

Forage Facts

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Remember as days get colder animals are attracted to the warmth of cars so check wheel arches or other hiding places.



you should probably go to TheMetaPicture.com

Workplace Legislation on Farms

By Codie lee Yasieniuk

Who will the new labour laws effect?

Only farms with waged, non-family employees will have to apply the *Employee Standards Code* and *Labour Relations Code* to their operation.

The new legislation will not impact:

- x Farm Owners
- x Family Members Of Farm Owners
- x Non-Employee Relatives, Friends And Neighbors Helping Out
- x Children Doing Chores Or Participating In Activities Such As 4-H Or Helping Neighbors And Friends
- x People Participating In Recreational Activities Such As Hunting On Farmland

When should we expect the code to take affect?

On January 1st 2018 Alberta will implement its *Employment Standards Code*. However, some parts of the code are still under discussion and will be announced later in the year. Alberta Labour still needs to update the list of 'Light Jobs' youth between the ages of 13-15 can complete safely, and the definition of 'Hazardous Work' as it applies to farm and ranch work.

How will youth in agriculture be effected?

This section applies only to youth, non-family, waged agriculture employees. Children 12 years of age and under, are not permitted to work, except for artistic endeavors approved by permit from *Employee Standards*. Youth ages 13-15 may complete 'Light Work', as long as it is safe for them to do so. Youth

aged 16 to 17 are allowed to complete 'Hazardous Work' only after the employer has received a permit on their behalf, they have completed adequate training to do the job safely, and they are supervised while doing the work.

Why is the *Labour Relations Code* being applied to farms and ranches now?

The *Labour Relations Code* has not been updated since 1988. In the past 30 years agriculture and workplaces as a whole have changed drastically, therefore codes related to the workplace should keep up with the times! Different pieces of machinery, changes in procedures, and new-age products (chemicals etc.) all pose a new risk to farm and ranch labourers. These employees deserve the same care to protect their health, and livelihood, as much as employees in any other industry do.

How will waged employees benefit from these changes?

The new legislature places heavy emphasis on providing hired hands with fair pay and safe work conditions.

Taking into account that farming is extremely time sensitive work, the provincial standards of 'hours of work and overtime' do not apply to agriculture employees. It would be unreasonable to govern the amount of hours a day a person could spend working during peak seasons like seeding, harvest, and calving!

Employees are now granted holiday pay, rest periods, and job-protected leaves for personal reasons (illness or injury, compassionate care, maternity etc.). A new rate of minimum wage has been set at \$15/hour, but this is **not** effective until October 1st 2018.

There is a lot of new information to understand before January 1st—so to learn more go to the Government of Alberta website or contact our Fairview office. We're happy to help you during this transition!

FATIGUE AND WORK

! Staying awake for 24 hours straight affects the human body almost exactly like a blood alcohol level of .10%, which exceeds Canada's legal limit for drivers.



Impacts of fatigue

DECREASED

- decision making ability
- ability to do complex planning
- communication skills
- productivity / performance
- attention and vigilance
- ability to handle job stress
- reaction time
- memory / ability to recall details

- tendency for risk-taking
- forgetfulness
- errors in judgement
- sick time and absenteeism
- medical costs
- accident rates

INCREASED

Fatigue is regarded as having an impact on work performance. Most accidents occur when people are more likely to want sleep – between midnight and 6 am, and between 1-3 pm.^[3]



Fatigue is the state of feeling very **tired, weary** or **sleepy** resulting from insufficient sleep, prolonged mental or physical work, shift work, or extended periods of stress or anxiety.

Boring or repetitive tasks can intensify feelings of fatigue.

repetitive
repetitive
repetitive



One shift worker in five dozes off during a shift.^[1]



Night, evening, rotating and irregular shifts are associated with in increased risk of occupational injury due to **worker fatigue**, less supervision and reduced co-worker support.^[2]

SIGNS



Fatigue is increased by...



Tips for workers

- EAT** a healthy diet that promotes longer-lasting energy. Complex carbohydrates (starch) are preferable to simple carbohydrates (sugar). Avoid fatty foods and junk food.
- ADOPT** a steady exercise routine that includes cardiovascular, muscle strengthening and flexibility workouts.
- TRY** to get at least 7.5 - 8.5 hours of sleep per night.
- STAY** positive. Make a conscious effort not to be overwhelmed by negative circumstances.
- AVOID** driving if you are tired, especially in inclement weather where vision is impaired.
- AVOID** excessive noise.

Advice for employers

- ENSURE** the work environment does not promote fatigue. Try to avoid dim lighting, toasty temperatures, and excessive noise.
- VARY** job tasks to eliminate repetition or long periods of boring, monotonous work.
- INCORPORATE** and encourage taking breaks.
- TRAIN** workers on the importance of getting enough rest and how to achieve work-life balance.
- INTRODUCE** shorter shifts, and rotate shifts in the direction of the sun (morning, afternoon, night, in that order).

CCOHS.ca
Canadian Centre for Occupational Health and Safety

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- Scale & Tag Reader available for member use
- Soil & Livestock Water Quality Testing

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'Workplace Legislation For Farms' Webinars

Webinars specific to ranchers and farmers will be beginning December 1st, 2017

Available Webinars:

- Overview of changes to Employment Standards
- Employment Standards for farms and ranches

These information sessions will provide a general overview of the upcoming changes to Employment Standards, and changes to Employment Standards for farming and ranching operations that become effective January 1, 2018.

For webinar schedule, and to register, visit the Government of Alberta website



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TO ALL OUR MEMBERS AND
SUPPORTERS,

*Merry Christmas &
Happy New Year!*





Upcoming Events

**Western Canada Conference
on Soil Health and Grazing**

December 5th—7th

Radisson Hotel
Edmonton

Peace Agronomy Update

January 18th

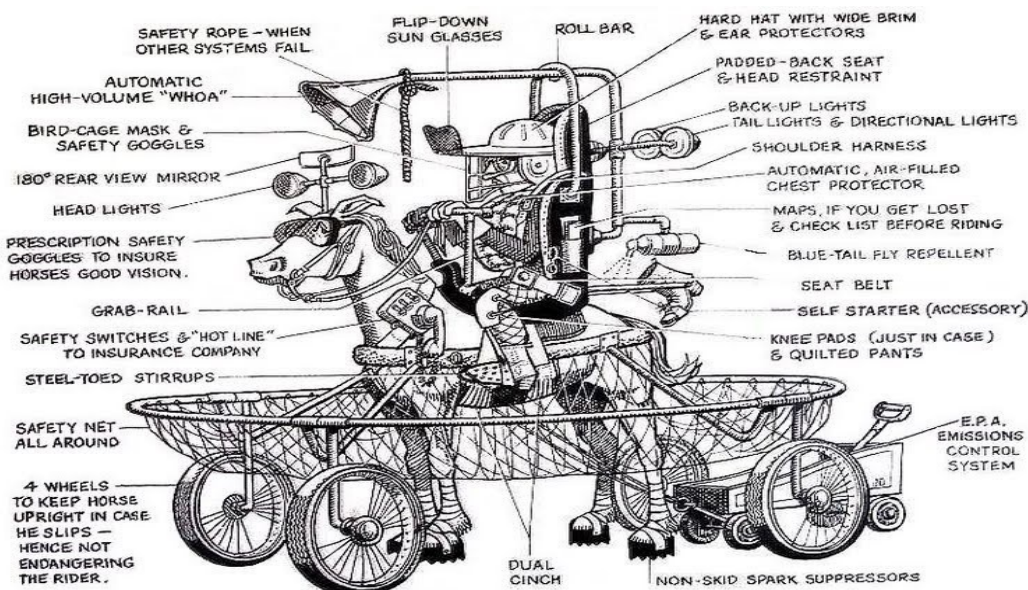
Fairview

**PCBFA
Annual General Meeting**

February 23rd

TBA

For more information or to register for any of these great events, please visit our website or call the Fairview office at 780-835-6799 or email info@pcbfa.ca



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