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INTERNATIONAL PACIFIC HALIBUT COMMISSION

ESTABLISHED BY A CONVENTION BETWEEN CANADA
AND THE UNITED STATES OF AMERICA

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2018 IPHC Fishery-Independent Setline Surveys Revised Vessel Bid Specifications for St. James and Goose Island Charter Regions in IPHC Regulatory Area 2B April 2018

The International Pacific Halibut Commission (IPHC or Commission) is requesting bids from commercial fishing and research vessels to perform fishery-independent setline survey (setline survey) charters during the summer of 2018. The purpose of the setline survey is to collect information required as part of the IPHC's annual stock assessment. This information is used to study aspects of the Pacific halibut coastwide stock, such as growth, distribution, area-wide biomass, age composition, sexual maturity, and relative abundance of bycatch species.

The Revised Bid Specifications 2018 setline survey will cover 2 charter regions within the IPHC Regulatory Area 2B with a grid of stations in charter regions St. James and Goose Island (Figure 1 and 2). These areas are open for single-year contracts. Vessels will fish seven skates of gear at each station following standard setline survey protocols. A maximum of four stations will be permitted per day. The total charter duration including port, offload, weather and run days is expected to take 20 to 25 days per charter region. The IPHC has added additional stations to the setline survey in IPHC Regulatory Area 2B in 2018. Additional stations will be fished within both the current (20-275 fm) depth range as well as shallower (10-20 fm) and deeper (275-400 fm) depth ranges. These additional setline survey stations will expand the geographic range of the setline survey in the St. James and Goose Island charter regions. The overall increase in setline stations has required some changes to the traditional charter regions and areas. Details on this work can be found in Appendix 2.

Vessels can be awarded up to two charter regions at discretion of the Commission based on demonstrated history and scheduling considerations. All fishing operations must be completed between 28 May and 31 August 2018. The IPHC **will actively schedule** vessels to meet program and personnel needs.

It is essential that you clearly indicate your availability in your bid(s), as preference may be given to vessels with greater scheduling flexibility. Vessels are required to accommodate three IPHC Secretariat staff.

Legal-sized Pacific halibut and some bycatch retained from setline survey operations become the property of the IPHC and are sold to move the costs of setline survey operations towards revenue neutrality. Typically, vessels receive a lump sum payment upon the completion of each charter region, as well as 10% of the net Pacific halibut sales (Section L, N).

Vessels are reminded to carefully consider **all** costs associated with performing the work over the time frame of the bid, and to budget these into their proposal(s). **Please be aware of the changes to the program description for 2018 (Section A) when comparing past bid prices.**

Bids must be mailed, emailed (pdf) or faxed in time to arrive in the Commission's Seattle office by **12:00 noon (Pacific Daylight Time) on Friday, 27 April 2018.**

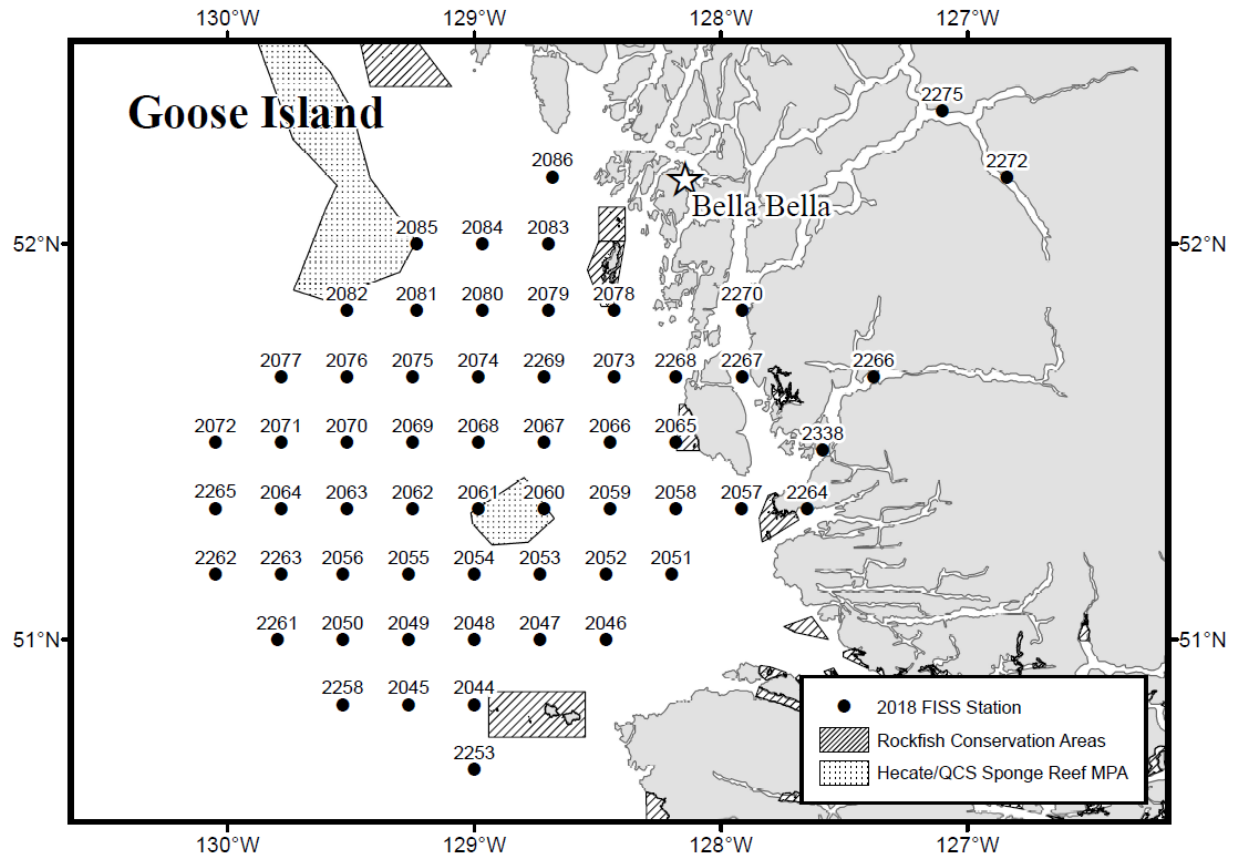


Figure 1. Goose Island stations

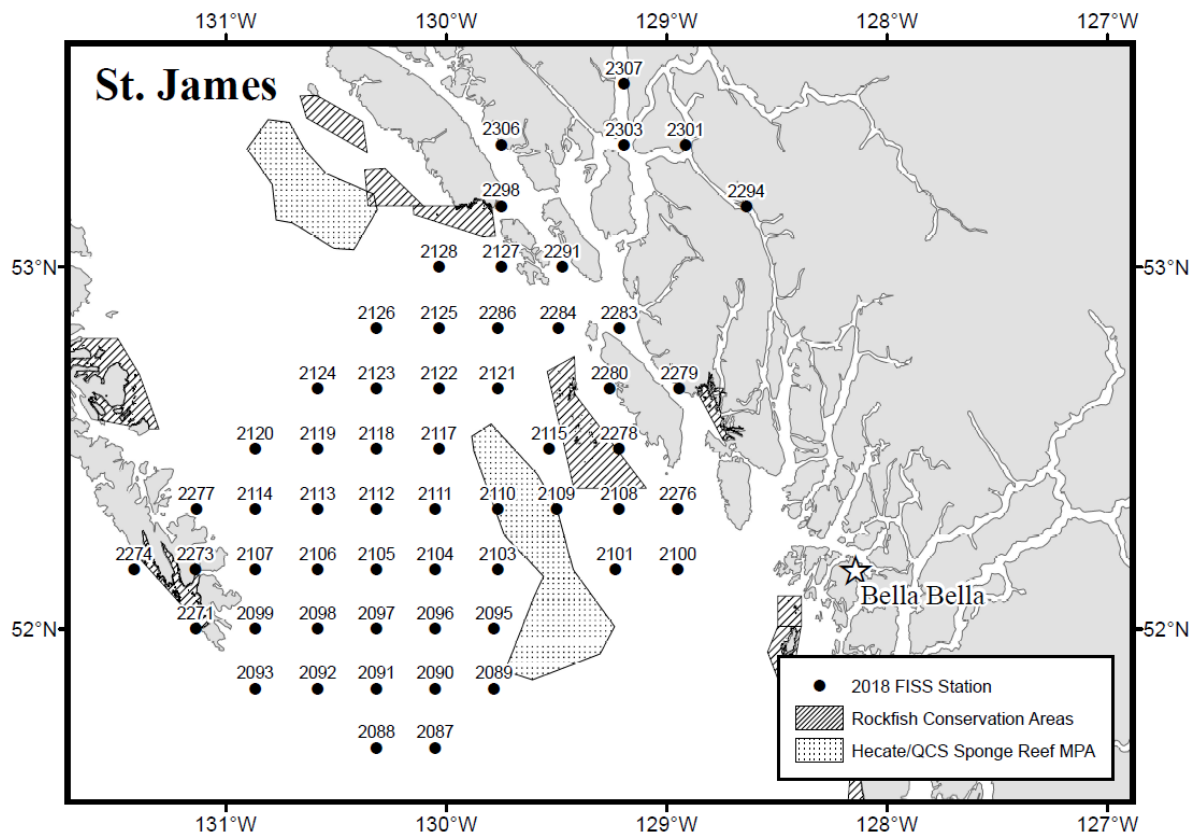


Figure 2. St James charter stations.

A. IMPORTANT for 2018

Several major changes in the scope of the setline survey work will occur in 2018.

General Operations

1. The Commission is requesting bids for single-year contracts for all charter regions.
2. Bids are to be based on **seven skates** of gear per setline survey station in all charter regions.
3. A maximum of four stations fished per day will be permitted. Note that occasionally research activities will preclude fishing four stations in one day.
4. New bird bycatch regulations now require a weight of approximately seven (not five as in previous years) to 10 pounds be snapped on or tied to the groundline at each skate junction.
4. In 2018, there are new codified procedures regarding protected species (see Appendix 1).
5. The IPHC will be using electronic data recording equipment (tablets) in all areas in 2018.
6. Bathymetric data from the vessel are being collected in 2018 and the IPHC will work with the captain to facilitate the capture of this information (see Section E.10)

Special Projects

Multiple Areas:

1. **All areas:** The first five spiny dogfish shark (*Squalus suckleyi*) in IPHC Regulatory Areas 2A, 2B, 2C, 3A, 3B, and all dogfish in Area 4 will be brought aboard for length and sex data collection prior to live release. Partner agency: National Marine Fisheries Service (NMFS). Status: Ongoing.
2. **Area 2B all regions.** Longnose skate (*Raja binoculata*) vertebrae and biometrics will be collected for a joint project with NMFS. This collection is **opportunistic** with a goal of 50 samples per IPHC Regulatory Area. This may require crew assistance bringing the skates aboard for sampling. Status: Ongoing - last collected in 2013.
3. **Area 2B.** Sublegal U32 Pacific halibut not sampled for their otoliths will be wire tagged.

Area 2B (Goose Island, St. James):

1. **Expansion:** The IPHC is expanding its survey coverage in Area 2B in both in the number and depth range of stations fished in an effort to cover gaps in the current standard depth range and to improve estimation of weight per unit effort (WPUE) in these areas. Some stations will be within our traditional depth coverage (20-275 fm) and others will be shallower (10-20 fm) or deeper (275-400 fm). Area 2B has traditionally been split into four charter regions. For 2018, an expansion year, Area 2B will be split in to six charter regions: Charlotte-inside, Charlotte-north, St. James, Goose Islands, Vancouver-outside and Vancouver-inside. We expect that there will be a portion of stations that will be prospected and may be unfishable due to depths outside of our survey. Status: New.

Note: There is still potential for restrictions on stations to be fished due to permitting and/or limits on protected species and habitat. Unfished stations will be deducted on a pro-rated basis from the final lump sum payment (e.g. Lump Sum Bid Dollar Value divided by Total Number of Stations bid upon). More information can be found in Appendix 2.

2. Expansion: Several new and existing stations are in close proximity to Rockfish Conservation Areas (RCAs) and Glass Sponge Reef Marine Protected Areas. Vessel operators must use extra care to make sure gear is not set within those protected areas.
3. The Commission is continuing cooperative work with the Department of Fisheries and Oceans (DFO) to census and sample rockfish in British Columbia. Vessels bidding on

these areas are **required** to have space for a third IPHC sampler. For more details see section D-4.

4. Federal law in Canada requires all rockfish (*Sebastes* spp.) and Pacific cod (*Gadus macrocephalus*) proceeds to be returned to the Crown. To compensate you for the work involved in processing (gilling, gutting) and handling (icing, offloading) of these species, we now require that you submit a lump sum bycatch processing fee for any Area 2B charter area you are bidding on. The share of bycatch revenue applied to vessel processing costs in 2017 (USD) were: Vancouver (\$2,500), Goose Is. (\$2,500), St. James (\$4,000) and Charlotte (\$1,500).

B. Fishery-independent Setline Survey description

The setline survey is divided into 30 separate charter regions (Figure 1). Important exceptions to this design (notably the Area 2A densified grid and the Area 2A rockfish stations) are listed in Appendices 4 and 5. The setline surveys have been designed to maximize coverage over the charter regions and consist of a regular distribution of stations on a 10 nm by 10 nm grid. The center of each station is within the survey depth range of 20 to 275 fathoms. The end of some sets may extend shallower or deeper than the standard range. An example of the basic station pattern is given in Figure 2. Charts of each charter region and exact coordinates of the station locations are available with this package.

The setline survey design requires considerable running distance each day, both to set and retrieve the gear. One string of seven standard skates will be set at each station (8 skates in Area 2A and in Area 4CDE). Vessels will be allowed to fish a maximum of 4 stations per day if deemed feasible by the skipper and lead biologist. To ensure safety and data integrity, IPHC's Seattle office reserves the right to reduce the maximum stations per day, dependent on captain and crew efficiency with the survey design. Typically, a vessel capable of running 8 knots is just able to complete this design and transit to the next day's fishing location in a timely fashion. Vessels running less than eight knots may find it difficult to complete the daily work plan. The requirements of gear maintenance and catch processing demand an experienced and professional crew capable of working long hours, day after day (typically 14-16 hr days). It is of utmost importance that the Vessel Tender Form accurately reflects both the vessel's running speed and the capabilities of the intended vessel and crew.

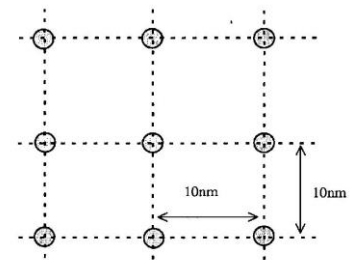


Figure 2. Station Pattern

Charter regions generally contain 40 to 66 predetermined stations, which will take approximately 12 to 22 fishing days to complete. This does not include additional days required for loading, offloading, running, foul weather, resetting stations, etc. The total number of days projected to complete each charter region ranges from 7 to 36 (Table 1). If the vessel cannot keep up with the station schedule, the charter must be ended and the number of fishing days increased until all stations in the chartered area are complete.

General fishing plans may depend upon bait storage locations, personnel needs, or sales considerations. The choice of where to begin and the number of stations to fish each day (≤ 4 stations/day) is generally agreed upon by the captain and lead sea sampler on board, taking into account setting and hauling logistics, weather and tide conditions, and distance between sets. A single coordinate indicating the center of the set is given for each station location. The gear

should be set through this position in either a N-S or E-W orientation. All stations within a setline survey region do not have to be set in the same direction. If physical obstacles, weather, or tides do not permit setting directly N-S or E-W, the captain may set in the direction necessary. **When deviating from the N-S E-W orientation, the captain must describe, on the captain set form, why the preferred orientation was not possible and why the chosen orientation was selected (NEW).** Under no circumstances should the setting of the grid stations be altered to purposefully increase or decrease the catch.

If any gear is left soaking more than 24 hours, the set will be considered unsuccessful and ineffective and must be hauled and reset (Section C). “Foul weather days,” when work is not possible, are anticipated. As a guideline, sampling will not occur in seas above 15 feet and winds above 30 knots. The IPHC lead sampler and Captain will suspend fishing operations if it is determined that the weather is significantly affecting the catch (fish falling off the line unobserved), their ability to conduct sampling, or for safety reasons.

Setting will begin at approximately 5:00 AM **local time** (not earlier) or at first light each morning, whichever is later. When all stations are set, the vessel will return to the first station and begin hauling after the set has soaked at least five hours.

During hauling, all Pacific halibut will be brought aboard. Lengths, otoliths (ear bone for aging), sex determination, and other information will be collected for all legal-sized Pacific halibut and a random sample of the sublegal-sized Pacific halibut. Sublegal-sized fish that are not sacrificed will be measured and returned to the water unharmed. All legal-sized Pacific halibut and some bycatch (Pacific cod and rockfish) will be retained and sold to reduce costs of the survey, except as noted in Section L.

The working day for the vessel crew finishes when all the fish have been dressed, examined by Commission samplers, iced, and all gear is baited and ready for the next day’s fishing. While the charter design calls for finishing on deck between 7:00 PM and 9:00 PM, it will not be uncommon for a vessel which started setting at 5:00 AM to not finish on deck until well after 10:00 PM. For vessels with satisfactory speed and an efficient crew, the working day is expected to be approximately 16 hours or less. Due to weather, gear problems, vessels’ speed, heavy fishing, etc., the length of the working day will vary.

Vessels can be awarded up to four charter regions at discretion of the Commission based on demonstrated history and scheduling considerations. All fishing operations must be completed between 28 May and 31 August 2018. The IPHC **will actively schedule** vessels to meet program and personnel needs. The Commission will schedule the vessel to meet program and personnel needs, and your availability may affect whether we award you areas. It is therefore essential for you to indicate what times throughout the survey season that your vessel is available to perform the work, and preference may be given to vessels with the greatest flexibility in their schedule. IPHC may stagger the start date of the different charter vessels to be able to schedule personnel and complete the work.

C. Resetting previously fished stations

Chartered vessels will be responsible for “successfully” completing all stations in their assigned region. Stations will be considered successful if the vessel properly sets the standardized gear, soaks it for a minimum of five hours, hauls back within 24 hours, and within 3 nm of the station coordinates. If gear is left soaking more than 24 hours (or less than five hours) or is set greater than 3 nm from the station coordinates, or if there are setting errors such as missing tubs or

unsecured anchors, the vessel will be required to bear the cost of resetting the station. The lead biologist will determine whether or not the station is successful.

Situations resulting in the data from a set being deemed ineffective for stock assessment include lost gear, snarls, mammal predation, and excessive sand flea activity. In these cases, the vessel will not be required to reset the station unless special arrangements have been made with the IPHC office.

D. Vessel requirements

Prior to bid acceptance, Commission staff will inspect the vessel and determine the adequacy of deck space, accommodations, and confirm that the vessel meets all minimum requirements.

1. The vessel must be mechanically sound in all respects, seaworthy for fishing in the designated areas, and suitably equipped for fishing Pacific halibut with conventional longline gear.
2. The vessel must have a well-insulated fish hold capable of packing all retained species in ice. Vessels will not be allowed to use RSW or slush the catch.
3. The vessel must have adequate deck space to allow the Commission staff to carry out their duties. We will require space to mount a recording shack (approximately 36" by 38" by 74" high) with an attached measuring cradle. The location of the shack must not obstruct fishing or processing operations and must be close to the dressing table. The ideal setup is to have the cradle attached to the shack directly below one of the opening shack windows. This allows for optimal communication between IPHC staff. Please provide a deck diagram with proposed shack and cradle position indicated with your application. Additionally there must be adequate storage space for the water column profiler, and its storage crate, buoys, and anchors.
4. Accommodations shall be clean and sanitary. The vessel shall have adequate accommodations for the vessel crew and at least three IPHC staff members, including women. Certain vessels may be asked to take three IPHC staff if the vessel has adequate accommodations (in such cases, the Owner will be provided with a \$51 per day food stipend for any days the third IPHC staff is aboard the vessel). The vessel must be equipped with clean, sanitary, dry, and comfortable mattresses, but no bedding, for Commission-assigned personnel. Below are exceptions to the requirement of two Commission staff per vessel:

Area 2B: Vancouver- inside, Vancouver- outside, Goose Islands, St. James, Charlotte- inside and Charlotte - north: The Commission is doing collaborative bycatch research with DFO in Area 2B. Vessels bidding on these areas are **required** to have space for a **third** IPHC staff member. This project requires the IPHC to conduct 100% hook counts and sample rockfish after the haul. Experience has shown that these sampling requirements delay the dressing and icing of the bycatch and result in significantly longer deck times for the vessel crew. This will affect the crew's availability to bait new gear, clean the deck, etc. Please take this into consideration when submitting your bid.

5. The vessel must have a usable marine head, which can be used in privacy for male or female Commission staff.
6. A galley reasonably equipped with a cook stove, refrigerator for food storage, and sink is required.
7. A sink or shower for washing is preferred.

E. Electronic equipment requirements

1. Two VHF radios and one single side-band unit.
2. A satellite communication system capable of reliably communicating with the IPHC office.
3. Reliable email capabilities Text only copy/paste capability is needed. If email is supported on the VMS system it has to have an ability to allow for transfer of small data files for emailing the IPHC office hail/trip information. Some VMS systems need to be updated to allow this.
4. Two GPS (Global Positioning Systems) units.
5. A GPS plotter is desirable.
6. Two radar units. One must have a range of at least 24 nm.
7. Two depth sounders.
8. An intercom from the fishing deck to the bridge is desirable.
9. The vessel must provide reliable 110 AC power to the sampling shack for powering a light, tablet, and a small computer. The ability to provide 110 AC during hauling operations is required (power draw of 5 amps). For those vessels without a constant AC supply during hauling, the power supply requirements can likely be met with a simple inverter.
10. If available, bathymetric data (depth sounder) shall be recorded, from the point of port departure, to the point of port offload, while under contract, using navigational software onboard the vessel. The IPHC will work with the skipper/owner on retrieval of these data and provide data storage (e.g., hard drive) if needed. Within 30 days of the end of the contract, the skipper/owner shall export all bathymetric data available from their navigation software and provide it to the IPHC.

F. Gear requirements

The owner shall provide and replace, as needed, all gear and associated equipment necessary for commercial longline fishing (except as noted in Section K).

1. For most regions, at least 42 skates of conventional longline gear must be prepared before the charter if fishing three stations days (i.e. a spare day's worth of gear should be available). All gear will be 1,800 feet long (300 fathoms) with 100 hooks per skate. Gear may be provided as full or partial skates coiled either in tubs or on skate bottoms. Gear must be flagged at the half skate so samplers can identify where in the individual skates, each fish is caught. **Snap gear is not allowed.**
2. Skates shall be uniformly rigged with circle hooks (#3 (16/0) Mustad or equivalent) in average or better condition spaced along the groundline at 18-foot intervals (100 per skate). Spacing will be monitored by Commission staff.
3. Gangions shall be 72-thread count, hard lay material between 24 to 48 inches after tying. **Swivels are not allowed.** Hooks must be oriented on the gangions by inserting the gangion through the front of the hook eye (Figure 3).

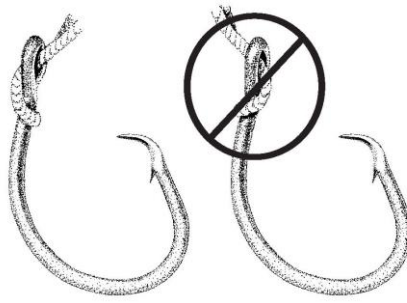


Figure 3. Proper gangion orientation to hook

4. A weight of approximately **7 to 10** pounds must be snapped on or tied to the groundline at each skate junction.
5. Fishing gear shall be maintained strictly in accordance with the specifications outlined in this document. If it is found that the gear is not being maintained to standards, the Commission representative could halt fishing operations and the owner or his/her representatives will be required to bring it up to standard. No additional payment will be made for time required to perform this gear maintenance.
6. Automated hook strippers, or crucifiers, may be used to remove larger Pacific halibut from the longline. If a crucifier is used, and interferes with data collection (length measurements, prior hook injury assessment, tag and release operations), the lead may require you to stop using the crucifier altogether. Smaller Pacific halibut may not be removed by the hook stripper as it makes total length determination inaccurate. Bycatch may not be removed by hook strippers as all bycatch (including sharks) are to be carefully released.
7. All vessels must provide and use an approved seabird deterrent device (e.g., tori line) while setting the gear, as required by state or federal agencies. Experience has shown that the key to successful tori line deployment is the height from which the line is deployed. This technique produces an effective coverage zone, while minimizing deployment challenges and interference with the fishing gear. It is the vessel's responsibility to have sturdy attachment poles for the tori lines (preferably welded, not strapped), with a high attachment point for the lines. All tori lines are to be deployed so that the line enters the water no less than a distance of 40 meters aft of the vessel stern (if the vessel is greater than 100 ft. the minimum distance is 60 meters). See Appendix 1 for full bird avoidance requirements.

G. Bait

Most bait required to complete each charter has been purchased and stored at certain ports where offloads are anticipated. Some freshly frozen bait may need to be purchased by the Commission staff during the charter.

1. The Commission will bear the cost of all ice and bait purchased before or during each charter. The Commission shall also arrange for bait to be shipped to or available in the intended ports of sale.
2. Bait shall be frozen chum salmon, number 2 semi-bright or better.
3. The crew will be responsible for cutting the salmon into pieces approximately 1/4 to 1/3 pound for baiting the gear. The Commission requires that the bait **not be salted**, but instead kept on ice or frozen until used. IPHC staff will monitor bait size during the charter to ensure compliance to survey standards.
4. Auto-baiting machines are not permitted for use on IPHC survey sets.

H. Crew requirements

The number of persons required to maintain and bait the skates of longline gear, as well as to process the Pacific halibut as it is caught, depends on the skill and professionalism of the crew as a whole. Experience has shown us that these qualifications vary widely, and that the labor-intensive nature of using hand-baited longline gear wears heavily on all but the most durable and experienced. It is of the utmost importance that all crew working on this research survey adhere strictly to the gear maintenance and fish quality standards expected by the IPHC. Bidders are cautioned to consider the ability of individuals assigned to gear maintenance, baiting, fish cleaning, and icing duties, and to select crewmembers with the best possible skill and motivation levels.

1. The owner will be solely responsible for providing at all times during the charter a fully qualified and experienced crew. The normal daily workload for fishing, icing the catch, and the strict gear maintenance required by the IPHC have shown us that the necessary crew **must consist of at least a captain plus three to five additional crew**. Bidding with less than that complement of crew may result in your operation being excluded from consideration.
2. The captain must possess any required Coast Guard or maritime licenses or certifications applicable to the vessel and area of operation.
3. The captain shall have a minimum of three years of fixed –hook longline fishing experience as a master of a comparable-sized vessel and be competent in the use of modern navigational and fish-detecting equipment.
4. The captain is responsible for being knowledgeable in and adhering to all state, provincial, federal and international laws pertaining to commercial fishing. This includes fishing regulations, area closures (rockfish, sea lion rookeries, etc.), state or federal No Discharge Zones (sewage/blackwater), MARPOL (International Convention for the Prevention of Pollution from Ships) and the COLREGs (International Regulations for Preventing Collisions at Sea).
5. At least two crew shall have a minimum of three years of fixed-hook longline fishing experience and be competent in longline construction and repair, hand-baiting methods, and Pacific halibut dressing and icing techniques. The remaining crew must be capable in longline repair, hand-baiting methods, and Pacific halibut dressing and icing.
6. The captain and crew will be responsible for all phases of gear maintenance and the daily setting and hauling of the fishing gear.
7. The crew will be responsible for loading all vessel supplies prior to, during and after the charter.
8. The crew will be responsible for offloading any fish sold during the charter.
9. The captain will ensure that the vessel remains in port for a 24-hour period after the offload is complete to enable the Seattle staff to ensure the exchange of all necessary data, to maintain consistent communications, and provide troubleshooting support. If there is a legitimate need for a quick turn-around (e.g., weather window, offload window between salmon openings, mechanical breakdown, etc.), clearance from the Seattle office staff needs to be obtained on the day that the fish sale is conducted. However, deficiencies in the vessel or problems with the crew's performance must be resolved prior to departing, which could result in port stays in excess of the 24-hour window.
10. All bycatch not retained must be carefully released from the hook. This includes shark and skate species as well. Vessels encountering tail-wrapped shark specimens shall make every effort to release the animal unharmed.

11. The captain and crew will be responsible for the dressing and icing of all fish. A crewmember or members must be available (as required) for dressing Pacific halibut while the gear is being hauled.
12. The vessel crew will be required to assist in the deployment and recovery of a water column profiler (supplied by the Commission) at each station. A water column profiler is an oceanographic device that records depth, temperature, salinity, dissolved oxygen, pH, and chlorophyll levels as it descends through the water column. The units are approximately 3½ feet tall and weigh 55 pounds each. The weighted unit is lowered on an anchor line until it hits bottom, then retrieved with the gurdy, prior to hauling the gear at that station. Typically, each cast adds 10 to 15 minutes of time to the start of each hauling event. Between casts the unit, along with the accompanying floats and anchor configuration, must be secured on deck away from active objects and gear which could impact the instruments.
13. All vessel personnel are expected to conduct themselves in a professional manner at all times. Physical relationships with IPHC staff are prohibited while on charter, and vessel personnel must disclose any past or present activities or relationships that are in conflict with this policy. If a conflict arises, the IPHC will reevaluate staffing options and work with the vessel owner, captain, and crew to resolve the conflict.
14. Fishing plans must be mutually agreeable to the lead biologist and the captain. The captain will communicate to the lead biologist on a daily basis all changes to fishing plans and contingencies as they develop.
15. The captain and crew shall create a working environment that is free from intimidation and harassment (verbal, physical, or sexual). Please refer to Appendix 3 for further information regarding harassment and professional work environments.
16. All captains and crewmembers must be acceptable to the Commission. The Commission may require the replacement of any crewmember during the charter if found unacceptable in skill, experience, or behavior.

I. Safety

The captain is responsible for all matters relating to safety of personnel, the vessel, and equipment operation. The captain will adhere at all times to navigational rules whether it be during fishing operations, running, drifting, or when at anchor. He/she (or captain's representative) shall review safety procedures and equipment with the scientific party at the beginning of each charter and after any crew change.

Canadian vessels must possess a current Ministry of Transportation certificate (Canada Steamship Inspection Certificate) for the purposes for which the vessel is to be used. The vessel shall be mechanically sound in all respects, completely seaworthy, and comply with all federal Transport Canada regulations.

All vessels shall adhere to the regulations for power driven vessels underway in International Waters. In relation to the practice of drifting at night, the operator must maintain a proper lookout and ensure that his/her vessel is properly lighted as per the regulations (specifically 1972 International Regulations for Prevention of Collisions at Sea (72 COLREGS): Rule 2, 5 and 23.

These regulations are available online at:

https://www.navcen.uscg.gov/pdf/navRules/CG_NRHB_20151231.pdf

1. All safety equipment (such as life rafts) must have passed inspection requirements and be of sufficient capacity for the captain, crew, and all Commission staff aboard.

2. The Commission will provide immersion suits, personal EPIRB's, and personal floatation devices for its employees.
3. No alcohol consumption or illegal drug use is allowed aboard Commission chartered vessels, including days at sea and anchor days, as well as port days or when the vessel is at the dock. This is a **no tolerance policy** which will be in effect at all times the vessel is on charter, and violation of this policy is sufficient cause for contract termination, and possible exclusion from future contract eligibility for one or more years.
4. While shore excursions are not prohibited under Commission contract, vessels are reminded that such activities fall outside of the mandates of the contracted work, and that the vessel is responsible for the safety of all concerned during such activities and may not be fully protected by insurance policies during non-contracted activities. It is required that float plans be completed before making shore excursions, that all participants wear approved floatation devices, skiffs be fully stocked with a boat kit (emergency oars, bailer, sea anchor, rope etc.), and that the group carry a fully stocked shore kit, hand held radio, and first aid kit.

J. Owner's responsibilities

1. The owner will be responsible at his/her own expense to maintain the vessel, its engine(s), machinery, equipment, and fishing gear in good and seaworthy condition.
2. The owner will be responsible to provide lube oil, grease, filters, other engine-room supplies, and all other vessel operating supplies normally required for commercial fishing operations.
3. The owner will be responsible for the purchase of all fuel required to operate the vessel for the duration of the charter period, except as stated in Section L.
4. The owner will be responsible for providing a working environment that is free from intimidation and harassment (verbal, physical, or sexual). Please refer to Appendix 3 for further information regarding harassment and professional work environments.
5. The owner agrees to indemnify, defend and hold harmless the Commission from any and all claims by whosoever brought for loss, damage or personal injury from any cause arising out of the charter of the vessel, including but not limited to, claims arising out of the negligence of the Commission, its agents or employees.
6. As part of the bid, the owner shall submit a disclosure statement specifying any conviction for the violation of any fishing regulations pertaining to the Pacific halibut fishery within the past five years by the vessel's owner, captain or crew.
7. The owner will provide adequate and wholesome meals for the crew and all Commission representatives. This includes days when the vessel is in port between trips, weather days and any time the IPHC staff are sleeping on board the vessel.
8. The owner shall be responsible for the payment of all crew salaries, including any bonuses, and for the payment of all payroll taxes on salaries, such as income tax, unemployment, workers' compensation, and other taxes as applicable. With respect to vessels operating in the waters of foreign countries, the owner is responsible for ensuring that all crew have adequate health insurance coverage.
9. The owner shall be responsible for all fees incurred arising out of the operation of the vessel including, but not limited to, harbour dues, moorage, watchman costs and environmental fees.
10. Prior to commencement of the charter, U.S. vessel owners shall provide to the Commission a copy of the insurance policy verifying that all Commission personnel are included on the

vessel's P&I insurance policy as either a crewman or business invitee, and that the Commission is listed as an additional insured or co-insured on the P&I policy for the term of the charter agreement. The policy must provide protection with minimum limits of \$5,000,000 USD. Canadian vessel owners are strongly encouraged to acquire similar coverage. The Commission will reimburse the owner for any additional premiums incurred by the owner to meet its obligations under this paragraph (Section K-7).

11. The owner agrees to maintain at its sole cost and expense throughout the period of the charter hull and machinery insurance to the full market value of the vessel with trading warranties appropriate to the charter, said policy to include a waiver of subrogation against the International Pacific Halibut Commission. The Owner will provide proof that the above coverage and subrogation is in place prior to the commencement of the charter.
12. The owner agrees to maintain at its sole cost and expense throughout the period of this charter pollution/environmental hazard insurance with minimum limits of \$5,000,000 USD, said insurance to name the International Pacific Halibut Commission as an additional insured. The Owner will provide proof that the above coverage is in place prior to the commencement of the charter.
13. The data collected under this project is essential to stock assessment. The Commission's policy is to release the survey data, only after the catch limit recommendations for the coming year have been released to the public. Provision of this information to the public in an equitable manner requires that no advance release occur and is based on the personal integrity of the vessel captain, vessel crew and the Commission staff. The owner agrees that the catch information collected during the survey is confidential until released by the International Pacific Halibut Commission to the public.

The vessel owner will take steps to ensure the captain and crew understand and abide by this policy and do not discuss the catch information until the release of that information by the Commission to the public. Violation of this policy is sufficient cause for contract termination, and possible exclusion from future contract eligibility.

K. Commission responsibilities

1. The Commission will replace all fishing gear lost in the course of the gear being put into the sea for fishing. This includes lost buoys, flags, buoy line, anchors, and physical components of skates including lost or replacement hooks and gangions required for normal gear maintenance. As well, the Commission will bear the cost of purchasing the physical components (i.e., labor is not included) of one new skate based upon every 100 skates of gear fished as compensation for normal wear and tear. Replacement groundline, hooks, and gangions will be the same or equivalent to gear lost or condemned. To this end, the skipper must provide a vendor contact to speed up the processing of gear claims.
2. The Commission will reimburse the individual costs and fees associated with sending and receiving electronic communications (satellite phone, email) pertaining to Commission business. Costs for service connection are not included and should be covered in the bid price.
3. The Commission will pay for any extra fuel used by the vessel due to special travel requests that are above and beyond the requirements of the survey design.
4. The Commission will arrange and pay for all ice and bait necessary to complete the charter.
5. The Commission will determine that the charter operation is ready to leave the port after the offload and commence the next fishing trip.

6. The Commission may terminate the charter at the nearest port if for any reason the owner fails to render the required services or the vessel and/or crew do not meet the specifications as stated on the Vessel Tender Form.
7. The Commission will reimburse U.S. vessel owners for any additional premiums required to cover IPHC personnel under the vessels Protection and Indemnity (P&I) insurance policy. The Commission will purchase individual insurance for IPHC employees serving aboard Canadian vessels.
8. In Canada where offload validation fees are billed to the vessel, the IPHC will reimburse the vessel for a portion of those fees based on the Pacific halibut sharing agreement as listed in the vessel contract (i.e., if fisher gets 10% of the Pacific halibut and the IPHC 90%, we will pay 90% of the offload fees as invoiced by the service provider and the vessel will be responsible for the rest). These monies will be paid to the vessel, and the vessel will be responsible for paying the service provider as invoiced.

L. Fish caught during the charter

Legal-sized Pacific halibut and some bycatch (rockfish and Pacific cod) are retained and sold to reduce costs of the survey operations. All fish caught (with the exception of sablefish retention if licensed and permitted to do so in Areas 2A and/or 2B) become the property of the IPHC and are sold through an auction or direct sale process by Commission staff in Seattle. The Commission makes no guarantee as to the amount of fish caught or to the prices received. Landing and price information for Pacific halibut caught in 2017 is included in Table 2. The lead biologist will work with the captain to maintain contact with the office and arrange offloads as well as ice and bait for successive trips.

1. Ports of sale for each charter region are listed in Table 1. Vessels are advised to calculate their bids based on the longest run for the ports listed. If the Commission requires a vessel to offload in a port that is a substantial distance from the listed offload ports, the vessel may be provided with a running bonus. Canadian vessels fishing in Alaska may negotiate to deliver their final trip into Prince Rupert, BC en route back to Canada; however, they will not be provided with a running bonus.
2. When delivering to ports where the fish may go to the fresh market (typically in Homer, Seward, SE Alaskan ports, British Columbia, Washington and Oregon ports) fish should be no more than 5 days old (5 fishing days and one run day). Therefore, vessels must expect to perform at least three to four trips per charter region. Longer trips may be allowed when delivering to the frozen market or in areas where more transit time is required such as the western Aleutians (Adak and Attu charter regions) and the Bering Sea (4A and 4D Edge charter regions). Vessels bidding on regions in 4B, should plan on having to deliver one large trip to Dutch Harbor from each of these charter regions.
3. The crew is responsible for the dressing, icing, and unloading of all retained fish. Ten percent (10%) of the net proceeds from Pacific halibut sales will be paid to the vessel unless otherwise agreed upon (for Areas 2A, 4A, 4B, 4C, and 4D see exception in Section N-3).
4. The vessel may retain bycatch only if all applicable state (U.S.) and federal (U.S and Canada) regulations are met for the retention of that species. Survey vessels are only allowed to retain Pacific cod and rockfish. In no instance will the retention of species other than Pacific halibut be allowed to restrict or otherwise interfere with achieving the scientific objectives of the charter. These fish become the property of the Commission, with the vessel receiving 50% of the net sale proceeds (for 2B see exception in Section N-2).

5. The Commission is committed to selling only fish of the highest possible quality. To this end, all fish caught on Commission charters and intended for sale must be handled in a manner which meets or exceeds the industry standards. Prior to the charter and after any offload, the hold must be thoroughly cleaned and sanitized. Fish retained for sale must not be gaffed in any area other than the head and should be stunned and bled immediately after landing and prior to dressing. All traces of blood, gills, viscera, gonads, kidney and sweetmeats must be completely removed. Pacific halibut must be wet-scraped or the body cavities rinsed before icing. All fish must be layer iced and the pokes and gill cavities of all retained Pacific halibut, large and small, must be filled with ice. It shall be the captain's responsibility to see that the aforementioned procedures are carried out. Following each sale, the offloader will be required to complete Fish Quality Forms which will note fish appearance and temperature for all Pacific halibut and bycatch offloaded. The captain will be required to initial the Fish Quality Forms to acknowledge that the contents have been read.

M. Post-award and post-survey meetings

1. Upon the award of a contract and prior to the start of the charter, a post-award meeting will be held at a mutually agreeable location to discuss issues relating to the charter and survey, and to sign contracts. The survey manager will schedule the date and time of the meeting. The meeting shall include the vessel owner and captain. A follow up phone meeting will occur in the two weeks prior to the survey start, to confirm final details and requirements.
2. After completion of the survey, a post-survey debriefing may be held in person, over the phone, or by mail with the vessel owner and captain. The purpose of the debriefing is to provide the vessel operator with a vessel performance evaluation. The vessel operator will also have the opportunity to assess and evaluate the Commission staff and/or survey methods.

N. Bidding procedure

1. The Commission will consider bids based upon a lump sum for the completion of each charter region regardless of the number of days within the allowable period (28 May to 31 Aug) that are required. In addition to this lump sum, the vessel will receive 10% of the net sales of Pacific halibut and 50% of the net sales of bycatch (see exceptions in N-2, and N-3). The Commission cannot guarantee the amount of fish caught during a charter or prices received from the sale of the fish. For most regions, the Commission will pay 50% of the bid price after half of the stations are completed and the remaining 50% upon the completion of each charter region. The vessel's share of Pacific halibut and bycatch revenues will be paid once the offload payment monies are received by the IPHC office in Seattle.
2. Federal law in Canada requires all rockfish (*Sebastes* spp.) and Pacific cod (*Gadus macrocephalus*) proceeds to be returned to the Crown. To compensate you for the work involved in processing (gilling, gutting) and handling (icing, offloading) of these species, we now require that you submit a lump sum bycatch processing fee for any 2B charter area you are bidding on. The share of bycatch revenue applied to vessel processing costs in 2017 (USD) were: Vancouver (\$2,500), Goose Is. (\$2,500), St. James (\$4,000) and Charlotte (\$1,500).
3. All bids must be submitted on the appropriate VESSEL TENDER FORM provided by the Commission. You may submit a bid for a specific charter region, separate bids for multiple regions, or a single bid applicable to any region. Vessels can be awarded up to four charter regions at discretion of the Commission based on demonstrated history and scheduling

considerations. You must specify on the bid, the minimum number of regions you require to work with us, as well as the maximum.

4. The Commission is not restricted as to the nationality of the vessels it charters for operation in any area and will contract according to its own best interests. Also, vessels need not be licensed for Pacific halibut fishing in Canada or the U.S. to be eligible.
5. The Commission will not be obligated to accept the lowest bid or any bid received and will contract according to its best interests. Vessels will be rated using the following criteria: seaworthiness and general condition of the vessel and its equipment, the vessel's availability, the captain's experience and fishing record, the qualifications of the selected crew, and IPHC operating costs. Previous experience with IPHC charter work, scheduling flexibility and ability to take a third sampler are possible factors in the decision making process.
6. Bids must be mailed, emailed (pdf format) or faxed in time to arrive in the Commission's Seattle office **by 12:00 noon (Pacific Daylight Time) on Friday, 27 April 2018**. We have encountered problems in the past with bids posted too late to arrive in Seattle by the deadline (**postmarked dates do not apply to the deadline date**). If mailing please allow sufficient time for your bid to arrive. Please mark all bids whether mailed or faxed with: "CHARTER BID: Attn: Tracee Geernaert" and note "CHARTER BID" in the subject line of the email. Emails should be sent to charterbids@iphc.int.
7. If we can be of assistance in filling out the Vessel Tender Form or answer any questions, please call Tracee Geernaert (ext. **7665**), or Eric Soderlund (ext. 7678) at **206-634-1838**.

INTERNATIONAL PACIFIC HALIBUT COMMISSION

2320 West Commodore Way – Suite 300

Seattle, WA, USA 98199-1287

Telephone: (206) 634-1838 Fax: (206) 632-2983

Table 1: 2018 Landing Ports and Projected Days by Charter Region

Reg. Area	Charter Region	# of Stations	# of Skates	Projected Charter Days ¹	Ports of Sale ^{2,3}
2A	Oregon	47	8	28	Brookings, Charleston, Astoria, Newport
2A	Washington	75	8	30	Bellingham, Westport, Newport or Astoria
2A	Puget Sound	8	3		
2A	Puget Sound	14	8	7	Bellingham
2B	Vancouver inside	41	7	25	Port Hardy, Campbell River, Nanaimo or Vancouver
2B	Vancouver outside	58	7	28	Vancouver, Tofino, Ucluelet or Port Hardy
2B	Goose Is.	58	7	28	Port Hardy, Prince Rupert
2B	St. James	57	7	30	Prince Rupert, Port Hardy
2B	Charlotte inside	47	7	25	Prince Rupert, Port Hardy
2B	Charlotte north	40	7	22	Prince Rupert, Port Hardy
2C	Ketchikan	51	7	25	Ketchikan, misc. 2C ports, Prince Rupert, BC.
2C	Ommaney	55	7	26	Petersburg, Sitka, other 2C ports, Prince Rupert, BC
2C	Sitka	59	7	30	Sitka, Juneau, other 2C ports, & Prince Rupert, BC
3A	Fairweather	49	7	23	Yakutat, Sitka, Juneau, other ports in 2C
3A	Yakutat	51	7	25	Yakutat, Seward, Cordova, Valdez
3A	PWS	45	7	24	Seward, Valdez, Cordova, other 3A ports
3A	Seward	48	7	24	Seward, Valdez, Cordova, Kodiak, other 3A ports
3A	Gore Point	45	7	22	Seward, Homer, Kodiak, other 3A ports
3A	Portlock	46	7	24	Kodiak, Homer, Seward, other 3A ports
3A	Albatross	45	7	23	Kodiak, Homer, Seward, other 3A ports
3A	Shelikof	45	7	25	Homer, Kodiak, Alitak, other 3A ports
3B	Trinity	47	7	25	Kodiak, Alitak, Homer, other 3A ports
3B	Semidi	47	7	25	Kodiak, Alitak, Homer, other 3A ports
3B	Chignik	45	7	23	Kodiak, Alitak, Sand Point, King Cove
3B	Shumagin	44	7	22	King Cove, Kodiak, Sand Point
3B	Sanak	48	7	23	Dutch Harbor, King Cove, Akutan, Sand Pt, Kodiak
4A	Unalaska	66	7	36	Dutch Harbor, King Cove, Akutan
4A	4A Edge	57	7	25	Dutch Harbor, St. Paul ⁴ , Akutan, other ports in Reg. Area 4
4B	Adak	44	7	32	Adak ⁴ , Dutch Harbor, Atka
4B	Attu	45	7	32	Adak ⁴ , Dutch Harbor, Atka
4D	4D Edge	68	8	35	Dutch Harbor, St. Paul ⁴ , other ports in Reg. Area 4

¹ These are only projected numbers using # of skates fished per station and three to four stations fished per day. The actual may vary considerably depending on weather, mechanical failures, etc. Projections include running and port days. Vessel is responsible for completing all stations in their region.

² If the Commission requires a vessel to offload in a port which is a substantial distance from the listed offload ports, the vessel may be paid a running bonus.

³ Alternate ports may be considered on the last trip for vessels returning home. No running bonus will be paid in this situation.

⁴ St. Paul and Adak processors will **not** be accepting Pacific cod as part of our deliveries.

Table 2: 2017 Setline survey catch and effort summary by charter region

Regulatory Area	Charter Region	Vessel	Charter Days ¹	Planned Stations Fished	Average WPUE ²	Pacific halibut Sold ³ (lbs)	Avg. Price ⁴ USD
2A	N. California	<i>Pacific Surveyor</i>	29	44	7	1,728	\$8.01
2A	Oregon	<i>Pacific Surveyor</i>	34	60	28	9,915	\$7.96
2A	Washington	<i>Pacific Surveyor</i>	40	96	34	3,452	\$5.74
2A	Puget Sound	<i>Pacific Surveyor</i>	10	14	9	727	\$4.75
2B	Charlotte	<i>Pender Isle</i>	19	43	128	27,607	\$8.54
2B	Goose Is.	<i>Vanisle</i>	25	43	51	11,015	\$8.02
2B	St. James	<i>Vanisle</i>	20	39	100	19,513	\$8.43
2B	Vancouver	<i>Vanisle</i>	20	41	32	6,594	\$7.77
2C	Ketchikan	<i>Star Wars II</i>	22	41	207	42,502	\$7.55
2C	Ommaney	<i>Pender Isle</i>	18	40	237	47,493	\$6.62
2C	Sitka	<i>Pender Isle</i>	19	42	161	33,712	\$6.44
3A	Albatross	<i>Clyde</i>	23	45	121	27,290	\$6.45
3A	Fairweather	<i>Star Wars II</i>	20	49	91	22,319	\$6.30
3A	Gore Pt.	<i>Bold Pursuit</i>	16	45	66	14,931	\$6.46
3A	Portlock	<i>Saint Nicholas</i>	28	46	134	30,735	\$6.48
3A	PWS	<i>Bold Pursuit</i>	19	45	128	28,695	\$6.07
3A	Seward	<i>Bold Pursuit</i>	24	48	94	22,534	\$6.41
3A	Shelikof	<i>Saint Nicholas</i>	46	45	65	14,537	\$6.39
3A	Yakutat	<i>Star Wars II</i>	23	51	145	36,860	\$6.36
3B	Chignik	<i>Allstar</i>	25	45	73	16,413	\$6.14
3B	Sanak	<i>Free to Wander</i>	26	48	51	12,187	\$5.90
3B	Semidi	<i>Predator</i>	28	47	63	14,730	\$6.19
3B	Shumagin	<i>Allstar</i>	20	44	79	17,444	\$6.11
3B	Trinity	<i>Clyde</i>	19	47	47	10,988	\$6.18
4A, Closed	4A Edge	<i>Free to Wander</i>	24	57	50	11,074	\$5.65
4A, 4C	Unalaska	<i>Free to Wander</i>	26	66	62	20,395	\$5.56
4D, 4C	4D Edge	<i>Kema Sue</i>	34	68	59	19,952	\$5.09
4B	Andreanof	<i>Norcoaster</i>	32	54	105	28,251	\$5.51
4B	Amchitka	<i>Norcoaster</i>	38	49	44	10,725	\$5.06
4B	S. Bower's Ridge	<i>Norcoaster</i>	12	26	20	2,557	\$4.96
4B	N. Bower's Ridge	<i>Kema Sue</i>	13	25	4	553	\$5.30
4B	Near Islands	<i>Kema Sue</i>	28	49	9	2,148	\$5.06
Total		12 Vessels	780	1,499	79	569,576	\$6.36

¹ Days are estimated as some vessels fished two charter regions in one day, etc.

² WPUE is calculated from length-weight data from all skates, not Pacific halibut sold.

³ Poundage may not sum to correct total due to rounding errors introduced by splitting the catch out to region.

Catch is based on 5-skate stations. Most areas in 2018 will be fishing 7 skates except 2A/4D = 8 skates.

⁴ Ex-vessel prices.

Table 3: 2017 contract award prices by setline survey charter region

Area	Vessel	Region	Project	Lump Sum (USD)	Share of Pacific Halibut	Share of Bycatch
2A	<i>Pacific Surveyor</i>	California ³	Stock assessment	\$94,400	0%	0%
2A	<i>Pacific Surveyor</i>	Oregon ³	Stock assessment	\$126,000	0%	0%
2A	<i>Pacific Surveyor</i>	Washington ³	Stock assessment	\$165,900	0%	0%
2A	<i>Pacific Surveyor</i>	Puget Sound ³	Stock assessment	\$32,500	0%	0%
2B	<i>Van Isle</i>	Vancouver ²	Stock assessment	\$67,900	10%	\$2,500 ¹
2B	<i>Van Isle</i>	Goose Is. ²	Stock assessment	\$67,900	10%	\$2,500 ¹
2B	<i>Van Isle</i>	St. James ²	Stock assessment	\$68,900	10%	\$4,000 ¹
2B	<i>Pender Isle</i>	Charlotte ²	Stock assessment	\$68,500	10%	\$1,500 ¹
2C	<i>Star Wars II</i>	Ketchikan ²	Stock assessment	\$69,000	10%	50%
2C	<i>Pender Isle</i>	Ommaney ²	Stock assessment	\$71,500	10%	50%
2C	<i>Pender Isle</i>	Sitka ²	Stock assessment	\$68,500	10%	50%
3A	<i>Star Wars II</i>	Fairweather	Stock assessment	\$78,000	10%	50%
3A	<i>Star Wars II</i>	Yakutat	Stock assessment	\$89,000	10%	50%
3A	<i>Bold Pursuit</i>	PWS	Stock assessment	\$81,000	10%	50%
3A	<i>Bold Pursuit</i>	Seward	Stock assessment	\$81,000	10%	50%
3A	<i>Bold Pursuit</i>	Gore Pt.	Stock assessment	\$81,000	10%	50%
3A	<i>St. Nicholas</i>	Portlock	Stock assessment	\$78,500	10%	50%
3A	<i>Clyde</i>	Albatross	Stock assessment	\$79,000	10%	50%
3A	<i>St. Nicholas</i>	Shelikof	Stock assessment	\$78,000	10%	50%
3B	<i>Clyde</i>	Trinity	Stock assessment	\$89,000	10%	50%
3B	<i>Predator</i>	Semidi	Stock assessment	\$96,000	10%	50%
3B	<i>Allstar</i>	Chignik	Stock assessment	\$100,000	10%	50%
3B	<i>Allstar</i>	Shumagin	Stock assessment	\$100,000	10%	50%
3B	<i>Free to Wander</i>	Sanak	Stock assessment	\$101,000	10%	50%
4A	<i>Free to Wander</i>	Unalaska	Stock assessment	\$142,000	10%	50%
4A	<i>Free to Wander</i>	4A Edge	Stock assessment	\$122,400	10%	50%
4B	<i>Norcoaster</i>	Andreanof ³	Stock assessment	\$158,000	10%	0%
4B	<i>Norcoaster</i>	Amchitka ³	Stock assessment	\$149,000	10%	0%
4B	<i>Norcoaster</i>	Bowers Ridge South ³	Stock assessment	\$79,020	10%	0%
4B	<i>Kema Sue</i>	Bowers Ridge North ³	Stock assessment	\$84,657	10%	50%
4B	<i>Kema Sue</i>	Near Islands ³	Stock assessment	\$158,100	10%	50%
4D	<i>Kema Sue</i>	4D Edge	Stock assessment	\$164,900	10%	50%

Note: 5 skates were fished coastwide except in Area 2A and 4D where 7 skates were fished

¹ Vessel's bycatch processing cost included in lump sums payments.

² Regions in 2B and 2C are not comparable for 2018 work as they will have expanded stations

³Area 2A included expansions stations divided into 4 regions in 2017 as part of the expansion with an extra 113 stations fished over the normal grid.

³Area 4B was divided into 4 regions in 2017 as part of the expansion with an extra 113 stations fished over the normal grid.

Appendix 1. Seabird Regulations

The current regulations are as follows, but may change prior to the survey season. All IPHC vessels must comply with seabird avoidance measures as required by federal management authorities. Please ensure that you check on the current regulations prior to the charter as changes are currently being discussed.

Canada: Vessels fishing in Canadian waters will be required to meet DFO requirements as set out for the Pacific halibut (L tab) fleet.

- (1) Subject to subsections (2) and (3), vessel masters fishing:
 - a. Vessels more than 16.8 m in overall length fishing shall deploy paired streamer lines when setting longline gear.
- (2) Vessel masters fishing vessels that have no masts, poles or rigging shall deploy at least one towed buoy when setting longline gear.
- (3) Vessels masters shall deploy gear described in subsection (1) at all times when setting longline gear except:
 - a. during the period between 30 minutes after sunset and 30 minutes before sunrise; or
 - b. when the current wind speeds, at the nearest marine weather station, are reported as greater than 35 knots; and
 - c. when current wind speeds, at the nearest marine weather station, are reported as between 25 and 35 knots the vessel master shall deploy only a single streamer line or for vessels less than 9 m, either a single streamer line or a single towed buoy.
- (4) Vessel masters shall ensure that streamer lines are deployed so that:
 - a. the streamers are in the air at least 30 m beyond the point at which the groundline enters the water; and
 - b. towed as close to the groundline as is practical under the prevailing conditions of wind and sea.
- (5) Vessel masters shall ensure that towed buoys are deployed so that the buoy is towed further astern than the point at which the groundline enters the water.
- (6) When setting longline gear, vessel masters shall:
 - a. use baited hooks that sink to the bottom as soon as they are put in the water, e.g. use sinking groundlines, thawed bait, additional weight on the groundline;
 - b. discharge old bait and offal so as not to attract seabirds to the longline gear; and
 - c. use bait fish that do not retain air in their swim bladders or puncture the swim bladder.
- (7) All birds caught shall be recorded by species in Integrated Groundfish Fishing Log.
- (8) Birds shall be released in the least harmful manner.

FOR MORE INFORMATION CHECK OUT THESE WEB PAGES

<http://www.fakr.noaa.gov/protectedresources/seabirds/bycatchregs.htm>

<http://www.fakr.noaa.gov/protectedresources/seabirds/guide.htm>

<http://www.fakr.noaa.gov/protectedresources/seabirds/newsitems.htm>

<http://alaskafisheries.noaa.gov/protectedresources/seabirds.htm>

The following link has a great video demonstration of Tori Line Deployment technique. Clip #3 specifically:

<http://www.wsg.washington.edu/mas/resources/seabirdvideo.html>

Appendix 2: Expanded Setline survey Stations

The IPHC is expanding its setline survey coverage in Areas 2A, 2B and 2C both in the number and depth range of stations fished in an effort to cover gaps in the current standard depth range and to improve estimation of weight per unit effort (WPUE) in these areas. Some stations will be within our traditional depth coverage (20-275 fm) and others will be shallower (10-20 fm) or deeper (275-400 fm).

The same standards for gear as on the setline survey apply to all expansion stations. We expect that there will be several stations which may be unfishable due to tides, currents, proximity to rocks, depths etc.

There is still potential for restrictions on stations to be fished due to permitting and/or limits on protected species and habitat. Unfished stations will be deducted on a pro-rated basis from the final lump sum payment (e.g. Lump Sum Bid Dollar Value divided by Total Number of Stations bid upon). **Please factor in costs for prospecting stations when considering bids for the expanded stations.**

Area 2B expanded stations

There are 308 stations planned in Area 2B (142 new expansion stations) that have been divided into 6 regions for more manageable sized areas. For these bid specs for St. James and Goose Islands see Figures 1-2.

Expansion station considerations:

- As some of the station locations are new to IPHC setline surveys, the skipper will be provided some discretion (within predefined limits listed below) in station positioning to maximize successful station completion.
 - If a set cannot be fished NS or EW at the station location, but can be fished in a different orientation with the station positioned at the center of the set, use the heading that is closest to EW or NS orientation. Record why the selected heading was chosen.
 - If a set cannot be fished at a station location in any orientation and if the set cannot be moved so that it can be fished NS or EW, it should be moved the minimum distance

- possible (<3 nm) to make it fishable in any orientation where the center of the set is within depth range parameters. Record why that heading was chosen.
- Prospect all new stations to ensure they are within the expanded depth parameters (>10 fm and <400 fm).
 - If shallower (<10 fm) or deeper (>400 fm) at the designated coordinate, then forego (don't fish) that station.
 - If the station depth is within our parameters, but bottom topography or other constraints (land, rocks, drop offs, traffic lanes, etc.) preclude setting the center of the gear through that location, move the station no more than 3 nm from the original coordinate while striving to keep it within the depth band of the original coordinate (>10 fm and < 20 fm, 20 – 275 fm, or >275 and <400 fm).
 - A single coordinate indicating the center of the set is given for each station location. The gear should be set through this position in either a N-S or E-W orientation.
 - We anticipate that a number of the new stations (in addition to several of the traditional stations) will be sensitive to suitable current and tidal phases and that not all proposed stations will be able to completed given limited 'suitable tide window' availability.

Appendix 3: Harassment in the Workplace

What is harassment?

Federal regulations (U.S. Civil Rights Act, U.S. Equal Employment Opportunity Commission, and Canadian Human Rights Commission) protect employees from harassment in the workplace based on race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age and criminal convictions. The IPHC and vessels contracting to them adhere to these laws. Harassment is any behavior that demeans, humiliates, or embarrasses a person, and that a reasonable person should have known would be unwelcome. It includes actions (e.g., touching, pushing), comments (e.g., jokes, name-calling), or displays (e.g., magazines, posters, cartoons). Speech (including swearing and offensive jokes) can also be considered workplace harassment if someone feels that the language used is severe or pervasive enough to create a hostile or abusive work environment.

Some examples of harassment include:

- unwelcome remarks, slurs, jokes, taunts, or suggestions about a person's body, clothing, race, colour, place of origin, religion, age, marital status, family status, physical or mental disability, sex, sexual orientation, political belief, or criminal or summary conviction offence unrelated to employment;
- unwelcome sexual remarks, invitations, or requests (including persistent, unwanted contact after the end of a sexual relationship);
- displays of sexually explicit, sexist, racist, or other offensive or derogatory material;
- written or verbal abuse or threats;
- practical jokes that embarrass or insult someone;
- leering (suggestive staring) or other offensive gestures;
- unwelcome physical contact, such as patting, touching, pinching, hitting;
- patronizing or condescending behavior;

- humiliating an employee in front of co-workers;
- vandalism of personal property;
- and/or physical or sexual assault.

Whether or not behavior is harassment depends on the individual's tolerance or sensitivity to it. The law supports this interpretation.

Consensual Banter

Two or more employees bantering back and forth is not harassment if everyone involved is in agreement. However, such banter is harassment if any employee feels uncomfortable with this behavior, and the behavior continues even after that person has expressed their discomfort, or if the others involved should have known the person was uncomfortable. This type of harassment can create what is known as a "poisoned work environment," where employees do not feel safe and feel consistently humiliated.

All IPHC Secretariat staff and vessel captain and crew should abide by the following:

i. Respect others

Each employee has the right to be treated fairly and respectfully in the workplace. Each employee also has the responsibility to treat others in a way that respects individual differences. No matter what your opinion, or that of the people with whom you interact at work, showing mutual respect and consideration will make everyone's work and life aboard the boat easier. If you have doubts about whether a joke, comment, coarse language, or other behavior will embarrass, humiliate, degrade, or otherwise bother someone, then don't say or do it.

ii. Speak up and report harassment

If someone behaves in a manner that offends, harms, humiliates, or degrades you, do not put up with it. First, if you feel that you can speak to that person, do so. Let them know how you feel. Tell them the behavior is inappropriate. If they continue the behavior, or if you do not feel you can speak directly to the person, you have several options, from speaking to the captain, the IPHC lead, or the IPHC office.

Vessel Captain and IPHC Secretariat Staff Responsibilities

i. Put a stop to harassment

The vessel (owner/captain) and the IPHC have full responsibility for making sure the work environment is free from harassment. If you become aware of harassment in your work environment, you must do everything you can to stop it, whether or not a complaint has been made. Not knowing that one's actions are perceived as harassing, is not an excuse. It is important for you to be aware of the behavior of those around you and how it affects a professional working environment. If a reasonable person should have known that harassment was going on, you will still be held responsible if you let the situation continue. Harassment will not be tolerated and necessary actions will be taken to stop it.