

news+views

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125 Years

Change

A lot has changed over the last 125 years but one thing has remained constant – our passion for the agriculture industry in Nova Scotia. Change is ever constant, whether it's a change in our personal lives, on our operations, in the environment, the country or even the world. We are always changing, adapting, overcoming and celebrating. To work in agriculture, you must be open to change, be able to adapt and overcome, and to celebrate your victories – big or small.

In 125 years, NSFA has changed, adapted and celebrated along with you. Throughout this time the Federation has had 107 Presidents, 15 Secretaries, 124 Annual Meetings – bringing together farmers from across the province to champion the advancement of farming here in Nova Scotia.

As new challenges and opportunities were identified in the industry, NSFA created new policy, committees, and even programs to support this work. In 1999 we welcomed the Environmental Farm Plan program. 2010 saw the creation of Farm Safety Nova Scotia. In 2019 we were able to introduce two new programs to Nova Scotia farmers in order to address two of the biggest challenges identified by our members – public trust and the labour gap.

Where it all began

The Nova Scotia Farmer's Association was first conceived, oddly enough, not in a rural town hall or in the kitchen of a farmhouse, but in the offices of what is now Dalhousie University. In

1895, Dr. Lawson and Professor H.W. Smith had an informal chat about the general state of agricultural conditions in Nova Scotia. Nearing the end of their conversation, Lawson asked Smith to give some thought as to how the Nova Scotia government could best assist farmers. Not long after this discussion, Smith believed that the government should fund an annual meeting of representative farmers chosen from the agricultural societies. After presenting this idea to the Premier of Nova Scotia at the time, Premier Fielding, Smith was told to go home and draft a rough version of a constitution for the planned association.

Not long after, Premier Fielding was presented a proposal from three men of the Farmers and Dairymen's Association, looking to establish a network of county farmers' associations throughout the province from which delegates could be selected to participate in the annual provincial convention. Premier Fielding then presented his governments support plan to the association officials – after receiving their full approval, the Premier scheduled the founding convention of the Nova Scotia Farmers' Association to coincide with the next annual meeting of the Farmers and Dairymen's Association on July 3-4th, 1895.

Leading up to the founding convention, Premier Fielding personally introduced a bill to incorporate the still unorganized association on March 11, 1895. Completely bypassing the legislature's agricultural committee, Premier Fielding received approval from the legislation. In only nine days the bill received first, second and third readings in the lower house, passed the Legislative Council and was given royal assent.

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Viewpoint

Over time all businesses and organizations lose key people; whether it be through promotion, job change, retirement, etc. We are no different at the Federation, we hire good people, provide training and support and over time people moving on is often inevitable. I read a quote somewhere that said “what if we train them and they leave?” followed by the response “what if we don’t and they stay?” I think this quote shows the importance and value of continuous training and education for not only ourselves, but also our people. That’s why it’s so important for organizations like NSFA to support you in your efforts to keep good people on your farms, whether it’s family members, your employees or you as a proprietor.

For a number of years, we have offered Workplace Education programs throughout the province, thanks to the Department of Labour and Advanced Education. These 40-hour training sessions offer training around essential skills in the areas of financial management, communications, business plan development, and technology – just to name a few! To date we have had 750 people participate in Workplace Education through NSFA.

We have also recently received program funding for the Agriculture Sector Program from the Department of Labour and Advanced Education. This funding has made it possible for us to hire someone that will be dedicated to labour issues on farms. For a number of years, the Federation has been a member of the Canadian Agriculture Human Resource Council (CAHRC) and with the AgSector program we will be able to leverage the resources provided by CAHRC and other local sector councils to support the farm community. The program will support many different areas such as: skills training, succession, understanding labour regulations and standards for workers including local, low skill and seasonal agricultural workers hired through temporary foreign worker programs.

In other exciting news, we recently received approval for Farm Technician to be designated as a trade in Nova Scotia under the Nova Scotia Apprenticeship Agency (NSAA). This has been a long-term effort by NSFA and many others and we are happy to see this come to fruition. Early on we conducted consultations throughout the province to gauge interest in the apprenticeship. With the consultations receiving positive results the NSAA requested participants from the agriculture community to form a Technical Advisory Committee (TAC). This committee has been working with NSAA for the past year developing the scope of trade for the Farm Technician.

Throughout the process farmers provided key information on the Farm Tech occupation. Farm owners were asked to assess the relevancy of various skills related to the occupation. The skills identified in the scope of trade by the TAC were technical skills, agricultural skills, personal development and leadership, and regulatory awareness. Farmers across the province were surveyed and the results were supportive of having a Farm Tech apprenticeship program, virtually all (87.8%) were either ‘somewhat supportive’ or ‘extremely supportive’ of having a training program that includes 3600 hours of practical experience and technical training. Now that it has been approved, we will be moving forward with the development of the standards and implementation of the apprenticeship program.

Tying this all together is of course is farm safety. Working in partnership with Farm Safety Nova Scotia we are able to instill safe practices in all that we do in labour, apprenticeship and our other programs. There is lots of training available through FSNS and resources on the website, I encourage you to take the time and see what’s available. As we again create awareness of farm safety through Canadian Agricultural Safety Week on March 15-21, we need to remember to make safety a part of every task on the



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

farm. I’m betting every one of you can recall an incident in your farming life where someone was injured, had a close call or worse, died in a workplace injury. We honor all of them by changing our workplace culture so we all work toward the same goal - safe farms, safe families and safe employees.

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.*



Did you know that the government made arrangements with the railways to provide discounts to the farmers who would be traveling for the meeting, in order to ensure the success of the NSFA's organizing convention? How great was that!

The evening of July 3rd, members of the Farmers and Dairymen's Associations voted to merge with the new Farmer's Association. At 8pm that evening, Dr. Lawson stepped in as temporary chairman with Paul Black as the temporary secretary. Dr. Lawson presented the group with an explanation of the new Act of Incorporation and then turned the meeting over to Premier Fielding. The Premier gave a memorable address on the purpose of the NSFA and assured his listeners that the NSFA would not be a government-controlled body. The main objective of the NSFA, in his words was "the holding of farmers' parliament at least once a year, so that farmers might have a suitable opportunity of bringing their views before the government and the people,

formulating their grievances, suggesting remedial measures and giving/receiving information bearing upon farming operations."

The very first President of the Nova Scotia Federation of Agriculture was John B. MacKay of Stellarton, Pictou County who was at the helm of the organization from 1895-1897.

A trip down memory lane

Jump ahead 100 years and we land in 1995, where the Federation is under the leadership of Charles Keddy from Kings County. In 1995, we celebrated our 100th Annual Meeting with a fitting theme "A Century of Leadership". Some of the key lobby points to come out of the 1995 AGM were, the Federation wanted the highways to be sprayed for weeds because at the time, weeds that grew along the roadside were spreading into farmland. At the time there were also a few resolutions about cattle crossing.

Members wanted the public to be informed of cattle crossings in rural areas,

the regulations of cattle crossings and it was asked that signs were to be put up to warn motorists of cattle crossings.

Fast forward to 2004 and NSFA welcomes it's 100th President, Don Cox of Truro, Colchester County! At the time, his farming operation involved dairy and beef production, laying hens, as well as forage crops. Don was active in many farm organizations in addition to the Federation including, Dairy Farmers of Nova Scotia, Kings Mutual Insurance Company, Nova Scotia Egg Producers, 4-H Nova Scotia and many others! His bio mentions the following, "Don is committed to the maintenance of family farms as the base of Nova Scotia's agricultural industry and actively supports programs to enable today's youths to take over active farm businesses."

Looking forward

In 2020 the Federation will be focusing on five standing policies; Agricultural Land, Soil Health, Labour, Transportation and Regulatory Alignment. We are looking forward to our new Soil Health policy and seeing where we can take this in the future!

We continue to enhance and fine tune programs to ensure we are providing our members with the best education, training and resources that we can. We are excited to see how our two newest programs take shape over the years to come.

Be sure to join us for our 125th Annual General Meeting on December 3-4! We look forward to celebrating this milestone with you!



Policy Corner

Labour

Partial hour rule removed at a cost

On Thursday, January 30, the Nova Scotia Department of Labour and Advanced Education announced two significant changes that will have a direct impact on farms.

- **The minimum wage in Nova Scotia will increase to \$12.55/hour, and**
- **The partial hour rule will be eliminated.**

As farmers were preparing for a \$0.55 increase, the \$1/hour increase comes as a surprise. This decision is unexpected and appears to have occurred without consultation. In 2019, Nova Scotia's government committed to an increase of \$0.55 each year until 2021. Starting in 2022, minimum wage was to increase with inflation. Unfortunately, the announcement doesn't indicate anticipated rate changes over the next three years.

One of our larger lobby pieces on the labour file has been requesting a partial hour exemption for agriculture. NSFA is pleased to see the fruition of our efforts on the removal of the partial hours rule. The calculation of a work day going forward will be much simpler and straightforward.

Meeting with Minister of Labour and Advanced Education

In February, representatives from NSFA's Labour and Skills Training Committee and Council met with the Minister of Labour and Advanced Education. Topics covered include:

- acknowledgement of the AgSector Program,
- benefits of the apprenticeship program and advocating for program delivery to be done by Dalhousie Faculty of Agriculture,

- highlights of the upcoming Canada Agriculture Safety Week, and
- conversation around changing provincial policy for MSI to include employees working under the SAWP program.

Land Policy

Statement of Provincial Interest

The land file continues to be active with more evolving issues. NSFA has been supporting county/regional federations, most recently Halifax East Hants and Kings County, with municipal or community planning. NSFA's policy on agriculture land remains strong on protecting agriculture land with efforts being made to compensate farmers for removal or diminishing of development rights. Currently, compensation isn't available, however, land banking and easements are part of the work being done by NSFA's Agriculture Land Policy Committee.

As Nova Scotia moves towards municipal planning throughout the province, local voices through County/Regional Federations of Agriculture will be critical to ensure the agriculture voice is heard. NSFA is working on supporting resources for county/regional federations to engage with respective municipalities throughout the development of Municipal Planning Strategies. Watch for these resources in the coming months. Inactive county federations are encouraged to reconvene and reach out to NSFA if support is needed. As the municipalities develop their Municipal Planning Strategies, be sure to reach out to the NSFA as early as possible in the process. The earlier we are looped into a potential issue, the better the support we can offer.

Meeting with Minister Porter

On February 5, representatives from NSFA met with Minister of Municipal Affairs and Housing about issues regarding agriculture land. The Municipality of the County Kings presented an updated

Municipal Planning Strategy back in November and there were a couple areas of concern. Additionally, there was conversation around how the Federation and Municipal Affairs can collaborate with potential challenges as planning rolls out throughout the province, updating the Statement of Provincial Interest on Agriculture Land and emphasis on applying the 0% taxation on farmland that is actively maintained by a registered farm. There was great conversation and we look forward to our continued relationship with the Department of Municipal Affairs.

Resolutions

Resolutions were sorted and presented to the Minister of Agriculture. The resolutions addressed at the meeting included the five programs resolutions, request information regarding the maintenance of dyke systems and protection for the farm community from activists, which was already on the agenda.

The five resolutions for programs are:

1. Reinstate funding for nutrient management plans;
2. Reinstate funding for organic certification fees (70% up to \$750 annually);
3. 50% cost share for generators;
4. Address gaps for farms looking to but are unable to access programs;
5. Increase subsidy for lime. The conversation around this resolution was beyond the transportation. There are costs such as spreading the lime, storing the lime and renting the lime spreader. If farmers are able to offset these other costs, that would be helpful and improve soil health.

...continued on page 5

Policy Corner *continued from page 4*

Regarding Maintenance of Dyke Systems:

- NSFA requested a plan for maintaining dyke systems throughout Nova Scotia. NSDA highlighted what they are working on and indicated that they will be raising dykes in response to the projected sea level rises.

Other resolutions

Additional information on biological testing of soils and allocation of extension services need to be better reviewed before we bring these to Minister of Agriculture. The issues identified in the improve conditions in rural Nova Scotia resolution have been addressed in a pre-budget consultation submission prepared by NSFA and will be brought to the Policy Advisory Committee for further actioning.

The following recommendations will go to other NSFA committees to be addressed:

- Road and Ditch Maintenance goes to Transportation Committee for execution.
- Spring Bear Hunt goes to Wildlife Committee for execution.
- Land Use Planning advisory goes to Land Use Committee for execution.

Space for Lease - Approx. 4200 sq/ft



Located in East Mountain just off Exit 14 on the TCH 104, minutes from Bible Hill. 7 Atlantic Central Drive is a superior location providing easy highway access, ample parking, and great visibility!

The new owner has undertaken significant capital improvements to produce an energy-efficient building that features high ceilings and two extra-wide loading bay doors. This gem is a blank canvas awaiting your design specifications or use the open concept warehouse as is!

Tenants will have access to shareable modern conference space.

To schedule a viewing today - contact: Heather Boyd, Associate Director hboyd@nsfa-fane.ca 902-893-2293



Canadian Agricultural Safety Week (CASW) is March 15 – 21, 2020

The slogan of “Safe & Strong Farms: Build an AgSafe Canada” is recognized Canada wide in promoting safety on farms in rural Canadian communities.

Canadian Agricultural Safety Week (CASW) is an annual campaign to empower farms, farm families and farm communities to build and grow, and lead the agricultural industry in safety and sustainability.

The AgSafe Ribbon Campaign is used as a symbol to celebrate safe and strong families and a way to declare your support for farm safety. The ribbons help raise awareness about Farm Safety and the importance of implementing hazard controls on the farm. The Canadian Agricultural Safety Association (CASA) in cooperation with Farm Credit Canada is asking all Canadians, not just farmers, to wear the ribbon to show support for Safe & Strong Farms to Build an AgSafe Canada. The ribbons prompt discussion about farm safety and generate productive conversations on preventing incident and injuries on the farm.



Pick up Your Agsafe Robbon at:

- Green Diamond Equipment
- Tidal Tractor, Truro & Port Williams
- Central Equipment, Truro
- Nova Scotia Federations of Agriculture in Truro.
- Nova Scotia Department of Agricultural Conference in Halifax March 3 & 4 @NSFA Booth
- Dairy Focus Atlantic Conference at Casino New Brunswick from March 17 – 19, 2020 @NSFA Booth

To help promote and celebrate CASW, we are running three contests on social media, follow us Facebook (@farmsafetyns) and Twitter (@farmsafetyns) to learn more.

Speaking of contests, below are a few questions in regards to safety on the farm. Answer the questions and send this page to Farm Safety Nova Scotia by mail or fax. **All correct responses received by April 1, 2020 will be entered into a draw to win 3 hours of on-farm advisory services or a \$150 gift certificate to Marks or local supply store.**

Test Your Knowledge:

1. The Nova Scotia Occupational Health and Safety Act and Regulations apply to farmers who employ workers in the province and farmers are required to comply with the act and regulations. **True or False.**
2. Farm Safety Nova Scotia coordinates training and workshops to ensure farms have access to the training needed. **True or False**

3. Is Mental Health a potential health hazard on the farm? **Yes or No**
4. Farm Safety Nova Scotia can provide resources such as a Farm Safety Plan Guide and Workbook to help farmers build their own Farm safety plan specific to their Farm. **True or False**
5. Farm Safety Nova Scotia upcoming workshops include First Aid, Square dancing and PPE. **True or False**
6. Farm Safety Nova Scotia launched the MIND THE G.A.P. campaign to promote building a farm safety plan to ensure farms have the tools and resources for Good Analytical Practice (G.A.P.). Three methods to MIND THE G.A.P. are FARM FARM FARM. Does each FARM acronym stand for following: 1. Fatigue At Risk Management, 2. Focused Approach Right Method, 3. First Always Right Minded? **Yes or No**
7. **True or False.** Part 3 of the Nova Scotia Occupational Health and Safety Regulations outlines the minimum requirements for Personal Protective Equipment.
8. **True or False.** March 25 to 27, 2020, Farm Safety Nova Scotia is putting on workshops called Gear Up for Ag to help high school and college students understand their requirements for Personal Protective Equipment?
9. **True or False.** Farms need to consider violence in the workplace as a hazard when conducting a hazard assessment and risk assessment on the farm.
10. **True or False.** Farmers have the responsibility under the Nova Scotia Occupational Health and Safety Act to ensure the health and safety of workers at the worksite. This includes ensuring workers are fit for duty and are not under the influence of prescribed or recreational drugs and alcohol.

Also, to celebrate CASW, throughout the week there are workshops on Cultivating Your Way to Burnout? and Emergency first aid. Check out the dates and times on page 12 or at <https://farmsafetyns.ca/training-workshops/> or call 902-893-2293.

When you hear Species at Risk, what do you think about? What can you do?

There are currently 71 species listed as at risk in Nova Scotia. So, what are the implications for farmers? In some cases, nothing. Some species are located in very specific areas that are not typically impacted by farming activities (e.g. Tall beakrush, a perennial sedge known only to occur at two lakeshore wetlands in southwestern Nova Scotia). In other cases, farming activities can have a significant impact on a species (e.g. Wood Turtles and Bobolinks). Threats to Wood Turtles include farming activities along river and stream habitats and Bobolinks are threatened by mowing forages early in the season killing young birds and destroying nests. To view the full list: <https://novascotia.ca/natr/wildlife/biodiversity/species-list.asp>.

At risk species have special protections under the Endangered Species Act, which governs what individuals can do to them and to their habitat. The number of at-risk species continues to grow and there are many more potentially vulnerable species that haven't been listed yet. There are five categories of species at risk in Nova Scotia:

Endangered - a species facing imminent extirpation or extinction (e.g. Barn Swallow)

Threatened - a species likely to become endangered if limiting factors are not reversed (e.g. Wood Turtles)

Vulnerable - a species of special concern because of characteristics that make it particularly sensitive to human activities



or natural events (e.g. Bobolink)

Extirpated - a species that no longer exists in the wild in the Province but exists in the wild outside the Province (e.g. Woodland Caribou)

Extinct - a species that no longer exists (e.g. Great Auk)

In March of last year, the provincial government introduced legislation that makes it easier to protect the province's wild animals, plants and water species. The Biodiversity Act is intended to create a platform for regulations to manage threats to rare ecosystems and to better protect wildlife against invasive species. The government is currently seeking additional consultation and the Federation is awaiting the regulations to better understand the direct impact to farms.

According to a report released in May, 2019 by the United Nations, up to one million species could face extinction in the near future due to human influence on the natural world. This is a global issue, but farmers can play an important role in preserving habitat. In our agricultural landscape, a wide variety of ecosystems are present, ranging from cropland to woodland, and pasture to wetlands. Numerous ecosystems often exist within an individual farm operation that support biodiversity and provide habitat for a variety of wildlife species.

Since 2016, the Federation has received funding from Environment and Climate Change Canada through the Species At Risk Partnerships on Agricultural Lands (SARPAL) program. The Wood Turtle

Strides project was an incentive-based stewardship program working directly with farmers to adjust farming practices to better protect Wood Turtle habitat. Additional SARPAL funding for next year is aiming to partner with farms to demonstrate conservation practices for additional species and deliver workshops to increase awareness and opportunities for conservation.

If you are interested in more information related to biodiversity and Species at Risk, the School for Resource and Environmental Studies (Dalhousie University), with support and input from the Nova Scotia Federation of Agriculture and many other partners, has created a Biodiversity Landowners Guide website (www.farmbiodiversity.ca). The website provides information, resources, and guidance to landowners that benefits both agricultural production and biodiversity.

Nova Scotia Lands and Forestry is also currently providing Agricultural Biodiversity Conservation Plans for individual farms. These plans identify current and potential activities that support biodiversity within the farm operation and include a biodiversity assessment and a riparian health assessment of the farm. The plan highlights the positive aspects of current farming activities and recommends changes that could be implemented to further enhance conservation efforts.

For more information, contact the EFP office (902) 893-2293 or email: info@nsfafane.ca.

Strategic Planning Underway

The first industry consultations have been held for the Public Trust Strategic Plan. The planning document is expected to be completed mid-March. We had 30 participants join us at the Truro Golf Club with Crystal Mackay and the feedback on the day has been very positive! Participants took knowledge home with them but equally important- our consultant Crystal Mackay gathered a lot of knowledge on what's happening in NS on Public Trust in food and farming.

One thing we know for sure right now is that we need to bring our food system together in this work. Farmers cannot carry the torch on this alone! We are going to be continuing to bring people together for consultations and conversation! You have not been left behind or left out if you were not able to make these sessions. Our strategic plan is to map the course- we are not making the trip without you!

Canada's Agriculture Day Review

Canada's Ag day is celebrated all across Canada each year. This year we hosted a panel in cooperation with Dalhousie Faculty of Agriculture on February 11, 2020. The panel was centered around the theme Why Agriculture? It gave panelists the opportunity to speak to what they do in agriculture and why they do it. Why Agriculture is also the name of Dal AC's new strategic plan!

Panel speakers included: Dr. Rebecca Meagher, Ashley MacDonald and our very own Josh Oulton. Rebecca is an animal welfare researcher who began studying animal behaviour in mink but also works with dairy cattle. Ashley is a PhD student at Dal AC who completed a graduate degree studying food waste. And Josh shared his story starting Tap Root Farms and growing his farm, family and employees together. The panel was livestreamed and has been uploaded to the Meet Your Farmer YouTube Channel. You can watch at: <https://www.youtube.com/watch?v=CgkZDphfa4>

Meet Your Farmer was also active on social media. You can search: #CdnAgDay to catch up on what happened! NS farms were participating in the conversation and we were able to share a few of your farm stories. Keep them coming!!

Meet Your Farmer on Heritage Day!

Monday, February 17, 2020 was marked as Heritage Day in Nova Scotia and Meet Your Farmer took the opportunity to partner with Cole Harbour Place to host a family-friendly, fun filled day! Meet Your Farmer transformed the front lobby into a space to welcome families to explore a small part of food and farming in Nova Scotia.

Special thanks to the farmers and agriculture professionals who joined in on the day. Farmers included: David and Amy Hill, Rebecca O'Connell, Joan Cole, Veronica Vermeulen, Greg Archibald, Havey Whidden, Marlene and Doug Nichols and family, Geneve Newcombe, Cory Cox, and Lauren Park! 4-H members from Hardwoodlands and 4-HRM clubs brought chickens, rabbits and cavy which were very popular.



AgriHR Toolkit

The AgSector Program has partnered with CAHRC to be able to offer the AgriHR toolkit to NSFA members at no cost!

It's everything you'll need to find, retain and support your employees.

The farm labour shortage has been identified as one of the greatest business risks in agriculture today. Putting effort into finding and keeping good people with effective human resource management can also save your farm money. The AgriHR Toolkit, developed by the Canadian Agricultural Human Resource Council (CAHRC) through extensive consultations with producers across Canada, offers assistance every step of the way with guides, templates, resources and the critical questions that you need to ask and answer about your business. It offers tools that you can download and customize for your farm.

Discount code: NSFA2020

hrtoolkit.cahrc-ccrha.ca

Just a reminder, labour is provincially regulated so we encourage farmers to refer to the 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." (farmsafetyns.ca), which we can guarantee meets the NS Occupational Health and Safety Act and regulations.



CAHRC AgriHR Toolkit Workshop

March 17 | March 18
NSFA Office | Berwick Fire Hall
10am-12pm

To RSVP contact Shelly MacKenzie, smackenzie@nsfa-fane.ca or 902.893.2293



Want to learn more about the AgriHR Toolkit and how it can help you on your operation?

Join us as we welcome Jennifer Wright from CAHRC to host a workshop on Human Resources 101 and the AgriHR Toolkit. We will be hosting two workshops in conjunction with Farm Safety Nova Scotia's "Cultivating Your Way to Burnout" workshops on March 17 & 18th!

CAHRC Workshop
March 17
NSFA Office
10am-12pm
And
March 18
10am-12pm
Berwick Fire Hall

RSVP with Shelly, smackenzie@nsfa-fane.ca or 902.893.2293



Farm Registration

Please don't forget to "Check the Box" on Section 6 of your farm registration form to stay connected with our organization and up-to-date on industry trends and news.

The Nova Scotia Federation of Agriculture supports farm families and businesses through lobby and advocacy efforts and the delivery of outreach services. Your Federation works in the best interest of our members and by becoming a member, it means that your farm has a say in the work and direction of the organization.

Currently the NSFA represents the interest of over 2,400 farms, which accounts for over 90% of all agricultural production in Nova Scotia. The vision of the NSFA is a prosperous and sustainable future for Nova Scotia farms and farmers, and is supported by our mission which is to influence and affect change for the continual success of agriculture in Nova Scotia.

The NSFA monitors and reviews trends,

legislation and programs that impact the industry. We actively lobby and advocate for changes and improvements to legislation, programs and public policy. We work with our members and a wide variety of stakeholders to ensure our members' voices are represented and heard.

The NSFA also delivers a variety of programs and services in partnership with other agencies, which support its members through education, awareness and training. Our core programs include: Environmental Farm Plan, Farm Safety Nova Scotia, Meet Your Farmer – Public Trust, and the AgSector Program - Labour.

In addition to the work we do on behalf of and in support of the industry, the NSFA also provides benefits to its members, just as a thank you for being a part of our organization. Some benefits include access to Blue Cross group health insurance, and discounts at Mark's Work Warehouse, Chrysler, Enterprise and more!

This past year our organization went through a lot of exciting change! With a new strategic plan and new bylaws, our goal is to connect with members and ensure our work continues to support a sustainable future for Nova Scotia farms and farmers.

Final Positions Filled on NSFA Council

We are excited to announce that the NSFA Council is now complete, with the two seats that remained following our Annual Meeting being filled. We're excited to welcome aboard Gordon Jackson and Joe Piotti to the Council – we look forward to working with you all to ensure a prosperous and sustainable future for Nova Scotia farms and farmers.

NSFA Council:

- Victor Oulton, President**
- Tim Marsh, 1st Vice President & CFA Director**
- Chris deWaal, 2nd Vice President**
- Allan Melvin, Corporate Secretary & Treasurer**
- Chris van den Heuvel, Past President**
- Lauren Park**
- Josh Oulton**
- Andy Parker**
- Peter Morine**
- Jacob Mullen**
- Gordon Jackson**
- Joe Piotti**

NSFA Member Benefits

Preferred Pharmacy Provider Program from Managed Health Care Services Inc

Group Name: NSFA
Group Password: NSFA69142

Medavie Blue Cross

Preferred health and dental plan. Contact Morneau Shepell at **1-866-432-8427**

Chrysler Canada

NSFA members receive fleet discount pricing on Chrysler vehicles. Contact NSFA office for fleet pricing.

GBS Mobility

NSFA members receive preferred business rates on mobile phones and service on the Telus network. To discuss plans call **1-902-818-8154**.

Kent Building Supplies

NSFA members receive a **5% discount** on store front items and **contractor pricing** on lumber and building materials.

Enterprise Rent-A-Car Account # 9CA1775

Mark's Work Warehouse

NSFA members receive a **10% discount** on all purchases using your Marks's discount card. (attached to this newsletter)

Choice Hotels Canada

NSFA members receive **15-20%** off applicable rates at participating Choice

locations worldwide.

CAHRC AgriHR Toolkit

NSFA members have access to this toolkit at no-cost using the **discount code: NSFA2020**

Turner Drake & Partners Ltd.

NSFA members receive a **15% discount** on valuation and property tax advisory services on farm properties. Call 1-902-429-1811.

MCT Insurance

NSFA members receive exclusive access to Farm Advantage and you could be eligible for a **25% discount** on your farm insurance. Contact Dustin Hickey 1-902-835-2261

Coast Tire and Auto Service

NSFA members receive a **10% discount** on all farm tires.

Farm Technician to be designated as a trade in NS



February 26, 2020

Kimberly Stokdijk, Chair, Farm Technician Trade Advisory Committee (TAC)
Henry Vissers, Member, Farm Technician TAC
Angus Ells, Member, Farm Technician TAC
Lauchie MacEachern, Member, Farm Technician TAC
Gordon Jackson, Member, Farm Technician TAC
Matthew Harrison, Member, Farm Technician TAC
Denise Bekkers, Member, Farm Technician TAC

Dear TAC Chair and Members:

Re: Farm Technician Trade Designation Approval

On behalf of the Nova Scotia Apprenticeship Agency Board, I would like to thank all of you for your dedication and contributions to the work of the Trade Advisory Committee (TAC) and to Kimberly Stokdijk, TAC Chair for her leadership and presentation at the Board meeting on February 12, 2020. Kimberly did an excellent job highlighting the work of the TAC and reviewing the survey results to show support from the industry.

The Board was very impressed with the level of engagement of the TAC members, the quality and thoroughness of the work and the engagement of the farms through the Nova Scotia Federation of Agriculture, which all contributed to our decision.

I am pleased to inform you that the Board has approved the recommendation to designate Farm Technician as a trade in Nova Scotia. The Board has also approved the continuation of the TAC with an amended Terms of Reference to expand the mandate to make recommendations concerning the proposed Farm Technician program and enhancing participation in the Farm Technician trade. Attached is a copy of the amended Terms of Reference.

The facilitation of the TAC for this stage of the work will be coordinated by the Agency's Standards and Examinations section. The Education Consultant will be in touch with the TAC to establish the next meeting. If you have any questions, please contact Donna Karsten, Director, Standards and Examinations at 902-424-6098 or Donna.Karsten@novascotia.ca.

Sincerely,

A handwritten signature in black ink, appearing to read "Brad Smith".

Brad Smith
Chair, Nova Scotia Apprenticeship Agency Board

c. Marjorie Davison, CEO, Nova Scotia Apprenticeship Agency (NSAA)
Dale Crawford, Director, Partnership and Innovation, NSAA
Donna Karsten, Director, Standards and Examinations, NSAA

Encl. Farm Technician Trade Advisory Committee Terms of Reference (Amended)

HALIFAX OFFICE 1256 BARRINGTON STREET, PO BOX 578, HALIFAX, NOVA SCOTIA B3J 2S9
T 902.424.5651 TF 1.800.494.5651 F 902.424.0717 NSAPPRENTICESHIP.CA

Upcoming Events

March 17, 2020 - Truro
HR101 Workshop

March 17, 2020 - Truro
Cultivating Your Way to Burnout

March 18, 2020 - Berwick
HR101 Workshop

March 18, 2020 - Berwick
Cultivating Your Way to Burnout

March 17-19, 2020 - Moncton
Atlantic Dairy Focus

March 25, 2020 - Antigonish
EFP New Farm Workshop

April 14, 2020 - Truro
Pork Nova Scotia AGM

April 17 - 18, 2020 - Halifax
FCC Women in Ag Summit



Public Trust Training Workshop!

This is no joke- Wednesday, April 1, 2020 from 10AM to 3PM we will be offering a training session on How to Tell Your Farm Story. This is a pilot session with the training developed through NS Department of Agriculture and consulting firm National. The session focuses on three modules:

- o Effective storytelling (message development)
- o Storytelling and the media (message delivery)
- o Answering tough questions (preparation and techniques)

How To Tell Your Farm Story Training:
Wednesday, April 1, 2020
NSFA Conference Room
10AM-3PM
RSVP: smackenzie@nsfa-fane.ca

2020 COUNCIL MEMBERS

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Victor Oulton
902-798-4440

1st Vice President/ CFA

Tim Marsh
902-798-7924

2nd Vice President

Chris deWaal
902-582-7756

Past President

Chris van den Heuvel
902-631-1884

Corporate Secretary & Treasurer

Allan Melvin
902-499-6968

Remaining Members

Lauren Park
902-292-5160

Josh Oulton
902-670-4538

Peter Morine
902-527-3274

Andy Parker
902-679-8630

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Joe Piotti
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Communications Coordinator

Katherine Doyle

Farm Safety Advisor

Lori Brookhouse

EFP Coordinators

Trevor Davison

Cory Roberts



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