

SEED PLANT NEWS



**ASSOCIATION OF ALBERTA CO-OP
SEED CLEANING PLANTS LTD.**

MARCH 2014

PRESS RELEASE

"Always Learning Something New to Bring Back"

**"Focus Group is awesome and works very well,
everyone is engaged"**

**"Selection of topics in focus group very important to our
day-to-day operations"**

**"Focus group ideas were very informative to take home ideas
for our board meetings"**

"Good event for networking"

These are just a few of the comments we received back on our evaluation forms for the 61st Annual meeting held January 15 – 17, 2014. Huge thank you to all that participated – presenters; plant managers and staff; board members and shareholders; industry delegates; sponsors and spouses!

Presentations and reports are available to review and download in the members only section online at www.seed.ab.ca

Focus Group Discussions were introduced a few years back and continue to be an obvious highlight of the AGM. Notes from the discussions are included in this newsletter – your provincial board will be reviewing these at our March board meetings to identify and prioritize action items. I encourage you to have a similar break out discussion at your local Annual Meetings – if set up properly it is a very effective way to encourage discussion and engagement by everyone! Your provincial director can certainly assist with this process.

Shawn Brook, Issues Ink, challenged delegates to put together a list of five key points that we MUST communicate to consumers during his "Speak Up" presentation.

- High Quality
- Innovators of New Technology
- Adding Value
- Certified Seed
- Purity

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In order to create an effective message – we must all communicate with the same language. Your provincial board will review this initiative and put together a communication package so that our membership is armed with an extremely valuable tool to ensure our seed processing industry is understood by consumers! Passion is key – it must be clearly felt and portrayed in any conversation! For example – we ensure high standards not just because the government requires this through inspections, but because we as employees care and inspect daily to ensure the quality of the end product meets the needs of the farmer to plant in the ground and ensure seed is not the limiting factor in crop production. Does this sound more passionate then just ensuring we clean to government standards? I would think so – whenever we can convey passion when communicating, people tend to listen and respect what you are saying! Stay tuned – look forward to spreading our message!

Martin Latulippe brought both tears and encouragement during his “Excellence Within: It’s All About Change” key-note presentation. A very thought provoking speaker who could easily and effectively deliver take home messages while drawing on his own personal experiences. Be willing to let go to make room for opportunities that are waiting for you! Deciding what NOT to do is as important as deciding what to DO! What crappy stuff would we need to stop doing in order to make room for the good stuff! Challenge ourselves on existing methods – identify these methods, delete if not working; focus on new methods – clarity is key! And don’t forget to CELEBRATE progress even making it a measure of success! This can be applied to all aspects of our lives and businesses – I challenge everyone who has not done so already to make a list of what is not working, what is the “crappy” stuff that can be deleted and replace with a list of new opportunities and things we want to do!! As we change ourselves as individuals, the sphere of influence extends to all that we are involved with – boards, committees, work, projects, etc...

A major change is happening within the association, as discussed at the annual meeting, is the replacement of a General Manager. The Seed Industry Partnership Agreement terminates April 2014 and with that the position of the General Manager terminates as well. The agreement shared the General Manager between the Association of Alberta Co-op Seed Cleaning Plants and Alberta Seed Growers’ Association. Both associations realize that the position is demanding enough for a full time position for each association. I will not be continuing on as General Manager for this association and your provincial board is in the process of accepting resumes. Deadline for submission is March 9th, 2014 and further information can be found at www.seed.ab.ca/gm_job_aacscp

Even though I will not be continuing on as your General Manager, I will still be involved in the seed industry – so I am not going far! I truly value the relationships built over the years and appreciate the support and “push” to continue to drive and move this association forward. Continue to challenge yourself – both individually and as a plant manager or staff or board member! Embrace change – be a part of the process that is bringing change rather than just accepting it! Continue to seek opportunities with an open mind...surround yourself with successful people! I’m a firm believer in bettering one’s self – you can always learn more! It will have a huge impact on you as an individual, along with your business and local board.

With that, I hope you enjoy and find value with this edition of your SeedPlant newsletter. As always, we are looking for feedback and articles/information to include in future newsletters!



Lorena Pahl
General Manager
Association of Alberta Co-op Seed Cleaning Plants

MARK YOUR CALENDARS!

62ND ANNUAL MEETING JANUARY 14-16, 2015 WESTIN EDMONTON

FOCUS GROUP NOTES

2014 AACSCP AGM January 16th & 17th

What do you, as Board Members, need to do to make your Board Meetings more effective?

- Pre-determined term lengths for board members and positions
- Form committees to focus on specific issues
- Ensure a variety of skill sets are represented by your board members
- Recognize and utilize individual board members strengths
- Have special meetings to discuss specific topics
- Information provided to board re: wages, salaries, bonuses
- Have morning/breakfast meetings to encourage better attendance – make meetings convenient for board members to attend
- Have a mix of new people on the board along with those that have been on the board for a few years
- Provide training for chair and board members on parliamentary procedures and policy manual
- Start on time, stick to agenda, make informed decisions, provide clear direction to manager who can then in turn provide clear direction to staff
- Provide advance notice of meetings and agendas
- Stay on topic during discussions (chair responsibility)
- Board governance & policy manuals provided to new directors – ensure these are reviewed every year with everyone participating
- Keep board meetings to a pre-determined length of time
- Some topics may require the manager to sit out a portion of the meeting - ensure manager is provided with the details of the outcome of that discussion
- Regular scheduled meetings, formally run, in camera sessions, incentives to keep members engaged (free supper, etc.)
- May need a facilitator to encourage discussion/bring out ideas from all board members/ensure all sides of an issue are thoroughly discussed prior to any decision being made by the board
- Provide defined and written roles and responsibilities for Chair/Vice Chair/Secretary/Treasurer/board members

- Just because you are the president doesn't mean you have to be chair of a meeting – choose who has the best skill set. Great practice for your vice chair as well! The chairman does not provide an opinion; however, if he/she does have an opinion that he/she wants to express ask another board member to chair during that particular discussion
- Ensure a strong relationship between manager and board. It is a collaborative effort. Understand both roles and ensure a succession plan is in place for the manager

What type of training is currently provided for managers, staff and board member?

- No budget for training
- No training provided for board members
- Written guidelines for chair and all board positions
- Seed Treatment Protectant, First Aid, Occupational Health & Safety, grading
- Some board governance
- Most staff training is hands on

What additional types of training would you like to see offered?

- Financial planning, strategic planning, succession planning
- Board governance training – all board members and manager participates
- New board member orientation – everyone participates
- Being accountable – everyone participates; everyone accepts the responsibility
- First aid, grading, forklift (employees may participate in county safety meetings)
- Information may not be coming back to the board members
- Someone keeps track of what type of training individuals participate in
- Employees – expectations, encouragement, support, mentorship
- Public relations training, parliamentary procedures, how to engage, how to get people interested in serving on boards
- Job review – everyone knows their roles/ job descriptions
- Maintenance checklist of all equipment
- Peer evaluation of board members

- Wage survey
- Encourage everyone to attend managers association training and conventions
- Tour other plants – new ideas
- Condensed versions of Roberts Rules of Order – make available to individual plants for references/templates
- Blog on website – make available to all managers – post a problem so that others with potential ideas for solutions may post and follow along
- Create training template/checklist – each plant manager and board member can review and check off once individuals have participated; prioritize; ensure relevancy

Are existing board policies kept current with the changing seed industry?

- Yes they are kept current
- Review a portion of the policy manual at every meeting (therefore all policies covered at least once a year)
- Yearly updates/update as needed
- Need to establish review process
- Review every two years; chairman would then sign off that this was done
- Review once a year
- Every 2nd year, brought up at one meeting, approved at next; new members review policies
- Once a year, around AGM

What changes need to be made to ensure future viability?

- Ensure an effective networking system within the association – blog/chatroom/ social media – bounce ideas, inform others, create awareness
- Succession plans/strategic plans – ensuring viability/sustainability of plants
- Keep up with current policy, due diligence, keep up with current issues/ times (i.e. fusarium – keep ears open for issues)
- Annual review of policy manual: participate in meeting, discuss policy manual, identify anything obsolete or identify potential policies. Review the process – ensure it is effective

2014 FOCUS GROUP NOTES

Continued from page 3

- Amendments to plant breeders rights; notifying farmers about farm saved seed/ illegal selling of PBR protected varieties
- Fusarium testing
- Accessing and utilizing new technologies
- Keep an open mind to some of the changes coming
- Diseases – empower manager to refuse lots at his discretion
- Post policies where visible i.e. What happens to producer's grain when contaminated? Dealing with screenings. How to properly clean plants when issues arise? Flushing plants once infected with fusarium lots
- Maybe all counties should be forced to police fusarium and different diseases – what if they don't? Should the association send a notice? Alberta Agriculture downloaded responsibility

onto counties, counties then downloaded onto plants. Who does the plant download onto? When does this stop? Who is liable?

What do we expect/want out of the Association's General Manager?

- Good with people and customers
- Enable to empower employees to do a good job
- Good business skills, financial understanding
- Good communication skills, self-motivated, approachable, passionate about industry, board of governance skill set
- Adapt to change
- Resourceful, tech savvy, organizational skills

- Strong leadership (promotional, positive propaganda), vision, motivated, dedicated, willingness to learn
- Experience and knowledge of seed industry – pedigreed and processing, agriculture background
- Able to convey information, act as a resource
- Ensure well defined list of responsibilities and expectations
- Good understanding of government and advocacy
- Accessibility – reached anytime, anywhere
- Salary Range \$50,000 (more administrative role) to \$100,000 plus (CEO role/strategic); varies with experience and roles/ responsibilities/expectations

2014 AWARD RECIPIENTS



Rodney Blenkin (left), Carmangay accepting his 20 year certificate from Dave Bishop



Howard Vincett (right), Forestburg accepting his 20 year certificate from Colin Wager



Michael Schultz (left), Ponoka accepting his 20 year certificate from Dan Brachmann



Ken Dicker (right), Wainwright accepting his 20 year certificate from Ross Bezovie



Ron Wirsta (right), St. Paul accepting his 25 year plaque from Ross Bezovie



Tom Luethi (left), Warburg accepting his 25 year plaque from Steven Miller



Harry Krawchuk (left), Nampa accepting his 50 year plaque from James Obniawka



Wayne Walker (left), Westlock accepting the Outstanding Service Award from John McBain

CONGRATULATIONS TO THE ASSOCIATION OF ALBERTA CO-OP SEED CLEANING PLANTS LTD. 2014 AWARD RECIPIENTS

50 Year Award

Harry Krawchuk Nampa

35 Year Awards

Walter Suntjens Coronation
Joe Walisser Strome
Roger Dicker Wainwright
Daniel Dubuc Vegreville

30 Year Awards

Kay Giles Vulcan
Art Taubert Hussar
Pat Clough Alliance
Mel Reid Vermillion

25 Year Awards

Tom Hadway Mountainview
Ron Wirsta St. Paul
Tom Luethi Warburg

20 Year Certificates

Rodney Blenkin Carmangay
Rob Schell Medicine Hat
Norman Brynland Alliance
Myron Felzein Forestburg
Howard Vincett Forestburg
Blaine Lewis Ponoka
Michael Schultz Ponoka
Terry Dmytriw Innisfree
Ken Dicker Wainwright
Lorne Metz Edgerton
Joe Soloway Vegreville
Tom Measures Barrhead
Les Nemeth Warburg

Outstanding Service Award

Wayne Walker

Retiring Director

Steven Miller



Tom Hadway (left), Carstairs, accepting his 25 year award from John McBain

GOLDEN KERNEL AWARDS

The Golden Kernel Award recognizes excellence and growth in the seed treatment business amongst AASCPL member plants.

Category A: > 100,000 bushels

Rod Granberg, Foremost SEED CLEANING CO-OP LTD

Category B: 60,000 - 100,000 bushels

Ron Wirsta, St. Paul SEED CLEANING CO-OP ASSOCIATION LTD

Category D: 15,000 - 30,000 bushels

Tom Luethi, Warburg SEED CLEANING CO-OP LTD.

Category C: 30,000 - 60,000 bushels



Melvin Reid, Vermillion SEED CLEANING ASSOCIATION LTD. accepting his Golden Kernel Award from Monica Klaas

Category E: Honourable Mention



Keith Reynolds, Strathmore SEED CLEANING PLANT LTD. accepting his Golden Kernel Award from Monica Klaas

THANK YOU TO THE FOLLOWING SPONSORS OF OUR 61ST ANNUAL MEETING! YOUR CONTRIBUTIONS ARE TRULY APPRECIATED!

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St. Paul Municipal Seed Cleaning Assoc. Ltd.
Westlock Seed Cleaning Co-op Ltd.
Nexeed
Enchant Co-op Seed Cleaning Assoc. Ltd.

ASSOCIATION OF ALBERTA CO-OP SEED CLEANING PLANTS WELCOMES NEW DIRECTORS

DAN BRACHMANN, PROVINCIAL DIRECTOR REGION 4

Dan resides in the Crestomere area west of Ponoka with his wife of 20 years, Marjorie, and their three children Bowin (19), Danya (17), Delaney (15). He currently farms 2,700 acres of grain and does some custom farming. Dan has had his share of variety through the years. He was a pork producer for 17 years and had cattle until 1994. Dan has been a Director at the Ponoka Seed Cleaning Plant for seven years, appointed to the provincial board in June of 2013 and recently elected at the annual meeting in January. It is quite a privilege to be amongst such a fine organization. When he is not sitting in a tractor, combine, sprayer, or grain truck he likes to go fishing, hunting, snowmobiling, skiing, and quading. Dan and Marjorie take great pride in their kids and continue to enjoy chasing them all over the province to watch their various sports.



CHARLIE MARTIN, PROVINCIAL DIRECTOR REGION 6

Charlie runs a small farming operation west of Warburg in Brazeau County. The farm consists of 4 quarters of hay and feed grains. He grew up on the original farm and expansions have taken place over the years to arrive at the point they are today. Retirement from the Oil and Gas industry after over 40 years gave Charlie some spare time to use up, thus the Warburg Seed Cleaning Plant board was one option. He has served on this board for a little over 4 years and has been part of the recent improvements (the colour sorter), plus the construction of the new warehouse / chemical storage building. The fusarium issue is one of the issues that has brought him to participate at the provincial association level. A positive outcome for this and other issues are some of the accomplishments Charlie would like to be involved with.

ASSOCIATION OF ALBERTA CO-OP SEED CLEANING PLANTS LTD.

BOARD OF DIRECTORS 2014 – 2015

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Director – Region 6	Charlie Martin Box 6207 Drayton Valley, AB T7A 1R7	Phone: (780) 542-4561 Cell: (780) 542-1834 Email: nitramfarm@xplornet.com
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PLAYING IT SAFE

Be safe and healthy on the job at Association of Alberta Co-op Seed Plants with these helpful tips provided by Foster Park Baskett Insurance Ltd.

THE IMPORTANCE OF MACHINE GUARDS FOR YOUR SAFETY AND PROTECTION

In agribusiness, working with and around heavy equipment and machinery on a daily basis puts you at a higher risk of experiencing on-the-job injuries. Think it can't happen to you? Think again. Each year, thousands of workers suffer from amputations, lacerations, crushing injuries and abrasions, and some of these injuries result in death.

Despite the potential for serious harm, many workers still do not take machine hazards and machine guarding seriously. Often, workers think that machine guards interfere with the task they are doing or slow them down, so they remove or tamper with the guards. However, doing so exposes employees to hazards that can severely injure or kill them.

What You Can Do

- Be able to identify various machine guards and how they protect you and your co-workers
- Understand your role. For example, if you are using a machine or piece of equipment, it is your responsibility to know how guards work and ensure they are in good working condition. If you repair or maintain machinery, it is your responsibility to ensure the guard is securely back in place when your work is complete
- Know who is permitted to remove a safeguard and under what circumstances it is OK to remove it
- Contact your supervisor if a safeguard is damaged, missing, provides inadequate protection or is itself a hazard
- Be aware of the disciplinary actions that you may face as a result of tampering with or removing a safeguard, including not inspecting the machine before using it or not following machine safety procedures
- Have a safety-first attitude toward the machinery and respect the work it does – as well as the injuries it can cause

Make Safety a Priority

Machine guards are made for your protection, but your cooperation is needed to ensure that they work properly. Always complete maintenance or repairs as scheduled, ensure guards are in place before using any machinery or equipment and let your supervisor know if you see an unsafe working condition. Maintaining a safe work environment is a team effort, so do your part to ensure the safety of you and your co-workers

Take Safety Seriously

Everyone tends to think that an accident will never happen to them, but that is not the case. You may get distracted while working, equipment may malfunction or you might make a small mistake – if the proper guards aren't in place those minor issues can result in a major injury.

HAND, WRIST AND FINGER SAFETY

HELPFUL TIPS FOR REDUCING YOUR RISK OF INJURY AT WORK

When working in agriculture, be aware: hand, wrist and finger injuries are among the most common ailments. Since your hands are such a vital tool, it's important to protect them. Injuries can be extremely painful, may require weeks or months of rehabilitation, and damage can be permanent.

Take Precautions

To avoid suffering from a hand, wrist or finger injury, you must learn how to recognize potential hazards and then take the proper steps to avoid them.

Consider the following recommendations while on the job:

- Develop a "safety first" attitude and take time to familiarize yourself with the hazards in your working environment. Become familiar with all equipment and know what others are doing around you
- Concentrate on the task at hand, even when you are frustrated or when there are distractions
- Perform maintenance only when tools or machinery are not in operation. Allow rotating parts to come to a stop before working on them. If you remove guards for maintenance, replace them as soon as you are done
- Never wear rings or loose clothing
- Remove fuses with fuse removers, not fingers
- Do not test the temperature of gases, liquids or solids with your hands
- Handle sharp or pointed tools carefully

Choose Personal Protective Equipment (PPE) Wisely

Since the hands, wrists and fingers are so susceptible to injuries, there are many varieties of PPE to choose from.

- Select gloves that are appropriate for the task at hand. Make sure they are long enough to cover your wrists and fit correctly. Gloves that are too big can get caught in machinery, and gloves that are too small wear out easily
- Leather gloves protect from bruises, cuts and minor burns. Cut-resistant gloves shield from sharp-edged tools. Heat-resistant gloves shield hands from corrosive materials
- Barrier creams provide an invisible protective coating against minor irritations
- Guards or hand pads protect against heat and abrasive materials
- Finger guards protect against pinch hazards

Hazards Everywhere

Throughout the day, your hands come into contact with a multitude of hazards such as heavy or fast-moving machine parts, sharp tools and corrosive chemicals. Some hand, wrist and finger hazards you might face on the job every day:

- Heavy machinery pinch points formed by rotating parts
- Sharp or pointed tools
- Extreme temperatures
- Corrosive chemicals

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AMENDING PLANT BREEDERS' RIGHTS LEGISLATION

FREQUENTLY ASKED QUESTIONS, MYTHS AND MISCONCEPTIONS



CANADIAN SEED TRADE ASSOCIATION
L'ASSOCIATION CANADIENNE DU COMMERCE DES SEMENCES

On December 9, 2013, the Government of Canada introduced Bill C-18, the Agricultural Growth Act in the House of Commons. When implemented, Bill C-18 will amend 9 agricultural Acts, with the intention to clarify and make those Acts more efficient. The largest part of Bill C-18 is amendments to Canada's Plant Breeders' Rights Act to bring it into compliance with the 1991 Convention of the International Union for the Protection of New Plant Varieties (UPOV).

Here are some answers to frequently asked questions, myths and misconceptions:

Q. Will PBR amendments allow plant breeders to patent all of their material?

A. Plant Breeders' Rights (PBR) are not patents. Unlike patents, plant breeders who use PBR are required by law to allow other breeders to use their protected varieties for research and to develop new varieties. Also unlike patents, PBR allows farmers to save harvested material for use as seed on their own farms.

Q. How will PBR amendments benefit farmers?

A. The amendments will give plant breeders the confidence to invest time and money in developing and commercializing new varieties for farmers. The amendments will also put Canada on the same footing as most other UPOV member countries, giving international plant breeders the confidence to give Canadian farmers access to their new, improved varieties. Together these two things will result in more choice for farmers as they will have access to more varieties with a wider range of characteristics, including increased productivity and attributes for specific niche markets.

Q. How will PBR amendments benefit plant breeders?

A. The amendments give plant breeders who choose to use PBR the ability to set conditions for the use of their inventions, including requiring remuneration (often called royalties) as soon as they apply for PBR and for up to 20 years. The amendments also allow plant breeders to set conditions on an expanded list of activities. In addition to selling, advertising for sale, and the repeated use of the material to produce another variety, breeders can now set conditions for production, reproduction, and conditioning for propagation; and for exporting, importing and stocking propagating material. Anyone who wishes to undertake any of these activities must abide by the conditions set by the plant breeder. The result is a more predictable environment for investment in plant breeding.

Q. Will PBR amendments prevent farmers from saving seed?

A. Bill C-18 specifically provides for a "Farmers' Privilege". Section 5(c) permits farmers to produce, reproduce and condition harvested material produced on their own farms to use as seed on their own farms. **The sale of farm saved seed has always been illegal, and will continue to be illegal.**

Q. Will PBR amendments mean that farmers will have to pay royalties on everything they plant?

A. Farmers will always have choice. Just as plant breeders can choose whether or not to protect their inventions (new varieties) with PBR, farmers have the choice to not use PBR protected varieties. You can find a list of PBR protected varieties on the Plant Breeders' Rights Office website.

Q. Will farmers have to pay royalties on harvested grain?

A. Bill C-18 says that if the propagating material (seed) was obtained and used without the authorization of the breeder, the breeder can exercise his/her rights on the harvested material (grain). This includes collecting a royalty.

Q. Do PBR amendments benefit only the private sector – big companies?

A. 45% of all of the agricultural varieties protected under current PBR were developed at public institutions. Agriculture and Agri-Food Canada; Universities and Provincial research facilities all receive royalties from PBR protected varieties they have developed. The amendments in Bill C-18 will also improve the investment environment for public institutions.

Q. Will PBR amendments place more liability on seed cleaners and conditioners?

A. The amendments state that cleaning and conditioning for purposes of propagation cannot be done without the permission of the plant breeder unless the seed being cleaned is for planting on the grower's own land (that is, farm-saved seed). So seed cleaners will need to be aware of which varieties have been granted rights, to ensure that permission has been obtained before cleaning seed of a protected variety.

Q. Do PBR amendments include penalties if rights are violated?

A. The amendments in Bill C-18 do not spell out penalties for infringement. The provisions in the current Act state that if the plant breeder proves that there has been an infringement of his or her rights, the plant breeder is entitled to receive damages.

PLANT BREEDERS' RIGHTS (PBR) AND BILL C-18

DESPITE WHAT DETRACTORS SAY, BOTH FARMERS AND BREEDERS WILL BENEFIT

By **R.K. Downey, Saskatoon AAFC Research Centre** and **B.L. Harvey, University of Saskatchewan**

As public plant breeders with Agriculture and Agri-Food Canada and the University of Saskatchewan for a combined total of over 100 years, we were pleased to see the recently tabled Agricultural Growth Act (Bill C-18).

This bill encompasses desirable amendments to the present Plant Breeders' Rights (PBR) Act that will bring Canada into conformity with the 1991 convention of the International Union for the Protection of New Varieties (UPOV '91).

Canada was a signatory to this convention back in 1992 but is just now bringing the amendments into force. Thus the amendments are not, as some detractors would have you to believe, something that has not been seen before.

Indeed, Canada is a late adopter and has been long out of step with our major trading partners and competitors (U.S., E.U., Japan, Australia, South Korea, Russia, etc.) as well as many smaller and developing nations. Indeed Canada will probably need conformity with UPOV'91 as part of any future trade agreements.

One of the most important amendments to the present PBR Act is a new section that protects the producer's right to save, store, condition and propagate the seed of a protected variety for his or her own use. It is termed the "Farmers' Privilege."

The conditions are spelled out in Section 5.3 (2) of Bill C-18. The current legislation only permits a farmer's use of farm-saved seed by not expressly forbidding it. The new legislation specifically enshrines this privilege.

Opponents to Bill C-18 claim, as they did when the original PBR Act came into force in 1990, that producers will be held hostage to private seed companies. That has not happened, nor is it likely to happen with the new legislation.

Farmer's privilege

Essentially this amendment allows a farmer, once he or she has purchased seed of a protected variety, to freely save and store the harvested seed, send that seed out to be cleaned, treated and to plant that saved seed on lands under his or her control, for as many years as desired.

The amendments also make it clear that the farmer may sell the harvested grain into the domestic or foreign market for commercial consumption without paying any additional royalty, so long as the seed was obtained legitimately.

These are the facts, despite the misleading claims of the National Farmers Union. However, the act prohibits a farmer from selling or giving harvested seed from the protected variety to his neighbour or anyone else who may wish to plant or further multiply it without permission of the holder of the right.

Selling seed of a PBR-protected variety without authorization of the right's holder is an infringement under the current act (based on UPOV '78), and continues to be an infringement under the new act. The act also mandates that farmers will always have a position on the Minister's PBR Advisory Committee.

It is true that there is a provision allowing a right's holder to exercise rights (including a royalty) on a commercial crop, but only if propagating material has been obtained illegally or there has not been a reasonable opportunity for the right holder to collect royalties earlier in the sales chain.

This has been called the "reach through provision." Thus a right holder would normally collect royalties on the sale of seed or initial propagating stock but in the exceptional circumstance where this could not be done; there is a provision for them to collect it later, but only once.

CFIA data shows that about 45 percent of Canadian PBR applications for agriculture crops come from public plant breeders and institutions.

Royalties

Royalties from these PBR-protected varieties are a very important funding source for research and breeding at Canadian universities as well as provincial and AAFC research centres.

Unfortunately that percentage will likely fall as the federal government continues to reduce funding and eliminate varietal release programs at its research centres. However, with the proposed changes to the act, private sector investments in breeding are expected to increase and hold promise for additional funds to be channelled into public breeding and public-private partnerships.

There are also other important sections in the revised PBR legislation that breeders need, such as the "Research Exemption" and a "Breeder's Exemption." These are carried over from the existing legislation but are made more explicit in the amended version. The research exemption gives other researchers the freedom to conduct research and experimentation on the protected variety.

In addition, the breeder's exemption means that any breeder can use a PBR-protected variety to breed a new variety. This allows other breeders to build upon the genetics of the protected variety and develop new superior varieties without the necessity of obtaining permission from the right holder. In other words, the genetics of the protected variety are not locked up.

Continued from page 12

Copycat protection

However, there is also an important provision that plant breeders have asked for that prevents another breeder from essentially reconstituting the protected variety and claiming ownership. Thus a breeder could not make a minor change to a protected variety and then claim it as a new variety without taking into account the right holders' right to the original variety.

Opponents of the revised PBR legislation claim that we are dealing with a zero sum proposition: if breeders gain something then farmers must lose something. The truth is that both the breeder and the farmer benefit. A strong and fair intellectual property framework ensures that Canada is a desirable place to invest in plant breeding, resulting in more innovation, additional resources and superior varieties in the marketplace.

Most western commodity groups (e.g. Partners in Innovation) believe the amended PBR legislation should benefit farmers with a more competitive plant breeding environment, resulting in a greater choice of pest-resistant, high yielding varieties with good agronomics to meet their needs for sustainable production and to compete in the global marketplace.

We would encourage those interested to read the amended PBR Act contained in Bill C-18. It is a short read and you can quickly pick out the areas of interest. We think you will find it well balanced with benefits for all parties.

Go to:

<http://www.parl.gc.ca/HousePublications/Publication.aspx?Language=E&Mode=1&DocId=378>

FUSARIUM ACTION COMMITTEE UPDATE

Steven Miller and Ross Bezovie represented the provincial association at the latest Fusarium Action Committee (FAC) meeting held February 10th in Lacombe.

Andy Tekauz (former Senior Research Scientist with AAFC) was tasked by Alberta Agriculture to provide a third party review of the *Fusarium graminearum* Management Plan. The Fusarium Action Committee reviewed Andy's findings and based on his review, the committee decided to go back and update the fusarium management plan that was proposed four years ago by Kelly Turkington. The plan introduced two areas – one area was where *Fusarium graminearum* was commonly found and the other area where *Fusarium graminearum* was not commonly found. The proposed update will take approximately 6 weeks, hoping to have a revised management plan available to review by FAC. If Minister Olson approves, it will take at least 6 months to make changes to the pest act. The preferred method is to add an amendment to the act without having to change the whole act. No changes will be made for this spring; the committee stressed the importance of having this done for October.

Of course, this all hinges on the approval of our provincial agriculture minister. It is obvious that Alberta Agriculture is pushing to move forward as the industry applies pressure for change. Unfortunately, the official stance from both the Agriculture Service Board and AAMDCs is that their membership does not want to see any changes to the pest act with regards to *Fusarium graminearum*. Your provincial association will continue to lobby and educate both associations as to what is actually happening out in the field with respect to *Fusarium graminearum* across Alberta. For whatever reason, their memberships are unwilling to learn and acknowledge the truth. We also encourage all our member plants to review *Fusarium graminearum* with your local counsellor and ag service board representative to ensure they are brought up to speed and thoroughly understand the presence of this disease. In these conversations, please encourage these individuals to help inform their colleagues in each of the associations so that the facts are effectively heard!

The direction that the Fusarium Action Committee has taken falls directly in line with the request that our provincial association has made and continues to make with Alberta Agriculture and other organizations.

For areas that have *Fusarium graminearum* already established, it will allow them to work with tolerance levels that are acceptable. Producers in areas where *Fusarium graminearum* is present – employ Best Management Practices that include the use of diverse rotational crops, irrigation scheduling, seed and foliar fungicide applications, composted manure, and disease-tolerant wheat and barley varieties, and testing seed for the presence of *Fusarium graminearum*.

In areas where *Fusarium graminearum* incidences are rare, they will be able to establish a policy to ensure seed being planted has been tested and found non-detectable for *Fusarium graminearum*. We realize a "one-size-fits-all" solution is not feasible and flexibility is key. In areas where *Fusarium graminearum* is not evident the emphasis is on preventing the introduction of the disease through a dedicated Disease Prevention Program that includes practices such as scouting cereal fields for presence of the disease, testing common seed for freedom from *Fusarium graminearum*, proper storage, transport and handling of feed grains, straw and hay from Fg-infested areas of western Canada, and applying seed treatments.

It is crucial that we know where *Fusarium graminearum* occurs and at what levels of infection are present. How can the association request change to the Pest Act if we are unable to demonstrate what is actually happening with the disease? All member plants need to request that all seed lots be tested for *Fusarium graminearum*. Through this we are communicating the importance of this disease and the potential impact it may have on farmers' harvested product. Of course, this is just one of several best management practices producers can use to minimize the impact of *Fusarium graminearum*.

The Board GEM

Your Monthly Governance Resource

MMHMM, SOUNDS GOOD

By: Ralph Kikkert, February 2014

"You want the truth? You can't handle the truth!" Those were the famous words uttered by Jack Nicholson in his role as Col. Nathan Jessup in *A Few Good Men* (1995). While he boldly proclaimed this statement, I'm continually astounded at the number of people who also believe that others cannot handle truth. Instead of hurting their feelings, or assuming that they won't want to hear it anyways, these people quietly keep their truthful insight to themselves... which has further-reaching repercussions than expected.

"Mmhmm, sounds good..." comes from their mouths during meetings but afterwards, it's a different story altogether. "I don't think it's going to work..." or "I have my doubts about..." And this one too: "I really like Henry and I support him...I wish he could listen to us..."

Ironically, it's hard for "Henry" to listen if he hasn't heard your genuine opinion and perspective. In my experiences working with boards and teams, it is all too apparent that clear, honest truth has a greater effect on the outcomes of the organization than any other factor. Being genuine. Honest. No gimmicks. No quick fixes. No confusing jargon. It is more important to know the simple, candid truth than saying things that sound good.

As we consult with leaders, they advise that they like to receive feedback: right away; after emotions are reduced; in a direct, rational manner; and at work if it is a workplace issue. So how are we doing?

There is no need for platitudes, clichés, slogans, or shortcuts – just a cut-to-the-chase, refreshing dose of reality. By understanding the motives, beliefs, values and norms of your fellow board members or fellow team members, clarity can be achieved. And with that clarity, any team can become more focused and more strategic. In other words, a great deal of energy can be freed up from tiptoeing around "sticky situations" and "touchy issues." All that energy formerly put into being cautious and careful can now be channeled towards creating conditions more favorable to the organization, and creating a competitive advantage.

What Can You Do?

1. First, build relationships among board members and the CEO to enable people to speak the truth with empathy.
2. Ask the other person respectfully if you can provide them with feedback or your perspective if you are not sure they want to hear your thoughts.
3. Be respectful with your speech. Be honest, but don't be a jerk. Articulate your thoughts directly without beating around the bush with a bunch of platitudes. Don't be afraid to just be real.
4. Remember that encouraging this type of openness may be painful or awkward at first. It's important to ensure that individuals feel ready to express their insights and views in a safe, non-judgemental atmosphere where everyone is making an effort to push towards a greater understanding.
5. Be the one to model expressing those difficult-to-hear truths in a non-judgemental way. Getting concerns on the table can not only be therapeutic, but as the clarity arrives, change is possible.
6. Encourage your board to participate in the GEM Assessment for Boards – a board evaluation tool designed specifically for you. If you are a team leader or in management, participate in a Team Effectiveness Assessment. When you debrief the reports produced by these tools, you extend an invitation for individuals to speak their 'truth' with candour. Call our office at 519-766-9033 to set this up and to schedule a debrief of these exercises.

Thanks!

The
STRIVE![®]
Team

MANAGERS ASSOCIATION SUMMER TRAINING

JUNE 23-24, 2014
CAMROSE, AB

.....

*Be Prepared to **LEARN!** Have **FUN!** **NETWORK** with seed plant professionals! **UNWIND** from a busy season!*

Monday, June 23rd – Topics pertinent to seed processing industry

Tuesday, June 24th – Hands on training with equipment displays

Enjoy an evening (June 23rd) of socializing, golfing and dinner – sponsored by Bayer CropScience.

OPEN TO MANAGERS & EMPLOYEES

Location: Camrose Resort Casino

Rooms are available at \$109.00+ taxes (Breakfast included) – indicate room block is under the Managers Association of Alberta Co-op Seed Cleaning Plants.

Reservations can be made by calling 780-679-2376

Cut-off date for hotel reservations: June 9th, 2014

Other accommodations are available in Camrose.

PRE REGISTRATION IS REQUIRED

Cost: \$100 per person (and remember that each plant has already prepaid for one person to attend as part of their 2014 membership dues).

**Please pre-register by June 15th by calling Keith at 403-934-3421
or email straseed@telus.net**

Cheques for additional employees can be made payable to:

Managers Association
c/o Keith Reynolds
316 Thistle Way
Strathmore, AB T1P 1C7

For more information contact: Terry Howe 780-879-3927, allianc@wildroseinternet.ca



Raxil PRO 
SHIELD

Breakthrough in plant health.

The Stress Shield® component of Raxil® PRO Shield provides superior emergence, increased vigour and a healthier plant that's better able to withstand unforeseen seasonal stresses. This includes things like drought, disease, nutrient loss, frost as well as wireworms.

This NEW formulation combines the power of three different fungicide actives, including NEW prothioconazole, for complete systemic and contact protection from the most serious seed- and soil-borne diseases like fusarium graminearum, true loose smut and pythium.

Don't limit the potential of your crop – use the toughest thing in pink.

To learn more about Raxil PRO Shield, visit BayerCropScience.ca/Raxil



Bayer CropScience

BayerCropScience.ca/Raxil or 1 888-283-6847 or contact your Bayer CropScience representative.

Always read and follow the label directions. Raxil® and Stress Shield® are registered trademarks of the Bayer Group. Bayer CropScience is a member of CropLife Canada.

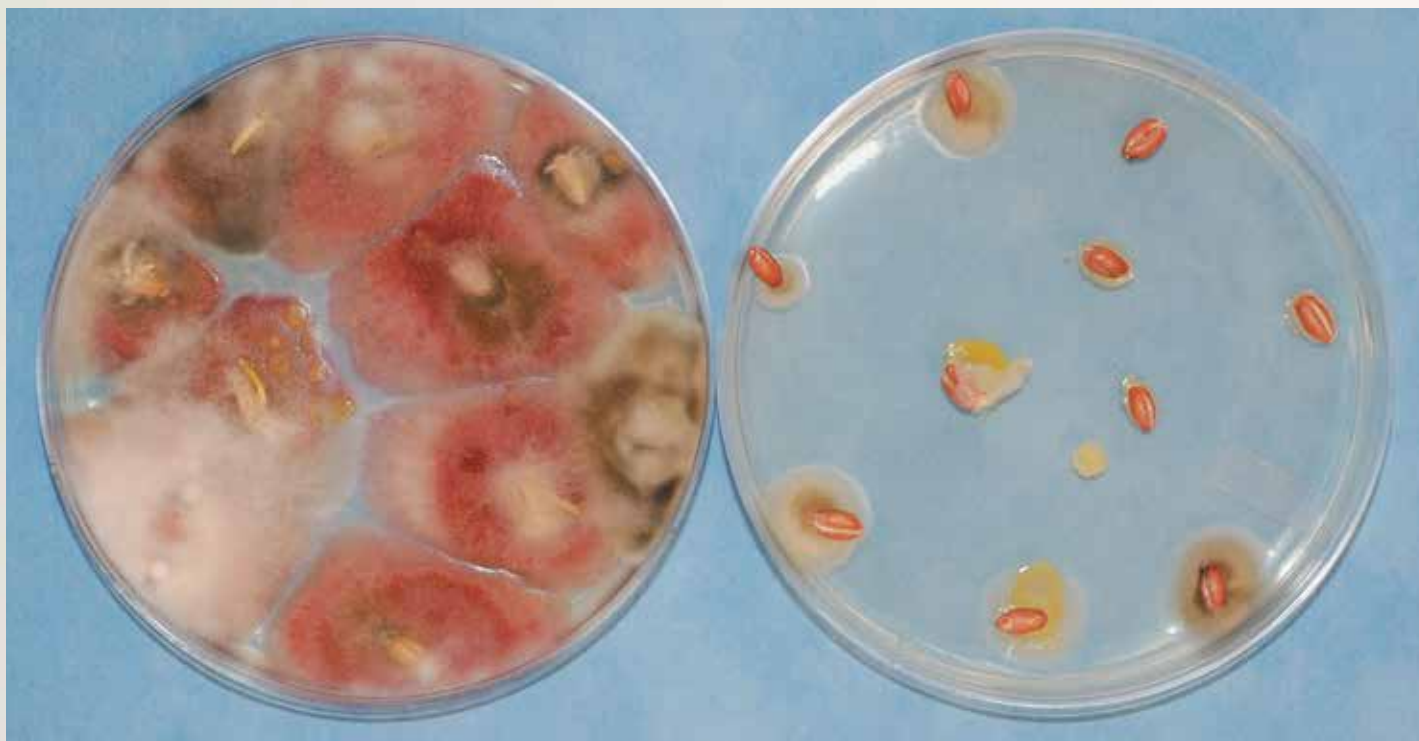
HEALTHY INSIDE AND OUT.

The seed treatment experts from Bayer CropScience are pleased to launch Raxil PRO Shield for the 2014 season. The newest formulation of Raxil was designed to increase cereal disease protection, improve overall plant health and maximize yield potential.

Raxil PRO Shield provides the same high level of disease control growers have come to expect from the number one cereal seed treatment on the market, with the addition of the powerful NEW active prothioconazole for even tougher disease protection. Visual symptoms of disease are not always apparent and without proper testing there's no way to know how much disease is present. That's why use of a contact fungicide, like Raxil PRO Shield, is so important. This can prevent further infection and future spread of disease.

But contact protection is only half the story, what happens inside the seed is just as important. The complimentary activity of tebuconazole, metalaxyl and prothioconazole make an excellent systemic team as well. Together they provide fast activity and long-lasting protection from diseases like true loose smut, pythium, *Fusarium graminearum* and much more.

UNTREATED VS. RAXIL PRO SHIELD



Source: 2013, Van Burck Seeds untreated versus Raxil PRO with Stress Shield and OMEX

A BREAKTHROUGH IN PLANT HEALTH

More than just exceptional disease protection of three different fungicidal actives, Raxil PRO Shield also contains Stress Shield® technology. Stress Shield represents a breakthrough in plant health and protects the emerging plant by providing an alternative energy source for it to draw on in times of increased stress and/or injury. The result is a superior performing crop that is better able to cope with unforeseen seasonal stresses.



EASY TO APPLY, EASY TO USE

With its advanced micro-dispersion technology, Raxil PRO Shield is ideal for on-farm and commercial treating, offering unmatched disease protection that is simple and easy to apply. Additionally, the freezing point of -12° C makes it easier for growers to apply in cooler pre-season temperatures.

ALL THIS IN ONE SIMPLE PRODUCT RATE

Now, growers can have confidence that their crop is protected regardless of disease pressure with one simple product rate. Whereas many other products have multiple rates or require additional products to be mixed-in based on disease levels and their limited spectrum of disease protection.

Protect the full potential of your crop with Raxil PRO Shield. Find out more details by visiting BayerCropScience.ca/Raxil

PERCENTAGE YIELD ADVANTAGE IN WHEAT RAXIL PRO SHIELD VERSUS UNTREATED

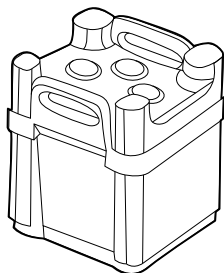


Source: 2013 Bayer CropScience 3 D&L Trials in Western Canada.

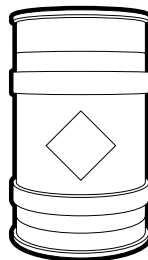


NEW SEED TREATMENT PACKAGING

In addition to the standard 10L jugs, Bayer CropScience is pleased to offer NEW seed treatment packaging, designed for maximum grower convenience and productivity. This packaging provides growers with more than enough room to mix their seed treatment products with no need for separate mixing containers or new equipment.



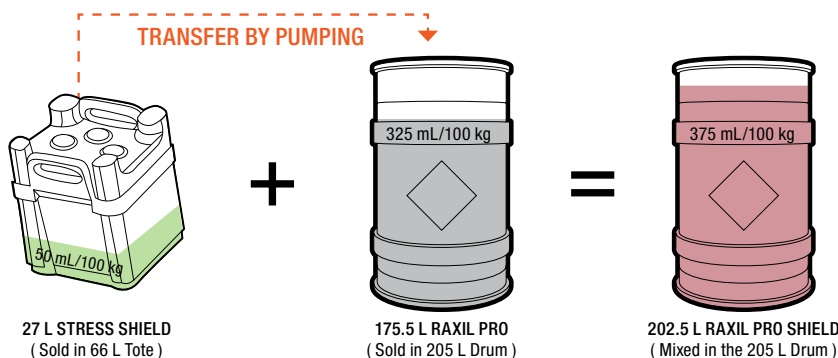
66 L TOTE
(Raxil® PRO, Stress Shield®)



205 L DRUM
(Raxil PRO)

RAXIL® PRO SHIELD

The NEW Raxil PRO Shield packaging has more than enough room to mix both components (Raxil PRO and Stress Shield) in the same 205 L tote with no need for a separate mixing container or new equipment.



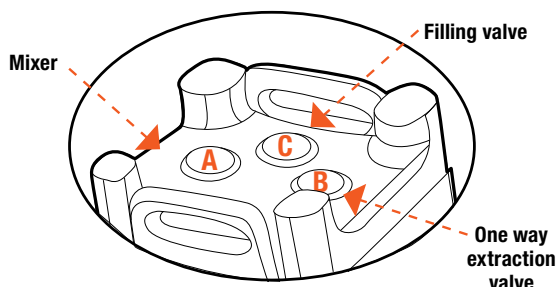
DIRECTIONS:

Add the full contents of the 27 L of Stress Shield into the Raxil PRO 205 L Drum.

Mix thoroughly using the supplied mixer. Raxil PRO Shield is ready to use. Apply at an application rate of 375 mL/100 kg of seed.

CONTAINER USE GUIDELINES

Designed for maximum convenience this 66L tote is fully compatible with your existing mixing equipment. Seed treatments have never been easier to handle.



NOTE: Although this is a 66L tote, it should only contain 27L of Stress Shield® product.

A : Mixer

Bung A is for agitation of the product. Always mix product before use. Attach the mixing drill bit found on the top of the tote to an electric drill. Engage the drill mounted bit to the square shaft of the mixer found in bung C. Mix well.

B : One way extraction valve

Bung B is for extraction of the product. Attach a pump using a parker female dry break coupler to Bung B to remove the product from the container.

C : Filling valve

Bung C is for the addition of product if required. Product can be pumped into the container using a parker female dry break coupler. Product can be poured into the opening after removing the male parker dry break coupler. Use a funnel if necessary.

CONTAINER USE GUIDELINES

Once the tote is empty, please cap the couplers and replace any couplers removed during use before returning to Bayer CropScience.



EMPLOYMENT OPPORTUNITY

High Prairie Seed Cleaning Co-op is looking for a full time person to fill a permanent position as plant operator. Farm background or elevator experience would be an asset.

Fax resume to 780-523-3365 or email to hpseed@telus.net.

Resumes will be accepted until a suitable person is found. Only suitable candidates will be contacted.

EMPLOYMENT OPPORTUNITY

Manning Co-op Seed Cleaning Plant Ltd is seeking a person to manage and operate the plant as required. Must be energetic and a people person. The individual must know his grains and be mechanically inclined.

Wage remuneration based on experience.

For further information please contact the plant at 780-836-3511. Fax resumes to 780-836-7717.



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www.seed.ab.ca

Do you have an idea for a Seed Plant News story? Is there something you would like to see featured in this publication?

Please send your ideas, submissions or feedback to Lorena Pahl at lorena.pahl@seed.ab.ca or phone 403-782-8022.