

### **Cobra Workshop**

Jan 29-30 Calgary  
Learn how to get on top of your cash flow, pricing & profitability.  
\$75 for this 2 day workshop  
[mel@afpa.com](mailto:mel@afpa.com)  
or x21 in Calgary to register!  
<http://www.afpa.com/opp/cobra.shtml>

**Mark your calendars & plan to attend:**

AFPA Annual Meeting  
Industry Builder Award  
June 17 Edmonton  
Fantasyland Hotel

AFPA Golf Classic  
June 18  
Blackhawk

Registration info will be available in the new year!

**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)

**GST 5% PROPOSED RATE CHANGE**

### **Effective January 1, 2007**

Your AFPA membership invoices should have just arrived on your desk, we are thrilled to report NO membership fee increase dues are remaining at the 2004 level! If you have any questions in regards to AFPA renewals or services contact Melody at 403-201-3657 x21 or email [melody@afpa.com](mailto:melody@afpa.com). We appreciate your prompt payment of these invoices. These invoices were calculated at the 6% gst rate; if you pay your invoice prior to Jan 1 your must remit 6% GST if you pay your invoice after Jan 1, 08 please adjust your invoice to the new 5% GST & we will do the same at our end. Thank you for your prompt attention to this matter.

### **TASHA HOOPER**

Join us in welcoming Tasha to the AFPA team. Tasha will be working out of the Calgary office to assist with the admin of our Food Safety courses as well as any of your Skills Development Initiative needs. Tasha can be reached at ext. 25 or [tasha@afpa.com](mailto:tasha@afpa.com)

### **FOODSAFETY & QUALITY**

**For course schedule & registration forms:**

<http://www.afpa.com/snq/train.shtml> or [admin@afpa.com](mailto:admin@afpa.com) our 2008 schedule is now online.

- HACCP III Train the Trainer Feb. 6-7 Edmonton
- Managing Allergen Issues Feb. 12-13 Edmonton
- HACCP for Online Supervisors Feb. 11 Calgary

### **Workplace Health & Safety**

<http://www.afpa.com/env/>



Are you thinking of getting the Certificate of Recognition (COR) for your company? Is your company missing out on WCB Rebates?. Need more info on what you need to be an Internal Auditor? Want to

know how you can improve your safety programs at your facility?

Tom 403-201-3657 x28 [tom@afpa.com](mailto:tom@afpa.com)

For a course schedule for the new year <http://www.afpa.com/notesatt/00418-1.pdf>

- Program Building Feb 12 Calgary
- Program Building Feb 15 Edm

### **INDUSTRY BUILDERS AWARD CALL FOR NOMINATIONS**

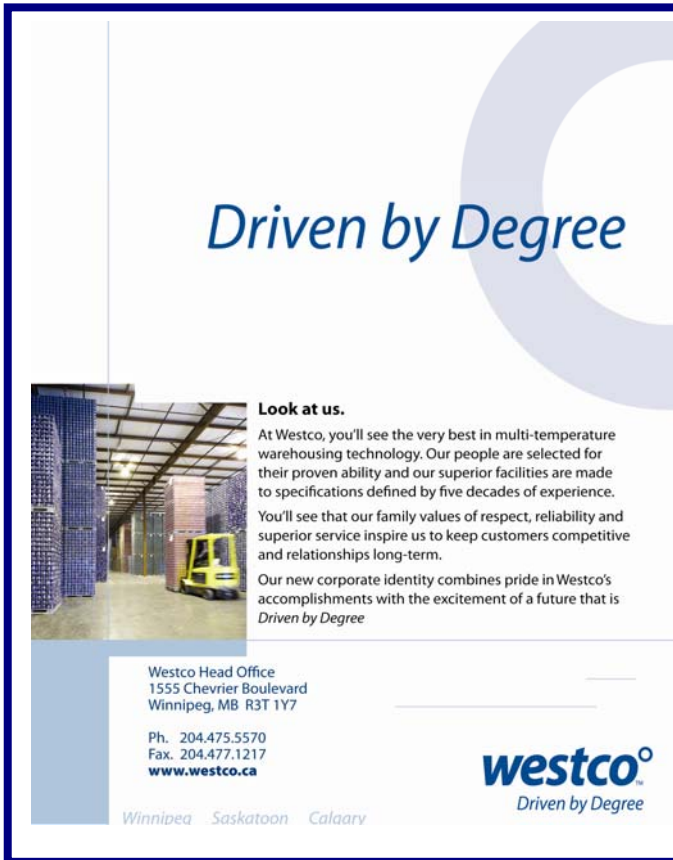
This annual award has been established to formally recognize & honor the efforts of those individuals who have made significant & lasting contributions to the growth of the food processing industry in Alberta.

Mark your calendar & plan to attend both the AGM on June 17 & this special evening honoring an industry legend. Nominations are now **OPEN** Feb 29, 2008 is the deadline. Download the nomination form: <http://www.afpa.com/cgi/anote.cgi?fname=00423&sec=abo> or contact Melody for more info.


### **ASSISTING COMPANIES TO RECRUIT & RETAIN WORKERS**

While the AB gov't has defined Labour Market strategies aimed at increasing the supply of skilled workers, there are few initiatives focusing on the critical need for unskilled & semiskilled labour in the food manufacturing sector. AFPA in support of its members, is exploring ways of assisting companies to recruit & retain workers.

In today's market, employers agree that the most effective tool for attracting & retaining employees is competitive salary & benefits, followed by opportunities for advancement & work-life balance. Knowing that affordable & available childcare is a barrier to employment for parents with small children & given a rise in the number of single parents, AFPA is focusing on the potential of establishing on-site (in-plant or adjacent) daycare facilities to encourage & enable individuals to return to the workforce with a number of social & economic benefits to the employee, the manufacturer & to the province. The results of the daycare feasibility study are available at [http://www.afpa.com/hr/documents/AFPAFinalReport\\_Dec2007.pdf](http://www.afpa.com/hr/documents/AFPAFinalReport_Dec2007.pdf) and the How to Guide for setting up in plant daycare will be available at the end of the month.



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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 info 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)  
Or  
Terry Rachuk 780-722-6567 [rachuk@shaw.ca](mailto:rachuk@shaw.ca)  
Web: <http://www.aesa.ca/> (click 'processing')



### NEW AFPA MEMBERS

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



- ✚ Global Recruiting & Manpower Ltd. 780-970-3648 foreign worker recruitment
- ✚ Route 40 Soup Co. 403-933-7676 made from scratch hearty soups.

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

### **ecoENERGY RETROFIT INCENTIVE FOR INDUSTRY**

The ecoENERGY Retrofit Incentive for Industry, which provides a financial incentive to help small- & medium-sized industrial facilities implement energy-saving projects, is open for business year round. Qualifying companies are eligible for an incentive from Natural Resources Canada of up to 25% of project costs to a max of \$50,000 per application & \$250,000 per corporate entity. Applications can be submitted any time. To obtain further details & submit a request for an application, visit:

[oee.nrcan.gc.ca/industrial/financial-assistance/retrofit/how-to-apply.cfm](http://oee.nrcan.gc.ca/industrial/financial-assistance/retrofit/how-to-apply.cfm).

AFPA in partnership With  Employment, Immigration and Industry

Special thanks to Ruth Hanus, partnership consultant. Ruth worked for the past year at AFPA filling in for Karen Hamilton who was on Maternity leave. Ruth has accepted another position within AEII. Ruth's last day with AFPA will be December 7/2007.

Join me in welcoming Tamara Duggan who will be taking over for Ruth. Tamara has a long history of working with Business & Industry. Tamara will be contacting you in the new year as AEII & AFPA work together to build a strong & prosperous economy for all.

Tamara can be reached at 780-444-2272 x222 or her cell at 780-499-4277

## MESSAGE FROM THE PRESIDENT – TED JOHNSTON

2007 has been a whole lot more than we bargained for with higher input costs, higher energy costs, no labour & of course the impact of our skyrocketing dollar. Most members have struggled to keep their noses above water & a few have failed in the process. On a positive note progress has been made on a couple of fronts which can help to preserve our industry.

In 2007 AFPA received good news after meeting with Alberta's new Minister of Agriculture and Food, George Groeneveld. AFPA chair Jerry Bigam & AFPA President met with the minister early in the new year & top on the list of issues that needed to be addressed was access to affordable capital to help the industry modernize. The minister listened & reacted positively when he instructed AFSC to develop a program that would work for the industry. This led to AFSC's announcement of VAAP (Value Added and Agri-business Program) their new equipment lending program. The program is a positive step in the right direction.

AFPA was directly involved in the process to have the food processing industry identified as a key sector requiring special attention in acquiring & retaining foreign workers through the Provincial Nominee Program (PNP). AFPA was actively involved in the English Language Benchmarking Program & that combined with the PNP program should help member companies to retain those good workers they have brought in to Alberta through the Temporary Foreign Worker Program. Workers who can achieve level 4 English competency & who are recommended by their employer will become strong candidates to remain in Alberta under the PNP program.

The provincial government established a Competitiveness Initiative Steering Group to study the issues & advise the minister re a course of action. AFPA provided initial input on behalf of the industry & the Steering Group is preparing their draft preliminary

report. Members will have the opportunity to provide direct input to the follow up process which will take place as outlined on the "AAF web site:

Jan & Feb 2008 – Business operators, associations, commissions, boards, agencies & others are invited to provide feedback on the Steering Group's draft report at meetings, by written submission (letters) or online. Details on how to submit will be available on the CI webpage in late Dec or early Jan 2008.

March to May 2008 – The Steering Group will consider the feedback received from industry & develop final recommendations. At the end of May, a report, consisting of recommendations that will have the most impact on enhancing the long-term competitiveness of Alberta's agri-food industry, will be presented to the Minister of Agriculture and Food.

In 2007 AFPA experienced a personal tragedy as we lost one of our own. Linda Weiben of our Edmonton office passed away suddenly this fall – a shock to us all. Those who knew Linda will always remember her cheerful smile and willingness to help in any way she could. She is missed.

There is only one thing certain about 2008 and that is that the challenges facing our industry will let diminish. There has never been a more important time for a strong Association & without your continued support that wouldn't be possible. 2008 membership renewals are now in your hands & we encourage you to not delay – **RENEW YOUR MEMBERSHIP - TODAY !**

On behalf of the staff here at AFPA I would like to wish each & every one of you the happiest of Holiday Seasons & continued success & prosperity in the New Year. We will be there to help.

### NEW ESL Guidelines - Provincial Nominee Program

Earlier this year AFPA managed a research report commissioned by AB Employment, Immigration & Industry for the purpose of establishing a level of English language proficiency required to work safely & competently as a labourer in the food processing sector. The final report was completed in Sept 2007. Based on the recommendations of this report, there are new English as a Second Language (ESL) Requirements for all Provincial Nominee candidates effective Nov 1, 2007.

Provincial nominee candidates employed prior to Nov 1, 2007 remain under the existing ESL guidelines, which include proof of 85% attendance rates in ESL training AND demonstrated progress in the English language.

Provincial nominee candidates employed on or after November 1, 2007 will be required to attain Competency in English as defined by the Canadian Language Benchmark as follows: Listening (4), Reading (4), Speaking (4), Writing (2).

For complete details of the new ESL requirements, contact [Janet at 403-201-3657 x22 or janet@afpa.com](mailto:Janet@afpa.com)

## **FOOD SAFETY SURVEY REMINDER**

Thank you to those who responded in Nov.! This survey is being completed as a research project for a graduate thesis in Rural Economy at the U of A. I am looking for food processor opinions, attitudes & responses to food safety issues. The survey should take 15 minutes to complete. Responses are kept confidential & are only reported as averages or in aggregate. This info could be used to help firms compare themselves to provincial averages. To complete the survey click on the link below &, if prompted, enter the user name: RESP1 & password: t53s!S or contact Lynne at: [lynned@ualberta.ca](mailto:lynned@ualberta.ca) or 780-237-9408.

Survey link: <http://survey.afhe.ualberta.ca/~foodpro/>

### **Make Tax Time Pay (A Year Round Strategy)**

Info on benefits & subsidies offered to aid low income employees.

Many employers are not aware that they could offer their employees benefits & subsidies that will help their staff make ends meet. This, in turn, increases the likelihood that the employee will remain with the company. These binders are available in limited quantity, shipping costs apply.

Contact Tasha Hooper, [tasha@afpa.com](mailto:tasha@afpa.com)  
403-201-3657 x 25.

Did you know that a 5% increase in customer retention can increase your profitability by 25-85%. For help in identifying your most profitable customers to develop a customer loyalty program as part of your Marketing & Sales planning, call Marketing Directions at 403-850-4410.

### **AGGIE DAYS APRIL 9-13, 2008 CALGARY STAMPEDE**

You are invited to share your industry message for 5 days. For more information go to <http://www.afpa.com/cgi/anote.cgi?fname=00425&sec=abo>



### **Alberta Technology Innovation Program (ATIP)**

Provides financial support for AB companies to attend approved *technology* related trade shows, conferences & other industry events to foster support for innovation and growth.

Will provide opportunities to access, explore & evaluate leading-edge technology related to:

- Food safety & quality; Consumer trends; Environmental protection / preservation
- Innovations in food technology, processing, packaging, labeling, storage, transfer
- Equipment & processes / best practices in response to current & emerging issues
- Maximize capacity & competitiveness through increased knowledge, adoption of improved methods & processing techniques
- Capacity-building in new value added products to enhance sustainability

Approved participants are eligible to receive 50% cost-sharing on actual eligible expenses including:

- ❖ Economy Airfare; Per Diem (accommodations, transportation, meals & incidentals) for the time required to complete the approved activity
- ❖ Event Registration fee; Seminar fees

For more info contact: Karen at [kparker@foodbeveragecanada.com](mailto:kparker@foodbeveragecanada.com); (780) 486-9679 or 1-800-493-9767

**Program funded by Agriculture and Agri-Food Canada's ACAAF Program, administered through the Agriculture and Food Council.**



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