

Acadian Seaplants Limited Rockweed Harvester Disciplinary Policy

1. Acadian Seaplants Limited (hereinafter called “the Company”) shall submit the name and address of harvesters under contract to harvest Rockweed for the company to the Maine Department of Marine Resources.
2. The Company shall issue a laminated identification card for distribution to each harvester contracted with the company to harvest Rockweed.
3. All harvesting of Rockweed is to be conducted utilizing the company approved hand rake; equipped with cutter bar, sharp blades and two to three runners. Rakes should be kept in good condition with blades sharp, to ensure a clean and efficient cut to minimize holdfast removal, and runners intact, to allow for proper cut stem height.
4. Any harvester caught harvesting Rockweed in the following areas shall be subject to suspension:
 - a) excluded areas
 - b) closed sectors
 - c) study sitesThe suspension period for the above offences may be carried forward upon the opening of the next harvest season.
5. Any harvester caught with the following infractions shall be subject to disciplinary action:
 - a) improper harvesting tool
 - b) high holdfast removal
 - c) short cutting
 - d) by-catch not cleaned from empty boat
6. The Company agrees to take action against harvesters who are under contract to harvest Rockweed for the company, for any infractions in accordance with this agreement and the Maine Department of Marine Resources, Rockweed Harvesting Regulations.
7. The Department of Marine Resources shall report any infractions of this agreement to the Company in writing.

8. The discipline for all offences in this agreement shall be at the discretion of the Resource Manager and shall be dealt with as follows;
- Item 4 – a) one week suspension followed by termination upon further offence
b) one week suspension followed by termination upon further offence
c) one week suspension followed by termination upon further offence
- Item 5 – a) verbal warning followed by written warning on second offence and termination upon third offence
b) verbal warning followed by written warning on second offence and termination upon third offence
c) verbal warning followed by written warning on second offence and termination upon third offence
d) verbal warning followed by written warning on second offence and termination upon third offence