



MEAT INDUSTRY CONVENTION

March 6-8, 2009

Deerfoot Inn & Casino

Calgary

People Choice Awards &
Meat Competition

1-day trade show

1-day education for the
value added processor

MARK your CALENDAR

Registration Info will be
available soon!

The food processing
sector NEEDS a
**FUNDED SAFETY
ASSOCIATION** & your
VOTE will help to make
this happen!
Watch for more
information...listen for
the news!

FEASTival of Fine Chefs

September 17, 2008

Tickets are **SOLD OUT!**

Call Melody in Calgary to
be added to the wait list.

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

www.afpa.com

FOODSAFETY & QUALITY

Just RELEASED our Fall course schedule:

- ◆ Nutritional Labelling – Sept 25 Calgary
- ◆ HACCP I – Sept 29-30 Calgary
- ◆ HACCP II – Oct 1-3 Calgary
- ◆ HACCP IV – Oct 14-15 Edmonton
- ◆ HACCP V – Oct 16-17 Edmonton
- ◆ Detection & Management of Allergens
Oct 28-29 Calgary
- ◆ Certified HACCP Auditor – Nov 18-20
Calgary

To register:

<http://www.afpa.com/snq/train.shtml>
or admin@afpa.com. We continue to

offer on-site training tailored to your
companies needs:

Surrey, BC

FALL COURSE SCHEDULE

HACCP I – Oct 6-7

HACCP II – Oct 8-10

HACCP IV – Nov. 18-16

HACCP V – Nov. 20-21

Annual General Meeting & Industry Builder Award – A DEFINITE SUCCESS!

AFPA embarks on a new year ready to
take on the challenges that face it. The
Annual Meeting was held June 17 in
Edmonton, turnout was excellent.
Keynote speaker Peter Van Stolk –
Founder Jones Soda was phenomenal.
The meeting was followed by dinner
honoring Jack Trach this year's Industry
Builder Award recipient.

The minutes of the meeting will be
posted on the AFPA website shortly & if
you require a copy of the annual report
call either AFPA office.

The current board of directors
welcomed new board members
Jonathan Avis of Saxby Foods & Colin
Hickson of Sterling Packaging. A
complete list of directors is available at
<http://www.afpa.com/abo/board.shtml>

GOLF CLASSIC - SUN, WARM & FUN

The weather co-operated & the golfers
enjoyed the tourney. Thanks to all

those who made the day a success. We
look forward to seeing you in 2009 in
Kananaskis.

Workplace Health & Safety

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

Partnerships
IN HEALTH AND SAFETY

Call 403-201-3657 x28 or email
tom@afpa.com


Upcoming Course:

- Program Building – Aug 25 Calgary
& Aug 18 Edm
- Roles & Responsibilities for
Managers – Aug 27 Calgary & Aug
19 Edm
- Incident & Accident Investigation –
Aug 29 Calgary & Sept 19 Edm
- Hazard Assessment – Sept 17
Calgary & Sept. 18 Edm
- Internal Auditor Training – Sept 2-3
Calgary & Nov 13 & 14 Edm
- WHMIS Train the Trainer – Oct 20
Calgary & Oct 27 Edm

SKILLS DEVELOPMENT INITIATIVE

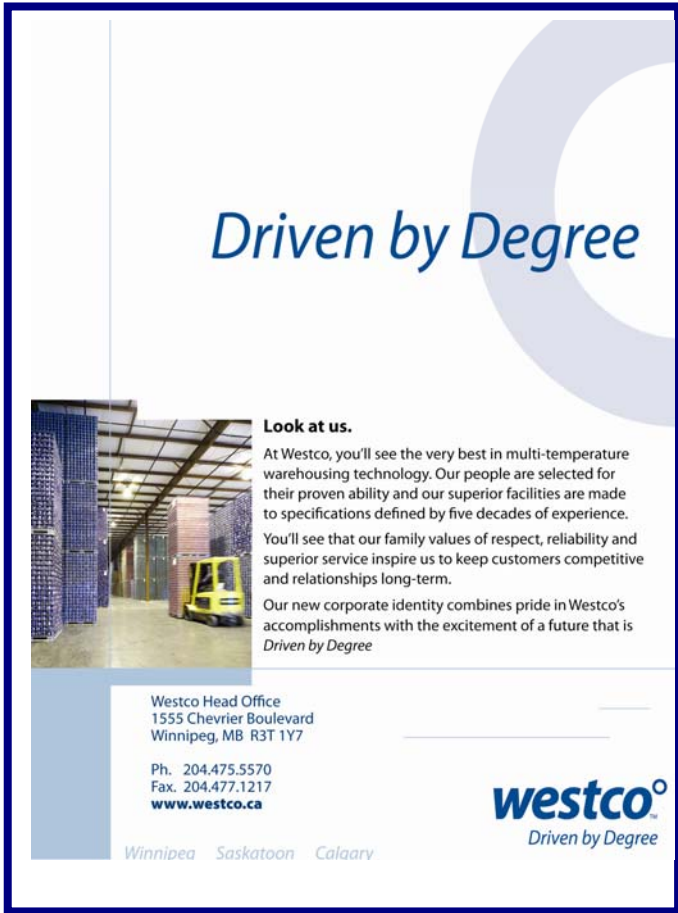
Time is running out to submit your
claim.....The deadline is Oct 15, 2008.
You can submit your claims as you
complete each initiative to ensure quick
payment & avoid the year end crunch.

Funding for this project is provided by:

 Alberta Agriculture and Rural Development

**WESTERN GROCER MAGAZINE
IS OFFERING AFPA MEMBERS
A 30% GROUP DISCOUNT
TO ADVERTISE IN THE
ALBERTA FOOD REPROT**

Contact Melanie Bayluk 1-800-337-
6372 ext 215 or
Melanie@mercury.mb.ca



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
1555 Chevrier Boulevard
Winnipeg, MB R3T 1Y7

Ph. 204.475.5570
Fax. 204.477.1217
www.westco.ca

westco^o
Driven by Degree

Winnipeg Saskatoon Calgary

AFPA in partnership With

Alberta Employment and Immigration

AEI PARTNERSHIP FOCUSES ON JOB PLACEMENT!

Can we assist you in recruiting staff? Do you have vacancies that we could help you fill? Tamara, in our Edmonton office currently has a pool of candidates that are seeking employment opportunities within our industry. She has had successes with helping processors (Capital Packers and Quality Fast Foods, for example) to find workers. Please call her to discuss your job availabilities as she is focusing her attention on creating job placements and connecting workers to our industry. There is no charge for this service as it is just one more way that the partnership seeks to support processors and associate members during this challenging time in Alberta's labour market.

Tamara Duggan can be reached at 780-444-2272 ext 224, in Edmonton.



Welcome New AFPA Members

Consider these companies when making your purchasing decisions!

- ✚ Pencilworks Studios Ltd. – www.pencilworks.com 403-531-6240 provides fresh ideas for packaging & marketing communications.
- ✚ Winslow Group www.winslowgroup.ca 780-720-8552 coach & assist companies in implementing “lean” operations.
- ✚ HACCP Advantage – LLCW Consulting – 403-362-5034 – HACCP consulting.

For more info www.afpa.com/mem/directory.cgi

ANNOUNCING: BUILDING GREAT WORKPLACES

A Great Workplace has retention power. A Great Workplace is also one in which employees are safe & healthy – physically, emotionally & mentally, are energized, feel supported & satisfied & are producing excellent business results.

How do you build a Great Workplace? Leaders need access to the knowledge & skill to ensure their employees *Know What to do*, are *Able to do it*, are *Equipped to do it*, *Want to do it* and are supported by *Interactions* characterized by trust, respect, integrity, collaboration and accountability. The ongoing

maintenance & improvement of these 5 “conditions for performance” is what builds a great workplace.

AFPA has entered into an agreement with Performance by Design Inc to build online tools to help members build Great Workplaces. An industry advisory committee of 5 keen companies was formed early in June. The tool is intended to be a key part of a members strategy to achieve excellence in performance & build & sustain a workplace that retains good employees. As a “virtual coach” the tool provides reliable information to help managers manage & improve the performance of individuals & the teams. At

the company level it will have capability to assess operational performance concerns, health & safety in the workplace as well as leadership & performance management practices.

Call Janet for more info at 403 201 3657 ext 22

Funding for this project is provided by:

 Alberta Agriculture and Rural Development



What is a Waiver of Subrogation?

The review of every contract you sign with all of its requirements & clauses is a highly important risk management consideration. This includes a contract's waiver of subrogation clause.

To understand what a waiver of subrogation does, it's important to understand what subrogation means. Subrogation is a basic insurance concept utilized in insurance contracts. If a loss occurs, it typically happens through someone's negligence. In general, the negligent (or "at fault") party is liable for the cost of the loss. Your insurance carrier can "step into your shoes" & choose to sue the at fault party to recover the amount of a claim they paid for you. This is *subrogation*. You may not find the term subrogation in your contract, but it may be included — check for the terminology "Transfer of Rights of Recovery Against Others to Us," which some insurance policies use.

When a *waiver* of subrogation is required in a contract, it means that you are "signing away" or waiving your insurance company's right to subrogate against another party—most commonly the party you are contracting with. This is not an uncommon practice. In fact, most policy contracts, allow you to waive your rights of subrogation as long as it is done IN WRITING AND PRIOR TO THE LOSS. Often an endorsement is added specifically referring to the exact contract as a means of clarification.

It's important when agreeing to any and all contractual language that it mirrors your policy. A waiver of subrogation clause is placed in a contract to minimize lawsuits & claims among the parties. The risk, once assigned to the insurers by the parties, is determined to stop there, without allowing the insurer to seek costs from a 3rd party. This guarantees that if a loss occurs, the owner's insurer pays the claim & the insurance proceeds can be used to fund the cost of repairs without determining who was "at fault." Without a waiver of subrogation, litigation or arbitration is

frequently needed to determine whose fault caused the accident & these can cause long and costly delays.

Lloyd Sadd Insurance Brokers Ltd. - 780-930-3810
Chris Huebner FCIP, CRM
chuebner@lloydsadd.com

Dear Alberta Food Processor:

Industrial land sales in Innovista Industrial Park are now underway. Click the following link to view the property listing (*be patient – takes ~10 seconds to download*).
http://www.eip.hinton.ca/images/stories/pdf/innovistalotsforsale_rl.pdf

If you are a business that is thinking about relocating and/or expanding in Alberta, then consider **Innovista Industrial Park** (www.eip.hinton.ca). Located in Hinton (~250km west of Edm), this will be one of the most innovative industrial parks in Canada. We are inviting you to realize the competitive advantages of locating here.

Why Hinton? Hinton is home to world class forestry, mining & oil & gas operations & expertise. Its location, natural resources, highly skilled workforce, low tax rates & diversifying economy provide unique opportunities for new & expanding businesses. Hinton is also an outdoor enthusiast's paradise with year-round activities at its doorstep, including camping, fishing, cross country skiing, snowmobiling & much more.

Visit our website to find all of the information & materials that will help you make an informed decision about growing your business in Innovista. If you have any questions or would like to meet call 604-737-8506 x108. Wendy LeBreton - **Eco-Industrial Solutions Ltd.**
604-737-8506 x108

wendy@ecoindustrial.ca



Productivity Improvement Project

Is your company struggling with labour & competitiveness issues?

Alberta agri-processors are invited to participate in **either** an automation/productivity improvement assessment or lean manufacturing coaching. Both areas will evaluate existing production systems & offer solutions to labour, equipment & process flow inefficiencies in order for companies to increase productivity, reduce waste & be more competitive, efficient & responsive to customer demands.

An initial pre-assessment of selected companies will be performed & 100% of the cost incurred will be covered by AARD. The in-depth assessments & the lean coaching will be cost shared between AARD & the processor. AARD will cover 80% of the total & qualifying companies will cover the remaining 20%.

To receive further info contact your Development Officer or Nicola Stevens (403-948-8511 nicola.stevens@gov.ab.ca)



The Art of Sales, the world's premier sales event is coming to Calgary on Sept 25th, 2008 - This incredible 1 day event presents sales, marketing & business development professionals with an exceptional day of learning, featuring today's most sought after visionaries & speakers. This event is designed to give your team the tools they need to develop stronger customer relationships, negotiate better deals, increase productivity, & ultimately increase your sales.

Jeffrey Gitomer - Sales & Customer Service

Author: *The Little Red Book of Selling* (*New York Times* Best Seller)

Keith Ferrazzi - Relationship Cultivation & Development

Author: *Never Eat Alone* (*New York Times* Best Seller)

Frances Cole Jones - Presenting & Persuading

Author: *How to Wow*

Les Hewitt - Focus & Productivity

Author: *The Power of Focus* (International Best Seller)

Richard Robbins - Strategic Influence

Master Sales Trainer, Co-Founder & CEO of RRI Inc.

Register Today!

The Art of Productions Inc. has arranged for members of **AFPA** to receive a preferred rate of \$249 per ticket (save \$150 off the regular rate).

How to Register

Registration for this event can be completed in one of 3 ways

Ph - Call toll free 1-866-99-ART-OF (1-866-992-7863) and ask for Scott at Ext. 23.

Fax - Fax in your registration page to 905-266-9860

Email - scott@theartofproductions.com

VIP Pass

Please inquire about our VIP pass which includes, premium reserved seating, separate VIP entrance & a copy of Jeffrey Gitomer's "The Little Red Book of Selling", Keith Ferrazzi's "Never Eat Alone" & Frances Cole Jones' "How to Wow".

Acceptable forms of payment include VISA, MasterCard or American Express.

For event details click - <http://www.theartofproductions.com/calgary/Pref-SK-23.pdf>