

news+views

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That's a Wrap!

Another year, another Annual Meeting in the books. It seems as though we are always “lucky” enough to get the first snowstorm of the season on the first day of our AGM.

The highlight of our Annual Meeting this year is that NSFA now has a new governance structure. Following the implementation of our strategic plan, the Bylaws Committee worked hard to create proposed bylaw amendments for presentation at the meeting. After some great discussion and a few amendments, membership voted unanimously in favour of the amended bylaws. Our new governance structure will ensure we are more effectively governing our organization; the NSFA Council provides overall direction and operational oversight to the Federation, the Policy Advisory Committee will oversee policy

and position formulation, resolutions and liaising industry trends and issues to the Council. This marks a historic moment in the Federation’s history and we are excited for this huge next step.

As in previous years, we welcomed members of our Provincial Legislature to bring greetings to the crowd. Lisa Roberts, the Agriculture Critic for the NDP Party; Tim Houston, Leader of the PC Party and the Honourable Keith Colwell, Minister of Agriculture each took turns addressing the crowd. We appreciate you making the trek to Truro despite the weather.

Following Annual Meeting tradition, after the adjournment of Day 1 members came together for the annual banquet. This year we had a delicious chicken dinner thanks to Chicken Farmers of Nova Scotia – thank you to the Best Western team for putting together a great meal. This year we recognized five staff members for their dedication to NSFA;



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Viewpoint

Another busy year at your Federation with a number of changes to reflect upon. With building renovations completed we moved into our new space last March. It has proven to be an excellent facility with the meeting room space working well to accommodate the meetings of our Federation and other partner organizations.

As we have been communicating with you over the past few months there were recommended changes to our bylaws around size of Council, creation of a Policy Advisory Committee, as well as other housekeeping changes to reflect these changes. This was a part of our strategic planning process and a major priority for our organization. These bylaw changes were approved at the AGM and we will be working on the implementation process this year. The newly formed Council has had its first meeting has elected officers, reviewed meeting schedules and started the orientation to the new structure. After reviewing the Terms of Reference for the Policy Advisory Committee we will be looking for members at large that are interested in filling these roles. As well we have two vacancies on the Council, the Nominating Committee has been tasked with filling these positions.

It has been another difficult weather year for many in the farm community. The high note was probably the announcement of funding for frost mitigation in late winter. This was welcomed news for the many farms that were affected by the June 3rd, 2018 frost that caused such damage to fruit and grain crops throughout the province. An estimated \$10 million in support was paid out to farmers before the end of the provincial government fiscal year. There was a feeling of relief and as plans were underway for spring we all felt that this was a “one off” that wouldn’t happen again!

Little did we know what nature had in store for 2019. Starting with a cold and

very wet spring, which delayed planting and application of crop inputs. There was also significant damage to crops due to field damage from equipment and the delays in seeding and crop inputs.

In many cases planting was delayed beyond the crop insurance planting deadlines, this increased the risk for farmers; however, they had little choice but to take the chance and plant anyway since they needed the crop for animal feed or income. The weather did not cooperate for the rest of the season. Along with the difficult weather there was a late season hail storm in parts of the Valley and Hurricane Dorian, which caused extension damage to crops including apple and corn, along with a lack of resiliency in our power and communications systems which caused numerous long-term outages.

NSFA has asked the provincial Department of Agriculture to request an Agri-Recovery claim be opened due to the significant losses that have been incurred, in excess of \$10 million based on our survey results. As reported in the media the financial losses are significant and added to that for ruminant farmers, is the near impossible task of replacing forage and corn that was lost. The situation is similar in a number of provinces so it’s almost impossible to source feedstuffs. PEI is also asking for Agri-Recovery and we have been in contact with them to understand their efforts.

Long term climate change is going to affect our production methods and we need to consider that as an industry. There’s an obvious need for a more robust Business Risk Management suite of programs, not just for climate change, but for the uncertainty that is now upon us around trade, disease risk such African Swine Fever, currency risk etc. The trade order in the world has deteriorated over the past couple of years and other countries like our neighbour are willing to create ad hoc programs to support their farmers. We can do no less for our farmers



*Henry Vissers
Executive Director, Nova Scotia
Federation of Agriculture*

if we want to be in the game.

Closing I would like to wish all of you a Happy New Year, here’s to a better year of farming!

Comments?
hvissers@nsfa-fane.ca

For Nova Scotia farmers seeking support —
Farm Family Support Line

A confidential, short-term counselling and advisory service — to help you manage and reduce the stresses in life, including mental health, legal, financial and more.

No cost for up to 3 hrs of service per issue.
If you require more specialized or longer-term support, professionals will help you find an appropriate specialist or community service that can provide continued assistance.

Line is open 24 hours a day —
Available to farmers or their immediate family members

1.844.880.9142
TTY: 1.877.338.0275
workhealthlife.com

MORNEAU SHEPELL  *Farm Family Support Line is managed by Morneau Shepell as a Member Assistance Program.*

That's a Wrap *continued from page 1*

- Trevor Davison, 15 years
- Henry Vissers, 10 years
- Shelly MacKenzie, 10 years
- Maxine MacLean, 5 years
- Cory Roberts, 5 years

Thank you for your hard work and dedication to the agriculture industry in Nova Scotia. We also had a couple of presentations, we were pleased to welcome the winner of the Nova Scotia Young Speakers for Agriculture Competition, Morgan Hussey. Morgan presented her winning speech Food Fraud: Do you know what you're eating, she gave a very informative speech on the labeling and marketing of foods.

Carolyn Van Den Heuvel, our Director of Outreach & Member Relations presented the Environmental Stewardship Award Showcase. For the last decade, we have celebrated some of Nova Scotia's environmental stewards, recognizing their dedication and commitment to protecting our environment. After a decade of award winners, 2019 was the showcase year, a year to reflect, celebrate

and draw inspiration from our previous recipients.

During the banquet Farm Safety Nova Scotia had a special announcement – the Lloyd Evans Memorial Award – an annual award that will be presented at their annual meeting beginning in 2020. Lloyd Evans was passionate about the agriculture industry and was always giving back anyway he could. Over the years, Lloyd was involved in countless committees and sat on numerous boards. He was a leader in our industry – both provincially and nationally. Lloyd was integral to the establishment of Farm Safety Nova Scotia and served as one of the original directors for this organization. In an effort to carry on his legacy while celebrating other farm safety leaders, the Lloyd Evans Memorial Award was created. This award will be awarded to an individual, farm, organization or agricultural business, who has had a positive impact on and continuously works towards improving health and safety within the Nova Scotia agriculture industry. The Lloyd Evans Memorial Award will go to someone who makes

significant contributions to support the advancement of health and safety in the agriculture industry. Someone who is considered a safety leader – just like Lloyd. Award criteria, rules and eligibility will be launched and will be open for applications in the spring/summer of 2020.

On the second day following the approval of the new bylaws, NSFA members elected their new Council who will provide overall direction and operational oversight to the Federation. The Council consists of the following members; Victor Oulton, President, Tim Marsh, 1st Vice, Chris deWaal, 2nd Vice, Members at Large; Lauren Park, Allan Melvin, Josh Oulton, Andy Parker, Jacob Mullen, Peter Morine and Past President, Chris van den Heuvel.

This year we were excited to welcome Lesley Kelly as our keynote speaker! Lesley Kelly actively farms with her family at Watrous, Saskatchewan where they grow wheat, durum, canola, barley, oats, lentils, peas and flax. Lesley is the head and heart behind the popular High Heels & Canola Fields blog. She joined us to deliver her keynote “The Seven Leadership Lessons for Creating Positive Change”. Lesley shared her practices with the audience, ensuring we know to be ourselves, show up, speak up, look up, team up, never give up and to lift others up.

We would like to thank everyone who made it out to the meeting; members, industry stakeholders, government officials, tradeshow participants. We would also like to thank our AGM sponsors for contributing to the agriculture industry in Nova Scotia.

See you next year for #NSFA125!



Policy Advisory Committee

Our AGM in November brought changes to Policy development at NSFA. As you will see in other parts of the News and Views this month, or if you have been following along over the last couple months, NSFA underwent by-law changes which established a Policy Advisory Committee to direct and inform policy of the Federation. This is a really exciting time for lobby efforts and the agriculture industry as we populate a committee dedicated to addressing issues brought forward by membership.

The Policy Advisory Committee, often referred to as PAC, will be responsible for policy development and direction, assume the function of the Resolutions Committee and ensure an up to date and complete suite of positions. The work of the committee will be supported by the continuance of topic specific committee work such as Agriculture Land Use Policy Committee, Wildlife, Labour and Transportation. Through this new structure, we are optimistic that we will better meet lobby and advocacy demands and can stay ahead of industry issues.

Any member interested in participating on the PAC is encouraged to apply. A committee application form can be found online at nsfa-fane.ca/committee-applications. Application deadline is **January 31, 2020**.

Priorities for 2020

The five standing policies NSFA will be working on this year shouldn't come as a surprise to members – four are remaining from 2019 with the addition of soil health which was moved out of the agriculture land policy to ensure a stronger focus on

the important topic.

Agriculture Land Standing Policy Statement remains essentially the same in spirit compared to other years. One minor change was removing the mention of EGSPA, the Ecological Goals and Sustainable Prosperity Act, which has been repealed, but the spirit of protecting 5000 acres of agriculture land written in legislation remains. *“It shall be the policy of the Nova Scotia Federation of Agriculture to address land issues through a joint committee and collaborative effort. The Federation will lobby for a comprehensive land use strategy that will include an agricultural land bank, 0% taxation on land owned by a registered farm or land actively maintained as farmland by a registered farmer, access to Crown Land for agriculture use, and support for those who bring land into agriculture production. The Federation will also use the appropriate avenues to request at minimum that 5,000 acres of agriculture land be placed under easement.”*

Soil Health is the newest Standing Policy, intended to convene the appropriate people – farmers, researchers, field extension specialists and others – to ensure healthy and productive soils throughout Nova Scotia. Clear objectives and goals haven't yet been identified due to the new nature of the policy, but will evolve with a plan over the coming year. *“It shall be the policy of the Nova Scotia Federation of Agriculture to convene the appropriate bodies to ensure healthy and productive soils remain throughout Nova Scotia.”*

Addressing labour issues has evolved over time under NSFA's Standing Policies. The Labour Standing Policy started as addressing skills training for farmers and farm employees followed by an addition of addressing the labour gap and has incorporated the regulatory challenges with labour into 2020 Labour Standing

Policy. *“It shall be the policy of the Nova Scotia Federation of Agriculture to work with necessary organizations and government departments at both the Federal and Provincial levels to address the labour and skills gaps with domestic and foreign labour and legislative burdens in Nova Scotia's Agriculture Industry. In doing this, NSFA, with funding under the Agriculture Sector Council Program, will address HR, recruitment/retention and skills training to benefit Nova Scotia farms and farmers.”*

The Transportation Standing Policy carried over the last year without changes. The Standing Policy was brought out from the Regulatory Standing Policy due to the development of the Traffic Safety Act and associated Regulations. Other aspects of the standing policy focus on the disrepair of rural roads and concerns around rural transportation infrastructure. *“It shall be a standing policy of the Nova Scotia Federation of Agriculture to be actively engaged in the development of new legislation regarding transportation as it pertains to agriculture. NSFA will also lobby Nova Scotia Department of Transportation and Infrastructure Renewal to ensure that agriculture is a lens that is applied when considering the reclassification of roads.”*

The Regulatory Standing Policy encompasses NSFA's involvement in legislative and regulatory changes that have yet to be announced. *“It shall be the policy of the Nova Scotia Federation of Agriculture to continue to lobby for regulations that reflects the needs of farmers, farm families and farm operations. NSFA will then monitor, participate, and communicate changes to regulations at the provincial and federal levels that will impact agriculture. NSFA will also work with industry stakeholders to ensure compliance requirements are well communicated throughout the industry.”*

Policy Advisory Committee

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In addition to policies, there were 13 resolutions passed at the 2019 AGM. Many of these resolutions will feed in to the work of NSFA's Standing Policies and committees while others will be addressed individually. These resolutions are in addition to the consolidated resolutions from 2018 and 2017 that will carry forward. The resolutions were passed as follows:

A-2019-01 Assistance for Biology Testing of Soils

Therefore be it resolved, that the Nova Scotia Federation of Agriculture lobby the Nova Scotia Department of Agriculture to assist farmers in the biology testing of soils in the same manner as it assists with the cost of soil testing for chemical makeup.

A-2019-02 Improve Conditions in Rural Nova Scotia

Therefore be it resolved, that the Nova Scotia Federation of Agriculture lobby the Provincial Government to improve conditions in rural Nova Scotia to attract and keep Agricultural Infrastructure spread throughout the province.

A-2019-03 Reinstate Funding for Nutrient Management Plans

Therefore be it resolved, that the Nova Scotia Federation of Agriculture lobby the Nova Scotia Department of Agriculture to reinstate funding for the Nutrient Management Plans.

A-2019-04 Investigate Allocation of Agricultural Extension Services

Therefore be it resolved, that the Nova Scotia Federation of Agriculture look into the allocation of Agricultural Extension Services from the Provincial Government and private sources as they relate to farmgate sales throughout the province.

A-2019-05 Organic Certification Fees

Therefore be it resolved, that the Nova Scotia Federation of Agriculture will request and lobby the Nova Scotia Department of Agriculture to implement support at 70% funding for organic certification fees (to a maximum of \$750 annu-

ally) for organic farms or farms converting to organic certification.

A-2019-06 Road and Ditch Maintenance

Therefore be it resolved, that Kings County Federation of Agriculture requests that Nova Scotia Federation of Agriculture raise the issue of road and ditch maintenance with upper management and Minister of the Nova Scotia Department of Transportation and Infrastructure Renewal and request access to existing road maintenance protocols and what the future plans are for regular maintenance of rural roads in Nova Scotia; and **Be it further resolved**, that Nova Scotia Federation of Agriculture assess with assistance of 3rd party experts if the existing maintenance plans and protocols are acceptable to ensure roads are kept in good repair and furthermore, that these plans and protocols are being followed.

A-2019-07 Generators

Therefore be it resolved, that Kings County Federation of Agriculture request the Nova Scotia Federation of Agriculture to lobby for 50 percent cost sharing for on farm generators to be included in the CAP program.

A-2019-08 Land Use Planning

Therefore be it resolved, that the Nova Scotia Federation of Agriculture formulate a process or create a committee that provides necessary expertise to County Federations to assist with land use planning issues arising between Municipalities and local Federations.

A-2019-09 Lime Subsidy

Therefore be it resolved, that Nova Scotia Federation of Agriculture lobby for a subsidy on the purchase of lime.

A-2019-10 Spring Bear Hunt

Therefore be it resolved, that Nova Scotia Federation of Agriculture lobby Nova Scotia Department of Lands and Forestry for a Spring Bear Hunt.

A-2019-11 Protection for Farm Community from Activists

Therefore be it resolved, that the Nova Scotia Federation of Agriculture investigate other provincial legislation regarding on farm protesting via trespassing and lobby appropriate provincial

departments to strengthen legislation as required, in order to protect the farm/industry.

Further, be it resolved, that the Nova Scotia Federation of Agriculture work towards educating the membership on how to handle such protests.

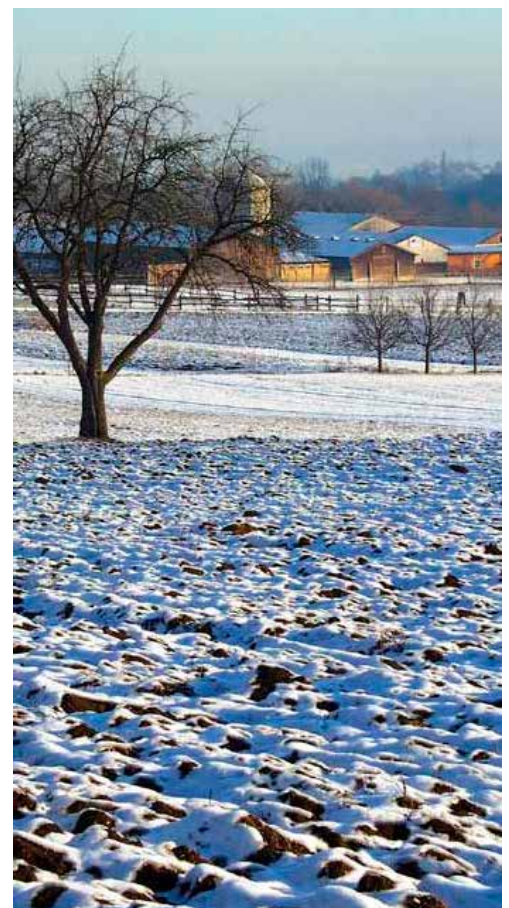
A-2019-12 Maintenance of Dyke Systems

Therefore be it resolved, that the Nova Scotia Federation of Agriculture lobby and request the Nova Scotia Department of Agriculture to do the necessary repair work on this dyke system so farmers can continue to farm these productive marshlands.

A-2019-13 Program Access

Therefore be it resolved, that The Nova Scotia Federation of Agriculture lobby the Nova Scotia Agriculture Minister to allow access to existing programs for farms and farmers that are unable to expand.

Be sure to watch for updates on policy and resolutions in the News and Views and eNews throughout the year!



Hurricane Dorian Update

In early fall, following Hurricane Dorian, the NSFA issued a survey to gauge the impact Dorian had to farms in Nova Scotia. We recognize that the results collected were estimates and the full extent of the damage caused by Dorian is still being assessed and will have a long-term impact for some operations. We were pleased to have received 247 responses – we thank all those that took the time to share their information.

At the time 87.5% of respondents confirmed they were impacted by Dorian. The survey responses were representative of our industry with responses from across the province and commodities. We received information from all counties with the exception of Richmond and every commodity was represented in the results.

It will be no surprise to those reading this that the damage was extensive. At the time of the survey a financial impact of over \$10million was reported, by only 126 farms. We know this number has since increased. This loss accounted for crop loss, reduced product value, inability to market or process product, structural damage and workforce implications. The top three impacts to farms were reported as crop loss, reduced product value and field damage. In addition to the financial impact due to losses and damage, over \$500K was reported by 127 farms for emergency costs alone – fuel, generators, clean-up, etc.

Apple and corn accounted for the majority of the crop loss and reduced product value. Livestock operations have significant feed concerns, both on quantity and nutritional quality. There are also significant concerns relating to the impact to crop insurance premiums moving forward; after two years of claims for many operations.

With this information gathered from you, our members, we have made the request to the Honourable Minister Colwell for AgriRecovery. PEI, suffering similar damage, also made the request for AgriRecovery. PEI is currently conducting their eligibility assessment to determine whether or not AgriRecovery can be triggered, as it applies to extraordinary and uninsurable costs only. The NSDA is waiting to see the results of PEI's assessment as Nova Scotia's will see similar results. The process for triggering AgriRecovery is not a short one and we will continue to keep you updated.

While the survey and this program only deal with Hurricane Dorian, the cumulative effect of 2019 cropping season was huge. Mother Nature was not cooperative, to say the least. Please don't hesitate to reach out to us with comments and we also encourage you to contact your local MLA to discuss your concerns. We know it has been a struggle for many and we hope for a better year in 2020.

Update regarding American Income Life Insurance

As of October 4th, the Accidental Death and Dismemberment Coverage with American Income Life Insurance has been discontinued. While we recognize that this benefit has provided support to farm families in times of need; we are aware that there have also been significant issues brought forward by members. It was the continuous concerns being brought forward by members across the province that lead us to this decision.

While we understand that not all of our members have had negative experiences with AIL, this decision was made in the best interests of all NSFA members. Please keep in mind that any additional policies purchased by members with AIL are not impacted by this. NSFA will be looking for a comparable benefit to provide our members in the future.

Disaster Financial Assistance for Small Business Announced!

The Province of Nova Scotia has announced that Disaster Financial Assistance is available to help individuals, small businesses and not-for-profit organizations with uninsurable losses, from Hurricane Dorian, to return to pre-disaster conditions. This assistance may apply to structural damage in orchards and field damage, amongst other costs, caused by Dorian. Details of the program for small businesses (gross income of \$10K - \$2M) can be found at <https://beta.novascotia.ca/disaster-financial-assistance-small-businesses-hurricane-dorian>, through Access NS centres or your MLA office. Deadline to submit applications is **March 31, 2020**.

Mind the G.A.P. Farm-Farm- Farm!

Have you heard the buzz? It is the answer to the question, why did I do that, I knew better? What we didn't know was that we have a Fast Brain (the Hare) and a Slow Brain (the Tortoise) and each one plays an important role in our decisions making.

The Hare is in charge of pre-conscious, automatic, reactive and habitual thinking and only takes 4/10 of a second to activate while the Tortoise is in charge of conscious, analytical, reasoned, reflective, and thoughtful thinking but it takes at least 1 second to activate and even longer if you are fatigued.

There is hope, we can FARM FARM FARM our way to activating and engaging the Slow Brain.

FARM – Fatigue at Risk Management – managing fatigue is key to enabling the slow brain to activate first.

FARM – Focused Approach Right Method – creating a Farm Safety Plan where workers have the tools to engage the slow brain.

FARM – First Always Right Minded – creating a positive safety culture where workers will use their Farm Safety Plan regularly. To find out more about Mind the G.A.P. FARM-FARM-FARM visit <https://farmsafetyns.ca/mind-the-gap/>

To learn how to build your Farm Safety Plan section by section, so you too can Mind the G.A.P., we have a series of workshops coming up in the winter of 2020.

Truro - NSFA Office

January 20 from 10:00am – 12:00pm - Section 2

January 20 from 1:00pm -3:00pm – Section 3

January 21 from 10:00am – 12:00pm - Section 4

January 21 from 10:00am – 12:00pm - Section 5

Berwick - Berwick Fire Hall

February 12 from 10:00am – 12:00pm - Section 2

February 12 from 1:00pm -3:00pm – Section 3

February 13 from 10:00am – 12:00pm - Section 4

February 13 from 1:00pm -3:00pm – Section 5

A Guide to Your Farm Safety Plan is now complete with Workbook templates and available as a hard copy, on USB, or as a download from the Farm Safety Website (<https://farmsafetyns.ca/farm-safety-plan/guide-to-farm-safety-plan/>). The workshops give you the opportunity to focus on the requirements of each section and put them into practice. Section 2 includes your commitment and communication to safety, Section 3 includes identifying hazards and evaluating them for risk, Section 4 includes controlling hazards, and Section 5 includes staying prepared. Bring your working drafts or start fresh.

Also, coming up are the following workshops:

1. Under the Influence - Safe & Sober at Work?

The goal of the fitness for duty and substance abuse program is to provide a healthy and comfortable environment for workers. The use of alcohol or drugs may have serious adverse effects on a worker's health, safety, and job performance. Learn the requirements for farm owners to ensure workers come to work fit for duty, recognize the signs and symptoms of impairment, handle difficult situations, learn how to lay out the expectation on paper, and ask questions.

NSFA February 18 @ 9:30am – 12:00pm & Berwick Fire Hall February 21 @ @ 9:30am – 12:00pm

2. Violence isn't just physical!

Preventing all forms of workplace hazards including risks of workplace violence and harassment is key in building a sustainable farm. Learn how to build a policy statement, code of practice, as well as draft workplace violence & harassment surveys to evaluate your farm.

NSFA February 18 @ 12:30pm – 3:30pm & Berwick Fire Hall February 21 @ 12:30pm – 3:30pm

3. Gear Up for Ag

Is an interactive program involving personal protective equipment for many types of agricultural exposures with discussion of appropriate Personal Protective Equipment (PPE) for individual exposures.

There is a resource discussion and distribution including local and regional resources as well as distribution of PPE Startup Kit worth up to \$75. A pre-course survey will help customize this training experience specifically to your needs. More details to come.

March 25 – 27, 2020 – Full details will be available soon.

To help Mind the G.A.P we also have our regular list of workplace safety courses and training such as first aid, forklift, WHMIS, fall protection, endorsement testing, and OHS legislation. New this winter we also have online training available to include WHMIS and Intro to Farm Safety. To access online training click the following link: <https://farmsafetyns.ca/available-courses/>.

If you have any questions in regards to Mind the G.A.P. FARM-FAR- FARM, Building a Farm Safety Plan, the workshops listed above or online training call 902-893-2293 or e-mail lbrookhouse@nsfa-fane.ca.

To register for a workshop, click here: <https://farmsafetyns.ca/training-workshops/>

New Public Trust Program

Hello! My name is Janette McDonald and I am the Public Trust Program Coordinator with the NSFA. This is a new position added to the suite of programs delivered by NSFA and I am pleased to share a bit of what the program will be doing to get started!

My role encompasses

- Developing an industry-led public trust strategy for Nova Scotia;
- Providing a forum to connect,

engage and collaborate with industry stakeholders;

- Providing farmers with the resources needed to better understand how to effectively promote agriculture and relate to the public;
- Providing opportunities for the public to interact with farmers; and
- Communicating the responsible practices used by industry and the importance of the agriculture industry to the Nova Scotia economy and culture.

With a few events being planned, a consultant in place to begin work, and resources being collected- we are well on our way to building public trust in NS!

Check out www.meetyourfarmer.ca or Find us on Facebook at: <https://www.facebook.com/NSFAMeetyourfarmer/> and on Instagram @Meetyourfarmer

Strategic Planning Consultant Hired

We are pleased to announce that Loft 32 has been awarded a contract to prepare a strategic plan for Public Trust in Nova Scotia. Crystal MacKay (former CCFI and Farm and Food Care CEO) founded Loft 32 in 2018. We will be engaging industry through the planning process and we will be welcoming Crystal to NS for an in-person session as well as distributing a survey and hosting a phone/webinar session.

Your Chance for Participation:

February 5, 2020: In-person strategic planning session at Truro Golf Club- 10AM to 3PM
February 20, 2020: Phone/Web Town Hall meeting at 7:30PM

Celebrate Canada's Agriculture Day

Join us on **February 11, 2020** as we raise a fork to the food we love. And as a proud Nova Scotia farmer, you have a lot to celebrate and an interesting story to tell.

Canada's Agriculture Day is a time to showcase all the amazing things happening in the industry and help consumers see the connection to where their food comes from and the people who produce it. Consumers want to learn more, and this day is a great way to start the conversation, in person and online. Make sure you post a photo, make a video, or write a blog. Share what you're doing on social media – and use the hashtag #CdnAgDay.

It's all about celebrating Canadian agriculture and food in engaging, fun and respectful ways.

Visit AgDay.ca for more inspiration.

Join Meet Your Farmer at Dalhousie Faculty of Agriculture in the Student Learning Commons at 7PM for a panel discussion with Nova Scotia snacks!

Watch the e-news and social media for more info!



Meet Your Farmer on Heritage Day!

Mark your calendars and plan to join Meet Your Farmer on Monday, **February 17, 2020** from 10AM to 3PM at Cole Harbour Place. The third Monday of February is celebrated as Heritage Day in Nova Scotia and Family Day in many parts of Canada. The purpose of this event is to connect Nova Scotia families to farmers in Nova Scotia, showcasing the history of agriculture in the Province and to provide an opportunity to meet and speak with farmers. The people who work to grow and produce the food served in homes throughout Nova Scotia

are part of those families. Cole Harbour Place will be offering swimming, arena rentals, fitness centre and other activities on this day.

We are looking for farmers to join us in the conversations and activities for this event. If you, or a member of your farm team is interested in participating, please contact Janette McDonald at: jmcdonald@nsfa-fane.ca or 902-893-2293.

More event information will be included in the e-news, on www.meetyourfarmer.ca and social media sites.



Meet Your Farmer on Heritage Day

February 17, 2020
10am-3pm
Cole Harbour Place



Used Oil, Filters, Coolant and Container Recycling Program Launched in Nova Scotia in 2020

Farmers rely on tractors, vehicles, and other mechanized equipment to produce the food we all rely on. Regular maintenance of this equipment means that farms generate used oils, coolants and the containers that these products come in. For the health of our communities and sustainability of our industry, it is important to ensure that these maintenance by-products do not find their way into our soils and water resources as one liter of used oil can potentially contaminate a million liters of drinking water!

The province of Nova Scotia has introduced a new regulation for the safe disposal and recycling of used oil, oil filters, coolant (glycol products), and certain containers. As of January 1, 2020, a new collection and recycling program will begin. The Used Oil Management Association (UOMA) NS has been approved by Nova Scotia Environment (NSE) to manage and deliver the program on behalf of producers within the province. The program will be funded through environmental handling charges that are built into the purchase price of the products. There is NO COST to your business at the time of disposal.

Designated products that are eligible for collection through the program:

- Oils: Means petroleum or synthetic derived crankcase oil, engine oil and gear oil, hydraulic fluid, transmission fluid and heat transfer fluid, and fluid used for lubricating purposes in machinery or equipment.
- Filters: Means a spin-on style or element style fluid filter that is used in hydraulic, transmission or internal combustion engine applications and an oil filter, a diesel fuel filter, a storage tank fuel filter on a household furnace oil filter other than a gasoline filter.
- Oil, glycol and DEF containers: A container with a capacity of up to 50 litres manufactured for the purpose of holding an oil, glycol or DEF product.
- Aerosol containers: Aerosol containers manufactured for the purpose of holding an oil product as well as aerosol containers used to contain products used to clean automotive parts.
- Glycol (antifreeze): Means ethylene or propylene glycol used or intended for use as a vehicle or commercial engine coolant, but does not include the following: plumbing antifreeze, windshield washer antifreeze, lock de-icer and gasoline and diesel fuel antifreeze.

Generators: Are the users of the designated products in the normal course of business or as a private consumer. Generators of small volumes must take them to a registered collection facility for disposal. If you are generating larger volumes you may qualify for a pickup at the farm by a collector. Contact a collector to determine if the volume you generate justifies a pickup and to discuss your scheduling needs. If you need collection barrels for any of these products contact

a collector and they will be provided as needed free of charge.

Collection Facilities: Are the establishments registered with UOMA NS to receive the designated products from small generators free of charge. Examples of collection facilities include mechanical workshops, car dealerships or Regional Waste Management Authorities. Your business can register as a community collection facility. There are various financial incentives to do so. After January 01, 2020 you can search for a collection facility near you by entering your postal code on the UOMA NS website (link below).

Collectors: Are businesses registered with UOMA NS to collect the designated products from collection facilities and generators who generate a sufficient quantity of products to justify an on-site collection. There will be collectors travelling throughout the province to do pickups. A list of collectors is available on the UOMA NS website (link below).

For more information please visit the UOMA NS website: www.uoma-atlantic.com

What keeps you up at night?

That's one of the ways the CAHRC AgriHR Toolkit gets you thinking and digging deeper into what your farm business needs! This is a valuable resource with many useful templates and information, such as succession planning questions, job description templates, and an employee handbook. It raises the critical questions that you need to ask and answer about your business. AND we are happy to announce that you can access this toolkit free for a year! The NSFA has engaged in a partnership with the Canadian Agricultural Human Resource Council (CAHRC) to be able to offer this tool to all of our members. Please contact Heather at hboyd@nsfa-fane.ca for details on how to access it.

Just a reminder, labour is provincially regulated so we encourage farmers to refer to *NS Labour Standards Code* to ensure provincial compliance. Specifically in relation to the "Health and Safety" section of the AgriHR Toolkit, we encourage farmers to use our robust "Guide to Your Farm Safety Plan" by Farm Safety Nova Scotia (www.farmsafetyns.ca), which we can guarantee meets the *NS Occupational Health and Safety Act* and regulations.



What the AgSector is up to...

We understand that all of the information on the world wide web can be overwhelming and it is difficult to sift through what is relevant and current. We want to help you get what you need, making the most effective and efficient use of your valuable time. So one of our priorities is the development of an AgSector website that will provide members with the most current resources for HR and labour issues. We are endeavoring to have this available for you as soon as we can--in the meantime feel free to contact Heather at 902-893-2293 to discuss your farm's needs.

The objective of the Agriculture Sector Program is to explore, monitor, and support the needs of the industry by navigating the areas of labour, human resources, attraction and retention, skills development, education and training, career promotion, and succession planning.

Speak my language!

If you have temporary foreign workers on your farm, you know that the language barrier can make communication and training more challenging. One tool that can be utilized by you and your employees is Microsoft Translator.

It is a free, personal translation app for 60+ languages, to translate text, voice, conversations, camera photos and screenshots. You can also download languages for offline translation for free to use when internet connection is poor. It enables you to speak or type in your language during a chat with other participants and they will see your messages in their own language.



Microsoft Translator
Microsoft Corporation
4.7/5 in Productivity
Free

The app can be used on any device, and is free on Google Play and the App Store.
<https://translator.microsoft.com/>

Labour & Safety Workshop ~Spring 2020

Mark your calendar for March 17th in Truro or March 18th in Berwick. Labour topics will include:

- CAHRC Toolkit Orientation
- Succession Planning
- Diversity & Inclusion

Stay tuned to our events page for further details!

Plan Changes are coming to the Benefits Program – February 1, 2020

Group Life Insurance (Medavie Blue Cross)

- \$25,000. Reduces by 50% to \$12,500 at age 65 and terminates at age 70

Group Optional Life Insurance (Medavie Blue Cross)

- Available in units of \$10,000 to a maximum of \$250,000 for members and spouses
- Combined maximum of Basic Group Life and Optional Life of \$275,000
- Evidence of good health is needed for all amounts of Optional Life Insurance

Dependent Life (Medavie Blue Cross)

- Spouse \$5,000/Children \$2,000
- Terminates at age 70

Accidental Death and Dismemberment Insurance (AD&D) (Medavie Blue Cross)

- Principal Sum matches Group Life Insurance amount (\$25,000)
- Reduces by 50% to \$12,500 at age 65 and terminates at age 70

Group Optional Accidental Death and Dismemberment Insurance (Medavie Blue Cross)

- Available in units of \$10,000 to a maximum of \$250,000 for members only and members, spouses and children

Critical Illness (Medavie Blue Cross)

- Available in units of \$10,000 up to a maximum of \$100,000 for members and spouses and \$10,000 for children
- Evidence of good health is needed for all amounts of Critical Illness

Health Care Coverage (Medavie Blue Cross)

Co-insurance

- 100% co-insurance for extended benefits (includes travel and vision care)
- Coverage terminates at age 65

Pay Direct Drug Plan

- Tiered Formulary: Tier 1 - dispensing fee; Tier 2 - 40% with a \$50 out of pocket maximum including dispensing fee

Vision Care

- 100% coverage for eye glasses or contact lenses, up to \$200 every 24 months for adults and every year for children under 21
- One eye exam every 24 months for adults and every calendar year for children under 21 (separate from vision care maximum listed above)

Paramedical Services

- Maximum \$500 per calendar year per practitioner (Chiropractor, Chiropracist/Podiatrist, Naturopath, Osteopath, Physiotherapist, Massage Therapist, Acupuncture) covered at 100% with a combined maximum of \$1,500 per calendar year for all practitioners listed above
- Combined maximum of \$1,500 per calendar year per practitioner for Psychologist, Social Worker and Speech Therapist

Travel

- 100% coverage for emergency out-of-country medical costs, \$2,000,000 maximum

Dental Care Coverage (Medavie Blue Cross)

- Coverage terminates at age 70

Basic and Preventative Services

- 80% co-insurance with a \$2,000 combined maximum with Major Services

Major Restorative Services

- 70% co-insurance with a \$2,000 combined maximum with Basic and Preventative Services

Orthodontic Services

- 50% co-insurance with a \$2,000 maximum per participant per lifetime

If any discrepancies between the contents of this summary and the official plan contract should arise, the terms of the insurance contract will apply in all cases. In no way shall this document confer any contractual rights or obligations.

How do I get more information and/or join the plan?

Contact the Morneau Shepell Client Service Centre (CSC) by email at csc@morneaushepell.com or phone at 1-866-432-8427.

Upcoming Events

January 27 & 28, 2020 - Greenwich
Scotia Horticultural Congress

January 28 & 29, 2020 - Greenwich
NSFGA Annual Convention

February 5, 2020 - Truro
Public Trust Strategic Planning Session

February 11, 2020 - Nationwide
Canada's Agriculture Day

February 12 - 13, 2020 - Berwick
Building your Farm Safety Plan Workshop

February 17, 2020 - Cole Harbour
Meet Your Farmer on Heritage Day

February 18, 2020 - Truro
Safe & Sober at Work & Violence Isn't Just Physical Workshops

February 20, 2020
Public Trust Phone/Web Town Hall Meeting

February 21, 2020 - Berwick
Safe & Sober at Work & Violence Isn't Just Physical Workshops

February 21 & 22, 2020 - Truro
Nova Scotia Beekeepers Association Annual Meeting

March 3, 2020 - Truro
Egg Farmers of Nova Scotia Annual Meeting

March 3 & 4, 2020 - Halifax
1st Annual Nova Scotia Department of Agriculture Minister's Conference

March 4, 2020 - Greenwich
Chicken Farmers of Nova Scotia Annual Meeting

March 7, 2020 - Truro
Nova Scotia Cattle Producers Annual Meeting

March 17, 2020 - Truro
Labour & Safety Workshop

March 18, 2020 - Berwick
Labour & Safety Workshop

March 17-19, 2020 - Moncton
Atlantic Dairy Focus



7 Atlantic Central Drive
East Mountain
NS B6L 2Z2



Come visit us at our booth at the 1st Annual Agriculture Minister's Conference!

2019 EXECUTIVE MEMBERS

President

Victor Oulton
902-798-4440

1st Vice President

Tim Marsh
902-798-7924

2nd Vice President

Chris deWaal
902-582-7756

Member at Large

Allan Melvin
902-499-6968

Member at Large

Lauren Park
902-292-5160

Member at Large

Josh Oulton
902-670-4538

Member at Large

Peter Morine
902-527-3274

Member at Large

Andy Parker
902-679-8630

Member at Large

Jacob Mullen
902-778-0063

Past President

Chris van den Heuvel
902-631-1884

STAFF

Executive Director

Henry Vissers

Director of Outreach and Member Relations

Carolyn Van Den Heuvel

Financial Services Coordinator

Tracey Otterson

Administrative Services Coordinator

Shelly MacKenzie

Policy and Research Coordinator

Maxine MacLean

Public Trust Program Coordinator

Janette McDonald

Communications Coordinator

Katherine Doyle

Farm Safety Advisor

Lori Brookhouse

AgSector Program Coordinator

Heather Boyd

EFP Coordinators

Trevor Davison

Cory Roberts

Ph: 893-2293
Fax: 893-7063
Email: info@nsfa-fane.ca

Website: www.nsfa-fane.ca

@nsfafane
 @nsfa

NSFA News + Views is the Newsletter of the NS Federation of Agriculture, the United, Strong & Caring Farm Organization representing the best interest of Nova Scotia's Agricultural Industry.

News + Views is provided free of charge to its members. We value comments and concerns from our members. Please direct them to Executive members or the Office Staff.