (FGCAC) is working on a project from July 2020 to March 2022 to research, design, and implement a management solution for end-of-life fishing rope and lobster traps in Nova Scotia. With its success and support, the project has potential to expand to the other Atlantic Canadian provinces and Quebec and include other types of fishing gear after April 2022.

At this time in our project's development, the FGCAC Project Team is seeking fish harvesters' perspectives and insight into three logistical factors to help design a management solution. This survey will collect more detailed information around the current labour, storage, and transportation of end-of-life fishing rope and lobster traps.

The survey begins on the next page and asks questions about how to effectively manage end-of-life fishing rope and lobster traps, based on the three factors identified above.

Please note that the survey responses are anonymous (unless you choose to provide your name/contact information). Should you have any questions regarding this survey, or the engagement activities of this project, please contact Sonia Smith at mssmith@hotmail.ca or (902) 818-1926.

The survey will take approximately 5-15 minutes to complete.

Begin Survey

1. During our recent engagement sessions, we heard the three main factors in developing a solution to manage end-of-life fishing gear are: labour, transportation, and storage. Do you agree?
   
   Yes
   
   No

2. From your perspective, are there other factors that you think are significant that are not listed in the three above? (Please specify and why):

3. Please check the contributing factors you think are why an end-of-life fishing gear management program does not currently exist in Nova Scotia.

   Lack of storage space
   
   Lack of recyclers
   
   Lack of access to information and/or education
   
   Distance to transfer station/landfill
   
   Lack of funding/cost
   
   Other:

Labour, Storage, & Transport

4. Based on our previous feedback received, it was identified that fish harvesters feel they are responsible for storing their own end-of-life fishing gear. Who do you think should be responsible for separation of the gear?

   Collection Facility (Landfill, Transfer Station, Designated Collection Site)
   
   Recycler
5. Which of the following options would be most convenient for collecting your end-of-life fishing gear? (please check off all that apply):

- At the time of purchasing new fishing gear (bring end-of-life fishing gear from home/storage to retailer when picking up new fishing gear)
- At start of the fishing season (bring end-of-life fishing gear from home/storage to transfer station, landfill or designated collection site)
- At end of fishing season (bring end-of-life fishing gear from boat/wharf or home/storage to transfer station, landfill or designated collection site)
- Whenever the fishing gear is no longer useful (bring from boat/wharf or home/storage to transfer station, landfill or designated collection site)

Other:

6. What is an acceptable distance to travel to a permanent year-round collection site (such as a transfer station or waste resource management facility) to recycle or dispose of your end-of-life fishing gear? (Check off your answer)

- 10 km
- 25 km
- 50 km
- 100 km

Other:

7. When would it be most convenient to collect your end-of-life fishing gear? (Check off your answer)

- At the end of the season
- At the beginning of the season
- At both the beginning and end of the season

8. If temporary seasonal collection were to take place at the beginning of the season, how long would this need to be available for? (Check off your answer)

- 1 week
- 2 weeks
- 3 weeks
- 4 weeks

9. If temporary seasonal collection were to take place at the end of the season, how long would this need to be available for? (Check your answer)

- 1 week
- 2 weeks
3 weeks
4 weeks

10. Where do you currently store your end-of-life fishing gear prior to taking it to the transfer station and/or landfill?
   - Home/Personal Property
   - Private/Government Property
   - Other:

11. Do you currently have stockpiles of old fishing rope that are no longer usable?
   - Yes
   - No

12. Do you currently have stockpiles of old wire lobster traps that are no longer usable?
   - Yes
   - No

13. If you have stockpiles of old fishing rope and/or wire lobster traps, how much do you have?

14. Do you have any other comments you would like to share regarding the management of end-of-life fishing gear?

End of Survey

On behalf of the Fishing Gear Coalition of Atlantic Canada (FGCAC), thank you for your responses!

If you would like to be contacted by an FGCAC representative for further engagement/updates on this project, please fill in your contact details below.

If you would NOT like to be contacted, please only fill in your province and/or fishing area.

Which province do you live and work in?
   - Nova Scotia
   - New Brunswick
   - Newfoundland and Labrador
   - Prince Edward Island
   - Quebec

What is your Fishing Area? (Ex. LFA - Lobster Fishing Area #)

What is your Harbour Authority?

Name? Phone Number? Email?
Appendix B – Stakeholder Engagement Survey Infographic

END-OF-LIFE FISHING GEAR MANAGEMENT PROJECT
TOTAL AGGREGATED SURVEY RESPONSES 2021

100% of survey participants AGREE a waste management program is needed for end-of-life fishing gear

Where are survey participants from?

91% ✓
Survey participants agree the main factors to develop a solution are: Labour, transportation, storage

WHY DOESN’T A PROGRAM ALREADY EXIST?

Lack of storage
Lack of recyclers
Education access
Distance to facilities
Lack of funding/cost

25–50 km ACCEPTABLE DISTANCE to transport end-of-life fishing gear to a designated collection facility

COLLECTION LOGISTICS

Best time to collect end–of–life fishing gear?

Start of fishing season
End of fishing season
Both start and end of season
Other: year long, weekly

4 weeks are needed for temporary collection of end–of–life gear
IN ADDITION TO PERMANENT YEAR–ROUND STRUCTURES

NEXT STEPS?

Designing a Nova Scotia end–of–life fishing gear management program

To learn more or how to get involved:

info@fgcac.org
@fgcac
www.fgcac.org
@FishingGearCoalition
Appendix C – Presentation for In-Person Engagement Sessions
End-of-Life Fishing Gear Engagement Session
Hosted by the Fishing Gear Coalition of Atlantic Canada

Welcome + Introductions
FGCAC Team Member: Sonia Smith
DFO Small Craft Harbour

During this session
- Our focus will only be on the management of end-of-life fishing gear – that gear that is on land and is no longer considered useful for its originally intended purpose.
- Be respectful of other perspectives, and present your perspective in a respectful way.
- Please stay on task – we have a short amount of time together.

Agenda
- Background of the project/context
- Review of research to date: survey results + feedback during previous engagement sessions
- Group discussions on the main factors influencing the management of end-of-life fishing gear: labour, storage, and transportation.
- Review of next steps, opportunity for additional questions
- Adjourn
Results to date

- Review of research and consultations to date:
  - Online survey (180+ responses)
  - Previous engagement sessions

In your opinion, is the development of a process and program related to the management of end-of-life fishing gear (gear that is no long useable in the fishery) important?

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
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<tbody>
<tr>
<td>Yes</td>
<td>98.16%</td>
</tr>
<tr>
<td>No</td>
<td>1.84%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100%</td>
</tr>
</tbody>
</table>

How are you connected to the topic of end-of-life fishing gear? Please check all that apply.

<table>
<thead>
<tr>
<th>HOW ARE YOU CONNECTED TO END-OF-LIFE FISHING GEAR?</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am a fisherman or fisher</td>
<td>7.79%</td>
</tr>
<tr>
<td>I am involved in a fishing vessel activity</td>
<td>8.30%</td>
</tr>
<tr>
<td>I work at a recycled facility</td>
<td>2.76%</td>
</tr>
<tr>
<td>I work for a provincial government</td>
<td>3.79%</td>
</tr>
<tr>
<td>I work for a federal government</td>
<td>0.60%</td>
</tr>
<tr>
<td>I am a member of a club or a private group</td>
<td>3.30%</td>
</tr>
<tr>
<td>I am a representative of an environmental group</td>
<td>2.76%</td>
</tr>
<tr>
<td>I am a student or researcher</td>
<td>0.60%</td>
</tr>
<tr>
<td>I am a member of the general public</td>
<td>2.76%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>0.60%</td>
</tr>
<tr>
<td>TOTAL Respondents: 100</td>
<td></td>
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</tbody>
</table>
Do you believe that dealing with end-of-life fishing gear is an opportunity or a problem?

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity</td>
<td>28.73%</td>
</tr>
<tr>
<td>Problem</td>
<td>8.84%</td>
</tr>
<tr>
<td>Neither</td>
<td>0.50%</td>
</tr>
<tr>
<td>Both a problem and an opportunity</td>
<td>61.89%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100%</td>
</tr>
</tbody>
</table>

If dealing with end-of-life fishing gear is a problem, why is it a problem? Please check all that apply.

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tipping fees incurred to deal with end-of-life fishing gear</td>
<td>68.66%</td>
</tr>
<tr>
<td>Cost incurred by municipalities to deal with end-of-life fishing gear</td>
<td>56.64%</td>
</tr>
<tr>
<td>Labour required to prepare end-of-life fishing gear for disposal/recycling</td>
<td>55.00%</td>
</tr>
<tr>
<td>Distance required to travel to dispose of end-of-life fishing gear</td>
<td>74.80%</td>
</tr>
<tr>
<td>Lack of storage space for end-of-life fishing gear</td>
<td>61.62%</td>
</tr>
<tr>
<td>Limited recycling options</td>
<td>74.50%</td>
</tr>
<tr>
<td>Illegal dumping of end-of-life fishing gear on land</td>
<td>65.77%</td>
</tr>
<tr>
<td>Abandoned and discarded end-of-life fishing gear at sea</td>
<td>99.26%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>14.00%</td>
</tr>
<tr>
<td>Total Respondents: 140</td>
<td></td>
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</tbody>
</table>

If dealing with end-of-life fishing gear is an opportunity, why is it an opportunity? Please check all that apply.

<table>
<thead>
<tr>
<th>ANSWER CHOICES</th>
<th>RESPONSES</th>
</tr>
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<tbody>
<tr>
<td>Creates economic development within Nova Scotia</td>
<td>60.82%</td>
</tr>
<tr>
<td>Promotes and encourages repurposing or recycling of fishing gear</td>
<td>60.50%</td>
</tr>
<tr>
<td>Reduces management costs for end-of-life fishing gear</td>
<td>36.13%</td>
</tr>
<tr>
<td>Protects the natural beauty of Nova Scotia’s coastline</td>
<td>73.13%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>10.63%</td>
</tr>
<tr>
<td>Total Respondents: 140</td>
<td></td>
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Results from previous engagement sessions

Challenges re: disposal of end-of-life gear

<table>
<thead>
<tr>
<th>Problem</th>
<th>Contributing Factor(s)</th>
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<tbody>
<tr>
<td>Fish harvester labour</td>
<td>Time, effort, and cost related to sorting, separation, ballast removal, dismantling, and delivery to waste resource management facility.</td>
</tr>
<tr>
<td>Tipping fees</td>
<td>Varied jurisdictional application and rules, varied fees related to types of materials and separation requirements for materials, time, and illegal dumping.</td>
</tr>
<tr>
<td>Communication/education</td>
<td>Lack of communication and education available on end-of-life gear, varying waste management practices across the province</td>
</tr>
<tr>
<td>Lack of storage space</td>
<td>Lack of convenient locations, time and effort in handling, and drop off vs. pick up.</td>
</tr>
<tr>
<td>Municipal cost</td>
<td>Self-financing model, varied materials, expressed to handle and process, and taxpayer subsidized vs. user pay.</td>
</tr>
</tbody>
</table>
Results continued - opportunities

- Recycling/repurposing/reuse
  Various options for recycling, repurposing and reusing were suggested, such as rope recycling and collection, use of plastic lumber in applications such as wharves, rope collection enabling artisans to have access to the product.

- Disposal/landfilling
  Discussed options include adding additional infrastructure in select areas with scheduled pick-up days and standardization at waste resource management facilities.

- Communication/education
  Opportunity to provide correct information regarding the impact of end-of-life gear and the issues/opportunities surrounding the topic.

Small Craft Harbour Plastic Lumber Pilot

Eastern Passage
80 pcs. - 8"x8"x16' fenders (wharf repair) - 25% of mixture is shredded rope. 3.94 tonnes of rope used in the mix which equals approx. 170,858 feet or approx. 52.07 kms.

Comparing cost of this project to a project at the same wharf in January 2020 and the same contractor to replace 8 fenders with 8"x8"x16' wood fenders - same scope of work on both projects - $317 per unit cheaper for plastic fender vs wood fender.

Small Craft Harbour Plastic Lumber Pilot

Skinners Cove
460 pcs. - 2"x6"x8' decking (4 - 54'x9' new floating docks) - 50% of mixture is shredded rope. 2.88 tonnes of rope used in the mix which equals approx. 124,891 feet or approx. 38.07 kms.

Cost comparison - Pressure treated
- 2"x6"x8' wood - Home Depot $11.77 per board (SCH purchases from Marwood, and boards are pressure treated 4 times as much - Marwood price unavailable for comparison)
- 2"x6"x9' plastic - $13.96

Small Group Discussions

- Process
  - Individual reflection (make notes on your sheet)
  - Group discussion (make notes on your sheet)

- Topic - the factors that influence the management of end-of-life fishing gear:
  - Labour
  - Storage
  - Transportation
Next Steps

Please add any additional feedback you want to share to the back of your sheet

Thank you for your time and contributions