

	Observers #	1	2	3	4	5	6
Were you employed by any of the Southeast (SE) observer programs?		Y	Y	Y	Y	Y	Y
- Southeast Shrimp Trawl		Y	Y	Y	Y	N	N
- Southeast Shark Driftnet and Bottom Longline		N	N	N	Y	Y	Y
- Gulf of Mexico Reef Fish Fishery Observer Programs		Y	N	Y	N	N	N
- Pelagic Observer Program		N	Y	Y	Y	N	N
- Have you worked for any other Observer programs outside of the SE?		N	Y		Y		
Who?							
- Worked commercial F/V?			Y				
1							
Were you ever asked to deploy on board a vessel that had not passed the pre-deployment safety checklist? Can you please provide an example?		N	Y	N	N	N	N
- Expired hydrostatic release for liferaft?		N	N	N	N	N	N
- Expired EPIRP registration?		N	N	N	N	N	N
2							
Did you ever sail with an Observer Program provided valise life raft? Why?		N	N	N	Y	N	Y
3							
Did the valise life raft have sufficient capacity for you and the crew?		n/a	n/a	n/a	Y	n/a	Y
- Were you given instructions on how to stow the valise liferaft?		n/a	n/a	n/a	Y	n/a	
4 Were you ever NOT provided a bunk space when crew had such accommodations?		Y	Y	Y	Y	N	Y
- Date, vessel name, trip ID (if you wish to provide)?		n/a	DR	DR	DR	n/a	
- Did you know about the "no-bunk" before arriving at the Fishing Vessel (F/V)? Did you sail? Why?		Y	DR	Y	Y	N	N
5 Were you ever forced to sleep on the galley table, if so was the galley table designed to serve as a spare bunk? Drop down table/cushions that could be placed on it to make it into a bunk?		Y	N	Y	N	N	N
6 If no bunk, did you inform the observer program staff that there was no bunk space available before deployment?		n/a	DR	N	N	n/a	
7 Did you ever feel pressured to sail or feel black balled for not taking a particular F/V trip? Examples?		N	Y	N	N	N	Y
- Did it impact future observer trips or your relationship w/ Observer Program personnel? Example?		N	Y	N	N	N	Y
8							
As a fisheries observers were you encouraged to document marine resource violations (e.g. shark fining and marine pollution) and report such potential violations to the Observer Program supervisors?		N	Y	N	Y	Y	Y
9 Were you ever told during training that marine resource violations were of no interest to the observer program or NMFS?		N	N	N	N	N	N
10 Do you recall form(s) used to collect data on marine resource violations? or to collect data on MARPOL violations?		N	N	N	N	N	N
11 Did you feel pressured by NMFS to NOT report any mistreatment aboard fishery vessels (i.e. unsafe conditions, harassment or other abusive treatment, drug use or improper accommodations?)		N	N	N	N	N	Y
12 If you did report mistreatment, were they addressed?		n/a	N	N	n/a	N	DK

	Observers #	1	2	3	4	5	6
13	Did you ever sail with an expired EPIRB?	N	N	N	N	N	N
14	Did you ever knowingly sail with an expired hydrostatic release? Did your SEFSC or IAP managers know the same?	N	N	N	N	N	N
15	Did you carry an Observer Program issued personal EPIRB?	Y	Y	Y	Y	Y	Y
16	Did the Observer Program ever instruct you to scratch in an expiration date on the hydrostatic release or EPIRB or falsify any safety certification data?	N	N	N	N	N	N
17	Did you feel that the Observer Program provided safety training was sufficient -whether in orientation or refresher training?	Y	Y	Y	Y	Y	Y
18	During the Deep Water Horizon (DWH) oil spill were you pressured to sail on a F/V in the Gulf of Mexico? Details?	N	N	N	N	N	N
19	Do you feel that the Observer Program debrief post cruise was sufficient? If insufficient, in what way, please expand.	Y	Y	Y	Y	Y	N
20	Were you ever asked NOT to declare protected species samples to Customs when you were re-entering the country?	N	N	N	N	N	N
21	Anything other issues with the SE Observer Program that you would like to bring up?	Y	Y	Y	Y	Y	N

DR = Do not Recall

DK = Do not Know

n/a = Not Applicable

Observer #	1. Were you ever asked to deploy on board a vessel that had not passed the pre-deployment safety checklist? Can you please provide an example? -expired hydrostatic release for liferaft? - expired EPIRB registration?	2. Did you ever sail with an Observer Program provided valise life raft? Why?
1	During training we were reminded to call if we had any questions, concerns.	NO
2	Yes. Reviewed a journal Bluefin Tuna - all fire extinguishers were expired (out of date). Back then I felt I had a choice. Now it's non-negotiable, you do not go. No never on Expired Hydro release and no never on expired EPIRB.	NO
3	NO. Any issues that I brought up were resolved b/w me the Observer and the F/V Captain. There is a general malaise on F/V's, not necessarily directed at me. I was on a F/V once a few yrs back and I did sail w/ an expired release unknowingly. At the post Debrief it was brought to my attention by the Observer Program. I don't think it was reviewed before I sailed.	NO.
4	NO. Definitely no. Have been diplomatically scolded by Observer Program for sailing on a LA F/V w/ expired battery. Sailed once with an expired EPIRB, battery expired by 2 months, called Sascha in Miami, did a flash test.. Passed. Don't have to go but I can and did.	YES, 5-6 times because I (the observer) put the boat complement over their F/V liferaft complement limit (or max personnel).
5	NO. My first trip I had to wait a week for F/V to get EPIRB.	NO.
6	NO.	Yes on three different occasions the vessel had a crew of four and a four-person liferaft so a four-person valise raft was provided by IAP.

Observer #	3. Did the valise life raft have sufficient capacity for you and the crew? Were you given instructions on how to stow the valise liferaft?	4. Were you ever NOT provided a bunk space when crew had such accommodations? - Date, vessel name, trip ID (if you wish to provide)? - Did you know about the "no-bunk" before arriving at the Fishing Vessel (F/V)? Did you sail? Why?
1	n/a	YES. Slept on decks and galley tables that converted to bunks. Yes was aware before arriving on F/V. Knew about no bunks on certain FV up to two weeks in advance.
2	n/a	YES. Slept on deck, next to head. Open area. Crew were sleeping on galley table too and some in bunks. On advance notice: Don't recall. In training they told us to plan ahead and be prepared to sleep on deck on smaller vessels.
3	n/a	YES. Slept on deck, on galley benches. Happens frequently. Often know ahead of time, Crew have offered me their bunk and they have slept on deck.
4	YES sufficient capacity. YES given training and direction on valise.	Not forced but slept on deck all the time. Every situation (F/V) different, sometimes you know ahead of time/ sometimes you don't know ahead of time. Bring my own mattress. Have refused bunks to sleep on deck. I'm a large man.
5	NO.	NO.
6	YES. The provided valise liferaft was used in addition to the fixed raft of the vessel and did not by itself have sufficient capacity for the crew and I.	On one occasion I was not provided with a bunk and had to sleep on the galley floor. All the crew members had bunks. This was my first Observer trip, but since the trip number is a specific identifier to each observer and I was guaranteed anonymity I decline to provide date, vessel and trip ID. I didn't know about the no-bunk rule until this investigation began, it was never mentioned in Observer training. I was told by the observer coordinator that we sometimes have to "make sacrifices to accomplish the mission".

Observer #	5. Were you ever forced to sleep on the galley table, if so was the galley table designed to serve as a spare bunk? Drop down table/cushions that could be placed on it to make it into a bunk?	6. If no bunk, did you inform the observer program staff that there was no bunk space available before deployment?
1	YES	n/a
2	Assumed it was part of the deal.	Don't recall.
3	YES. Galley bench.	NO. Have the right to decline. Was told that it would not look very good on you if you didn't sail (didn't recall who told him). I wanted to work & made that decision. NO pressure to sail.
4	NO.	Never considered turning down a boat because of no bunk. It was always made clear that you could turn down a boat if you didn't feel right about it, about anything.
5	NO.	Simon said if I turned down a F/V then I would be next in line (for the next boat).
6	NO.	I was not informed before the deployment.

Observer #	7. Did you ever feel pressured to sail or feel black balled for not taking a particular F/V trip? Examples?	- Did it impact future observer trips or your relationship w/ Observer Program personnel? Example?
1	No. If Observer feels it should be documented then she documented it.	No. I've turned down a vessel(s) due to timing or trip length.
2	YES. Terminated (see #11), F/V ran aground. Captain drank, but Observer program needed coverage in this fisheries so Observer program continued to use this F/V.	YES. If you didn't take a trip, you were put down the list. I took job with AK Observer program. Much more professional then SE. AK & Pacific Island Observer programs.
3	Have declined F/V's - did not feel pressure.	No effect on future trips. Observer program was good in working with me.
4	NO, definitely not.	NO. Never not taken a trip.
5	NO. Did not turn down any boats. Unclear what would happen if I turned down. Next in line (Simon) or go to the back (Laurie & Michele).	NO.
6	I was hired in 2009 as a "shark fisheries observer". When I attended the orientation and training class in April 2009 we were told that we (the newly hired observers) were needed to take a couple of reef fishery trips before an early emergency closure of the fishery went into affect. After the fishery closed I was without deployment for 6 months during which I called the coordinator monthly about trips. I was informed that the shark trips were for "senior observers" and we (new hires) had not been trained in the shark sampling protocols and therefore not qualified for the shark trips. In January 2010 a sampling training class was held and even though I was now qualified, I was still only being offered reef fishery trips. After complaining repeatedly to the coordinator and finally to the IAP project director I began getting offered shark trips but only a very limited number. I soon began receiving face book messages from one of the senior observers urging me to "be a team player" and take the reef fish trips and leave the shark trips to him and the other senior observers. I later learned from him that the coordinator had shared my email complaints with him and had ask him to attempt to apply peer pressure to convince me to forget about the shark trips. Since that time I have averaged less than 6 trips /year.	YES.

Observer #	8. As a fisheries observers were you encouraged to document marine resource violations (e.g. shark fining and marine pollution) and report such potential violations to the Observer Program supervisors?	9. Were you ever told during training that marine resource violations were of no interest to the observer program or NMFS?
1	I was not encouraged to document, but I have done so (document marine resource violations).	No. If observer feels it should be documented then she documented
2	YES. Told to put em down in logbooks.	No. Given basic overview on violations.
3	No, not encouraged. Something we don't talk about. No where in manual is it mentioned. POP has the "not my job" mentality. You could do it (document) but not necessary.	NO. Separate form that we should fill out for violations. Option of writing it in your logbook. Not encouraged to write drug use or MARPOL violations down.
4	Instructed on occasion to write down violations. Never do. POP has counseled me to do so.	NO. During a refresher training three years ago, someone asked about MARPOL violations - "not on our plate" (Miami).
5	NO official forms. Instructed to write it down & mention it during Debrief. If possible get a discreet picture. Observer program made a point that observers are not enforcement but to record it if possible.	NO.
6	YES.	NO.

Observer #	10. Do you recall form(s) used to collect data on marine resource violations? or to collect data on MARPOL violations?	11. Did you feel pressured by NMFS to NOT report any mistreatment aboard fishery vessels (i.e. unsafe conditions, harassment or other abusive treatment, drug use or improper accommodations?)
1	NO. We added it to station sheets and logbooks. Also added comments on the Observer feedback form.	NO
2	NO	I did report mistreatment and Observer program said there is nothing we can do about it. POP informed me about a drinking Captain on F/V I was going to and to watch my back. This F/V lines got caught up in an oil rig (a less than perfect boat) so I called 911. The 911 operator told me to set off my EPIRB, so I did and was terminated.
3	NO. Just encouraged to note endangered species interactions.	NO. I did not feel pressured to NOT report any mistreatment. Never pressured. Have code words to use during the M, W, F calls.
4	NO.	NO. Definitely not. I wouldn't report anything anyway. We are out there on F/V for the biological data, I don't worry about the other things.
5	NO. John Carlson (Panama City) made sure that we document everything in FLA waters. Document everything you see & report it.	Lots of drug use out there. Conflict w/ Observer coordinators. At Safety training in Galveston.. "All these boats use drugs, tell em to be safe with it."

Observer #	10. Do you recall form(s) used to collect data on marine resource violations? or to collect data on MARPOL violations?	11. Did you feel pressured by NMFS to NOT report any mistreatment aboard fishery vessels (i.e. unsafe conditions, harassment or other abusive treatment, drug use or improper accommodations?)
6	NO.	<p>During both the observer orientation class on 2009 and refresher class in December 2011 the issue of drug use aboard vessels was discussed. Officially we were told to report any drug use witnessed but it was also pointed out the fishing community is very tight knit and turning in fishermen could have unpleasant consequences. On both of the reef fishery trips that I was deployed on the fishermen were openly hostile toward me ranging from rude comments to verbal abuse, which was reported along with drug use. I discovered that fishermen's attitudes toward observers are totally different between the reef fishery and shark fishery. The shark fishermen own their own boats, have a stake in the fishery and vessel operation and are at least welcoming of observers, whereas the reef fishery boats are owned by the fish houses and captain and crew are all hired labor and resentful of observers onboard. This is the reason for my preference for shark fishery trips. I have never felt pressured by NMFS in anyway since we as observers have no direct contact with NMFS personnel, everything goes through the IAP coordinators (post deployment debriefs, paperwork, samples, complaints) and we have no way of knowing if anyone at NMFS is even made aware of problems or complaints.</p>

Observer #	12. If you did report mistreatment, were they addressed?	13. Did you ever sail with an expired EPIRB?
1	n/a	NO, if we did we would be fired. Same w/ hydrostatic release & liferafts.
2	NO.	NO.
3	NO.	NO.
4	NO.	NO.
5	NO. Did not experience any mistreatment.	NO.
6	Not that I was ever made aware of.	NO.

Observer #	14. Did you ever knowingly sail with an expired hydrostatic release? Did your SEFSC or IAP managers know the same?	15. Did you carry an Observer Program issued personal EPIRB? A P-EPIRB?
1	NO.	Yes, a P-EPRIB. Observer Program would overnight to you if you forgot it. Lab was very good about this.
2	NO.	YES.
3	NO.	YES. Everytime. Required to do so. Observer program does a good job of training and safety.
4	NO. Once by accident.	YES.
5	NO.	YES. Everytime.
6	NO.	YES. I always carry a program issued EPIRB

Observer #	16. Did the Observer Program ever instruct you to scratch in an expiration date on the hydrostatic release or EPIRP or falsify any safety certification data?	17. Did you feel that the Observer Program provided safety training was sufficient -whether in orientation or refresher training?
1	NO.	Yes. Bosses (Observer program) do safety training. USCG did demonstrations. Trainers were well prepared and it prepared us well, good training. Had Damage Control and firefighting training. Showed me the value of drilling. Training was a week long. Last one I attended was Sep 2011.
2	NO.	YES. The Observer Program did well in their training. Consistent.
3	NO.	YES. Adequate. Practical all hands training. Pool training, visit F/V before 2 yr refresher. 1.5yr training threshold w/ leeway to 2 yrs.
4	NO.	YES. Been through it 4-5 times. Pool/gumby suit, etc. Physically capable of flipping liferaft. All the training is about the same.
5	NO.	YES was sufficient.
6	NO.	YES.

Observer #	18. During the Deep Water Horizon (DWH) oil spill were you pressured to sail on a F/V in the Gulf of Mexico? Details?	19. Do you feel that the Observer Program debrief post cruise was sufficient? If insufficient, in what way, please expand.
1	Yes, was in GoM during DWH. No pressure to sail.	Yes, debriefs were sufficient. Jeff Pulver did an excellent job. Thorough. Goes through logbook with you. Good prep before cruises.
2	NO	YES. Over the phone.
3	NO. I was on a F/V insight of the DWH wellhead explosion.	YES. Bring up any unusual events. Jeff Pulver on top of his game, knows what's going on. He's my primary contact w/ NOAA.
4	NO, not pressured. I was the only Observer with oil all around the F/V. Not pressured to sail. Bluefin project out of Houma, Vietnamese tied up their F/V's. Hook experiment was coming up. Some Observers turned it down, while collecting 8hrs pay (IAP), per diem/hotel, and then filed BP claims and collected \$ through BP also.	YES, very thorough. The Observer Program goes way beyond anal in their detail.
5	NO.	YES. Observer program coordinators understood what was going on out there.
6	NO.	No, the only "debriefs" I have received were with the IAP coordinator and consisted of being told of errors in my paperwork.

Observer #	20. Were you ever asked NOT to declare protected species samples to Customs when you were re-entering the country?	21. Any other issues with the SE Observer Program that you would like to bring up?
1	No.	In general the observer rogram was very strict about safety. They were more then willing to help at any hour, 24/7.
2	No.	Observer Program managers were often drinking afterhours with observers (dinner, etc), getting drunk. Chad Lefferson was upset when I injured knee on F/V. Sent out a letter to all observers after that, everyone knew it was me. pressured to not report. He requested me to go to Doctor twice. No workman's comp. IAP covered Dr visits. No accident report, dont' recall. Uncomfortable to work a/ SE. They were the highest paid Observer program in country. AK very different, very professional, safety taken serious, Training much better in AK.
3	NO. Never been to/through Customs w/ endangered species samples.	Overall pretty good program. Manged well by NOAA. Biggest issue to me is the lack of MARPOL documentation.
4	NO. Have carried samples through customs 2-3 times per year over the last 3 years. Grand banks, Canada. POP instructed, made sure you had correct forms w/ correct expiration dates (i.e., current forms).	Safety checklist - nothingto do with the material condition of the F/V & crew competencies. In April 2011 was asked if I could go to St Augustine ASAP to meet a F/V. Another Observer who drove down from VA declined the trip. I arrived, F/V passed the safety checklist and I sailed on it. Ken Keen, Sascha Cushner & Larry Beerkircher have an incredibly difficult job.
5	NO.	Work wasn't steady enough for me. Drove me to other employment. Overlook safety to make money. All F/V use pot. All observers/coordinators overlook it.
6	NO.	

	Observers #	7	8	9	10	11	12
Were you employed by any of the Southeast (SE) observer programs?		Y	Y	Y	Y	Y	Y
- Southeast Shrimp Trawl		N	N	Y	Y	N	N
- Southeast Shark Driftnet and Bottom Longline		N	N	N	N	N	N
- Gulf of Mexico Reef Fish Fishery Observer Programs		N	Y	Y	N	N	N
- Pelagic Observer Program		Y	Y	N	Y	Y	Y
- Have you worked for any other Observer programs outside of the SE?							
Who?		Y	Y	Y	Y	Y	Y
- Commercial F/V?			Y				
1							
Were you ever asked to deploy on board a vessel that had not passed the pre-deployment safety checklist? Can you please provide an example?		N	N	N	N	N	N
- Expired hydrostatic release for liferaft?		N	N	N	N	N	N
- Expired EPIRP registration?		N	N	N	N	N	N
2							
Did you ever sail with an Observer Program provided valise life raft? Why?		N	N	N	N	N	Y
3							
Did the valise life raft have sufficient capacity for you and the crew?		n/a	n/a	n/a	n/a	n/a	Y
4							
Were you given instructions on how to stow the valise liferaft?		n/a	Y	n/a	n/a	n/a	Y
5 Were you ever NOT provided a bunk space when crew had such accommodations?		N	Y	Y	N	N	Y
- Date, vessel name, trip ID (if you wish to provide)?		n/a			n/a	n/a	
6 Did you know about the "no-bunk" before arriving at the Fishing Vessel (F/V)? Did you sail? Why?		N	Y	Y	n/a	Y	Y
7							
Were you ever forced to sleep on the galley table, if so was the galley table designed to serve as a spare bunk? Drop down table/cushions that could be placed on it to make it into a bunk?		N	N	Y	N		N
8							
If no bunk, did you inform the observer program staff that there was no bunk space available before deployment?		n/a		Y	n/a	Y	Y
9 Did you ever feel pressured to sail or feel black balled for not taking a particular F/V trip? Examples?		N	Y	N	Y	Y	Y
- Did it impact future observer trips or your relationship w/ Observer Program personnel? Example?		n/a	Y	N	N	Y	Y
10 As a fisheries observers were you encouraged to document marine resource violations (e.g. shark fining and marine pollution) and report such potential violations to the Observer Program supervisors?		Y	Y	N	N	N	Y
11							
Were you ever told during training that marine resource violations were of no interest to the observer program or NMFS?		N	N	N	N	N	Y
12							
Do you recall form(s) used to collect data on marine resource violations? or to collect data on MARPOL violations?		N	Y	N	N	n/a	N
13							
Did you feel pressured by NMFS to NOT report any mistreatment aboard fishery vessels (i.e. unsafe conditions, harassment or other abusive treatment, drug use or improper accommodations?)		N	N	N	N	Y	N

	Observers #	7	8	9	10	11	12
14	If you did report mistreatment, were they addressed?	n/a	Y	n/a	N	N	n/a
15	Did you ever sail with an expired EPIRB?	N	N	N	N	N	N
16	Did you ever knowingly sail with an expired hydrostatic release? Did your SEFSC or IAP managers know the same?	N	N	N	N	N	N
17	Did you carry an Observer Program issued personal EPIRB? A P-EPIRB?	Y	Y	Y	Y	Y	Y
18	Did the Observer Program ever instruct you to scratch in an expiration date on the hydrostatic release or EPIRB or falsify any safety certification data?	N	N	N	N	N	N
19	Did you feel that the Observer Program provided safety training was sufficient -whether in orientation or refresher training?	Y	Y	Y	N	Y	n/a
20	During the Deep Water Horizon (DWH) oil spill were you pressured to sail on a F/V in the Gulf of Mexico? Details?	N	n/a	N	n/a	n/a	n/a
21	Do you feel that the Observer Program debrief post cruise was sufficient? If insufficient, in what way, please expand.	Y	Y	Y	Y	Y	Y
22	Were you ever asked NOT to declare protected species samples to Customs when you were re-entering the country?	n/a	n/a	n/a	n/a	n/a	N
23	Anything other issues with the SE Observer Program that you would like to bring up?	Y	Y	Y	Y	N	Y

DR = Do not Recall

DK = Do not Know

n/a = Not Applicable

Appendix 11 - Random Observer (#7-12) Interviews

Observer #	1. Were you ever asked to deploy on board a vessel that had not passed the pre-deployment safety checklist? Can you please provide an example?	2. Did you ever sail with an Observer Program provided valise life raft? Why?
7	NO.	NO.
8	NO.	NO.
9	NO. Coordinators were adamant that I would not sail if any safety issues	NO.
10	No, I made sure everything was up to date and present.	NO.
11	NO. I wouldn't be surprised to hear.	NO, not with SE. Used a valise w/ other region Program.
12	NO. Program is more stringent now then past. More flexibility before, more decisions left at the Observers descretion.	YES. Because I put the F/V over complement for their liferaft.

Observer #	3. Did the valise life raft have sufficient capacity for you and the crew?	4. Were you given instructions on how to stow the valise liferaft?
7	n/a	
8	n/a	YES.
9	n/a	n/a
10	n/a	n/a
11	n/a	n/a
12	By itself no, but combined with F/V liferaft we had full complement covered.	YES. Vague instructions, stow indoors out of weather. No recommendations beyond indoors.

Observer #	5. Were you ever NOT provided a bunk space when crew had such accommodations? - Date, vessel name, trip ID (if you wish to provide)?	6. Did you know about the "no-bunk" before arriving at the Fishing Vessel (F/V)? Did you sail? Why?
7	NO.	NO.
8	YES. And/or hot bunked with crew members.	YES. Fine (ok) with arrangements
9	YES. A couple of boats. Slept on wheelhouse deck. Crewmembers offered to sleep on deck but I turned them down as there was more privacy on deck than in crew quarters.	YES. At least 2-3 times I was told ahead of time. Vietnamese boats had language barrier but not an issue.
10	NO.	n/a
11	NO. Assigned to a F/V that didn't usually have a bunk but Captain gave me his bunk.	YES. IAP provided an inflatable sleep pad. Didn't need to use it.
12	YES. About 10% of the time no bunk.	YES usually know if there's a bunk or not. Lots of repeat boats. Some incidents showed up without knowing.

Observer #	7. Were you ever forced to sleep on the galley table, if so was the galley table designed to serve as a spare bunk? Drop down table/cushions that could be placed on it to make it into a bunk?	8. If no bunk, did you inform the observer program staff that there was no bunk space available before deployment?
7	No. I did in NE fisheries but not in SE.	n/a
8	No not forced but did sleep on deck.	
9	NO.	YES.
10	NO.	n/a.
11	NO.	YES.
12	NO, never on table. Occasionally a galley bench but usually on deck. Used Thermarest/rollout pads.	YES.

Observer #	9. Did you ever feel pressured to sail or feel black balled for not taking a particular F/V trip? Examples?	- Did it impact future observer trips or your relationship w/ Observer Program personnel? Example?
7	NO.	n/a
8	YES. Pressure was due to time constraints. Short notice, often tough to get to F/V, conduct safety check and if I turned down the trip then know that I'd go to the bottom of the list. I made accomodations by flying to ports with all my gear.	
9	No pressure. Bosses (coordinators) were very good, "...if you feel at all uncomfortable don't go." Even after 10 hour travel to Key West.	NO.
10	Yes, during the training for POP in 2009, we were told that if any scheduled engagements during the study where we would need time off, there would be no consequences. I let the Miami trainers know I had a week long trip planned. Then I was not used during the 3 months of 100% coverage on the tuna boats, even with my prior tuna boat experience. Other newly trained people were sent out on boats while I stayed in the hotel in Houma LA waiting.	After working for the POP in 2009, the Galveston lab would not rehire me. It seemed like they were not happy that I worked for the POP study and were then punishing me for it.

Observer #	9. Did you ever feel pressured to sail or feel black balled for not taking a particular F/V trip? Examples?	- Did it impact future observer trips or your relationship w/ Observer Program personnel? Example?
11	<p>YES. Not briefed before traveling. I flew to Miami then was suppose to drive to Key West. Arrived in Miami on Monday at 1500. Miami to KW is a 3 hr drive. Ken said it was ok to rest. Sascha wanted me to drive direct (the next day). IAP pressured to get me down there ASAP. I failed my urinylsis test (from Seattle) and had to re-do it the next day (Tues) at Lab Corp at 10am. I had trouble finding Lab Corp but finally did, resubmitted my sample. Then had to drive to Key Biscayne (NMFS office), I had problems with my smart phone, not able to access voicemail so I didn't get the coordinators' messages. Got to NMFS @ noon Tues and they wanted me to depart @ 1300 for KW. I pulled a stop-work card. IAP scheduled a return flight for me to Seattle (but I didn't want to go to Seattle, wanted to go to Boston). IAP told me your services would not be needed for this trip. Told me to sit tight, I ended up in Worcester, MA (family). Three days later email from Brenda that I failed my urinylsis again. I did not prep for the test (drank coffee beforehand) allegies, sweating, did not feel well, etc. IAP treated Negative Dilute as positive on second test. IAP policy?</p>	Dismissed.
12	<p>YES. Recently it's occurring more with staffing changes.</p>	<p>Nothing that I can prove but I received several 'skanky' boats in a row (above the law of averages) after complaining.</p>

Observer #	10. As a fisheries observers were you encouraged to document marine resource violations (e.g. shark fining and marine pollution) and report such potential violations to the Observer Program supervisors?	11. Were you ever told during training that marine resource violations were of no interest to the observer program or NMFS?
7	YES. Instructed to add in field notes and bring up during Debriefs.	NO.
8	YES. Log it with as much info, details of incident. Weekly call-ins (3 times per week) could relay info. Depended on severoty of violation, how much attention & time of reporting. Brought up at Debrief too.	NO.
9	NO. Not encouraged. Not aware that I could report.	NO, never brought up.
10	No, I did not receive any encouragement to report violations, and training on the subject was extremely minimal.	NO. Not to my recollection.
11	NO. Larry beerkircher, Sascha Cushner & Ken Keene discouraged us from documenting MARPOL. Encouraged us to report biological management species.	Not a high priority.
12	YES. Recent push to document Mako landings, and other sharks with or without fins (category on form). No push on MARPOL.	YES. "You're going to see MARPOL violations but don't get upset. Roll with it. Plastics in particular. Feel free to put in your field notes but not of particular interest to Observer program."

Observer #	12. Do you recall form(s) used to collect data on marine resource violations? or to collect data on MARPOL violations?	13. Did you feel pressured by NMFS to NOT report any mistreatment aboard fishery vessels (i.e. unsafe conditions, harassment or other abusive treatment, drug use or improper accommodations?)
7	No specific form.	NO.
8	YES. Data form for Endangered Species. Fish gear violation document in logbook. Gearsheet measurements.	NO. Never.
9	NO.	NO. Cordinators really support us a lot. Code for verbal comms if we're feeling uncomfortable with anything that we're reporting on call-ins. Very supportive.
10	No, I did not receive or use any violation forms.	NO. I didn't feel pressure to not record violations, but when violations were reported, they were laughed off.
11	n/a	YES on accomodations. Bunks. CFR regulation that we have bunks.
12	NO on MARPOL. Individual animal logs has shark finning.	NO. On drug use: you're going to see it. If it bothers you then look for another job.

Observer #	14. If you did report mistreatment, were they addressed?	15. Did you ever sail with an expired EPIRB?
7	NO.	NO.
8	YES sometimes dependent on Observer Program Coordinator. Attempt to downplay and make the best of situation. Also dependent on severity. More severe = greater response. Dependent on boat owners - quicker response. With larger owners - Coordinators less likely to create waves.	NO.
9	n/a. I did not report any. I do feel that I as a female was treated better then male observers.	NO.
10	I did report mistreatment and they were not addressed. I reported to the Galveston lab that one of the captains on the shrimp boat was making me uncomfortable and suggesting that we meet in the future. My worries were laughed off and ignored then.	NO.
11	NO.	NO.
12	n/a. Never felt any mistreatment.	NO.

Appendix 11 - Random Observer (#7-12) Interviews

Observer #	16. Did you ever knowingly sail with an expired hydrostatic release? Did your SEFSC or IAP managers know the same?	17. Did you carry an Observer Program issued personal EPIRB? A P-EPIRB?
7	NO.	YES. All trips.
8	NO.	YES. All.
9	NO.	YES.
10	NO.	YES.
11	NO.	YES. P-EPIRB, always.
12	NO. In the past if set to expire on cruise - OK.	YES. All times.

Observer #	18. Did the Observer Program ever instruct you to scratch in an expiration date on the hydrostatic release or EPIRP or falsify any safety certification data?	19. Did you feel that the Observer Program provided safety training was sufficient -whether in orientation or refresher training?
7	NO.	YES. Well done.
8	NO. Nothing like that ever.	YES. Did one refresher training every ~ yr. Orientation was Galveston. Refreshers also Galv.
9	NO.	YES. Had safety training in AK immediately before arriving in Galv. So I did not do the orientation training. I did do refresher training in Galv. Less organized then AK but covered everything. Really emphasized safety.
10	NO.	NO. It was minimal training, and when a situation did come up, everything learned in training was useless.
11	NO.	n/a. Orientation training was waived because I was active in other Observer training programs within the year. SE safety training was insufficient, should have had a tailor-made training for SE region though she never took the SE training (?). She requested to take the training but IAP denied. Had previously taken Hawaii Observer training at PIRO.
12	NO. But have been instructed to ask the Captain to do it (scratch in a date).	YES. Fairly comprehensive. They could devote a little more time to Valise liferafts. Training has been consistent. They no longer do Damage Control or Fire fighting practical training which is too bad as it was useful.

Observer #	20. During the Deep Water Horizon (DWH) oil spill were you pressured to sail on a F/V in the Gulf of Mexico? Details?	21. Do you feel that the Observer Program debrief post cruise was sufficient? If insufficient, in what way, please expand.
7	I sailed during DWH but not pressured to do so. AIS NRDA evaluation.	YES. Sufficient.
8	n/a.	YES. Conducted over the phone. Cover data entry, personnel review logbook. Usually no incidents. On phone coordinator not always aware of material that was covered during weekly call-ins but re-reviewed during debriefs.
9	No pressure. I was in FLA.	YES. Questions answered always. All coordinators are past Observers so they know what's going on. Debriefs with Jeff.
10	n/a. I was not working with the SE observer program then.	It was fast but seemed to hit the necessary points. Except (for) discussing the violations, it was sufficient. Had violations been brought up, issues such as throwing plastic trash overboard, throwing monofilament segments overboard, and the constant drug use would have been addressed.
11	n/a.	YES. By phone with NMFS
12	n/a. Not deployed in GoM during DWH.	YES. Given opportunity to address any topic.

Observer #	22. Were you ever asked NOT to declare protected species samples to Customs when you were re-entering the country?	23. Anything other issues with the SE Observer Program that you would like to bring up?
7	n/a	Experience: 2yrs NE & 1.5yrs Gulf South Atlantic Fisheries. Miami orientation training. Three outerbank trips POP.
8	NO, n/a.	Dealing with coordination, sometimes unrealistic timeframes & expectations on short notice. Excellent during safety issues. Made 100% effort that any safety violations were corrected. One of the better Observer programs, mostly due to experience level of coordinators. Experience: 3yrs GOA, 3yrs SE, 1yr comm crabfishing. also AK Fish & Game
9	n/a.	AK was good prep for Galv. AK F/V better (material condition) then GoM F/V. Better prepared and longer trips/tours. Galv was always very supportive: "...if it doesn't look safe then don't go." Experience: 3.5yrs SE, AK 3 months contracts.
10	n/a.	I got sick on a shrimp boat. The satellite phone didn't work well. The boat eventually brought me to shore and went back fishing. Then I spent a considerable amount of time in the hospital fighting for my life. When I got back home, I had to fight the workmen's compensation people to get paid for my time off. Then I restarted on shrimp boats, and then moved back to tuna boats. After not being used for the tuna project, I was not rehired on the shrimp project. When I inquired why, I was lied to about the reasons, so I called the lab. The people that reviewed the data couldn't answer why I wasn't rehired, so I was told to talk to a higher positioned person. She said she would look into the matter and call me back. I have tried to get in touch with her since, but she will not take my phone calls. I was in MS after my illness was better and I had an encounter with the man who we were told to contact with availability as well as paychecks. He was there with three other people I did not know, and he started talking about my private medical experience. Soon after I was terminated, and I believe that my getting sick on the boat was a major cause of that. Experience: NMFS Seattle

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11	n/a.	Experience: PSO Training Arctic w/ Shell. PIRO, IATPC, Scallop in AK (Mar/Apr-Jun)
12	NO. Entered from Canada. No protected species samples.	<p>Behavior of POP Program when you refused a trip on safety issues. Process is that they send another observer without checking into safety issues. E.g. F/V Rebel Queen had berthing area obstructed passageway. Ken Keene's proper response was to Observer "write it up". I've refused two trips in 10 years (147 trips). When I brought up a safety issue with Sascha, her response was: "...you should have told me earlier so that I could find another Observer" versus investigating the safety concern. In the past with Dennis Lee at the helm, POP checked into safety issues and did not immediately send another Observer to that F/V. Side note: The only other trip I refused was F/V Capt Robinson which sank on it's next trip. POP needs to take a step back when a trip is refused and have a review process of why versus just sending another Observer. Sketchy F/V that often require Valsie liferafts are questionable. Isn't room functionally for another body (i.e., observer). Space is extremely tight. POP changed in 2006 when IAP took over. More conflict between NMFS & F/V. Everyone is angry before you (the Observer) even shows up. Less collaboration with the industry, it was a good program until recently. My first nine years w/ POP were fabulous. Stop work cards are not practical. Internal reviews on field notes will show STCW not being met (max work hrs per day at sea) though IAP caps time at 98 hrs per week (14hrs/day). Steaming days and weather days constitute 8 hr days when in reality they are much more. Experience: POP 1997-present (15yrs).</p>