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The official magazine of the Alberta Food Processors Association



The Health and Wellbeing of Alberta's Food and Beverages Industry



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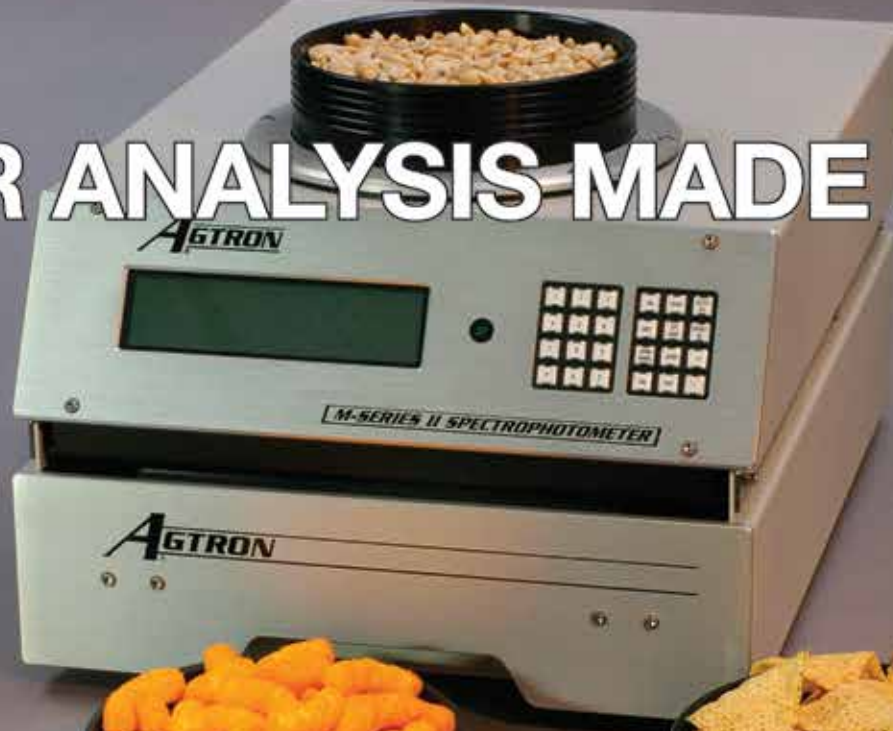
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Eric Haak
AFPA Chair
Sunrise Bakery Ltd.

THE FOOD PROCESSING industry is rich and far reaching throughout Alberta. In spite of the challenges and issues facing the food processing industry, it remains solid and vibrant. That being said, much more can be accomplished if we work with industry partners and all levels of government.

As an association, we strive to bring support to all processors, regardless of their size or how long they have been in business. The Alberta Food Processors Association (AFPA) continues to strengthen processors through its programs, such as work place health and safety and critical food safety courses and support. With additional resources, there is so much more we could do!

In a global world, our sights need to progress outside the view of our neighbourhood to vast opportunities beyond our region, supporting the ever-increasing need for good quality and nutritious food at the global level. The journey continues and Alberta can be a leader with its rich resources, spirit and abilities.

Building a Stronger Industry

As with our Alberta Rockies, the climb can be steep and challenging. However, if we support each other, and have government support, we can attain heights that will benefit everyone. The opportunity is before us, if we choose to grasp it and pursue it together. We should not be competing against one another, but together, we must compete against other regions in the world.

AFPA gives food processors across Alberta a voice. I would like to invite you to be a part of our organization; along with our members, we are working to expand our reach and grow our sector's prosperity. We are also engaging with other energetic sectors that support our vision and together, we can all take our industry to the next level.

Of particular interest is the work we are doing, at the Board level, to develop an export strategy targeted first at China, and then beyond. We would provide an umbrella for information and opportunities, starting with an AFPA booth showcasing Alberta products at the Food Hotel China Show in Shanghai. We are also looking at creating a fresh marketing plan for our members to help bring their products into the spotlight through various medias and our own network.

As Chair of your Board, I want you to know that AFPA is working towards a bold new

horizon. With the power that we can generate together, through a strong membership, co-operation and a single force, the sky is the limit.

Your Board of Directors, as well as the AFPA team, are here to listen and be your voice. We are looking forward to further engagement with you, and to working together as industry partners. Our future successes will be accelerated by working together.

Eric Haak
AFPA Chair
Sunrise Bakery Ltd.

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In an Ever-changing World, Learn From the Past, Shape the Future

By Ed DeGroot, CRSP, CHSC, B. Mgt., AFPA

AFPA IS THE FOOD processing industry's advocate and leading safety resource for the continuous improvement of Workplace Health & Safety programs and performance. It is our mission to assist companies in achieving their safety goals, and maintaining/attaining their Certificate of Recognition (COR) by providing practices, evaluations, training, support, subject matter advice/guidance, industry statistics and measurements. We also provide general communications around workplace health and safety to our members.

Safety competence...now an OH&S Code requirement

The OH&S Code and Partnerships in Injury Reduction (PIR)/COR Standards has made having a formal "competency process" mandatory. Organizations will have to

formally evaluate and determine the competency needs of their workers.

Safety competence can best be described as the combination of training, skills, experience and critical knowledge that a person has and their ability to apply them in order to perform their job or related tasks safely. Other factors, such as attitude and physical ability, can also affect someone's competency level. Competency-based training, including courses offered by AFPA, is a form of occupational worker training that requires the learners to demonstrate their ability to perform defined, concrete skills related to essential H&S performance objectives established by the organization in conjunction with Alberta OH&S compliance and PIR/COR standards.

When it comes to SAFETY, you MUST understand

Your employees are on loan to your organization from their families. You have an

obligation, regardless of any production protocols, to provide a safe and healthy working environment for them; you are expected to return them home safely. Training, evaluating competency and support are required...daily. Always remain positive...don't become discouraged; it's all a part of getting there!

AFPA's Lunch n' Learns, and workshops

AFPA continues to provide great, **free** Lunch n' Learns to our members. Alberta OH&S Officers, Competency, a Fatality Investigation, and Chemical Management programs are just an example of what's presented. Often, we combine these events with value-added workshops, such as Upper Extremity or Back Injury Prevention, Fatigue Management, and Ergonomic Tips & Tricks to keep your workers both safe and healthy.

Food & Beverage Health & Safety Officer (F&BHSO) Designation

AFPA now has **five candidates** who have met the requirements and are eligible to write their final exam soon. AFPA introduced the F&BHSO designation for those wishing to achieve a formal recognition for their efforts and commitment to workplace safety. Individuals looking to achieve the F&BHSO designation must complete all **six** mandatory courses, as well as their own chosen elective courses, plus challenge the exam successfully. There are also maintenance requirements of professional development over a three-year period, leading into a refresher day and then another three-year cycle.

Should you be interested in achieving this new workplace safety designation, call AFPA! **It's really up to you!**

AFPA's Health & Safety Training Requirements (COR)

Mandatory Training includes H&S System Building (two days), Hazard Assessment and Control (one day), Roles & Responsibilities for Managers/Supervisors (one day, **attended every three years**). This is strongly recommended for anyone who directs the work of others by any title, especially now with all the Alberta OH&S changes in effect), Incident Investigation (one day), Internal Safety Auditor (two days), and Internal Auditor *Refresher* (one day, to be **attended every three years**), and finally, H&S Committees (one day).

Elective Courses (all half day) includes Understanding Office Safety, Fatigue Management, Alberta OH&S for Dummies **paired with** Performing Proper Inspections.

All AFPA safety courses can be facilitated "on site" for our members at a reduced cost/flat rate, and you can fill the room.

For more course information, details, or registration, call the AFPA office or visit www.afpa.com.

Important Dates and Upcoming Events

The Alberta Occupational Safety Auditors Association (AOSAA) Workshops
February and June of 2019

AFPA encourages industry auditors to attend—they are a great place for auditors to meet, discuss, receive updates from the province and propose changes to the function of Safety Auditing, or within the COR auditing process.

Contact AFPA for more information on how to join the AOSAA and for details on the workshops.

AFPA's Health & Safety Training Schedule
Details are available at www.afpa.com.

Day of Mourning
April 28, 2019

NAOSH Week (North American Occupational Safety & Health)
May 2019



FIRST

Forget Safety

Safety...what are your plans for 2019?

Take time to reflect on 2018 and look ahead to 2019. Have your efforts made an impact on your workplace? On your employee's health and safety? What key lessons were learned and shared? Do specific areas of your program need improvement? What would directly or indirectly make your workplace safer? What, if any, are your OH&S priorities for 2019? Is there key AFPA safety training you can provide to your staff? How will you generate enthusiasm and commitment to your H&S priorities in 2019?

Understand, safety is not just a "thing you do," rather, safety is a value you must own and live by. Further knowing that safety leadership is holding everyone, at all levels, accountable for meeting their safety responsibilities, which is at the heart of any effective company/worker health and safety program.

Workers MUST report – as per OH&S legislation!

As per OH&S legislation, your workers now have a **duty** to report, with an extra focus on near miss reporting. Tell 'em at your next safety meeting!

A REMINDER to AFPA COR Members!

Mandatory training requirements were upgraded as a measure to improve worker safety in our industry **effective September 1, 2015**. Please review your current records and make arrangements for any training needed to ensure that you have at least **one** current (preferably two or more) individual(s) who has attended **all required** AFPA PIR/COR training courses.

Effective **January 1, 2019**, COR audits **must** be able to verify all required training by providing documentation (course certificates). Call AFPA to register or discuss your specific requirements...**why not do it right now?**

Hello, AFPA Auditors! Here's a New Audit Tool, Ready January 1, 2019!

AFPA's audit tool is now updated to meet all of the new legislation. It will now include 10 formal elements.

Too much safety, you say?

AFPA believes there is no such thing, however...**ask your family** for that answer, and get back to me.

Ed DeGroot, CRSP, CHSC, B. Mgt., is the Director of Workplace Health, Safety

The new Supervisor competency requirements include formal training in Hazard Assessment, Incident Investigation and Alberta OH&S Roles & Responsibilities. Call AFPA to learn more about the new compliance requirements, which will take effect January 1, 2019.

& COR Certification for the Alberta Food Processors Association. Reach him at 403.201.3657, ext. 28, or ed@afpa.com.



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Zazula Process Equipment Ltd. has been servicing industrial customers in Alberta, the Western Provinces, Canada and abroad for over 55 years.

They have a long-standing reputation and experience in equipment sales, parts, and maintenance services for food packaging equipment with companies such as Busch (vacuum pumps), Lightning (portable mixers), and Milton Roy (dosing pumps).

Utilizing a 18,000 sq. ft facility in Calgary's Manchester Industrial area, Zazula houses factory trained technicians specialized in Busch vacuum pump repairs, after market parts, filter kits, and lube supply, amongst other services. In addition to these advantages, Zazula is now partnering with Sipromac to offer a complete portfolio

of packaging and processing options to customers in the Food and Beverage industry.

With over 30 years of experience in the food industry, Sipromac has been producing a complete line of food packaging and processing equipment all built in Canada.

Sipromac draws on its knowledge, experience, and expertise to build sturdy, reliable, and highly-specialized machines adapted to the most stringent needs of the food sector for the packaging and processing of poultry, meat, seafood, deli meat,

cheese, and other food products.

Zazula's position as a representative and distributor of Sipromac equipment combined with its capability to offer site visits to analyze your exact requirements; additional services such as installation and commissioning; provide servicing in their facility or at the customer's site; supply of after market parts; and complete service packages, offers Alberta's Food and Processors Association members a better choice in equipment supply.



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Food Defense: It's Everyone's Job



By Jennifer McCreary, NSF International

BACK IN THE '80s in Wasco County, Oregon, an extremist group sought to sway election results by poisoning people. They did so by contaminating 10 restaurant salad bars with Salmonella, and 751 people got sick.

In 2014, thousands in Japan became ill after eating food laced with 2.6 million times the allowable level of the pesticide malathion. This was the work of a disgruntled employee from a frozen food company. Before it was over, 6.4 million bags of frozen food were recalled.

Last year, two boys, aged 12 and 13, broke into a Sioux City, Iowa, honey farm and knocked over all the hives. No bees survived the winter temperatures and the business was devastated.

Political gain. Revenge. Plain old vandalism. The motives and the methods equally are different, but these three stories have several things in common:

- The companies were completely unprepared for these actions.
- The business and the brand were harmed.

There are many more stories, and with the increasing globalization of the food supply chain, there will be many more opportunities for the intentional contamination of food. No one in our industry is exempt from the threat.

Food defense in a global supply chain

We live in a country where food from everywhere in the world enters our food supply chain every day. We are truly fortunate to have such choice. But we must also ask ourselves how many steps are in place to protect those products on their journey?

A classic illustration is milk. Typically, it is stored at individual dairy farms, transported from farm to farm via tanker truck, moved to a co-op, transferred to a dairy milk processor and moved through storage tanks, mix tanks, homogenizers and fillers and finally into a carton destined for delivery to stores, schools, hospitals and offices. The possible points of entry for an attack are numerous, and the impact both emotional and physical in loss of life and suffering would be devastating.

These very real threats have been recognized by governments and GFSI benchmarked standards, which contain the following criteria for food defense:

Did you know that AFPA partners with NSF in order to provide great food safety training in Alberta!

ALBERTA
food processors association



- A vulnerability assessment;
- Mitigation strategies;
- Monitoring, corrective actions and verification procedures; and
- Training and recordkeeping.

Some—though not all—of these standards also require that the vulnerability assessment and resulting food defense plan be conducted by a qualified individual, with the proper education, training and experience. Those responsible for implementing and maintaining the plan must be equally trained.

It would be wrong, however, to simply add food defense to your HACCP team's list of duties. Food defense requires a different mindset and a different set of skills. And just as you train your workforce in food safety best practices, you must train them in food defense awareness and mitigation strategies.

Building your food defense training plan

What to train and how much to train will depend on the specific responsibilities of your workers. The baseline is awareness training:

- What is intentional adulteration?
- How does it differ from food safety and food fraud?

- What can each individual do to protect the company?

Beyond awareness training, the topics and level of complexity in your education programs must be customized to the learner group. We have identified four major groups:

1. Frontline workers;
2. The food defense team;
3. Senior management; and
4. The facility's leadership team (if different from senior management).

Training to support a food defense culture


The goal of any training program is behaviour change. You want people to do things differently. In this case, you want them to understand how intentional adulteration can occur, recognize threats to your food products and take ownership of the part they play in preventing threats from becoming realities.

There are three key areas in training:

1. Knowledge: How well your employees know the topic—both the fundamentals of food defense and the requirements of your plan.
2. Skill: How well they can perform specific tasks as itemized in your food defense plan.

3. Attitude: How they approach their role in food defense.

Once you have classified these areas, you can customize your training program to address specific gaps. Assessing attitude is by far the most difficult task, as is training for attitude change. And yet, it is the most important. We all know that just because someone has been trained on a topic, or has passed an exam, there is no guarantee of success.

When people choose to do something because they believe it is the right thing to do—even though it might take longer and even though it might interfere with their other duties—then you know you are building a strong food defense culture. 

Jennifer McCreary is the Technical Manager, Training & Education Services, for NSF International.

There will be a special Food Defense workshop June 11, 2019, in Calgary. Contact melody@afpa.com for more information!



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AFPA Food Safety Training Dates: 2019 Schedule

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Course	Number of Days	Start	City	Member Rate	Non Member Rate
BRC Global Standard For Food Safety Issue 8: Conversion for Sites	1	January 22, 2019	Calgary	695	795
Vulnerability Assessment for Food Fraud Training (by BRC Training Academy)	1	February 20, 2019	Calgary	695	795
BRC Internal Auditor	2	February 21, 2019	Calgary	925	1,025
HACCP I: Prerequisite Programs	2	February 26, 2019	Calgary	895	1,100
HACCP II: Developing Your HACCP Plan	2	February 28, 2019	Calgary	895	1,100
SFCR: Safe Food for Canadians Regulations Overview (AM)	0.5	March 5, 2019	Edmonton	350	450
SFCR: Comparison with FSMA Preventive Controls for Human Food Rule (PM)	0.5	March 5, 2019	Edmonton	350	450
SFCR: Preventive Controls and Traceability - All Sectors	1	March 6, 2019	Edmonton	675	795
Building your Food Safety Culture	1	March 7, 2019	Edmonton	675	795
Implementing SQF Systems Course	2	March 19, 2019	Calgary	895	1,100
Internal Auditor: SQF	1	March 21, 2019	Calgary	675	795
Understanding CanadaGAP	2	April 2, 2019	Calgary	925	1,025
HACCP I: Prerequisite Programs	2	April 9, 2019	Edmonton	895	1,100
HACCP II: Developing Your HACCP Plan	2	April 11, 2019	Edmonton	895	1,100
Building your Food Safety Culture	1	April 23, 2019	Calgary	675	795
SFCR: Safe Food for Canadians Regulations Overview	0.5	April 24, 2019	Calgary	350	450
SFCR: Comparison with FSMA Preventive Controls for Human Food Rule	0.5	April 24, 2018	Calgary	350	450
SFCR: Preventive Controls and Traceability - All Sectors	1	April 25, 2019	Calgary	675	795
Canadian Ingredient Labelling (Specialty Course) Only offering this year	1	May 1, 2019	Calgary	995	1,155
Canadian Nutrition Labelling (Specialty Course) Only offering this year	1	May 2, 2019	Calgary	995	1,155
U.S. Food Labelling Under the FDA (Specialty Course) Only offering this year	1	May 3, 2019	Calgary	1,075	1,275
SFCR: Preventative Controls Bundle for Food Processors - Take the Bundle & Save 10% or just take one course below!	4	May 7, 2019	Calgary	1,600	1,980
1. SFCR: Hazard Analysis and Preventive Controls	2	May 7, 2019	Calgary	895	1,100
2. SFCR: Developing Your Preventive Control Plan	2	May 9, 2019	Calgary	895	1,100
BRC Global Standard for Food Safety Issue 8: Training for Sites	2	June 3, 2019	Edmonton	925	1,025
BRC Internal Auditor	2	June 5, 2019	Edmonton	925	1,025
Food Defense (only offering this year)	1	June 11, 2019	Calgary	675	795
HACCP FS Leadership for Managers & Supervisors (only offering this year)	1	June 12, 2019	Calgary	675	795
Managing the Supplier Approval Process (only offering in AB this year)	1	June 13, 2019	Calgary	675	795
Food Fraud Vulnerability Assessment	0.5	June 14, 2019	Calgary	350	450
SFCR: Preventative Controls Bundle for Food Processors - Take the Bundle & Save 10% or just take one course below!	4	September 10, 2019	Edmonton	1,600	1,980
1. SFCR: Hazard Analysis and Preventive Controls	2	September 10, 2019	Edmonton	895	1,100
2. SFCR: Developing Your Preventive Control Plan	2	September 12, 2019	Edmonton	895	1,100
FSPCA Preventive Controls for Human Food (only offering this year)	2.5	September 25, 2019	Calgary	1,220	1,425
Documenting your Food Safety System (only offering in AB this year)	1	October 8, 2019	Edmonton	675	795
Principles of Internal Auditing (Only offering in AB this year)	1	October 9, 2019	Edmonton	675	795
Verification & Validation of your FS System (Only offering in Alberta this year)	1	October 10, 2019	Edmonton	675	795
HACCP I: Prerequisite Programs	2	October 21, 2019	Lethbridge	995	1,200
HACCP II: Developing Your HACCP Plan	2	October 23, 2019	Lethbridge	995	1,200
Food Fraud Vulnerability Assessment	0.5	October 25, 2019	Lethbridge	350	450
SQF Practitioners Bundle for Food Manufacturing	5	November 4, 2019	Edmonton	2,200	2,400
NOTE: Two day HACCP for SQF (cannot be taken separately); two day SQF implementing (can be taken separately); one day Internal Auditor SQF (can be taken separately).					
BRC Auditor Training	3	November 19, 2019	Calgary	1,245	1,345



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Oh, What Fun at FEASTival!



FOODIES FLOCKED TO THE FEASTival of Fine Chefs, September 19, 2018, to celebrate delicious creations designed by some of Edmonton's most notable chefs and their apprentices. This was the 30th year for FEASTival and it didn't disappoint; just look at the photos in this layout!

This annual event, best-known for the lavish, multi-course meals created, gives apprentices the opportunity to show off their skills. Each year the establishments are given a new, Alberta-grown menu, and 24-hours to quickly create a unique line-up that includes a soup, appetizer, entrée and dessert. Attendees are given numbers for each course that correspond with the establishments, which provides them the opportunity to sample selections from various teams.

Throughout the night a silent auction is held, with proceeds going to support the Stan Ballard Endowment Fund, which supports up and coming chefs. A special thank you to all of the companies that donated auction items, as well as Givergy, the service provider for the bidding tablets. In addition, we'd like to recognize the High School Culinary Challenge and the Canadian Culinary Fund; the auction at FEASTival supported both this year.

Supporting the Stan Ballard Apprenticeship Scholarship

The Stan Ballard Apprenticeship Fund was established in 1986 to support educational activities for Alberta apprentice chefs. Each year SAIT, NAIT, Lethbridge College, and Alberta's Apprenticeship and Industry Training System award scholarships to second year students enrolled in the Culinary Arts program. The award is not only based on academics but is awarded to students who demonstrate a high degree of competence in the practical components.

The scholarship fund was created to recognize the achievements of Stan Ballard, who retired from Burns Foods in 1986, following 41 years of service with Burns and with the food processing industry. Stan was one of the founders of the Alberta Food Processors Association. Congratulations to these students, who were presented with scholarships at FEASTival in September.



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The FEASTival Committee Delivers!

Thank you to the FEASTival Committee! Without their hard work and dedication, this event would not be possible (or so delicious!).



Left to right: Greg Champion, SYSCO; Dana Mettlewsky, Gordon Food Service; Chef James Hansen, Edmonton Inn; Melody Pashko, AFPA; Lori Menshik, Full Course Strategies; Chris Short (Committee Chair), NAIT School of Hospitality; Sandy Jacobson, Marketing Services Plus; Marvin Karenko, Heritage Frozen Foods; and Kevin Melnychuk, Sofina Foods. Missing from this photo is David Whitaker, NAIT School of Hospitality.



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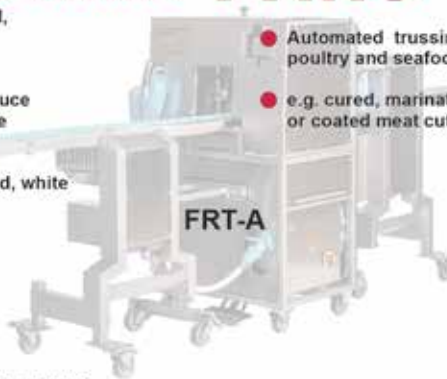
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Lessons Learned:

Food Recall Provides Valuable Lessons

NICOLA IRVING HAS a vivid memory of the E. coli outbreak in Alberta in April 2018, that led to the recall of 38 pork products from her butcher shop.

“It was a big a shock to us,” says Nicola, who runs Irvings Farm Fresh along with her husband Alan Irving. “You think you’re doing fine and all of a sudden within 24 to 48 hours, everything comes crashing down around your ears and you can only imagine the worst.”

The Canadian Food Inspection Agency issued the recall notice on April 26 after people in the Edmonton region started getting sick from eating contaminated pork. The source of the outbreak, which caused 40 confirmed cases of E. coli infection, was identified as The Meat Shop at Pine Haven, one of Irvings Farm Fresh’s suppliers.

Irving says her business, which is located about 90 kilometres southeast of Edmonton in Round Hill, Alta., was one of five The Meat Shop customers that were required to recall products.

“We were caught in the middle,” she says. “It wasn’t our facility or the pork that we produced that was in question, but because we have had contaminated meat in our place, for your safety’s sake, we had to take out everything that could have possibly come into contact with it. That’s how we approached it.”

Irving’s Farm Fresh ended up throwing away thousands of dollars’ worth of meat—much of it returned by customers.

“It was quite a hit,” says Irving, who notes the recall decimated the company’s cash reserves and essentially wiped out its

projected profits for 2018. Irvings Farm Fresh had a \$50,000 profit in 2017 and had been expecting to make about the same in 2018, she says.

“We were basically out-of-pocket for \$48,000 worth of product,” says Irving. “Some people might not see it as that much but we’re a small business [and] that’s a large chunk of our inventory.”

Irving says her insurance will cover indirect costs related to the recall but not the cost of recalled products themselves. She urges business like hers to make sure their insurance coverage includes hazards like food contamination.

“Don’t assume that just because you have a policy that it covers all risk,” Irving says.

Irving notes her business has worked hard to mitigate the impact of the recall on the company’s reputation. The first move, she says, was hiring a reputable media consultant.

In the days following the recall, Irving says, “the phone was ringing off the hook with reporters wanting to know what happened and who our suppliers were. It was very difficult. We worked with some very good people who helped us with that.”

Irving notes this was the first recall for her company in its 10 years of doing business. She says the experience, while distressing, provided some valuable lessons.

For one, Irvings Farm Fresh learned that its traceability measures were up to the serious challenge of a recall. Irving states they were able to trace every single product in terms of where it was produced and when it was packaged, as well as origins of all its ingredients. “The plan



In April 2018, Nicola and Alan Irving, owners of Irvings Farm Fresh, were faced with an E. coli outbreak that tested their traceability measures.



Their production facility has implemented additional safety measures, including regular sanitizer strength testing.



worked, and that was a very reassuring thing for us," she says.

Irving adds that since the recall, Irvings Farm Fresh has improved its traceability system so that it's even better. The business has also changed some of its product labelling to include cooking instructions for customers who might be unsure of how to properly handle and cook raw meat.

In addition, Irvings Farm Fresh is doing everything it can to eliminate food contamination risks within the production facility and has implemented some additional safety measures, such as regular sanitizer strength testing, for that purpose.

"We go way above and beyond what the minimum safety requirements are, and I would encourage people to do that too. If you don't, you're not protecting yourself," Irving says. "Some may feel it's just extra work or an extra expense, but I think that can come back to bite them."



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The Lowdown on Labels

FOOD LABELS IN Canada are changing, thanks to new regulations introduced by the federal government in 2017. Health Canada's new labelling requirements, which reflect the shifting eating habits and dietary requirements among many Canadians, cover everything from font sizes to ingredient lists to the types of measurements used.

Darrell Friesen is President and CEO of Edmonton-based Jet Label and Packaging Ltd., a leading food labelling firm in Western Canada. He says the new labelling rules have required more resourcefulness on the part of his company and others in the food industry.

"As a result of these changes, there's even more information that has to be compressed into labels," Friesen says. "For us, that's always been tricky."

Friesen maintains that since the average consumer only spends a second or two deciding which product to pick up off the shelf,

"we want to make sure our producer's label stands out and doesn't lose that competitive advantage over its competitor. We always want to make sure that the product gets picked first by the average consumer."

"We've had to be a creative at times to make sure to get all the information on the label but still show enough of the product so customers can see it," Friesen says.

Going to larger labels isn't always a route that's available for food producers, he adds, noting that expandable or accordion-style labels, or ones that utilize see-through materials, are other options to consider.

As Friesen points out though, larger labels or other solutions usually entail extra costs. Food producers, he says, have already seen increases in materials and packaging costs in recent years and changes to product labels could mean another added expense for many.

Friesen maintains one way food producers could help defray their additional labelling costs is to think about digital. An example is adding a digital watermark on a product label which, when accessed by a smartphone, would connect consumers with a website containing a full slate of information about that product—lessening the need for bigger labels.

Friesen believes less than 15 per cent of Canadian food companies are currently taking advantage of this kind of digital technology, but he expects the number to grow. He notes that Maple Leaf Foods and Save-On-Foods are among the big industry players assessing its use for their product labels.

"I think it's going to become an important part of being able to adhere to new labelling requirements," Friesen says. "I believe that in the future, we're going to see more content



This Jet-Label & Packaging warehouse has the equipment and product to fulfil any kind of order.



Darrell Friesen believes that food processors who comply with new regulations ahead of the enforcement date will attract new customers who are looking for added product information.

available online, which will really help both the producer and the consumer.”

Under the regulations introduced in 2017, businesses in Canada’s food processing industry have until 2022 to fully implement the new labelling rules.

Friesen feels that even though mandatory compliance is years away, food companies would be well-served to consider opting in now rather than waiting for later. The reason why, he says, is it could be another important tool in the quest to capture customers’ attention and would also appeal to shoppers actively seeking the kind of information that the new regulations provide.

“Personally, I think it provides differentiation of the shelf,” Friesen says. “If I was a food producer, I would do this ahead of the deadline because I could say to my customers, “Hey, we’re different and this is why. We’re being proactive.””

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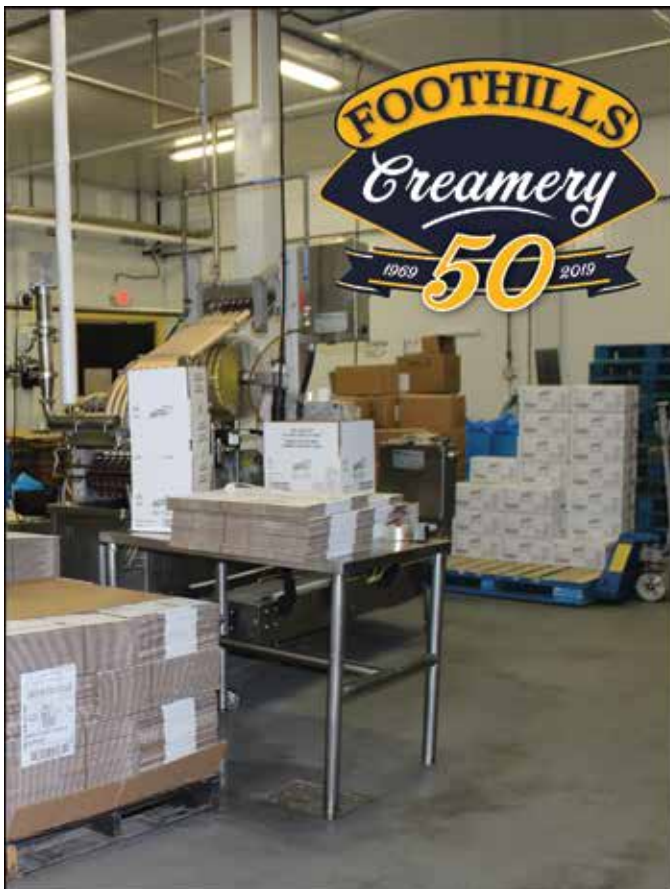


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Both the Canadian Food Inspection Agency (CFIA) and the U.S. Food and Drug

Administration (FDA) are clear on the need to identify any possible allergens in both ingredients and finished products. Each year, Kinnikinnick Foods obtains updated allergen statements from all of its ingredient suppliers indicating that none of the nine major allergens that must be identified in all food products are contained in their ingredients. And even though the company

accepted these allergen statements as being factual, Kinnikinnick Foods would use its in-house testing facilities to confirm and double check all ingredients for gluten.

Despite these checks and balances, in 2014 it was discovered that a contaminant had made its way into a Kinnikinnick Foods finished product.

"As an operating principal, food companies will accept the Allergen Statements from major ingredient suppliers as being accurate and will use that information to avoid any allergen statements on their finished products," says Jerry Bigam, President and CEO at Kinnikinnick Foods Inc. "Our experience occurred, however, when we decided to expand our in-house laboratory testing to include dairy as an ingredient test. To our surprise, we found dairy contamination in an egg product."

After in-house testing procedures and results were double-checked and found to be accurate, product samples were sent to an independent lab to confirm the company's initial findings and



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a hold was placed on any shipments of finished products containing the contaminated ingredient. The next step for the company was to contact CFIA and determine the proper course of action going forward, and a voluntary Class 1 Recall for any finished products containing the contaminated ingredient was instituted.

“We had an excellent traceability program in place so we were able to contact all customers within 24-hours to request they isolate the finished products and destroy them,” says Bigam. “In addition, press releases were provided to both CFIA and the FDA covering the voluntary recall, and these went onto their websites.”

Kinnikinnick Foods learned a number of hard lessons stemming from this experience; first and foremost, that it could no longer rely on ingredient suppliers to provide reliable Allergen Statements. There is always the potential for some kind of contamination to occur along the supply chain and, in the end, it will be the final producer of the finished product who pays the price.

Fortunately, no incidents were reported during or subsequent to Kinnikinnick Foods’ recall program. That being said, the impact of the recall resulted in a significant revenue loss for the company, as well as the loss of some major retail customers, the loss of some Stock Keeping Units, and a considerable amount of time committed towards the recovery of Kinnikinnick Foods’ brand and operational activities

To help ensure that an incident such as this does not happen again, Kinnikinnick Foods has greatly expanded its in-house laboratory operations in order to test intensively for any of the prohibited contaminants under its new FREE FROM brand; gluten, dairy, soy, peanuts and tree nuts. This means that every ingredient that enters the plant is thoroughly tested for the presence of these allergens and the finished product is also tested for those same items. In doing so, the company is showing its commitment to provide the very highest level of food safety possible for consumers with dietary concerns.

“All of our customers with dietary concerns need to be able to accurately read labels and be assured that our food items are safe,” says Bigam. “We now make it easier for that group of consumers to enjoy a variety of bakery products and stay safe from allergen reactions.”



Team members at Kinnikinnick Foods Inc. test every ingredient that enters the plant in order to guarantee it is free from gluten, dairy, soy, peanuts and tree nuts.

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All Fired Up: Safety Amid New Pot Policies

By Dan Demers, CannAmm
Occupational Testing Services

CANNABIS BECAME LEGAL for Canadians to consume recreationally on October 17, 2018. While the safety hazards cannabis presents on our roads and at our workplaces is not new, the size of this risk will only grow with legalization.

This is a concern for the food processing industry in Canada. Employees working at food processing facilities are directly involved in creating food for human consumption, and they often use complex processes and machines (ie. saws in a meat processing plant) to produce the final product. This is why risk avoidance is so vital to the safety and productivity of food processing operations.

Cannabis is not alcohol

First, we need to realize that cannabis is not alcohol. Beyond some similarities though, they present very different risks to safety.

When someone consumes alcohol they become impaired. This effect is acute intoxication. The individual stops drinking and, given some time, becomes sober. This is not the case with cannabis. Users of cannabis become impaired due to acute intoxication as well, but that is not all. Cannabis has lingering effects that persist up to and beyond 24-hours.

Understanding that they are different, along with properly managing the different risks, is key to keeping safety risks low.

Removing the growing risk of cannabis in the workplace is not easy and should not be done in isolation. It should integrate into your overall safety program. Here are some steps to assist you.

Step 1

Define your *why*:

- Organizationally, why are you interested in safety?
- What draws you to this objective on a personal level, what fits with your brand and your organizational culture?
- What language can you use to reinforce your values, your company values and the very identity your organization has earned?

Step 2

Define your organizational interests, identify your stakeholders and avoid any unnecessary polarizing positions:

- We want everyone to get home safe; we make decisions on this basis.
- We want our people not only to feel safe **but to be safe**. Compliance measures are necessary.
- We want to remove risk and keep our people. We encourage self-disclosure and accommodation, we have zero tolerance for looking the other way.

Step 3

Clarify what fit for duty truly means:

- What we do on our own time matters to the time we are responsible for the person next to us.
- Just because something is lawful, does not make it a safe and acceptable practice for our workplace.
- Safety is not on the table to be compromised; cannabis, at this time, is not compatible with our work.

Step 4

Execute a balanced fit for duty standard:

- Identify and document any current and/or history of unfit workplace behaviors/concerns.
- Identify the level of danger and complexity of your workplace and activities.
- Train your supervisors/managers on how to identify the signs and symptoms of an unfit worker.
- Communicate your program and its intent.

Step 5

Reinforce and evolve the fit for duty standard—*commit to better, always getting safer*:

- Review disciplinary action taken to confirm the policy was adhered to in all aspects and accommodation was performed on a case by case basis.

- Review any changes in the legal landscape that may conflict with or enhance the current program and adjust accordingly in both policy and training.

Safety specifics to cannabis

Considering cannabis specifically, there are some critical positions that need to be understood.

1. The legalization of cannabis has happened. It's everyone's responsibility to make sure it doesn't amount to a workplace tragedy.
2. Cannabis is not alcohol, legal accessibility to use cannabis recreationally does not give someone the right to consume it in such a way that puts the safety of others at risk.
3. Encourage self-disclosure of addiction and be fully prepared to work with individuals with the utmost confidentiality.

Once these steps are taken, action can be taken to travel a path to include:

1. Organizational agreement that a fit for duty program is reasonable and necessary.
2. Policy draft, internal review, final legal review (*requires expertise in this space*), sign-off.
3. Training: executive, managers/supervisors and frontline staff.
4. Communication, frequent re-enforcement of program goals, individual obligations and necessary actions.
5. Secure a suitable supplier for policy, training, testing and accommodation/return to duty support.

We understand the complexity that employers face when dealing with fitness for duty. This article aims to overcome this by providing the directions from the "bright spots," programs that work, and scripts the critical moves and where the destination lies.

The most important step is not the first, it is the next step, always taking the next step. 🌿

Dan Demers is the Director of Strategic Business Development at CannAmm Occupational Testing Services. He can be reached at dan.demers@cannamm.com.

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THE CANADIAN AGRICULTURAL PARTNERSHIP

(the Partnership) is a five-year, \$3-billion investment by federal, provincial and territorial governments to strengthen the agriculture, agri-food and agri-based products sector. In addition, producers will continue to have access to a robust suite of Business Risk Management (BRM) programs under the Partnership.

In Alberta, the Partnership commits a federal-provincial investment of \$406 million over five years towards strategic programs and services that are aligned to the national objectives and tailored to priorities in Alberta. There are a total of 15 programs under five different themes.

Program Launch Status

Four programs under Environmental Sustainability launched April 3, 2018.

1. Environmental Stewardship and Climate Change – Producer.
2. Environmental Stewardship and Climate Change – Group.
3. Farm Water Supply.
4. Irrigation Efficiency.

Three programs under Public Trust launched June 25, 2018:

1. Public Agriculture Literacy.
2. Agriculture and Food Sustainability Assurance Initiatives.
3. Youth Agriculture Education.

Two programs under Products, Market Growth and Diversification launched July 11, 2018:

1. Products to Markets.
2. Value-Added Products to Markets.

One Program under Risk Management launched October 23, 2018:

1. Risk Mitigation.

The remaining five programs to launch are:

1. Emerging Opportunities in Food and Agri-Processing.
2. Emergency Preparedness.
3. Surveillance.
4. Accelerating the Advancement of Agricultural Innovation.
5. Adapting Innovative Solutions in Agriculture.

Where to go for program information

Information on the programs is available on our provincial website: cap.alberta.ca. Subscribe on cap.alberta.ca to receive email

notification of the latest news and updates about Alberta's programs, including when they open and begin receiving applications. Applicants can also contact 310-FARM for program information.



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Got My Eyes on You:

Sealed Safety Eyewear is Essential

“IT’S AN INJURY that often results in an infection that doesn’t need to happen,” says optometrist Dr. Tom Wilk, “and yet, I see it all the time.” Dr. Wilk is referring to employees who get small particles in their eyes and a rinse doesn’t get it out. “Unfortunately, rather than seeing an optometrist, they keep trying to rinse and often rub, which more deeply embeds the particles and creates a more serious issue.”

Often at the root of the problem is poorly fitted safety eyewear, which is one of the many reasons Dr. Wilk joined the Eyesafe program. The Alberta Association of Optometrists started Eyesafe more than 50 years ago to accommodate all sizes of companies, because they were seeing far too many eye injuries that could have been prevented. According to the Canadian National Institute of the Blind (CNIB), 700 Canadian workers sustain eye injuries on the job every day, and 630 of these were preventable.

“Sealed safety eyewear is only as good as the fit, and people come in all shapes and sizes, so it’s important the fit of the glasses matches the shape of the face and the employee’s work,” says Dr. Wilk. “We also take into consideration the work conditions. As an example, if they are working in close quarters the prescription may need to be adjusted to compensate. Often, it’s not the worker but their teammate working adjacent that could cause an injury as well.”

Organic matter entering the eye, which is prevalent in food processing, must also be taken into consideration. “There’s a bacterial element involved that can easily turn into an infection. Professionally fitted eyewear is an important component to ensuring employee safety.”

That perfect fit is not only important from a safety perspective, it plays a significant role in whether employees will wear their safety glasses. A 2009 study published in *Accident Analysis & Prevention* found that “comfort/fit” and “style/choice” were some of the top suggestions to increase the wearing of safety glasses.

The City of Medicine Hat has worked with Eyesafe for more than 10 years, and Vince Anderson is its health, safety and emergency management specialist. “Even if the employee doesn’t need a prescription, we allow them to participate in the Eyesafe program,” explains Anderson. “We want all of our employees to be able to choose the frame they want and the frame that fits best. By allowing them to infuse their own style into their frames, they are more likely to comply to workplace safety requirements and wear their safety glasses.”

As part of the onboarding for employees starting a new role at the City of Medicine Hat, a hazard assessment is preformed. If it’s determined that safety eyewear is needed, they are provided a job order that they can take to one of the 500 Eyesafe optometrists in the province. The employee can



Professionally fitted eyewear is an important component to ensuring employee safety at Alberta’s food processing companies.

also have an eye exam, which will ensure a correct prescription, there are no visual field issues and their eyes are healthy.

“In addition to being a cost-effective solution, the Eyesafe program is quite practical for employees,” says Anderson. “It’s so easy for staff to choose the optometrist of their choice, choose their frames and build in their prescription. I’ve yet to meet an employee who wasn’t pleased with the program.”

Al Amarshi is the Director of Eyesafe and when a company joins Eyesafe a meeting is set with them to learn about their safety eyewear policy and ensure their policy meets Alberta OH&S standards. “We enter the company’s data into an online portal where managers can generate a job order that employees can take to an Eyesafe optometrist. The job order specifies the company’s policy on frames, lenses and approved coatings, when complemented by a professionally fitted pair of safety glasses it means employees always get the right safety eyewear for their job.”

Eyesafe is a free program administered by the Alberta Association of Optometrists. The program makes it easy and affordable to deliver the highest standard of eye health to your workplace. Learn more at www.eyesafe.ca.

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