



FEASTival of Fine Chefs

Sept 21 Shaw
Conference Centre
Edmonton

Growing Your Sales & Financing for Success

Oct. 26 Camrose
www.cre.ab.ca
or 780-672-8140

Packaging Essentials Program Update

Nov 7-10 Calgary
416-490-7860 x220
www.pac.ca/education/pro2.html#essential

FOOD SAFETY:

HACCP IV Nov. 21-22
Edm

HACCP V Nov. 23-24 Edm

National Agriculture Awareness Conference

Nov. 13-15
Fantasyland Hotel Edm.
www.nacc-cnsa.ca

AFPA Calgary
P 403-201-3657
F 403-201-2513

AFPA Edmonton
P 780-444-2272
F 780-483-7590
info@afpa.com
www.afpa.com

LABOUR REGULATION CHANGES COMING !!

They will affect your business! Act Now!

The AB Government has decided it is time to review the Employment Standards Code & Regulations which have been in place & you have been living with since 1988. **These regulations affect every employer in the province.**

The review will include hrs of work, overtime, vacation pay & holiday entitlement regulations – **all of which can have a significant impact on your bottom line.** There is a window of opportunity where we can get our industry's input into the process before any significant decisions are made & it is essential that we speak with a strong & united voice to ensure the new regulations are ones we can live with. We can make a difference if we act now – if we don't we will have no choice but to abide by what ever decisions the gov't makes.

We encourage you to take the time to review the discussion guide at www.gov.ab.ca/hre/employmentstandards & then send us your input. AFPA will consolidate the responses & prepare an industry response. That response will be sent to all members who provide input as well as to the gov't. **To provide sufficient time for consolidation we require your feedback not later than Sept 19, 2005.**

A consolidated industry response was effective in helping to stop the expensive "centennial holiday" & it can be even more effective in dealing with the proposed changes to employment standards. It is certainly worth your time. **ACT NOW!**

WELCOME SANDRA MCNALLY TO AFPA

Hello Calgary! I am so glad to be back after a 15-yr absence. My away time included living in Ontario, Detroit & Arizona—all terrific places for different reasons but Calgary is home. When I left, there was nothing west of Sarcee Trail, downtown parking was easy & inexpensive & the Chinook Centre was anchored by western Canada's biggest store—Woodward's.

Upon graduation from Mnt Royal College in 1990, I accepted a position with Ontario Hydro as a workplace safety leader. My last position before joining the AFPA team was with the Ministry of the Environment in Ontario.

Landing a job with AFPA excites me; maintaining & improving the integrity of the COR program is a charge I take seriously.

Administering the Skills Development Initiative is another project I am enthused about. I can be reached at 403-201-3657 x28 & look forward to meeting all of our members.

MEAT SECTOR – STANDARDS FOR TRAINING

The Meat Sector Standards for Training committee has started the next phase of its project. A request for proposal (RFP) was sent out in early July & in August a selection team chose the successful company. We are currently finalizing the contract with that company.

From Sept to the end of Nov the service provider will be contacting both employers & employees across the province to determine their support for standardized training in the meat sector. They will be in touch with several hundred people in the meat abattoirs, packaging, value added processors & meat retailers. Results should be available by Christmas.



SKILLS DEVELOPMENT INITIATIVE (SDI)

AFPA has requested a 3yr extension & the minister has responded favorably. Currently AAFRD is processing the paper work & we hope to get the official notice before the end of Sept.

In the meantime, AFPA is accepting SDI proposal for the 4th year (Sept 1, 2005 to Aug 31, 2006) & will provide conditional approval.

Based on the comments of the companies currently utilizing the funding we have created new documents & templates to assist applicants. These will be available soon on the web but can also be sent by email. Contact us for copies training@afpa.com or by 403 201-3657 x22.

Remember - yr 3 of the SDI ended on Aug 31. All claims for expense reimbursement for the period Sept 1, 04 to Aug 31, 05 must be received by the AFPA no later than Oct 18, 2005..



Health & Safety –
AFPA Your Certifying Partner



Congratulations to: Nossack Fine Meats & Heritage Frozen Foods both recently achieved COR status.

Did you know?

- ❖ Over half of AFPA's COR holders are projected this year (by WCB) to qualify for the highest discount on their premiums.
- ❖ WCB projects AFPA's PIR members' discounts will top 3 million dollars.

Space is still available in the following classes:

- Internal Auditor in Edm. Oct. 3-4
- Hazard Assessment Edm. Oct. 11 & Calg. Oct. 13
- Incident & Accident Investigation Edm. Oct. 12 & Calg. Oct. 14
- WHMIS Train the Trainer in Calg. Oct. 24
- Internal Auditor Recertification Edm. Oct. 13 & Calg. Sept. 27
- Confined Space Entry Edm. Nov. 22 & Calg. Nov. 8

Sandra 403-201-3657 x28 or sandra@afpa.com
<http://www.afpa.com/env/>

Food Safety & Quality

We still have space in our upcoming **HACCP IV** Validation & Verification of Your HACCP Plan & **HACCP V** - Effective Auditing of Your HACCP Plan

Nov 21-24 in Edm melody@afpa.com for more info! or 403-201-3657 x21

For a detailed course outline refer to our website!

We continue to offer 3rd party auditing & GAP assessments, to assist companies along the way towards HACCP accreditation. Ask us how we can help you. Contact the Calgary office.

FALL RECRUITMENT:

Well it's that time of the year again. Summer is almost over, summer student are heading back to school & many processors are looking to fill vacancies.

In the past year, AHRE has worked hard to identify, screen & provide AFPA members with choices for hiring workers. Since Nov.04, AHRE has made contact with over 25 processors in the Edmonton area. As a result, 36 individuals have been placed into employment within this industry. Many of those individuals placed have been on the job for more than 6 months. Mike Lakusta, VP of Employment Partnerships, has been monitoring these placements in an effort to ensure that both the employer & employee are satisfied. The individuals hired are in a number of positions ranging from warehouse to sanitation to production line personnel.

The process starts with a phone call. Once contacted, Mike will come out to your site & discuss your organizations staffing needs & from there we can determine how we can assist you in your efforts to recruit & hire staff.

Contact Mike at 780-444-2272 x222 or mike@afpa.com.



Alberta Environmentally Sustainable Agriculture Program

The processing based component of this program provides cost sharing grants to agri-food processors to support projects involving:

- Water and energy conservation
- Waste treatment and reduction
- Environment management

For more information contact:

Jimmy Yao
Tel: (780) 980-4868
Toll free in Alberta by calling 310-0000
E-mail: jimmy.yao@gov.ab.ca
Web: <http://www.aesa.ca/> (click 'processing')





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 info@westco.ca
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"...serving the global food industry."



Welcome! NEW AFPA MEMBERS

Consider these companies when making your purchasing decisions!

- ✚ A.R. Williams Materials Handling – 780-432-6262 www.arwilliams.com Dependable & reliable materials handling solutions.
- ✚ Alley Katz Brewery –
- ✚ Bunzl Distribution – 403-287-3490 www.bunzldistribution.com distributor of all paper & packaging material.
- ✚ Copper Chimney Industries – 403-680-1272; Authentic East Indian Cuisine.
- ✚ Don Antonio's Mexican Food – 403-788-2380
- ✚ Favoy's Quality Foods – 403-264-2622 www.favoys.com Assorted curry based products.
- ✚ Greidanus Honey Mills – 403-652-7647 – over 32 yrs in southern Alberta. Honey Beeswax, candles & pollen.
- ✚ Jimmy D Foods Ltd. – 780-424-4341 Gourmet BBQ Sauce.
- ✚ Maxim Transportation Services – 403-571-1268 www.maximinc.com Customized transportation solutions.
- ✚ Meyers Norris Penny – 604-685-8408 www.mnp.ca From tax & assurance to a wide range of business advisory services.

- ✚ Nature's Essence Aromatherapy – 403-254-1184 – www.naturesaromatherapy.com Create, wholesale & distribute aromatherapy products.
- ✚ Pita's – 403-228-5626 www.pitasfoods.com - falafel & hummus fresh & frozen; retail & foodservice.
- ✚ Precision Label – 403-203-1420 www.precisionlabel.com.
- ✚ Rancher's Beef – 403-685-6330 – Cattle processing & fabrication.
- ✚ Shamsane Pita Bakery – 403-616-7482 www.shamsane.com various sizes of pita bread.
- ✚ The Good Soup Company – 403-803-3415 – Jarred goods - beet veg. soup, pickled beets, mustard pickles & chicken brooding, retail & foodservice.

For more info

www.afpa.com/mem/directory.cgi

Need Financing for your agri-processing business?

Agri-processors often require a unique financing approach to assist them in taking their product or business from idea to commercial production. Working with a lender that understands the demands of their industry & one that offers financing programs geared to the sector can mean the difference between success & failure.

At AFSC, we work actively in Alberta's food processing & value-added agriculture sector. We continually strive to create financing programs that assist Alberta's agri-processors in achieving success. We finance capital costs such as real estate, buildings, equipment, working capital expenditures & share purchases.

For Alberta-based, Canadian-licensed agri-processors, AFSC's Beef Product & Market Development Loan Program, offers capital to enhance slaughter capacity, processing & market opportunities for Alberta beef, primarily over 30 months of age.

The Agrivalue™ Processing Loan Program assists clients of the Leduc Food Processing Development Centre & the Agrivalue Processing Incubator to scale up production within the center, or move to an external, commercial premises when market demand & viability have been demonstrated.

If you plan on investing in Alberta's value-added agriculture industry or rural business projects, AFSC offers capital for share purchases through our new Project Investor Loan Program.

For more details:



1-800-661-3811
AFSC.Commercial@AFSC.ca
www.AFSC.ca