

THE Connection

Summer 2020 Volume 2, No. 2

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veal cattle**

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Chair's MESSAGE



Pascal Bouilly

Thank you: Two words we all need to hear right now

Since we last saw each other at our Annual General Meeting (AGM) on March 11th, a lot certainly has changed. Who knew that we would squeeze in our meeting right before COVID-19 shut down the world? The meeting room was buzzing about what was happening, but little did we know that our world here at home would be closed only a few days later.

Thank you to everyone who was able to attend the AGM in Stratford. It was a great day for the industry to come together, network, and discuss the business of our sector. We had some great speakers including Brian Perillat from Canfax sharing his insights into the cattle market and Alex Fontaine from Montpak International Inc. discussing the evolution of his family's company, their position within the North American veal industry, as well as his insights into future marketing opportunities, including export markets. Thank you to Chad Ross and Melinda German from the Canadian Beef Check-off Agency for your presentation on our new partnership. We also had a great presentation on our consumer marketing programs as well as a review of the many issues and projects that staff worked on, on our behalf.

Thank you to Tom Kroesbergen, Joyce Feenstra and Rita Maciukiewicz for their contributions to the Veal Farmers of Ontario (VFO) Board of Directors. All three have wrapped up their time with VFO and have either finished their terms or are stepping away from the Board at this time. Thank you to Brian Keunen for seeking re-election and to Sid Atkinson for joining the Board. Thank you to Phil Kroesbergen for being elected as our Vice Chair and for helping me as I embark on my new role as Chair. Also, thank you to Dylan Yantzi for joining the board

as an observer since the AGM and bringing your perspective to the discussions.

A very big "THANK YOU" to all the essential workers—some of them may be in your families, on the frontline ensuring we are all well taken care of during these trying times. Everyone from grocery store workers, truck drivers, farmers, employees at our processing plants, nurses, doctors, emergency first responders including police, fire and paramedics—I don't want to leave anyone out, but the work that you have done to keep us all safe, fed and secure during this COVID-19 pandemic is truly appreciated.

I also want to say "thank you" to all our veal farmers, processors, industry partners, government, and our colleagues in other organizations. Thank you for continuing to make sure our livestock and agri-food supply chain continues to operate. It is during these challenging and difficult times where our agri-food sector has come together, and the level of collaboration is truly appreciated.

A very special thank you to our dedicated staff who have kept our organization running, especially at the beginning of the pandemic when there was so little known about what could happen. Stress levels were high for all of us with so many unknown factors and the staff's first concern was the viability of our members. Their ability to transition to working remotely without missing a beat is greatly appreciated as they continued to make sure VFO was part of the conversations and issues management.

More than ever it seems to me that it is so important that the agri-food sector remind the consumer of the importance of farmers and agriculture. We are all reminded during this

pandemic that food security for Ontario and Canada should be at the top of the list alongside health care. To ensure consumers that there is food security—that crops will be planted and harvested, that livestock will be raised and processed—we as farmers must also have the security that regardless of the market situation, our financial risks will be protected.

That is why, along with our industry colleagues in livestock and grain, VFO believes it is important to have discussions with our provincial government about the Risk Management Program (RMP) and how this program can provide some measure of security for our members—especially in uncertain times like now. Together, we are calling on Minister Hardeman and Premier Ford to raise the cap on the RMP. You cannot have food security for consumers without ensuring the financial viability and security of our farmers.

As we move into the summer months, I hope that we will see a return to whatever the 'new normal' will bring us. All the best to you and your families as we all continue to work together and appreciate each other's contributions. ■





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Jennifer Haley

Communicating through the COVID-19 pandemic

At our Annual General Meeting (AGM) on March 11th, there was a lot of buzz about the COVID-19 virus—was it as serious as what the media was making it out to be or was there something we should be worried about? Certainly, there was an awareness of taking precautions at the meeting, but little did we know that our AGM would be one of the last public gatherings in the Ontario agri-food sector.

From the outset of the provincial emergency orders and navigating the initial crisis that the COVID-19 pandemic created, Veal Farmers of Ontario (VFO) has had two guiding priorities—the safety and well being of our people, and ensuring effective and adequate communications.

Those in our people 'bubble' included our staff, our Board, our members, our organization, and those in the veal supply chain. VFO

quickly implemented work from home solutions for our staff to ensure the integrity of the office and organization's operations could continue seamlessly while at the same time the health, safety and well being of our staff and their families could be maintained.

There is no such thing as too much communication. But communication is not just talking, it is listening, information-gathering, and sharing information as well. VFO, as a smaller organization, has always believed in collaborating with other like-minded individuals and organizations to leverage resources and this serves us well during times of crisis. From the outset, several industry groups were formed to address the situation in the agri-food supply chain.

VFO and the Canadian Veal Association (CVA) have been represented with several provincial and federal groups. We have shared the veal industry's situation alongside our other livestock counterparts and worked jointly on issues. VFO staff and board divided and conquered so that we could ensure coverage and stay abreast of the changing times. It was at times very stressful, but our focus has always been ensuring the viability of the veal sector.

We have had frequent calls with our processing partners to not only get updates but to offer help as well. With the sudden halt in the North American foodservice, hospitality and tourism sector, our federally inspected processors were forced to freeze veal. This meant huge market disruptions and uncertainties for what would lie ahead for our sector. When beef supply became short, our provincially inspected veal processors could not keep up with the demand for veal. There was concern that the end of Ramadan would shift veal demand. One thing is certain—nothing is predictable, and the markets continue to change and evolve every week since the start of all of this.

Your VFO Board has met almost weekly throughout the past several weeks taking stock of the ever-changing situation in the veal markets, discussing calf supply and finished veal supply and demand, processor feedback, government programs, and issues management. We swiftly pivoted our consumer marketing programs to address the dramatic changes in the foodservice sector with the goal of ensuring we could maintain veal cattle processing and consumer demand heading into what would typically be our lowest consumption period of the year.

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We are learning a lot of about how we can do business differently, more efficiently, and perhaps more effectively. In some respects, the COVID-19 pandemic has pushed all organizations to look at operations much differently. While the BSE crisis in 2003 was similar, the changes we are seeing now and the impacts on our markets are much different so there really is not a standard playbook to go by.

As we move forward into the next phase of the 'new normal' and prepare for markets to re-open or re-purpose, it is also important that you take stock of your business operations as well. Take the time to consult with your financial advisor regarding any of the federal or provincial business risk management programs available to ensure your business has the coverage you need or that you are enrolled in the programs that may provide help in situations that are beyond our control.

The past few months have been a roller coaster, but we remain optimistic that brighter days are ahead as we move through this unprecedented market disrupting pandemic. Our core principles of people first will guide us in our decision-making and we remain committed to timely communications while listening, sharing, and ensuring the veal voice is heard. ■


Jen




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Annual General Meeting HIGHLIGHTS

Veal Farmers of Ontario (VFO) was pleased to welcome over 70 attendees to our fifth Annual General Meeting (AGM) and Producer Education Day at the Arden Park Hotel in Stratford. The event was held Wednesday, March 11, 2020. The AGM offered an opportunity for industry leaders to share an overview of the projects and issues directly impacting veal and dairy calf producers that the VFO has undertaken in 2019, to provide analysis of the state of our industry and a path forward.



VFO Director Phil Kroesbergen (right) with Alex Fontaine, Montpak International Inc., who shared his perspective on current and future marketing opportunities for Canadian veal.

Thank you to our attendees, speakers, sponsors, staff and Board of Directors—everyone had a vital role in making the 2020 AGM & Producer Education Day a great success!



VFO Chair Tom Kroesbergen (right) with Brian Perillat, Cantax, who provided a comprehensive look at the beef and veal cattle markets and offered insights into key drivers that will influence pricing in 2020.



Tom Kroesbergen (left), Joyce Feenstra (right), and Rita Maciukiewicz (missing) were recognized as retiring directors by Judy Dirksen (centre).



The 2019 Annual Report is available online at bit.ly/VFO2019report and hard copies can be ordered through the VFO office.



Brian Keunen from Palmerston was acclaimed to the VFO Board of Directors.



Delegates had the opportunity to interact with our exhibitors in the event's largest trade show to date.



Tom Kroesbergen was presented the VFO Chair's Award, recognizing his leadership and dedication to Ontario's veal industry by Pascal Bouilly, VFO Vice Chair.



Sid Atkinson of Northumberland County was acclaimed to the VFO Board of Directors.

Annual VFO Board of Director's Award Winner

Recognizing dedication and service to the veal cattle industry

The VFO Board of Director's Award is presented to individuals or groups who have helped the VFO Board achieve its mandate. This year, Mr. Tom Kroesbergen Sr. was recognized for his leadership and vision for the veal cattle industry. He recently completed the maximum nine-year term as a Director, and most recently as Chair, with the Toronto Stockyards Land Development Board (TSYLDB), representing the veal sector.

"During Tom's time with the TSYLDB, the board was able to clarify its mandate and build expertise in order to not only preserve the original distribution for its members, but look at ways to diversify and grow the funds for future generations," says Jennifer Haley, Executive Director, VFO.

With Kroesbergen Sr.'s leadership as Chair for the past six years, the TSYLDB continued to ensure good management of the properties, including lease renewals and ongoing relationships with major retail tenants. As well, the board engaged in a number of strategic planning exercises with a look to the future to ensure that the board stays up to date on land use planning in a constantly evolving area of the City of Toronto.

"We thank Tom for his dedication and service to the veal sector, the livestock sector as a whole and for his leadership on the TSYLDB. It was an honour to present this award to my father in recognition of his commitment to our industry," says Tom Kroesbergen, Chair, VFO. ■



Tom Kroesbergen Sr. (left) was presented the VFO Board of Director's Award by Tom Kroesbergen, VFO Chair (right).

VFO enters into agreements with the Canadian Beef Check-Off Agency

Partnership strengthens the Canadian Beef Cattle Check-Off program



(L to R) Jennifer Haley, VFO Executive Director, Melinda German, Agency General Manager and Chad Ross, Agency Chair

Veal Farmers of Ontario (VFO) and the Canadian Beef Check-Off Agency (the Agency) were pleased to announce they have entered into agreements to strengthen Canadian veal marketing as a part of the larger Canadian beef and veal marketing initiative, at the 2020 VFO Annual General Meeting.

"This agreement between our two organizations ensures that VFO is meeting its obligations while at the same time providing value to both organizations with respect to programs and initiatives that will benefit our members and

strengthen the overall Canadian Beef Cattle Check-Off program," said Tom Kroesbergen, VFO Chair.

"For our VFO members, it is very important to understand that there is no change to the licence fee rates or the amount being deducted from each head of veal cattle sold," said Jennifer Haley, VFO Executive Director. VFO will be internally allocating a portion of its licence fees to be remitted to the Agency and will have full control over how these funds are allocated to veal specific programs.

Haley also explains that one of the additional benefits of the agreements will be the ability of the Agency to collect and remit to VFO licence fees on Ontario veal cattle that are processed outside of Ontario.

The Agreements will provide the opportunity for additional investments to be made into veal programming and marketing activities both domestically and in high-value global markets.

"As part of our overall strategic vision, VFO believes it is important to leverage the excellent marketing resources and infrastructure that are

already in place with Canada Beef and we look forward to partnering with them to promote Canadian Veal both domestically and in export markets," added Haley.

Agency Chair Chad Ross is confident the new Service and Collection Agreements will set up both organizations for success.

"We have worked hard to structure the Agreements in a way that ensures we can work together to bring more value for veal producers in Canada," said Ross. "We continue to be committed to measurable returns for the check-off and import levy that are invested in our country, and that includes our veal producers as well."

"Adding a member to the Agency's Marketing Committee whose focus is veal marketing adds value to the skill set of our committee as a whole," said Melinda German, General Manager of the Agency.

The Agreements between the Agency and VFO create consistency and aligned processes after the separation of VFO from the Beef Farmers of Ontario in 2015. ■



Brian Perillat

Influencing veal market prices

Examining key drivers during a period of uncertainty

Brian Perillat, Manager/Senior Analyst, Canfax, provided a comprehensive look at the beef and veal cattle markets and offered insights into key drivers that will influence pricing in 2020 at the Veal Farmers of Ontario (VFO) Annual General Meeting (AGM) and Producer Education Day.

At the early March event, Perillat explained that 2020 had strong projections and a lot of optimism for meat markets coming into this year, but shared his concerns over the uncertainty that COVID-19 would bring to the markets, predicting slow-downs and bottlenecks, and the global economic impacts that accompany supply chain disruptions.

He also described the current protein deficit created by culling for African Swine Fever; in China alone it reduced global pork production by 25 per cent. To compensate, the Chinese have increased chicken production to meet demand, and over the past two years have become the world's largest importer of beef.

Along with the demand for protein, production is also up—the Canadian beef sector is continuing to grow, even with the dairy and beef cow herd shrinking. This growth can be attributed to dairy feeder calves coming in from the U.S. to finish in the West. According to Perillat, record numbers of calves are on feed in Alberta and the US, the highest in 25 years.

Markets are also seeing bob calf values in the US going up as the dairy cow herd contracts. With more competition for dairy bob calves, it's difficult to predict what prices will look like another year out.

Aside from the threat posed by COVID-19, Perillat highlighted several of the market disruptors affecting both the fed cattle and the veal markets, including the closure at Ryding-Regency, the only federal veal packer in Ontario, which is preventing veal cuts from leaving the province.

Veal slaughter numbers are also declining, along with per capita consumption. "You can't consume what you don't produce," he warned.

Fed cattle markets in Ontario are struggling, and veal pricing typically trends together with it. Perillat also commented that Ontario may be on the verge of seeing the cattle feeding sector shrink, and smaller calf crops due to more sexed semen use, causing further competition for bob calves.

With market prices at the beginning of a long-term correction, all protein is struggling. The Ontario rail market price is staying higher relative to other areas, but that doesn't guarantee profitability, cautioned Perillat. With record numbers of both cattle on feed to work through the system and pork production, summer 2020 prices may be tougher to pencil, even with feed costs beginning to level off from recent highs and another big corn crop expected.

Watching live cattle futures will give producers an indication of where the market is headed explained Perillat; and despite rocky short-term predictions, the futures are projecting higher prices for 2021.

Perillat also advised producers to continue to watch the global and American economies and their effects on meat demand, and how the Chinese markets are reacting, but not to worry too much about alternative proteins, after all the veggie burger isn't new, and global demand for all protein is growing rapidly.

Looking to the future, and noting that the European Union (EU) has technical barriers for access, Perillat encouraged the veal sector to explore export opportunities to this market, citing statistics showing the industry moved from a net importer to a net exporter in 2014. However he cautioned that imports are growing faster than exports, and this may not always be the case.

To access this EU market, he recommended the sector focus on what veal producers can do—raise healthy, well-cared for animals that are age and source verified, ensure traceability, maintain strong record-keeping on animal health, and produce a consistent product without use of growth promotants.

Maintaining focus on market timing and achieving premiums for delivering desired carcass traits will continue to ensure veal, a higher-end protein, will be a player in the market. ■



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Alex Fontaine

From **family farm** to **Famille Fontaine**

A veal packer shares his story and his vision for the Canadian industry

Alex Fontaine, President, Montpak International Inc., shared his perspective on current and future marketing opportunities for Canadian veal at the 2020 Veal Farmers of Ontario (VFO) Annual General Meeting (AGM) and Producer Education Day, offering a vision of how to reach our shared goal of promoting and selling consistent, high quality veal to our customers.

When Ecolait brought milk-fed veal production to Quebec in 1979, Fontaine's family farm was the first to join their feeding program. Following graduation from university, Fontaine joined his two brothers and founded Delimax, which has grown to include 105 veal farms.

The family first invested in processing in 2000, merging with Montpak in 2006. Thanks to the brothers' strategic vision and acquisitions, Montpak International is now North America's largest producer-processor of veal and lamb, with five plants and over 1300 employees, including staff in sales and marketing, and new product development. Committed to animal welfare, Dr. Temple Grandin was involved in the design of the cattle pens and livestock flow through. They serve over 475 retail, food service and further processor customers in North America.

The demand for local food is growing and will continue to boom, and developing a local, consumer brand was always a goal for the company to revitalize the veal category in grocery stores, improving visibility and availability. The intent of the brand is to also secure the meat consumer with a favourable perception of farming and local food, and enable them to hone the skills needed to cook with veal.

The timing for the consumer brand was a result of the right conditions; barns were converted to group housing and modern infrastructure was in place in all areas of production, the right team was in place, and innovative products were ready to target new consumers.

Some of the new products developed include their best-selling meatballs, nuggets that will be introduced this fall, and kefta. Each is made with less than five ingredients and is ready to serve in under 30 minutes. The products are sold under the "Famille Fontaine/Fontaine Family" consumer brand that launched in 2019, and can be found on purple trays in grocery stores, standing out when consumers walk past the meat case. The full line-up boasts 16 grain-fed veal items and eight milk-fed veal items.

Fontaine described some of the innovations his company is working on, including recyclable packaging for ground veal, and vacuum-packing meat which allows for aging. This more closely resembles the quality of veal that consumers would order when dining in a restaurant. Their consumer marketing plans will target television, print, online platforms, including a website and social media, in-store demos, outdoor displays, and public relations.

The partnership between Canada Beef and Canadian Veal will also be leveraged, with logos on packaging to help consumers choose Canadian product, as well as marketing tools and events.

Fontaine admits that the veal market is shrinking, particularly in the milk-fed sector, which exports cuts primarily to the United States (US). He advised that the value of our currency makes us a strong exporter and the sector should expand its ability to offer veal to other markets.

Fontaine explained that the next step will be to develop an export market to the EU under the Comprehensive Economic and Trade Agreement (CETA), to access markets with the largest per capita consumption of veal in the world. Development of these agreements will take well over a year. Montpak currently exports to the US, Japan, Singapore, Dubai and the Caribbean.

Fontaine also offered advice to producers about quality and the weight limit increase introduced this year. "We must stick together and enforce that rule," he said. "If we start to accept heavier animals into the supply chain, we lose control." ■

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Feeding fibre to young veal cattle

Megan Van Schaik, Beef Cattle Specialist

Ontario Ministry of Agriculture, Food & Rural Affairs

The benefits of fibre in ruminant rations are well understood, and there's a growing body of research looking at the benefits of fibre in the diet of monogastrics as well. For cattle with a fully developed rumen, fibre is important in maintaining rumen health and function. Including sources of fibre in rations has also proven beneficial to the developing rumen of young ruminants. The importance of fibre in veal cattle rations is recognized by various jurisdictions. The *Code of Practice for the Care and Handling of Veal Cattle* (2017) stipulates that offering fibrous feeds to increase chewing activity and meal time is a feeding strategy that improves health and welfare outcomes for veal cattle. The European Union 2008 Directive on the minimum standards for the protection of calves recommends that veal calves receive a minimum daily ration of 50 g of fibrous food for calves from two weeks old to eight weeks, increasing to 250 g for calves from eight to 20 weeks old.

It is well documented and accepted that offering quality solid feed and water is important to rumen development in the young calf. Starter feeds are associated with the production of butyrate and propionate. Of the volatile fatty acids, butyrate is recognized as the most important in stimulating growth of rumen papillae. Feeding starter alone to pre-weaned calves can result in reduced ruminal pH and decreased rumen motility (rumen contractions). Forages, however, help to stimulate rumen motility and rumination.

There are advantages and disadvantages to consider when it comes to feeding roughage as a fibre source to pre-ruminants. Producers may be hesitant to feed forage to pre-ruminants because forage is not fermented and digested well in the young developing rumen if fed at high feeding rates, which can lead to "hay belly" and poor growth if mismanaged. On the flip side, forage seems to be desired by calves. Keep in mind that in a grazing situation, calves grazing with their dam will start picking at grass within a couple of weeks after birth. Some forage inclusion can increase starter intake, improve feed efficiency, and encourage growth of rumen papillae, if properly managed.

A lack of fibre in the diet can lead to abnormal oral behaviours in calves, which are thought to arise due to frustrations associated with an inability to chew and ruminate on solid feed, and ultimately are associated with chronic stress and poor welfare. These oral behaviours can present as excessive mouthing of objects such as troughs, buckets, and pen structures, grazing the coats of other calves, and tongue playing/rolling. Research in mature dairy and beef cattle has shown that the ability of feedstuffs to provide rumen "scratch", promote rumen motility and function, and encourage saliva production for rumen buffering differs between sources of fibrous feeds. Effective fibre (a measure of the ability of a fibrous feed source to promote saliva production and rumen motility) is a function of both the chemical fibre fraction

(% NDF) and particle size (as determined by a Penn State Particle Separator). A study by Webb et al. (2012) set out to determine the effects of roughage source, amount, and particle size on the digestive health of veal calves using straw, corn silage, cobmeal, and ad libitum hay as roughage sources at differing particle sizes (chopped at four to five cm vs. ground at one cm) and two different rates (250 g vs. 500 g). In the study, calves fed roughage exhibited less abnormal oral behaviour and increased chewing and rumination activity. Straw specifically reduced abnormal oral behaviours and reduced ruminal hairballs. Calves fed ad libitum hay showed the most chewing and rumination activity and the least abnormal oral behaviours. In general, higher levels of roughage increased chewing and rumination and reduced abnormal behaviours in this study. The authors did recognize that feeding corn silage and cobmeal lead to heavier rumen and abomasum weights, citing the possibility of greater volatile fatty acid production and papillae growth as a result of feeding these feedstuffs.

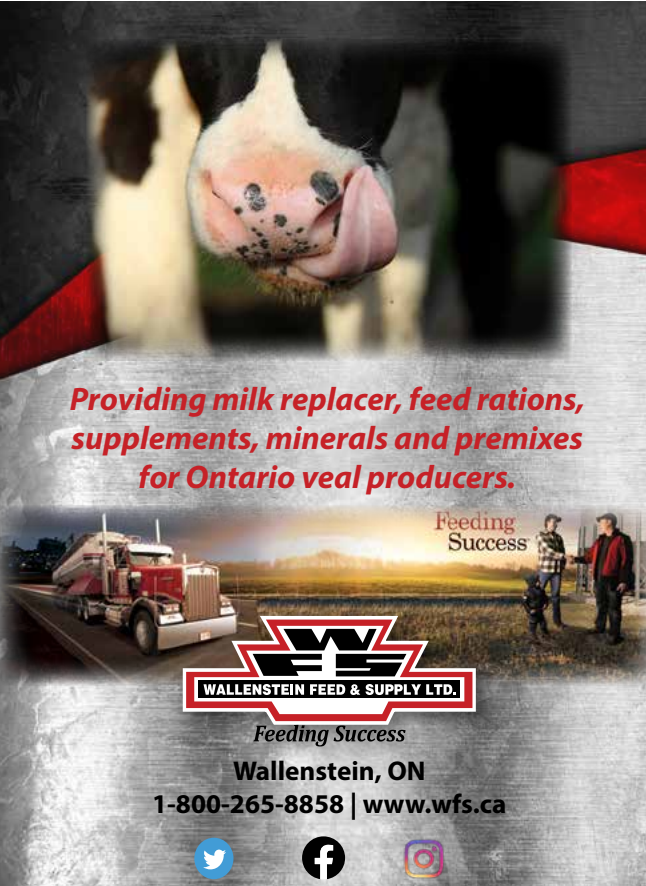
Similarly, a study by Castells et al. (2012) investigated the impact of various forages on calf performance. They observed that improved average daily gain and total dry matter intake could be achieved in pre-weaned calves if calves were offered chopped grass hays or silages, but not chopped alfalfa hay. Within the selection of feedstuffs they studied, they found that chopped oat hay, chopped barley straw,

and triticale silage had the most benefit in improving starter feed intake and performance when offered to young calves from two weeks to weaning.

The impact of forage inclusion also seems to depend on other dietary factors. For example, Khan et al. (2011) found that offering chopped hay to calves fed high volumes of milk promoted intake of solids and improved physical development of the reticulorumen. They found that when calves are fed higher volumes of milk (eight L/d for the first five weeks and weaned gradually), forage did not reduce weight gain or impair rumen development.

Feeding roughage to pre-ruminant veal cattle can be beneficial from a performance and animal welfare perspective, if properly managed. For successful inclusion of forage in the pre-ruminant ration, avoid offering free choice alfalfa hay to calves. Control the amount of forage being offered; avoid offering forage free-choice. Including small amounts of chopped grass hay or straw (approximately 10 per cent of starter feed) may increase starter intake and improve feed efficiency. ■

References available upon request.



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Veal Farmers of Ontario announces new leadership for 2020

Veal Farmers of Ontario (VFO) is pleased to announce the election of Pascal Bouilly (Cambridge) as Chair and Middlesex County veal producer Phil Kroesbergen as Vice Chair, at a recent meeting of the Board of Directors.

Bouilly, the Dairy Calf Supply Chain Manager with Grober Nutrition, was appointed to the VFO Board of Directors in 2015 and has served as Vice Chair for the past two years. Bouilly is responsible for the started dairy calves program, providing on-farm management and technical support for their sales team.

“Driving demand for Ontario veal is a top priority for the VFO Board of Directors,” says Bouilly. “As Chair, I look forward to working with my fellow directors in the year ahead as we focus our attention on the issues, initiatives and projects that will best support our members and our industry. The impact of the COVID-19 pandemic is widespread and primary producers need a financial backstop like the Risk Management Program to navigate these uncertain times. We will continue collaborating

VFO is pleased to welcome grain-fed veal producer Dylan Yantzi to the Board of Directors as a non-voting observer for the interim. While VFO awaits important amendments to its regulations to include veal cattle sold at sales barns expected later this year, Dylan will participate in all board meetings. Dylan and his family raise grain-fed veal cattle near Tavistock and market their veal through sales barns. Dylan is also a sales representative with Yantzi’s Feed & Seed Ltd. Dylan will be a welcome addition to the board.

with our industry partners to advocate for the needs of veal farmers in this time of crisis.”

Kroesbergen, who joined the Board in 2017, farms full-time with his father and brother near Strathroy. Their family operation, Creekside Acres, has been producing veal exclusively for over 30 years.

“As Vice Chair, I look forward to strategically addressing issues directly impacting dairy calf and veal producers with my fellow directors,” says Kroesbergen. “We will continue to focus on the core priorities that will benefit us all.”

Brian Keunen and Sid Atkinson were acclaimed to the VFO Board at the 2020 Annual General Meeting (AGM) and Producer Education Day in Stratford, on March 11, and will serve two and three-year terms, respectively. Keunen is Past Chair of VFO (2015 to 2017), and raises veal cattle in the Palmerston area; he also owns and operates Maplevue Agri Ltd.

Atkinson, a dairy and cash crop producer from Northumberland County, brings extensive board experience to his role and fills one of three vacant seats on the board. Rita Maciukiewicz completed her second term and did not seek re-election, while both Past Chair Tom Kroesbergen and Joyce Feenstra have stepped down mid-term.

“On behalf of the VFO Board of Directors, I would like to thank Tom for his leadership, as well our other retiring directors for their service to the Ontario veal industry,” says Bouilly. “We welcome Sid to the board and look forward to adding his fresh perspective to our discussions.”

Returning to the eight member VFO Board of Directors are Judy Dirksen and Cameron Knip. Two seats remain vacant and may be filled by appointments. ■





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Investigating carcass condemnations

What the cause can tell you about your herd and why you need to know



Kendra Keels
Industry Development Director



Veal farmers work hard to produce good quality, right-weighted veal with every shipment. Sometimes they get feedback that something was wrong with a carcass and it was condemned. Disheartening reports like this become even more concerning when they are told there are issues with more than one in the load.

When that call comes in, producers need to take it very seriously. Carcass condemnations may indicate a larger herd problem and further investigation is required.

There are many possible causes of the condemnation, but most often the reason listed is septicemia. That term is as a catch all for a lot of carcass condemnations. Liver condemnations should also be investigated, as they could indicate bigger problems as well.

The first thing producers should do is reach out to their herd veterinarian for help determining the reason for the condemnation and reviewing the health of the animals remaining on the farm.

Times like these are when record-keeping becomes invaluable. Take a step back and look at the whole picture. Assess the following for the veal cattle being shipped now to help determine if the issue happened in the preweaning or finishing periods, and to help narrow down the cause and prevent further condemnations:

- What were the calves like preweaning? Was there a high level of morbidity (sickness)?
- What was the mortality rate for that group prior to shipping? Throughout the whole growing period?
- Is this issue a seasonal problem or is it group-specific?

Gather all the information possible. The herd veterinarian can request the condemnation slips from the plant to investigate the problem further. It is also common for the plants to take photos of the condemnation. They may or may not send it to the producer, but most likely have a copy that can be made available upon request.

As much feedback as possible is beneficial. Ask the plant about the overall carcass characteristics, is the packer happy with the conformation and colour of the group? If shipping to a provincial plant, the producer and/or veterinarian can contact the Regional Veterinarian for the plant to collaborate and decide next steps.

It is also a good idea to measure performance especially if there were condemnations, how did the group perform to the herd average? Is performance being lost, which results in lost revenue? As veal farmers these

are important numbers to know. If performance is not there, an evaluation of feeding programs and management needs to be done.

One concern worth noting in Ontario is *Salmonella* Dublin, and why further investigation on the farm after condemnations are reported is important. If there is/was high mortality on the farm that is a red flag that further testing needs to be done, especially if there are young children on the farm.

Performance is one aspect of raising veal—the other that must not be forgotten is that the meat is being produced for human consumption. All points on the supply chain have a responsibility to produce good quality meat. ■



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Biosecurity stop signs now available

Susan Fitzgerald, Executive Director

Ontario Livestock & Poultry Council



Controlling people and vehicle movement onto your property is an important component of biosecurity. People can spread disease on footwear, hands, and clothing. Vehicles and farm equipment can spread disease and pests (such as insects and weed seeds) from farm to farm through contaminated material on their tires, fenders and undercarriages (e.g. mud, manure, crop residue). Proper sanitation of equipment between farms can reduce the spread disease.

Posting restricted entry signs is one measure you can take to keep visitors off your property and out of facilities without your permission. The Ontario Livestock and Poultry Council has replenished our supply of biosecurity stop signs. These are available to producers at no cost. An order form is available at bit.ly/2Wob0f8 or call our office at 519-669-3350. ■



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Meeting with your lender

Erich Weber, Business Finance Specialist

Ontario Ministry of Agriculture, Food & Rural Affairs

In order to have a successful farm operation, you need to have a good working relationship with your lender. Your lender(s) can help you maintain your farm business as well as grow it when the time is right. It is a good idea to meet with your lender at least once a year to give them an update on your farm business, but it is also good to connect with your lender throughout the year. In this article we will look at some of the documents you should prepare before you meet with your lender.

What documents should I prepare before I meet with my lender?

Most recently filed income tax return

When discussing your farm business with your lender, they will need to know how you have done financially over the past year. One of the ways that your lender looks at your finances is by looking at your personal or corporate income tax return, depending on your business structure. If you are operating your farm as a sole proprietor or as a partnership, then your personal income tax return will be needed. If your farm is incorporated, then you will need to take the corporate income tax return to your meeting.

Net worth statement/assets and liabilities listing

In addition to the income tax return, your lender will need to know what your net worth or equity is. When you subtract your liabilities from your assets, the difference is your net worth. In addition to knowing your net worth, your lender will also need to have a detailed asset and liability listing, or balance sheet. This information will help them determine which loans or leases might be close to being paid off, as well as what the interest rates and payment requirements are. As part of your assets and liabilities listing, it is also beneficial to have a detailed inventory listing. This will help your lender to understand and forecast your future revenues.

Business plan

A written business plan helps your lender

understand the direction you see for your farm operation and how you plan to get there. Normally a business plan is used and/or reviewed on a regular basis to see how the farm is doing or when a major event effects your farm (e.g. an opportunity to expand, death of a family stakeholder, etc.). A business plan generally contains:

- Business profile
- Marketing plan/strategy
- Production plan
- Financial plan
- Human resources plan

For more information on the importance of a business plan, and how to create one, please visit the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) Factsheet "Preparing a Business Plan" by going to: bit.ly/omafrabusinessplan.

SAVE THE DATE! 2020 Healthy Calf Conference returns this fall

Sign up for the Calf Care Corner e-newsletter on calfcare.ca and connect with us on social media for the latest updates on the Healthy Calf Conference.

SAVE
the
DATE

Dairy and Veal
Healthy Calf
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November 2020



Cash flow projections

Cash flow projections are a good tool to help lenders assess how funds flow through the farm business and how much debt you can afford. When preparing a cash flow projection for your lender it is beneficial to do the projection for the next three years. This will help the lender to understand the direction of the farm that was outlined in your business plan.

Capital asset purchase plan

If you are planning on buying equipment, constructing a building or purchasing land, it is always a good idea to have a plan. A capital asset purchase plan can detail what assets will need to be purchased and the expected date of purchase along with the expected cost. This plan gives your lender insight into major costs you could be facing in the future.

Cost of Production calculations/budgets

It is always good to know your crop and livestock cost of production (COP) numbers. By calculating your COP, you will be able to explain what marketing risks that your farm could face, and how you will be able to overcome them. For COP worksheets and budgets, include the veal COP tool updated in 2019, please visit: bit.ly/omafrabudgets.

In summary

A good working relationship with your lender makes it easier for your farm to be successful. By making sure that you have your paperwork in order before your meeting with your lender, it will make it easier for your lender to analyze the situation and provide options and support to maintain and grow your farm operation. ■



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Pivoting VFO's consumer marketing programs

Jennifer Haley

Executive Director

You have no doubt heard by now how many businesses have had to 'pivot' their strategies or operations in the wake of COVID-19 just to remain relevant and viable. The consumer marketing strategy for Veal Farmers of Ontario (VFO) is no different.

Our plans for 2020, pre-COVID, were well on their way towards implementation with the first quarter of our year already under our belts. At the VFO Annual General Meeting (AGM), we reported on our recently completed new recipe development and photography as well as our media and promotion plan for the 2020 search

for *Ontario's Best Veal Sandwich* (OBVS) with our host John Catucci. Restaurants were already signing up for the competition and it was gearing up to be another great promotion.

And then COVID-19 shut down the world. Unfortunately, with the rapid changes in the food-service and hospitality sector, we had to make the tough, but right decision to cancel this year's OBVS contest. Once this decision was made, we made a hard 'pivot' and shifted gears to develop new marketing and promotion plans that would be relevant to our new reality.

The overall strategic goal of VFO's consumer marketing programs has been *'to increase consumption of and drive demand for Ontario veal through promotion with a focus on existing consumers'*. This goal is just as relevant, and perhaps even more so, in our COVID-19 world as it was before. Here are just some of the marketing tactics VFO quickly implemented as part of our 'pivot' strategy.

Encouraging consumers to cook with veal at home

With the almost overnight closure of the foodservice and hospitality sector, we knew that we would have to 'pivot' veal consumers from the restaurant to cooking veal at home to ensure veal demand would be sustained. Veal is often considered a luxury item and we were concerned how consumers would react with their grocery shopping choices. Some processors were reporting that certain veal cuts were being de-listed in some retail markets to make room for other products.

We quickly re-activated our "Vealing Delicious" e-newsletter to our existing veal consumer database and amplified the frequency to weekly (vs monthly) in order to provide timely veal recipes, cooking instructions, how-to videos and veal meal solutions to the consumer with everyone now cooking at home. Consumers look online more than ever for their meal solutions and recipe ideas but during COVID-19, consumers are on-

line even more so, and we needed to ensure veal was part of that space. Consumers had the time now to try something new and the e-newsletter is a tool to provide that inspiration.

We launched the #VealAtHome social media contest to encourage consumers to cook with veal at home and share the results of their meal with the incentive to win prizes. The response has been fantastic with the contest being launched on Twitter, Facebook, and Instagram. The target audience is our traditional veal consumer—they already like eating veal so need to just get them eating it at home now! Instagram has our largest engagement rates so far. As part of our contest, we continue to work with John Catucci to help us promote and also announce the monthly winners. This contest runs all summer long so be sure to promote this on your own social media channels.





Grilled veal cutlet (scaloppini) pizza rolls

Getting more veal on the BBQ

The period of May to August has traditionally always been our slowest veal purchase/consumption time of the year. Consumers shift their cooking to grilling outdoors and veal is not a top of mind grilling meat when compared to the traditional BBQ favourites of beef, pork, and chicken. We knew that to sustain veal consumption during these unpredictable times we had to 'pivot' consumers and encourage putting veal on the grill. Without foodservice—which represents a significant portion of veal sales—it was important to ramp up this promotion to ensure that the veal sector could sustain demand and processing capacity.

Ontario Veal Appeal partnered with Chef Ted Reader—a grill master with a huge social media following—to create weekly social media content promoting veal on the BBQ. Chef Ted has created new and unique veal recipes featuring chops, ground veal, scallopini, and cubed veal—all cuts that should be readily available to the consumer. Recently, Chef Ted appeared on Toronto's Breakfast Television where he was cooking his "Veal Smash Burgers" extending our reach even further to almost one million Toronto viewers! Our partnership with Chef Ted has been fantastic and we look forward to more delicious new veal recipes to try.



Ontario Veal Appeal also partnered with Food & Drink magazine with three feature ads in 2020—the first one coming out shortly focusing on grilling veal and veal recipes. We have always been aligned with the consumer demographics of this publication and now is a great opportunity to speak directly to our consumers with some great recipe ideas and inspiration.

CARIBBEAN VEAL KABOBS

Add a new kick to your kabobs with this easy and flavorful marinade perfect for cubed or stewing veal

Ingredients

- 1/2 cup (125 mL) pineapple juice concentrate
- 2 tbsp (30 mL) each soy sauce and brown sugar
- 1 tsp (5 mL) cumin
- Pinch cayenne
- 1 lb (454 g) veal stewing cubes or 1" (2.5 cm) thick loin or round steaks, cut into cubes
- Assorted vegetable or fruit chunks (i.e. peppers, zucchini, pineapple)

Instructions Combine ingredients for your marinade. Pour over veal cubes; stir to coat. Let stand at room temperature for at least 15 minutes or up to 2 hours in the refrigerator for increased flavour. Soak wooden skewers in water 10 minutes to prevent burning. Thread marinated veal onto skewers, alternating with vegetable or fruit chunks. Broil or grill on barbecue at medium heat for 8 to 10 minutes turning once and brushing with extra marinade for first 5 minutes. Discard leftover marinade.

Makes 4 servings

MEDITERRANEAN VEAL BURGERS

Find the recipe at ontariovealappeal.ca

Sizzling Summer BBQ

Recipes with Ontario Veal

Chef Ted Reader (aka the Godfather of the Grill) offers three tips for grilling the perfect veal steak or chop. First, remove it from the refrigerator 30 minutes prior to grilling to allow the meat to warm up before hitting the grill. Second, sear the veal over high heat for approximately 3 to 5 minutes per side and be careful not to overcook it. Veal is best served rare to medium at most. Finally, allow the veal to rest for 5 to 10 minutes, this will help keep the precious juices inside resulting in a more tender, juicy steak.

HERBED-GARLIC CHEESE STUFFED VEAL CHOPS

This easy and elegant dish needs only 10 minutes of prep time and 10 minutes on the grill. Serve with a garden salad and a simple pasta dish made by tossing cooked bow-tie pasta with olive oil and fresh herbs.

Ingredients

- 2 veal rib or loin chops, cut 1-inch (2.5 cm) thick
- 1 tsp (5 mL) lemon pepper, divided
- 2 tbsp (30 mL) herb-garlic flavoured soft cream cheese
- Garnish: Fresh thyme, lemon rind and sage (optional)

Instructions Trim fat from meat. Using a sharp knife, cut a horizontal pocket through the centre of each chop. In a small bowl, combine 1/2 tsp (2 mL) lemon pepper with the cream cheese and mix well. Spoon filling into each pocket in the veal. Close pockets with small skewers or wooden picks. Sprinkle both sides of chop with remaining lemon pepper. Meanwhile, preheat grill (medium high heat) or broiler. Place chops on grill, or in ovenproof skillet if broiling, so that surface of veal is 3 to 4 inches (8 to 10 cm) from heat. Grill or broil 5 to 6 minutes per side for medium doneness.

Makes 2 servings

Connecting foodservice partners offering veal take out

Through our social media platforms, *Ontario Veal Appeal* has been working hard to promote, like, and share posts from our foodservice partners, especially our former contestants and finalists of the OBVS contest. When restaurants were closed, these businesses—many of them small, independent, and family-run—worked hard to 'pivot' their businesses to offer take out and curbside pick-up, and we wanted to help out by sharing their social media posts and promoting their veal menu options. Consumers were still looking for take out options and having an online presence was key. We wanted to make sure veal was in their social media feeds and we continue to work with our restaurant partners to promote, like, and share.

Moving forward, no one truly knows what the trendline for consumer demand will look like. If nothing else, this year has proven to be an unpredictable market. With the void of foodservice, the challenges processors have with carcass utilization, the shortage in the beef supply combined with increased demand for certain cuts of meat, consumers eating and cooking more at home, and the curbside pick-up trend—it has been some challenging times. The *Ontario Veal Appeal* marketing plans will continue to evolve and respond to the changing needs of the consumer as we look forward to whatever the 'new normal' will bring. ■



Cancellations

Canada's Outdoor Farm Show (COFS) announced on May 25 that the September event will not move forward as an in-person event this year, however, they are exploring how they can deliver a digital experience to keep farmers connected transfer knowledge. Details will be shared as they are made available.

The 2020 Canadian Dairy XPO (CDX) announced on May 28 that this year's event has been cancelled, to resume in April 2021.

Due to the COVID-19 pandemic, the Travellin' Farmer team has made the difficult decision to not participate in any events this year and resume in 2021. Veal Farmers of Ontario (VFO) has supported the agriculture education exhibit for the past number of years to help educate consumers at Eastern Ontario fairs.

Veal Cattle Transport Record now available

In response to requests for documentation that complies with the *Health of Animals Regulations* Part XII: Transport of Animals, VFO has customized a form for producers shipping veal cattle.

Find it at bit.ly/transportrecord.

VFO launches Facebook groups for producers

VFO has launched two new private Facebook groups to help foster connections between members, share timely sector updates, and provide a space for discussing production and industry issues.

The *Marketing of male dairy calves in Ontario group* is designed for dairy and veal producers, and for those starting calves for the dairy-beef market.

The *Finishing grain-fed veal in Ontario group* is geared towards producers finishing male dairy cattle for veal markets.

To join, send a request! Both are great forums to ask questions and start important conversations.

Digital issues of *The Connection* magazine now available online

The Connection magazine is the official quarterly publication of VFO, highlighting the work we do on behalf of the veal cattle and dairy calf sector, including how licence fees are used to drive demand for Ontario veal, production articles to help optimize calf and cattle raising, and relevant industry news.

Archived issues of *The Connection* magazine, including the Spring 2020 edition, are now available at bit.ly/2VmyPmU.

VFO calls for RMP cap removal and fully funded program

Together with Beef Farmers of Ontario, Grain Farmers of Ontario, Ontario Pork, and Ontario Sheep Farmers, VFO is asking the Government of Ontario to fully fund the Risk Management Program (RMP) at 100% and remove the cap on the program. A fully funded RMP will provide the essential security Ontario farmers need to continue to deliver local, quality food to Ontarians and keep rural Ontario's communities and economy strong.

The pace and degree of uncertainty is rapidly changing as the supply chain changes and is disrupted. The impact of the COVID-19 pandemic is widespread and primary producers need a financial backstop to manage these uncertain times.

The RMP is an already established mechanism through which farmers can be supported and ensure that funding would be provided according to need. VFO will continue to work with our partners to ensure we continue to advocate for the needs of veal farmers in this time of crisis.

OMAFRA resources for farmers dealing with market disruptions

The Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) has created priority information resource pages to help veal, beef and dairy farmers adjust to market disruptions.

The Veal Cost of Production (COP) tool, updated by VFO and OMAFRA in 2019, can be found on the bit.ly/omafra-beef page. Resources are also available for at bit.ly/omafra-dairy.

CFIA releases clarification on updated transportation regulations

The Canadian Food Inspection Agency's (CFIA) Interpretive Guidance document Appendix 1, which contains definitions and further clarification of terminology within Part XII of the *Health of Animals Regulations* (HAR) can now be found online at: bit.ly/3fhiPL3

Clarifications around intent of certain provisions within the body of the Interpretive Guidance document have been provided as well. These include Feed, water, rest intervals (section 19), Transfer of care (section 20), and Records (section 21).

In addition, the CFIA has heard concerns about paper/documentation changing hands during the COVID-19 situation. In the current circumstances related to the COVID-19 pandemic and the need to adhere to specific health and safety measures, it may be useful to note that the new requirements under Part XII of the HAR pertaining to record-keeping and transfer of care documents may be met using electronic means rather than paper documents. The CFIA will exercise flexibility in cases where industry is unable to meet the record-keeping and transfer of care documents requirements under Part XII of the HAR (transport of animals) during the COVID-19 pandemic. ■



Grilled Veal Cutlet (Scaloppini) Pizza Rolls

This is a great keto recipe, packed with flavour without the carbs. Looks harder than it is to make. Patience is key and when grilling try and keep your grill temperature to about 375-425°F (190-218°C).

- 8 Ontario veal cutlets, approximately 4 oz (113 g) each
- 8 tsp (40 mL) Dijon mustard (1 tsp [5 mL] per cutlet)
- ½ cup (125 mL) chopped fresh herbs (Ted uses chives, parsley, sage, and tarragon but any mix of fresh herbs will work such as rosemary, thyme, oregano, cilantro, basil, or dill)
- Salt and fresh ground black pepper to taste
- 4 slices prosciutto cotto (Italian style ham), sliced in half lengthways
- 8 pieces pizza mozzarella cheese cut into 3-inch-long x 1-inch wide rectangles (7.5 cm x 2.5 cm)
- ⅓ cup (80 mL) thinly sliced sundried tomato
- ⅓ cup (80 mL) pitted chopped dry cure black olives
- ½ cup (125 mL) olive oil, divided
- ¼ cup (60 mL) balsamic glaze

Lay the veal cutlet out onto a flat work surface or cutting board so that the cutlet is vertical. Fold the side edges in to make the cutlet into a rectangle, pressing gently.

Brush each cutlet on the folded side with a teaspoon of Dijon mustard. Sprinkle with chopped fresh herbs and season to taste with salt and freshly ground black pepper.

Lay a slice of prosciutto cotto onto the veal cutlet and place a wedge of mozzarella cheese onto of the ham at the bottom end of the cutlet.

Place about 1 tbsp (15 mL) each of sundried tomato and dry cure black olive onto the cutlet in front of the cheese. Starting at the bottom end (the cheese end) roll the veal cutlet into a tight pinwheel. Secure pinwheel with 3 toothpicks. Repeat with remaining cutlets.

Brush the 8 veal cutlet pizza rollups with ¼ cup (60 mL) of olive oil. Cover and refrigerate for a minimum of 1 hour to allow the rolls to cool and firm.

In a small bowl combine remaining ¼ cup (60 mL) of olive oil with the balsamic glaze. Season to taste with salt and freshly ground black pepper. Mix and set aside for basting.

Fire up your grill to medium/medium-high approximately 375-425°F (190-218°C).

Remove veal cutlet pizza roll ups from refrigerator and season with salt and pepper to taste.

Grill cutlets for 15 to 20 minutes, turning occasionally until lightly charred and tender. Medium rare for the cutlets and the cheese is soft and begging to melt and ooze. Brush pizza rollups with reserved balsamic glaze mixture.

Tip: Don't rush the cook. An easy does it approach will help keep the veal moist and tender and keep the cheese from oozing out of the center.

Remove from grill and allow pizza rollups to rest for 3 to 5 minutes. Slice and serve.

Makes 8 roll ups

Serves 4-8

Source: Ted Reader BBQ



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Make safety a priority when working with children on the farm

Cheryl DeCooman CHRL, President

People Management Group/ UdderlySAFE

For those of us in the agriculture industry, we know that farming is more than a job, it is a way of life. Just as your parents and grandparents introduced you to life on the farm, you probably want to share it with your own children and grandchildren. With children being home throughout the COVID-19 pandemic and now with summer approaching, it gives you an opportunity to show your children more about working on the farm. It is easy to think that because your children have grown up on the farm around equipment and animals that they are less likely to be injured on the farm. However, this is not the case.

On August 30, 2018, an Ontario farmer was operating a skid steer to move a trailer (2). The farmer's children, aged four and seven, were in the front-end bucket. Unfortunately, the four-year-old fell out of the bucket, just as the farmer looked backwards to check on his load (2). With his attention diverted, the child was trapped under the machine and died from head injuries (2). In a court of law, the farmer was found guilty of criminal negligence (2). This case set a precedent for farmers and those in agriculture to be convicted in situations where there is a death of a child (2). On top of this, this farmer now must spend the remainder of their life with the grief and regret, all because of what happened in a matter of seconds.

A national study done by Canadian Agriculture Injury Reporting, (CAIR) found that between 1990 to 2008, 1,975 accidental deaths occurred in the agriculture industry (1). Of that, 248 fatalities were children and youth under the age of 15 (1). Additionally, there was 96 reported deaths for children aged 15 to 19 years old (1). This study also looked at the causes of the fatalities. Specifically, in the case where a child was killed, 63 per cent of fatalities were related to machines, such as runovers, entanglements and rollovers (1). Keep in mind, this is just information on fatalities. Thousands of injuries occur on the farm each year in Canada, but the statistics on these are unreliable, as many non-critical injuries go unreported.

So how can you ensure that the safety of your children continues to be a top priority for you while they work on the farm? Below are a few things to think about when children start to work on the farm.

Identify hazards together

When you are doing your monthly workplace inspection on the farm, bring your children with you. From a young age, they are able to walk around and

help you to identify hazards and inspect the farm for potential problems. This also helps to show them from a young age that safety should always be their top priority.

Training employees

Your children should go through the same training process other non-related farm employees go through. There should be a checklist made of each task you are showing someone to do. When you are training employees, it is also important you identify the hazards of each job, and how to prevent injuries from occurring. Additionally, just as you do with non-related employees, you should have a child sign and date a training acknowledge form, indicating you gave them hands-on training on how to do a task. This should be completed with each new task they are shown. All training documentation and acknowledgements should be kept on record in an employee file.

Model good behaviour

If you tell an employee to wear gloves while doing a task, you should also be wearing gloves. It is easy to rationalize risks, especially when you have completed a task every day for 10 years and nothing bad has ever happened. It only takes one second for an accident or injury to occur. By modelling proper and safe behaviour, it enforces the importance of completing a job properly and safely.

Driving farm equipment

In Ontario, according to the Highway Traffic Act, a driver's licence is not required to drive a tractor or a self-propelled implement of husbandry (3). However, equipment operators are required to be 16 years of age in order to drive the equipment on the road. Individuals under 16 years of age can drive vehicles directly across a highway (3).

Do not allow for extra riders in any farm machinery or equipment. The only exception to this is if there is a buddy seat with a seatbelt in the equipment.

Age appropriate jobs

As a parent, you know best what your child is capable of. You know that it is dangerous for your six-year-old to be driving a forklift. You know that

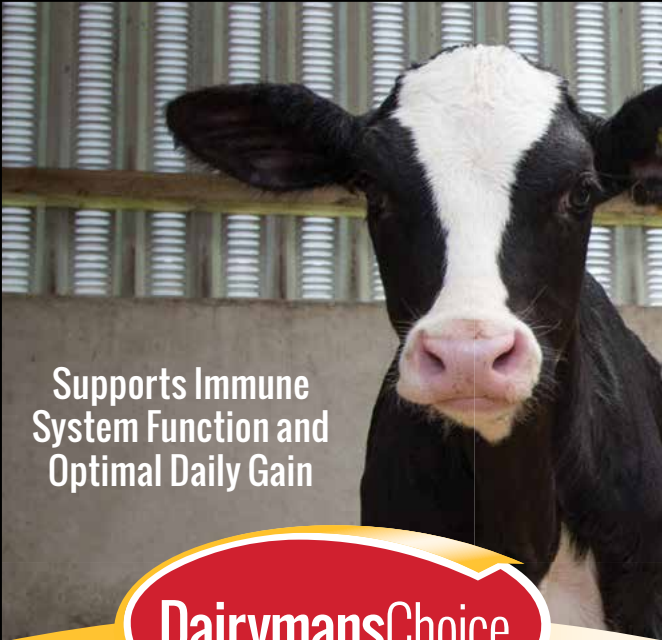
mixing chemicals is a dangerous job that requires training and understanding of the hazards. Before you give your child the opportunity to do a task on their own, you should follow the same steps you would with any new employee:

- 1) Identify the hazards and risks of the job
- 2) Walk through the steps and procedures on how to do the job properly
- 3) Show them hands-on how to do the job/task, while they observe
- 4) Have them reiterate to you the above three steps to ensure they understand the potential hazards and risks, and the steps of how to do the job properly
- 5) Supervise them doing the job and offer constructive feedback on things they can improve upon
- 6) Have them sign an acknowledgement that they were given hands-on training on how to do a specific task
- 7) Monitor them continuously until you and they are confident that they are capable of completing the task on their own ■

References available upon request.

Training Acknowledgement	
Topic:	
Location:	Discussion Date:
Details of Training:	
I acknowledge I have been provided hands on training on the above topics. If I have further questions, I will ask my direct supervisor for clarification.	
Name (Print Clearly):	Signature:
Trainer Name (Print Clearly):	Signature:

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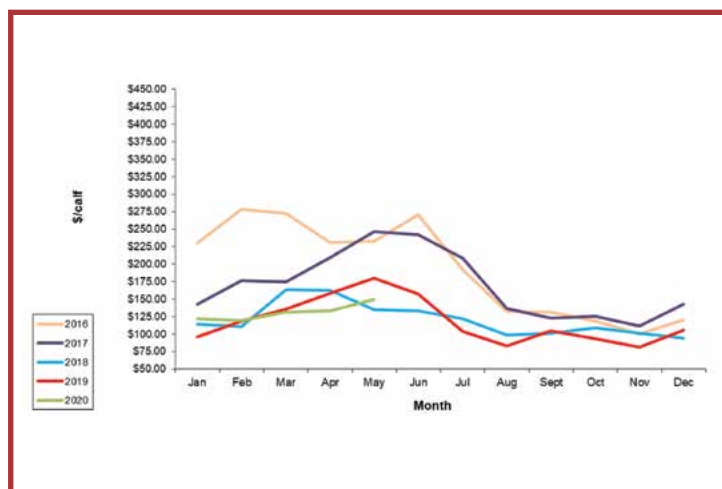
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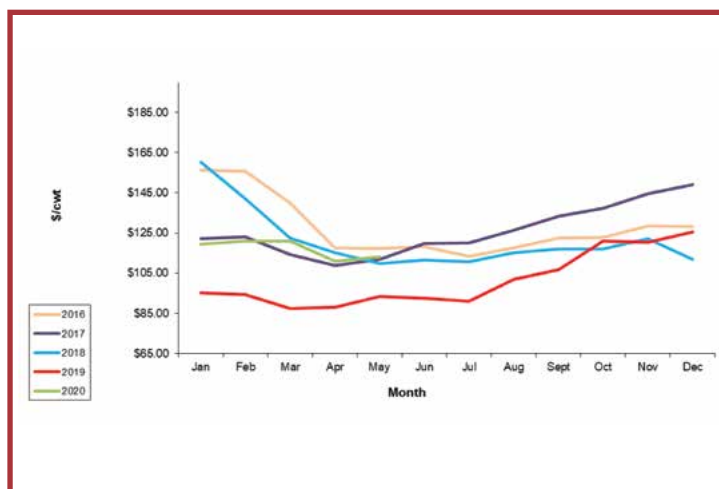
Veal Market Information

Veal market data is collected electronically from Ontario sales barns.

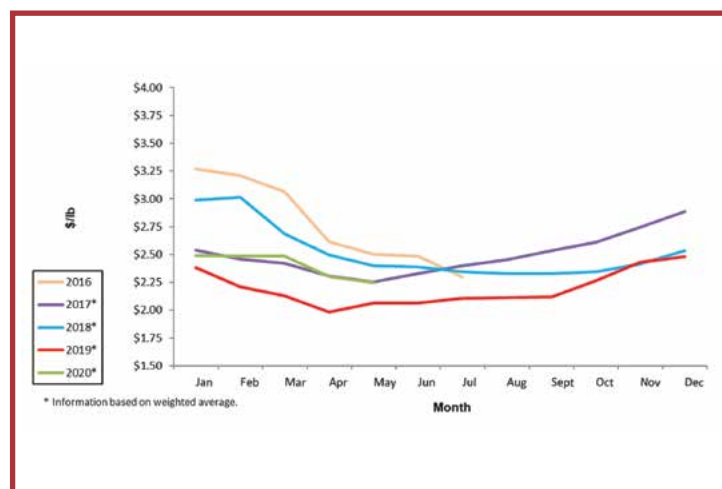
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Licenced dealers

As a veal (bob calves and finished veal cattle) producer, you should be dealing with licenced dealers who are remitting veal licence fees (check-off) on behalf of the farmers they are collecting from.

If you are selling bob calves from your dairy farm, the \$5.50 check-off is to be collected by the person purchasing those calves. If you sell your calves to a sales barn, the check-off is remitted on your behalf. Please contact the Veal Farmers of Ontario (VFO) office to ensure we have your updated contact information, including your e-mail address.

If you are dealing with an unlicensed dealer, you are not protected under the Ontario Beef Cattle Financial Protection Program (OBCFPP). You could be in jeopardy of losing the money from the sale, especially if you received a cheque for payment. If it is unclear if the dealer is licenced, ask to see the licence, check the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) website at bit.ly/omafra/licenceddealers or contact the VFO office.

Licence fee reminders

In order to assist those who have not yet remitted their bob calf purchases from private treaty or dealer sales, the VFO has a **Monthly Licence Fee Remittance Worksheet** available to assist in calculating remittances from January 1, 2020 to December 31, 2020.

Please take the time to fill this worksheet out if you are not currently remitting on a regular basis. As a reminder, Regulation 58/15 (i) requires any person who receives veal cattle to deduct from the money payable for the veal cattle any licence fees payable to the local board by the person from whom the veal cattle is received and to forward the licence fees to the local board. Bob calves are considered veal cattle.

If you have not already sent in Form 1 identifying yourself as a veal producer, please do so. They can be e-mailed, faxed, or sent by regular mail to the office.

If you require additional copies of the **Monthly Licence Fee Remittance Worksheet, Form 1 or Form 5**, please visit bit.ly/licencefeeforms or contact the VFO office.

Ontario Beef Cattle Financial Protection Program

Agricorp is the Delivery Agent of the OBCFPP and Administrator for the Livestock Financial Protection Board. All communication, including but not limited to: Late Payments Reports, Claims to the Fund, and Licensing inquiries, must be directed to Agricorp. Visit bit.ly/agricorp or call 1-888-247-4999 for more information. ■

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