



### **Cobra Workshop**

April 8-9 Calgary

Learn how to get on top of your cash flow, pricing & profitability.

\$75 - 2 day workshop

[mel@afpa.com](mailto:mel@afpa.com)

or x21 in Calgary

<http://www.afpa.com/opp/cobra.shtml>

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

AFFPA Annual Meeting

Industry Builder Award

June 17 Edmonton

Fantasyland Hotel

registration info will be sent out shortly!

### **AFFPA Golf Classic**

June 18

8am shotgun!

Blackhawk, Spruce Grove

Registration online at:

<http://www.afpa.com/notesatt/00430-1.pdf>

### **AFFPA Calgary**

P 403-201-3657

F 403-201-2513

100w, 4760-72 Ave SE

T2C 3Z2

### **AFFPA 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)

### **MEMBERSHIP DUES FOR 2008**

All members should have received invoices for their 2008 memberships. If you have not or have any questions contact Melody in the Calgary office or [melody@afpa.com](mailto:melody@afpa.com). We would greatly appreciate payment as soon as possible & send payment to the Calgary office.

### **WELCOME – Valerie Dykstra**

Please join me in welcoming our newest AFFPA staff; Valerie has joined the Edmonton Office on a part time basis as our administrative assistant. Valerie will be in the office 10am-2pm Monday – Friday.

### **CALL FOR NOMINATIONS**

The deadline for receipt of nominations is Feb. 29. Council is seeking nominations for individuals to sit as members for a 3 year term. Council reps are expected to contribute a min. of 10 days of time over the year & meetings are generally held in Leduc. For more info [www.agfoodcouncil.com](http://www.agfoodcouncil.com) or [info@agfoodcouncil.com](mailto:info@agfoodcouncil.com)

**Agriculture & Food Council**  
The Catalyst

### **FOODSAFETY & QUALITY**

**Customized onsite training available as well as consulting.**

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

- HACCP IV: April 1-2 in Calgary
- HACCP V: April 3-4 in Calgary
- HACCP I: April 14-15 in Edm
- HACCP II: April 16-18 in Edm
- Detection & Management of Allergens May 28-29 in Edmonton

### **NEW: Food Security / Defense April 21-23 in Calgary**

Save your company from costly & agonizing recalls & lawsuits!



### **Workplace Health & Safety**

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

*Partnerships*  
IN HEALTH AND SAFETY

### **Are you making a difference?**

Are you part of creating & maintaining a safe work environment in your facility? Is your company serious about ensuring that all employees & workers are safe on the job? Check out the schedule for training at: <http://www.afpa.com/notesatt/00418-1.pdf> & get the training schedule for the first 1/2 of 2008. Your company will garner benefits from lower loss time claims & lower WCB premiums if your Safety Program is in place & effective. Ask how your company can get the COR – Certificate of Recognition to get WCB Rebates on a yearly basis. Find out how you can make a difference. Call Tom at 403-201-3657 ext 28 or email [tom@afpa.com](mailto:tom@afpa.com)


- Roles & Responsibilities for Managers March 7 Calgary; March 11 Edmonton
- Incident & Accident Investigation March 10 Calgary; March 12 Edm
- Hazard Assessment April 18 Calgary; April 17 Edmonton

### **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?fna me=00423&sec=abo> or contact Melody for more info.



# Driven by Degree




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 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*.

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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')



## Welcome New AFPA Members

Consider these companies when making your purchasing decisions!

- ✚ Lassonde Western Canada – [www.lassonde.com](http://www.lassonde.com) 403-296-9350 Manufacturing variety of juices & drinks.
- ✚ Organic Ranchers Inc. – [www.organicrancherscanada.com](http://www.organicrancherscanada.com) 204-269-0658 Certified Organic beef & Bison.
- ✚ Keller Construction Limited – [www.keller.ab.ca](http://www.keller.ab.ca) 780-484-1010 General construction, design, construction management.
- ✚ Pinnacle Distribution Inc. – 403-252-2886
- ✚ HACCP Manager Software – [www.haccpmanagersoftware.com](http://www.haccpmanagersoftware.com) 902-442-0123 Electronic training & documentation handling.
- ✚ Executive Hotels & Resorts of Alberta – [www.executivehotels.net](http://www.executivehotels.net) 780-930-6862 Full service properties in Edmonton, Leduc & Calgary offering members of AFPA special guest room rates.

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

### INDUSTRY HAPPENINGS.....

➡ Virtual employee recruitment event in Korea – March 29,30 – Ying Ma 780-644-1452 or [ying.ma@gov.ab.ca](mailto:ying.ma@gov.ab.ca) for more info.

### **Workforce Partnerships Programs**

Looking for help in attracting & recruiting staff? There are 2 programs through AEII which may be of interest:

**Labour Market Partnerships (LMP)** is a program element under the Workforce Partnerships Program. It is intended to enhance workplace human resource development & labour market adjustment strategies through community partnerships. The LMP program is designed to identify, develop & support projects with industry, organizations & community groups with common labour market needs.

**Workforce Attraction & Retention Partnerships** is designed to assist employers & employer associations take timely & direct action to attract & retain workers. Objectives of the program may be to develop, test & share innovative approaches to labour market issues & support employers with information & networking opportunities in order to maximize the performance of their workforce. Also to facilitate the action required to respond to specific attraction & retention issues & address unique labour market issues. This program is not designed as a research & development initiative. The Labour Market Partnerships program should be used when research & development is the primary focus of a project. This program is also not designed as a training resource for literacy or essential skills.  
[http://employment.alberta.ca/hre/ets/reg/Display.asp?EntityCode=HLEVEL\\_2&EntityKey=10428](http://employment.alberta.ca/hre/ets/reg/Display.asp?EntityCode=HLEVEL_2&EntityKey=10428) for more info.



## **HACCP Manager Software**

Create HACCP plans electronically, reconcile documents automatically and monitor compliance remotely.

### **HACCP Manager Software lets you**

- create a framework for food safety and quality assurance
- ensure day to day compliance standards are being met
- decrease food safety administration time – one point of data entry for everything
- enter, edit and monitor information locally or remotely
- create multiple export documents quickly and easily
- provide unmatched traceability – isolate and react to issues
- utilizing existing documents simply cut and paste

Visit us at  
[www.haccpmanagersoftware.org](http://www.haccpmanagersoftware.org)  
[www.haccptraining.org](http://www.haccptraining.org)

online training options for introductory HACCP, WHMIS, WHMIS Refresher and TDG available

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### **Complies with:**

HACCP, USDA,  
ISO 9001, ISO 22000,  
QMP, IFOAM, BRC,  
EurepGAP,  
Woolworth's Quality,  
SQF 1000, SQF 2000,  
AQUIS, FRESHCARE

### **New Palm™ integration**

- Portable, convenient, easy to use
- Monitor day-to-day compliance in one step
- Ideal for producers with multiple suppliers
- Syncs data automatically upon connection



**MESSAGE from our TRAINING & DEVELOPMENT DIVISION**  
Janet Henderson 403-201-3657 ext. 22 or [janet@afpa.com](mailto:janet@afpa.com)

**Just announced - Expedited Labour Market Opinion Pilot Project - now includes manufacturing, processing labourers & industrial meat cutters**

Employers can expect speedier approval for hiring foreign workers & in a greater number of qualifying fields, when there are no Canadian citizens or permanent residents available to fill the positions.

Human Resources & Social Development Canada just announced the expansion of the Expedited Labour Market Opinion pilot project (E-LMO), which began in Sept 2007, from 12 to 33 occupations.

The 12 high-demand occupations that qualified under the prior E-LMO announcement include: hotel front desk clerks, food & beverage servers, food counter attendants & food service supervisors.

### **Childcare Feasibility Study & Employer How-To Guide**

Knowing that affordable & available child care 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) child care facilities to encourage & enable individuals to return to the workforce.

In May, 2007 an advisory committee was formed to further explore the potential of this approach as a solid foundation of planning & best practices for others in the industry to follow. The committee was led by AFPA Janet Henderson, Project Manager & VP Training & Development & consisted of the following representatives:

- Darryl Timmerman, Policy Analyst, Workforce Supports Division - Alberta Employment, Immigration & Industry;
- Christine Couture, Executive Director, Labour Force Development Branch - Workplace Supports Division;
- Karen Gingras, Manager Labour Retention, Alberta Agriculture & Food - Agri-Food Business Centre
- Leann Wagner, Senior Manager, Child Development Branch - Alberta Children's Services.

AFPA envisions a multi-phased approach covering feasibility, development, pilot projects & evaluation & ultimately implementation at a number of manufacturing facilities across the province. For the 1<sup>st</sup> phase, AFPA engaged Meyers Norris Penny LLP (MNP) to undertake this feasibility study to support or dispute positions related to the benefits of child care & provide practical recommendations for the development of an action plan for two on-site pilots.

An Employer's Guide: Establishing a Child Care Centre – the Basic Steps was also developed.

The Study & the How to Guide are posted on the AFPA web site [www.afpa.com/hr](http://www.afpa.com/hr)

Efforts are now being focused on setting up a pilot for companies interested in proving this recruitment retention strategy to employees.

### **MOBILITY IS AN ESSENTIAL FEATURE OF TODAY'S WORLD**

Assistance & expertise for foreign worker recruitment  
The International Organization for Migration, established in 1951, is the principal intergovernmental organization in the field of migration. IOM is dedicated to promoting humane & orderly migration of workers. They are interested in securing additional Alberta companies to work with. – more details on iom at [www.iom.int](http://www.iom.int). or call Janet.

### **ALBERTA AGRICULTURE & FOOD MANILA PHILIPPINES FOOD PROCESSION RECRUITMENT FAIR – April 14-18**

A commitment letter from companies with current Labour Market Opinions (LMO) stating detailed job descriptions & number of positions intending to recruit for must be received no later than Feb 22. There are only 10 booths available. AB Ag will be holding interviews with pre-screened candidates from April 14-17<sup>th</sup>. AB Ag has negotiated an extremely good price for the services of Golden Horizon, \$1750 CDN per candidate, which aligns with the "AB Free Trade Act". This fee includes one-way economy airfare for the worker to come to AB. AB Agriculture & Food's Workforce Development Strategy offers funding to cover 50% of your travel costs  
<http://www1.agric.gov.ab.ca/general/progserv.nsf/all/pgmsrv337>.

Any questions, contact [Scott.dundas@gov.ab.ca](mailto:Scott.dundas@gov.ab.ca) or [marvin.salmons@gov.ab.ca](mailto:marvin.salmons@gov.ab.ca)

If you have been considering hiring **Temporary Foreign Workers** as an option for your company, then look no further. There are tremendous advantages in hiring temporary foreign workers & Global Recruiting & Manpower can help you with your staffing & retention needs. We have the Experience, Networking & Knowledge to get you qualified people from our connections throughout the world. We also offer settlement services to these new workers as well as facilitate permanent residency through the Provincial Nominee Program. Global offers the full spectrum of services to assist you, and **as a member of AFPA**, you will get a **further discount on our already low prices!**

**For more info, contact Craig at 780-970-3648 or email [craig.global@shaw.ca](mailto:craig.global@shaw.ca)**

Note: **IN NO WAY DO WE CHARGE THE FOREIGN NATIONAL FOR COMING TO WORK FOR YOU.**

Avoid the high costs of employee recruitment & turnover & call today!