



**HAVE you VOTED!!!**

Funded Safety Assoc.  
Tom at x28 in Calgary to ensure your VOTE counts  
tom@afpa.com

**AFPA's Meat Conference & Trade Show**

Feb 16-18, 2007  
Mayfield Inn Edm  
PLAN TO ATTEND!  
<http://www.afpa.com/opp/meatTS05.shtml> or  
melody@afpa.com

Choices for Consumers  
Olds College  
March 20  
1-800-387-6030 to register  
or for more

**AFPA AGM & Industry Builders Award**  
June 5 Calgary

**AFPA Golf Classic**  
June 6 Kananaskis  
Registration info to be available shortly

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

**AFPA Edmonton**  
P 780-444-2272  
F 780-483-7590

[info@afpa.com](mailto:info@afpa.com)  
[www.afpa.com](http://www.afpa.com)

**AFPA CALGARY NEW ADDRESS!!**



#100W, 4760-72 Ave.  
SE, Calgary T2C 3Z2 our  
ph & fax remain the same.

**OPEN HOUSE CALGARY**



February 22, 2007  
3-6:00 pm  
Please Stop by!



**AFPA in ACTION**

The official magazine of the Alberta Food Processors Association Premier Issue should be hitting your desks shortly. If you do not receive your copy contact [melody@afpa.com](mailto:melody@afpa.com) to ensure we have your current mailing info. A sincere thank you to all those members that supported this venture. A copy of the magazine is also available online at <http://www.afpa.com/cgi/anote.cgi?fname=00381&sec=abo> Your feedback greatly appreciated.

**FOODSAFETY & QUALITY**

<http://www.afpa.com/snq/train.shtml>  
or [admin@afpa.com](mailto:admin@afpa.com)

The '07 course schedule is available online. AFPA offers customized in-house training, contact us today!

- HACCP I Feb. 15-16 Edm
- HACCP II Feb 28-Mar 2 Edm
- HACCP for Online Supervisors March 14 Calgary
- HACCP III April 16, 17 Calgary
- HACCP IV April 19-20 in Calgary

**Workplace Health & Safety**  
**AFPA Your Certifying Partner**  
<http://www.afpa.com/env/>



In 1 year from now **WCB "POOR PERFORMANCE SURCHARGE"** will take effect. The Poor Performance Surcharge (PPS) was 1<sup>st</sup> introduced 7 years ago as part of a performance pricing strategy to motivate employers with poor performance. And this is exactly what has happened. PPS has encouraged many employers to improve, however, some still continue to have extremely poor claims experience, regardless of PPS.

PPS is a surcharge that is levied in addition to an experience rating surcharge to the poorest performing large business employers. An employer must be 80% worse than the industry average & must have received 4 or more time-loss claims in 2 consecutive experience periods, to receive a PPS. Under the current model an employer may get a PPS of up to 40%, based on how many experience periods they have been 80% worse than industry average, based on their size. With the new model that will take effect in 2008, an employer may get a PPS of up to 200% based on how many experience periods they have been 80% worse than industry average. This should make employers more accountable—no longer will negligence just be a small cost of doing business. Furthermore, any employer qualifying for a PPS will get up to the full additional surcharge (it will not be limited by employer size, only limit is performance. For more info contact; [tom@afpa.com](mailto:tom@afpa.com)

**Be sure to sign up for AFPA's Workplace Health & Safety courses.**

For more info, call Tom 403-201-3657 x28 or [tom@afpa.com](mailto:tom@afpa.com) Or go to: [www.afpa.com](http://www.afpa.com) click on Industry Info, then click on Workplace Health & Safety & training course outline.

- Program Building Feb 16 Edm
- Roles & Responsibilities for Manager March 1 Calgary & March 5 Edm.
- Incident & Accident Investigation March 2 Calgary & March 7 Edm.
- Internal Auditor Training April 19-20 in Edmonton & Calgary

## Driven by Degree



### Look at us.

At Westco, you'll see the very best in multi-temperature warehousing technology. Our people are selected for their proven ability and our superior facilities are made to specifications defined by five decades of experience. You'll see that our family values of respect, reliability and superior service inspire us to keep customers competitive and relationships long-term.

Our new corporate identity combines pride in Westco's accomplishments with the excitement of a future that is *Driven by Degree*

Westco Head Office  
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Winnipeg, MB R3T 1Y7

Ph. 204.475.5570  
Fax. 204.477.1217  
[www.westco.ca](http://www.westco.ca)

**westco**<sup>o</sup>



## 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](mailto:jimmy.yao@gov.ab.ca)

Web: <http://www.aesa.ca/> (click 'processing')



## NEW AFPA MEMBERS

**Consider these companies when making your purchasing decisions!**



- ✚ Skot & Burns Investments 403-312-8728 Modular Trailer Industry
- ✚ Omega Grains Inc. 780-468-5544 Organic Whole Grain Cereal.
- ✚ The Butcher Shoppe 403-948-9572 Full service retail butcher shop & deli.
- ✚ ProSolve Consulting 780-414-1895 [www.prosolve.ca](http://www.prosolve.ca) Quality Management system, environmental management system; industrial & manufacturing services.
- ✚ Lloydminster & District Co-Operative 306-825-8123 [www.lloydminstercoop.com](http://www.lloydminstercoop.com) Retailer
- ✚ DNA Gardens 403-773-2489 [www.dnagardens.com](http://www.dnagardens.com) Berry Smart

For more info [www.afpa.com/mem/directory.cgj](http://www.afpa.com/mem/directory.cgj)

## WORKING IN PARTNERSHIP TO FILL JOB VACANCIES

In 2006, AEII had introduced a 10 year strategy called Building and educating tomorrow's workforce. The full strategy is available to view on the [www.gov.ab.ca](http://www.gov.ab.ca) website. AEII also participated in 9 workshops focusing on the foreign worker program.

Contact us if you have questions or would like to meet. Mike Lakusta x222 in Edm. Or Ruth Hanus x224 in Edm.



IN PARTNERSHIP WITH.....



The Business Link has brown bag sessions nearly every week. Upcoming sessions include:

- Help Wanted! What Alberta's labour shortage means to SME's and what they are doing to cope
- Getting them to Stay – tips and tools to help businesses reduce turnover
- Hiring & Keeping Younger Workers – ideas on recruiting & retaining “millennials” (workers born after 1980)
- Hiring in Today's Marketplace – new methods of attracting candidates; interviewing & making the decisions

[www.cbasc.org/alberta/events](http://www.cbasc.org/alberta/events)

**Are you bringing in foreign workers?  
Need some help with settlement supports?**

AFPA is compiling a web based "tool kit" for employers: go to <http://www.afpa.com/hr/> . Among other resources we are putting together...

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>* a list of doctors taking new patients in various cities</li><li>* list of medical centers</li><li>* food safety posters</li><li>* occupational health and safety posters</li><li>* city maps</li><li>* bus routes</li></ul> | <ul style="list-style-type: none"><li>* Frontline HACCP</li><li>* AB Employment Standards code</li><li>* AB Workplace Health &amp; Safety code</li><li>* information on <a href="#">Make Tax Time Pay</a></li><li>* child care providers</li><li>* churches, mosques, temples</li><li>* cultural groups</li></ul> |
|---|---|

Check back often for updates or contract [janet@afpa.com](mailto:janet@afpa.com),

**ALBERTA'S BEST IS HIRING  
RECRUITMENT TV & WEB SITE**



Alberta's Best is Hiring is a service that brings recruiting companies & job searchers together using broadcast quality video segments to be used in a regularly scheduled TV program, that will air on Global TV across Canada. We get behind the

scenes of company departments, interview employees & managers alike & put a face to the often-impersonal world of recruitment.

Companies receive between 3 to 4 minute segments that allow them to showcase much more than traditional forms of recruitment can offer. These DVD masters can then be used as hand-outs at schools, job fairs, company web sites etc.

With today's competitive world of recruitment, companies need to look to alternatives to show their company strengths. **Alberta's Best is Hiring is just that alternative.**

Never before has a service been available that utilizes the power and mass reach of TV along with the appeal of the World Wide Web. Canada has a huge pool of talented workers and Alberta's Best can reach these Canadians in every province in a cost effective manner.

Alberta's Best also offers video classifieds and text only classifieds

Call us Today - Ken White or [ken.white@albertasbest.com](mailto:ken.white@albertasbest.com)

780-695-5080 780-483-6448 (fax)

Check us out at [www'albertasbest.com](http://www.albertasbest.com)

**ORGANICS COLLECTION FOR THE FOOD PROCESSING INDUSTRY**

Cleanit Greenit Composting System Inc. (CG) will be contacting food processors in the Edm. region to identify opportunities to collect & process organic wastes from this industry, as part of a project supported by AESA (Alberta Environmentally Sustainable Agriculture Program) & the National Research Council – Industrial Research Assistance Program..

Edmonton agri-food processors send over 100,000 tonnes of organic waste to landfills each year, which could be composted. CG will be examining the barriers agri-food companies face in composting their wastes & identifying methods to develop composting as an economically feasible waste management option that is environmentally friendly thereby:

- Reducing environmental impacts of agri-food processing on the environment
- Building industry environmental stewardship

If you are interested in participating, or in receiving further info contact Kirstin Castro-Wunsch at 780.488.7926.