

From: [Jess, Dennis AFF:EX](#)
To: [Martinson, Karl AFF:EX](#); [Tucker, Shannon AFF:EX](#); [Last, Gavin AFF:EX](#)
Subject: RE:s.12: s.13
Date: May 6, 2021 3:36:00 PM

Hi Karl,

Thank you for your quick replies and the detailed information. I am working with Shannon to incorporate info into the TB Sub updates and if any questions come up will be in touch.

Best,

Dennis

From: Martinson, Karl AFF:EX <Karl.Martinson@gov.bc.ca>
Sent: May 6, 2021 10:58 AM
To: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>; Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>
Cc: Jess, Dennis AFF:EX <Dennis.Jess@gov.bc.ca>
Subject: RE:s.12: s.13

s.12;

Hi Shannon,

Just following up with some quick information regarding butcher shops and how they relate to our meat industry capacity issues which wasn't captured in my previous reply.

Even if every abattoir was fully staffed and operating at their normal throughput, there would still be a bottleneck due to a lack of "cut and wrap" services that butcher shops offer. Many of our provincial abattoirs offer this service, but for those that don't, producers need to make arrangements with a butcher who can break their carcasses down into market cuts (steaks, roasts, hamburger, etc) and package it for further sales. Currently it is becoming more difficult to find shops offering cut and wrap who are able to take on this important part of the meat industry supply chain. They are facing labour shortages as well, but where the abattoirs require more general and unskilled labour, butcher shop positions require more specialized, skilled labour.

s.12; s.13

Hope that helps with the TB submission. As before, if you have any questions, please don't hesitate to reach out.

Cheers,
Karl

From: Martinson, Karl AFF:EX

Sent: May 5, 2021 11:29 AM

To: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>; Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>

Cc: Jess, Dennis AFF:EX <Dennis.Jess@gov.bc.ca>

Subject: RE: s.12; s.13

s.12;
s.13

Hi Shannon,

To follow up, here are some basic stats regarding abattoirs in BC, and more detail regarding training and labour gaps.

In 2019/2020 fiscal there were 60 Class A and B licenced establishments, and 97 Class D and E licences establishments, for a total of 157 licenced slaughter establishments. Our forecast for 2020/21 is 57 Class A and B, and 95 Class D and E, for a total of 152.

For employment information and statistics on meat cutters and butchers, our branch has previously used workBC info. It's from the 2016 census, but still provides some statistics that could be useful:
<https://www.workbc.ca/careers/9462#workforce-and-employment-statistics>
<https://www.workbc.ca/careers/6331#workforce-and-employment-statistics>

Using those statistics, the following challenges facing the meat cutting industry were identified in an executive summary on labour and training put together by the branch in May 2019 in response to the SSCAFF report:

- Seasonal work (only 60% of industry is mostly working full-time)
- No guarantee of a FTE
- 47% or 1034 workers are close to retirement age (between 1-20 years away from retiring)
- 6% or 132 workers of workforce is already at retirement age
- High risk of automation taking away jobs in the future

I can provide further information regarding general issues that are affecting slaughter capacity within BC, but they don't relate directly to skills training.

At a very high level, access to skilled labour is affecting all types of abattoirs in BC, whether they are new, or have been in operation for many years. This lack of skilled labour is compounded by the seasonality of the work itself. Most abattoirs do not operate year round, and only operate during peak times of the slaughter season. As such, it is difficult to keep skilled labour on the payroll during slow periods, and difficult to find labour when demand is high during the busy seasons.

If I can provide any more info, please let me know.

Cheers,

Karl

778-974-3349

From: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>

Sent: May 3, 2021 11:29 AM

To: Martinson, Karl AFF:EX <Karl.Martinson@gov.bc.ca>; Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>

Cc: Jess, Dennis AFF:EX <Dennis.Jess@gov.bc.ca>

Subject: RE: s.12; s.13

s.12;
e 13

Thanks so much, Karl. You got it – warp speed!

To be honest (and to alleviate some pressure), if we could get the info by Wednesday, that would be perfect. We need to have a final draft done for Friday so that will give us a couple of days to figure out how to best incorporate the materials and polish everything up.

Thank you so much for your prompt response and quick action, I very much appreciate your support.

Shannon

From: Martinson, Karl AFF:EX <Karl.Martinson@gov.bc.ca>

Sent: May 3, 2021 11:27 AM

To: Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>

Cc: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>

Subject: RE: s.12; s.13

s.12;

Sure thing.

Shannon, what's the timeframe on this? I assume ASAP so I'll start pulling some info together for you today.

For a start, pages 21-24 of the [SSCAFF 2018](#) report dealing with Skilled Labour and Workforce offer a good starting point. As Gavin says, a lot of this is similar to what the [s.12; s.13](#) though I'll review and try to get some updated info for you.

You might also refer to the [2021 What We Heard report](#) out on our Rural Slaughter Modernization Intentions Paper, which shows a high level of support from producers and abattoir licence holders that capacity is an issue. The support is broken down by stakeholder groups we heard from.

Cheers,
Karl

From: Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>

Sent: May 3, 2021 10:49 AM

To: Martinson, Karl AFF:EX <Karl.Martinson@gov.bc.ca>

Cc: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>

Subject: FW: s.12; s.13

s.12;

Hi Karl, can you please pull some information from the s.12; s.13 for Shannon's TB sub?
Otherwise I know there is a lot of information in the s.12; s.13 That
information is a bit dated but the situation hasn't changed much so still useful if we don't have more
up to date info from s.12; s.13
Thanks

Gavin Last

778 974-3819

From: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>

Sent: May 3, 2021 10:20 AM

To: Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>

Cc: Jess, Dennis AFF:EX <Dennis.Jess@gov.bc.ca>

Subject: FW: s.12; s.13

s.1

Hi Gavin,

Would you be able to shed a bit more light on the meat processing/abattoir side of things? Just trying to figure out the training/labour gaps and needs more precisely ... any stats or scenarios that we could reference would be perfect.

Thank you!

Shannon

From: McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>

Sent: May 3, 2021 10:11 AM

To: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>

Cc: Norton, Chris AFF:EX <Chris.Norton@gov.bc.ca>

Subject: s.12; s.13

Hi,

There is a lot of info in this TB sub. s.12; s.13
s.12; s.13

s.12; s.13

It is a very long sub – I will ask Chris to arrange a call with Brian Fraser, you, Dennis and I to talk about the sub – I think it needs to be shortened ...although I would like some guidance from Brian.

We do need this in a 95% finished state by the end of the week as ~~s.12;~~_{s.12;} wants to see the revised version .

We should also talk about ~~s.12;~~ ~~s.13~~
~~s.12;~~ ~~s.13~~

Chris – pls find some time tomorrow if Brian Fraser is free for a 30 min chat as per above.

Thanks
JLM

From: hazel@farmcrestfoods.com
To: [Tucker, Shannon AFF:EX](#)
Cc: richard@farmcrestfoods.com
Subject: RE: Labour Shortage at Farmcrest Foods
Date: April 29, 2021 12:10:13 PM

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Hi Shannon,
Thank you for reaching out to us.
Please call Richard ^{s.22} anytime.
Regards,
Hazel

Farmcrest Foods Ltd

1880 30th Street SW
Salmon Arm
BC
V1E 3J9

Tel 250 832 0036
Fax 250 832 2194

Visit us at <http://farmcrestfoods.ca>

farmcrest logo.jpg (2)



From: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>
Sent: April 9, 2021 4:36 PM
To: hazel@farmcrestfoods.com
Subject: RE: Labour Shortage at Farmcrest Foods

Good afternoon Richard and Hazel,

I'm terribly sorry, I meant to reach out much earlier and request a phone number for you so that I can connect with you and determine how I can best help.

Could you please kindly provide your preferred telephone number and a few dates/times that would work for you to have a discussion with me?

We are hearing from several different industries and many employers about challenges in labour shortages this year. I will be sure to include your farm among those that we are working to support.

Thank you and take care,

Shannon Tucker

Shannon Tucker | Labour Project Lead

Science, Policy and Inspection Division

Ministry of Agriculture

office: 778 945-1364 | **mobile:** 604 369-3087 | **email:** shannon.tucker@gov.bc.ca

From: Noegel, Klaus AFF:EX <Klaus.Noegel@gov.bc.ca>

Sent: April 1, 2021 1:04 PM

To: hazel@farmcrestfoods.com

Cc: Tucker, Shannon AFF:EX <Shannon.Tucker@gov.bc.ca>; Bacon, Craig AFF:EX <Craig.Bacon@gov.bc.ca>

Subject: Labour Shortage at Farmcrest Foods

Hello Richard and Hazel,

Craig Bacon has kindly advised me, that due to a significant labour shortage at Farmcrest Foods, you are forced to cut your weekly production figures in half. These are unfortunate news and I am hoping that this is going to be just an interim solution until this labour issue can be alleviated. Given this dire situation I have contacted Shannon Tucker with our ministry's sector development division. Shannon is the Labour Project Lead for the ministry and has offered to reach out and discuss these labour issues with you.

Shannon will be in touch.

All the best.

Sincerely

Klaus H. Noegel | Director of Operations | Food Safety Inspection Branch | Ministry of Agriculture, Food and Fisheries
Phone: 250.219.3580

FW: Letter to Minister Lana Popham - response to Intentions Paper & CRD abattoir feasibility study

From: Shoemaker, Wes AGRI:EX <Wes.Shoemaker@gov.bc.ca>
To: Ethier, Tom AGRI:EX <Tom.Ethier@gov.bc.ca>, Last, Gavin AGRI:EX <Gavin.Last@gov.bc.ca>, McGuire, Jennifer AGRI:EX <Jennifer.Mcguire@gov.bc.ca>, Ethier, Tom AFF:EX <Tom.Ethier@gov.bc.ca>, McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>, Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>
Sent: October 19, 2020 1:53:01 PM PDT
Attachments: Letter to Lana Popham (Min. of Agriculture).pdf, SIPP Abattoir Feasibility Study - Final Report.pdf

FYI.

Wes

From: Kieran Buggy <kbuggy@southislandprosperity.ca>
Sent: October 19, 2020 1:50 PM
To: lana.popham@leg.bc.ca
Cc: BC Meat Inspection Program AGRI:EX <bcmeatinspection@gov.bc.ca>; Shoemaker, Wes AGRI:EX <Wes.Shoemaker@gov.bc.ca>; Emilie de Rosenroll <ederosenroll@southislandprosperity.ca>
Subject: Letter to Minister Lana Popham - response to Intentions Paper & CRD abattoir feasibility study

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Dear Minister Lana Popham,

Prior to the COVID-19 pandemic, South Island Prosperity Partnership identified a need for enhancing services in the CRD region for meat processing. We commissioned a feasibility study into a South Vancouver Island abattoir which is well aligned and timely to the Ministry of Agriculture's Intentions Paper around Rural Slaughter Modernization.

We are pleased to present you with an official letter and the full final report which is attached and would welcome the opportunity to further discuss how we can collaborate on addressing some of the key findings and recommendations.

Kind regards

Kieran Buggy | Manager of Operations
SOUTH ISLAND PROSPERITY PARTNERSHIP
Greater Victoria's Economic Development Partnership
778-265-8128 | 604-355-5970 (cell)

[ASK ME MORE ABOUT OUR FOREIGN DIRECT INVESTMENT STRATEGIES](#)

This is your economy. When economic recovery begins, how would you make it more resilient during times of challenge? Please share your ideas, comments, and practical suggestions about rebooting our economy [HERE](#) .



The contents of this e-mail message and any attachments are confidential and are intended solely for addressee. The information may also be legally privileged. This transmission is sent in trust, for the sole purpose of delivery to the intended recipient. If you have received this transmission in error, any use, reproduction or dissemination of this transmission is strictly prohibited. If you are not the intended recipient, please immediately **notify** the sender by reply e-mail or phone and **delete** this message and its attachments, if any.

The Honourable Lana Popham, M.L.A.
Minister of Agriculture
Parliament Buildings
Victoria, British Columbia V8V 1X4

October 19, 2020

The Honourable Lana Popham, M.L.A.
Minister of Agriculture

Re: Ministry of Agriculture Intentions Paper: Rural Slaughter Modernization

Dear Minister,

As you are aware, the Capital Regional District (CRD) of Greater Victoria and Cowichan Valley Regional District (CVRD) are home to many small and large scale livestock operations. Typically, livestock are processed through the stages of an abattoir, a butcher, and then retail sales to consumers, restaurants and institutional buyers. Many elements of this chain are in place today, and the demand for locally sourced meat continues to grow. However, most local butchers cannot source enough local meats to satisfy consumer demand. In many cases, live animals (steer, sheep, ducks) are moved out of the region to be processed. This results in increased costs and increased stress to animals.

To address the economics of the industry in the CRD, the South Island Prosperity Partnership commissioned a feasibility study focused on how we can deliver improved abattoir services to the local livestock industry and enhance the agriculture sector as a whole. This letter is to provide a summary of that study and some key recommendations aligned to the rural slaughter modernization initiative. The full report is also attached for your information.

Key Policy enhancements

- Explore strategies to make mobile abattoirs more cost-effective and alleviate regulations
 - Given the animal welfare benefits of avoiding stressful transportation, we recommend that efforts be made to explore ways that BC regulations can be modified to permit the use of mobile abattoirs in BC.
- Promote policies that make local farming more economical
 - Enhance farm status regulations so that only owners whose land is used for meaningful and ongoing amount of farming can claim farm status.
 - Develop a variable pricing system for slaughtering animals so that animals processed during off-peak times of year have a lower fee than animals processed at other times of the year.

Strengthening abattoir services in the region

The local meat production sector in the region is a small but growing industry that relies on just a few abattoirs. If any one of these abattoirs reduced their capacity or ceased to exist (as has happened in neighbouring regions and other parts of Vancouver Island) then local meat producers will be severely hindered. It is essential that these abattoirs not only survive but are able to increase their capacity and services as consumer demand rises. Operating an abattoir in the region is a particularly challenging business, as identified in our report. The viability of these businesses could be improved through the following programs and initiatives:

- Enhance grant programs for investments in new meat processing equipment and facilities, or for business advice.
- Expand job skill training programs to increase the number of skilled workers.
- Reduce bureaucracy and paperwork to reduce costs and free up time for the operators to run their business.
- Conduct randomized meat inspections based on a risk ranking system developed by meat inspectors, where lower risk rankings result in less frequent, random inspections.

Additional high-level strategies to enhance local meat processing:

- Establish a multi-stakeholder working group representing CRD and CVRD to identify the key barriers to local meat production in the region and develop strategies to overcome those barriers. The working group will act as a regional representation that can liaise with both the Ministry of Agriculture, Select Standing Committee on Agriculture, Fish and Food (SSCAFF) as well as the BC Association of Abattoirs and Small-Scale Meat Producers Association. This working group can lobby for enhancements to regulations specifically impacting the region as well as coordinate initiatives that enhance abattoir services in the region (such as reacting to a potential facility closure).
- Build a new poultry abattoir in the CRD or CVRD that enables small scale poultry producers to have their own poultry slaughtered and processed for their own consumption or for retail sale. A clear need exists for an abattoir for poultry as the existing poultry abattoirs do not want to increase custom poultry slaughtering and even decrease the volume they do. As per the Ministry of Agriculture Intentions Paper, poultry is the highest animal type of consumption in B.C. and continues to rise relative to other types of meats. The economics of poultry abattoirs are also more favourable than abattoirs that process other types of meats.

- Establish a local meat processing and distribution food hub that incorporates many of the collaborative, cost-sharing aspects of a traditional food hub but with a focus on the local meat sector. As a shortage exists for value-added meat-processing services in the CRD, it would be beneficial to support the expansion of facilities that offer custom cut and wrap, smoking and drying and added-value processing. This could include an increase in the capacity of current facilities (mainly butcher shops) or create new facilities. New facilities could be independently run businesses or potentially shared facilities.

We are pleased to present you with the full Final Report which is attached and would welcome the opportunity to discuss the findings as well as how we can collaborate on addressing some of the key findings and recommendations.

Yours Sincerely,



Emilie de Rosenroll | CEO
South Island Prosperity Partnership
Greater Victoria's Economic Development Alliance

CC: Wes Shoemaker, Deputy Minister of Agriculture

Page 006 of 277 to/à Page 064 of 277

Withheld pursuant to/removed as

s.13

From: Last, Gavin AGRI:EX <Gavin.Last@gov.bc.ca>, Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>
To: Cotton, Brian GCPE:EX <Brian.Cotton@gov.bc.ca>
Cc: McGuire, Jennifer AGRI:EX <Jennifer.Mcguire@gov.bc.ca>, Norton, Chris AGRI:EX <Chris.Norton@gov.bc.ca>, Martinson, Karl AGRI:EX <Karl.Martinson@gov.bc.ca>, Norton, Chris AFF:EX <Chris.Norton@gov.bc.ca>, Martinson, Karl AFF:EX <Karl.Martinson@gov.bc.ca>, McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>
Sent: January 12, 2021 4:36:56 PM PST
Attachments: s.13

Hi Brian, this version reflects comments from ADM McGuire, MO, and PO. Jennifer asked to forward to GCPE for desktopping prior to release. Thanks

Page 066 of 277 to/à Page 076 of 277

Withheld pursuant to/removed as

s.13

From: Evers, Charlene AGRI:EX <Charlene.Evers@gov.bc.ca>, Evers, Charlene
AFF:EX <Charlene.Evers@gov.bc.ca>
To: McGuire, Jennifer AGRI:EX <Jennifer.Mcguire@gov.bc.ca>, McGuire, Jennifer
AFF:EX <Jennifer.Mcguire@gov.bc.ca>
Cc: Norton, Chris AGRI:EX <Chris.Norton@gov.bc.ca>, Last, Gavin AGRI:EX
<Gavin.Last@gov.bc.ca>, Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>,
Norton, Chris AFF:EX <Chris.Norton@gov.bc.ca>
Sent: February 5, 2021 1:45:53 PM PST
Attachments: s.12; s.13

Good afternoon,

The attached docs have been revised by Gavin and Tom and sent to the MO via eApps for the Feb 11 meeting.

Thanks!

Char

Charlene Evers
A/Senior Executive Assistant
Deputy Minister's Office
Ministry of Agriculture, Food and Fisheries
☎ 778 974-3844

Ministry of Agriculture, Food and Fisheries
BRIEFING NOTE FOR MINISTER FOR DECISION

Ref: 193728

Date: 2021-02-05

Title: Slaughter Modernization

Issue: Decisions to approve changes to BC Meat Inspection Program

Background:

- On September 14, 2020, the Ministry of Agriculture, Food and Fisheries (Ministry) released a Rural Slaughter Modernization Intentions Paper (Paper) for public comment. The consultation period closed on November 16, 2020. 88 submissions were received.
- The consultation follows three other meat inspection initiatives:
 - In 2018, the Select Standing Committee on Agriculture, Fish and Food released the “Local Meat Production and Inspection in British Columbia” report following public consultation.
 - In 2018, the Ministry conducted a Class D and E stakeholder consultation.
 - In 2019, the Ministry consulted with regional districts (RD) regarding designated areas.
- Actions to implement change include:
 - In December 2020, oversight of Class D and E licences was transferred to the Ministry from health authorities.
 - In June 2020, the Ministry designated three new Class D areas (Alberni-Clayoquot RD, Electoral Area D of RD Central Kootenay, and Electoral Area H of RD Fraser-Fort George).
 - In June 2019, the Ministry reduced the restriction for Class E from two hours to one-hour travel from a Class A or B.
- Class A licences allow unlimited custom slaughter (own and other’s animals) and cut-and-wrap within the same building. Meat can be sold anywhere in the province.
- Class B licences allow unlimited custom slaughter without cut-and-wrap within the same building. Meat can be sold anywhere in the province.
- Class D licences allow limited custom slaughter (25,000 lbs. live weight). Meat sales are restricted to farm gate, farm markets and retail and restaurants within the RD where the meat is produced. These licences are only available within designated areas.
- Class E licences allow limited slaughter of the operator’s animals only (10,000 lbs. live weight). Sales are restricted to farmgate and farm markets within the RD where the meat is produced. These licences are available within designated areas and may be approved in non-designated areas subject to review.

Discussion:

s.13

CONFIDENTIAL

s.13

Options:

s.13

Recommendation: s.13

Approved / Not Approved

Honourable Lana Popham, Minister

Date Signed

Contact: Karl Martinson, Policy and Project Analyst, 778-974-3349

ED		ADM		DM	
<u>GL</u>		<u>JLM</u>		<u>TE</u>	

Appendix A

Ministry of Agriculture, Food and Fisheries Meat Inspection Program Modernization Action Plan

Actions completed

- Updated training - new SlaughterRight program in effect.
- Increased oversight of plans and records – new review process and site inspection protocols for Class D/E applications in effect.
- Increased frequency of inspection – initial visits of Class D/E sites underway, all to be reviewed by end of 2021.
- Education before enforcement – graduated enforcement approach beginning with initial site visits and follow-ups to support operator compliance in effect.

Modernization Action Plan

s.13

CONFIDENTIAL

Page 082 of 277 to/à Page 083 of 277

Withheld pursuant to/removed as

s.13

Page 084 of 277 to/à Page 093 of 277

Withheld pursuant to/removed as

s.12 ; s.13

FW: s.13

From: Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>
To: McGuire, Jennifer AFF:EX <Jennifer.Mcguire@gov.bc.ca>
Cc: Renaud, Michael AFF:EX <Michael.Renaud@gov.bc.ca>
Sent: March 4, 2021 12:13:08 PM PST
Attachments: s.13

Hi Jennifer, as requested. Mike, I let Jennifer know we are discussing possibility of an in-house analysis.
Thanks

Gavin Last
778 974-3819

From: Nova Woodbury <nova.woodbury@bcmeats.ca>
Sent: February 25, 2021 6:13 PM
To: Last, Gavin AFF:EX <Gavin.Last@gov.bc.ca>
Cc: Sandra Vanderbyl <sandy.vanderbyl@bcmeats.ca>
Subject: s.13

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Good evening Gavin,

Attached, please find the reports for the BC Meats Capacity Study.

Included are:

s.13

We look forward to your comments.

Nova Woodbury, M.A.Sc.
Executive Director
BC Association of Abattoirs and BCMeats

Page 095 of 277 to/à Page 277 of 277

Withheld pursuant to/removed as

s.13