



**FOODSAFETY**  
**Upcoming**  
**Courses!**

HACCP I & II  
Calgary  
November 26-30

HACCP for On-line  
Supervisors  
Edm Oct 25

Nutritional Labelling  
Calgary Nov. 1

Certified Auditor (ASQ)  
Edm Dec. 4-6

**WORKPLACE HEALTH**  
**& SAFETY**  
**Upcoming Courses**

WHMIS Train the Trainer  
Nov 6 in Calgary  
Nov 9 in Edm

Internal Auditor  
Refresher  
Nov. 27 Calgary  
Nov. 23 Edm.

**AFPA Calgary**  
**P 403-201-3657**  
**F 403-201-2513**  
**100w, 4760-72 Ave SE**  
**T2C 3Z2**

**AFPA Edmonton**  
**P 780-444-2272**  
**F 780-483-7590**  
**14916 – 128 Ave.**  
**T5V 1A6**

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

**CHILD CARE IN THE WORKPLACE**

HRSDC will provide a 25% investment tax credit to businesses which create new child care spaces in the workplace to a max of \$10,000 per space created.

Child care & other workplace friendly policies have a significant impact on the bottom line of businesses of all sizes. A commitment to supporting the child care needs of employees can workplace effectiveness & serve as a recruitment tool.

“Nearly all studies on the [child care] topic find that reducing child care costs reduces labour market barriers for parents who want or need to work. These studies find that a 10% reduction in the cost of child care increases the probability that a married mother will work by 2-8%.” (U.S. Department of the Treasury)

There are several child care options available to employers. The child care feasibility results should be available in mid Nov. Stay tuned.



**FOODSAFETY & QUALITY**

**For complete course schedule & registration forms:**  
<http://www.afpa.com/snq/train.shtml> or  
[admin@afpa.com](mailto:admin@afpa.com)

AFPA held their 1<sup>st</sup> Sanitation & Pest Control course as well as Validation & Verification. There was a great turnout with speakers from Epsilon Chemicals, Canadian Contract Cleaning Specialists, Abell Pest Control & 3M Canada.

Look for more info on the AFPA website for each course offered in conjunction with GFTC. We know how important it is to have as much detail as possible when approaching upper management for training opportunities. This should help significantly.



**Workplace Health & Safety**  
<http://www.afpa.com/env/>

*Partnerships*  
IN HEALTH AND SAFETY

Tom 403-201-3657 x28 or [tom@afpa.com](mailto:tom@afpa.com)  
Complete course schedule is available on line <http://www.afpa.com/notesatt/00359-1.pdf>

AFPA recently attended the WCB “Experience Rating Plan For Large Employers” workshop.

WCB maintains a separate experience record for each employer in each industry classification. When applicable, the employer’s experience is used to determine premium adjustments to reflect the performance of the insured business. In some situations WCB may combine experience records.

An employer’s experience record for each year includes: 1) number of claims, 2) claim costs, 3) insurable earnings & personal coverage amounts, 4) the employer’s premium & premium rate

Experience rating calculation is:  
employer experience ratio X participation factor X eligibility factor = discount or surcharge.

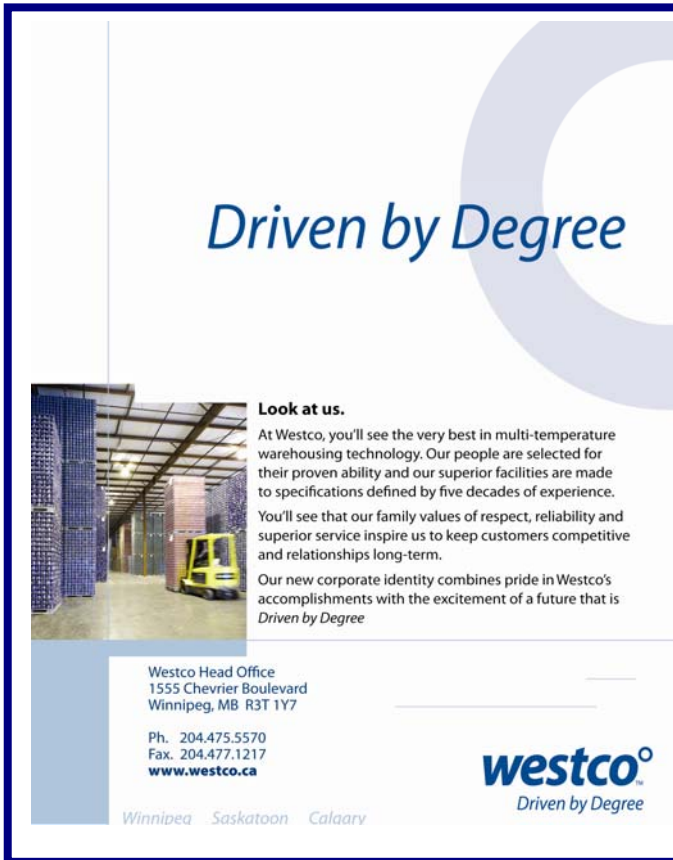
The rating program was reviewed & it was suggested that the ratings plan had to be fair to employers, employers had to be accountable & that possible increased incentives could be applied based on the 2008 implementation of the Poor Performance Surcharge (PPS). In other words, if the Poor Performers were to be levied a 200% surcharge, that the employers with excellent record of safety, should be rewarded with higher rebates.

The other suggestion was to make the Certificate of Recognition (COR) mandatory for all industries. Interestingly, Manufactures Funded Safety Assoc. informed the group that 15 yrs ago manufacturers were paying WCB Premiums of \$5.68 per \$100 of ensured earnings, after forming their Safety Association, they are now paying \$2.69.

Perhaps it’s time for some of our processors to rethink their stand & VOTE **“YES”** for the Funded Safety Association.

**Topsyn Flexible Packaging Ltd.**  
**Announces New Bag Making Equipment**

for Stand Up Pouches with Zippers, 3 Side Seal, Quad Seal, Vacuum Seal & Polypropylene bags. For more info contact Kurt at 1 888 886 7796 ext 225




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



**NEW AFPA MEMBERS**

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



- ✚ Prairieberry.ca 403-936-5309; saskatoons, fresh & quick frozen; syrup/concentrate
- ✚ Pine Haven Colony 780-352-6877
- ✚ Mettler Toledo [www.mt.com](http://www.mt.com) 416-554-1839 weighing solutions for food processing applications
- ✚ Osborne Group 403-264-8195 [www.osborne-group.com](http://www.osborne-group.com) Interim management resource

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

**NEW AFSC VALUE ADDED & AGRIBUSINESS LOAN PROGRAM IS A WINNER !!**

On Oct 1<sup>st</sup>, Ted Johnston (AFPA President) along with Jerry Bigam (AFPA Chair) & other members of the AFPA Board met with Rick Bell, AFSC's VP, Lending to review their new Value Added & Agribusiness Program (VAAP) & declared it "a winner & just what the food processing industry needs!" This program delivers AFSC's mandate to increase the availability of capital to agriculture based Value Added Industries in Alberta.

The Program Objective is clear:

To provide a consistent & reasonable source of loan capital to individuals & companies involved in the Value Added & the Agribusiness industries in AB & to assist Value Added Agribusiness enterprises through the provision of a preferred interest rate.

Here are a few highlights:

- **Can finance up to 100% of the purchase price of new capital equipment** including installation & training costs ( AFPA's Skills Development Initiative can also assist processors with training costs)
- Amortization can be based on the "real life expectation of the equipment" up to a 20 yr max.

- Interest will be based on the APB (AB Gov't Provincial Borrowing Rate) plus 3% but **during the initial 5 yrs the loan rate will be reduced to APB plus 1%** for qualifying AB based Value Added Agribusiness Enterprises. (The rate reverts to APB plus 3% in the 6<sup>th</sup> yr)
- The rate can be locked in for up to 20 yrs.
- There is no prepayment penalty
- Initial payments can be deferred up to 2 yrs if necessary
- Individuals & connected entities can qualify for up to \$2 million.

This terrific program couldn't have come at a better time as AB's processing industry struggles with the need to increase productivity in the face of rising costs, labour shortages & the par dollar.



[www.goallink.ca](http://www.goallink.ca)

- ✓ *Would your company like to be laser focused on your markets?*
- ✓ *Do you need financing to begin or expand your operations?*
- ✓ *Would a strategic perspective from outside your company help you grow?*

*Goal Link is an Alberta based consulting firm that helps our clients achieve their goals. We do this through:*

#### **KNOWLEDGE**

We have significant knowledge of the agrivalue industry in Alberta, gained through our extensive experience and ongoing research.

#### **EXPERIENCE**

We have a wealth of experience that supports clients in achieving their objectives. Our outcomes are pragmatic, practical and have clear implementation paths to goal achievement.

#### **RELATIONSHIPS**

Goal Link maintains strong relationships with key players in the food processing sector, which is a significant advantage to our clients. We also maintain an extensive network of associates with expertise in all aspects of agrivalue success.

#### **RESULTS**

And most importantly, **Goal Link gets results for its clients!**

**Contact us today to discuss how we can help you reach your goals!**

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AFPA in partnership With  **Alberta** Employment, Immigration and Industry

As locating staff in Alberta has become increasingly difficult, the need for information on attracting & recruiting workers is now in high demand. Our partnership focuses on providing AFPA members this service.

This month, check out the new Workforce Attraction & Retention partnership Document at [www.gobv.ab.ca](http://www.gobv.ab.ca) the key in Employment Training programs.

If you would like to set up a meeting to gather further information, contact Ruth Hanus (780) 444-2272 x224, [ruth@afpa.com](mailto:ruth@afpa.com) or [Mike@afpa.com](mailto:Mike@afpa.com). You may also find valuable information in our tool kit on the AFPA web site under Training and Development.

## **Occupational English Language Requirements - Executive Summary**

Eligible temporary foreign workers with approved employers can utilize the Provincial Nominee Program (PNP) to expedite the processing of their application for permanent residency in Canada. The PNP is administered by AB Employment, Immigration & Industry (EII). The foreign workers must have permanent, full-time job offers from their employers.

(Note: People do not apply to/through the PNP for permanent residency. Application for permanent residency is made directly to the Government of Canada. We issues nomination certificate, a nominee would place in his/her permanent residency application identifying them as a provincial nominee for expedited processing. Job offers must be for permanent, full-time employment).

A factor to successful integration of a foreign worker into the workplace & society is their English language proficiency. For this reason, English language ability is a criteria considered in a foreign worker's candidacy for a PNP nomination. EII funded the Occupational English Language Requirements for Labourers in Food Processing Plants project to help identify the Occupational English Language Requirements for Temporary Foreign Workers in the food & beverage processing industry wishing to apply for the Provincial Nominee Program.

The Canadian Language Benchmarks for Labourers in a Food Processing plant are: "Speaking -4; Listening -4; Reading - 4; and Writing - 2". The Executive Summary of the Occupational English Language Requirements research project & pilot study can be found at [www.afpa.com/hr](http://www.afpa.com/hr).

The logo for the province of Alberta, featuring the word "Alberta" in a stylized, blue, sans-serif font. The letter 'A' is significantly larger and more prominent than the other letters, which are in a smaller, uniform size.