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Cover picture - Doug's Split Nuc's ready for Split Seconds the middle of July.
See article on page 14.
Photo: Doug McRory.

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Canadian Honey Council Report



Rod Scarlett, Executive Director, CHC



a whole. Some are more controversial and will result in significant debate within the industry.

The CHC continues to work on Temporary Foreign Worker Program issues, primarily the four in four out rule. More beekeepers will be impacted this year and policy changes need to be incorporated soon in order to insure not only our capacity, but our competitiveness. This will be one of the most important priorities in 2016.

Trade issues continued to play a major role and no doubt will continue to be of extreme importance. Issues such as maximum residue limits (MRL's) in honey, importation of transhipped and adulterated honey into Canada, labelling of genetically modified honey in Europe, tariffs and domestic labelling are still outstanding issues and will be a focus of the CHC. In the same vein, the dramatic drop in honey prices and the lack of movement are an immediate concern.

As Canadian beekeepers are well aware, our honey prices are linked very closely to American honey prices and the US market has seen the same drop in price and demand. A number of reasons such as large domestic honey crops, large crops in Argentina, and the illegal importation of Chinese honey have all impacted the American market driving prices down 30 to 40%. Subsequently, prices and demand for Canadian honey have dropped and the CHC will have to work at increasing domestic demand and creating alternate market opportunities in order to help mitigate the economic impacts. We also have been vigilant in identifying illegal honey shipments in and through Canada.

In September, Canada won the 2019 bid to host the largest beekeeping show in the world, Apimondia. This will result in a lot of time energy and resources being devoted to pulling off a successful event. Pre-planning and organizational development will commence in 2016 and as things ramp up we will be encour-

aging all beekeepers from across Canada get involved in some capacity.

The adoption of CBISQT (Canadian Bee Industry Safety Quality Traceability) and bee bio-security by Canadian beekeepers will continue to be promoted. Look for information of presentations in your area both on the CHC website and the provincial association's website. A download of CBISQT and the Canadian Beekeepers' Practical Handbook to Bee Biosecurity and Food Safety can be found on our website.

The Bee Health Roundtable continues to be one of the most important initiatives the industry has been engaged in in the last decade. Industry partners from all aspects of the agricultural sector are aggressively and cooperatively looking at ways of encouraging bee health and success in the sector. Despite its critics, there is little doubt the achievements to date have been significant and further efforts will no doubt be equally notable.

As we head into the new year, I expect many of the above issues will be front and center in the work of the CHC. We will also have to immediately address the distribution of veterinary drugs in the industry as, in all likelihood, the status quo will not be acceptable. Small hive beetle reared its ugly head late in 2015 and we now have to work together to find solutions that everyone can live with, not an easily achieved goal.

Finally, at the AGM in Saskatoon, three new members joined the Board; Dani Glennie, Bill Termeer and Allan Campbell. I look forward to working with them. To Grant Hicks, Calvin Parsons and Bryan Ash, it was a pleasure to work with dedicated beekeepers who always looked at the big picture, who compromised when they had to, and offered solutions to some exceedingly complicated situations. I very much enjoyed working with each of you and hope to rely on your goodwill and knowledge in the future. ■

Another year has come and gone and it proved to be a busy one for the CHC and the Board members. Early in the year, the Senate Standing Committee on Agriculture and Forestry were wrapping up their investigation into honey bees and the submitted their report in May. We have not heard from various government departments on the responses to the recommendations as the federal election put a damper on activities for four or five months. It would be a shame if the hard work of the Senate committee fell by the wayside as many of the recommendations would have a positive effect on the industry as



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Report to the Canadian Association of Professional Apiculturists (CAPA)

Kevin Nixon



It was a busy year again for us at the Canadian Honey Council and I'm sure a very busy year for all you folks in the research community. According to the numbers reported by CAPA to Statistics Canada for 2014, our industry continues to grow both in the number of hives and number of beekeepers. It's an exciting time to be in the beekeeping industry right now especially with the vast amount of research taking place at so many levels. In fact, there's likely more projects going on than we as an industry are actually aware of which is unfortunate.

The Canadian Honey Council had 3 action items we spent a lot of time on over the past year: the Bee Health Roundtable, participating in the Honeybee Health Coalition and having a preliminary discussion meeting with the PA's to address the need for a national small hive beetle protocol as well as interprovincial movement of bees.

At the roundtable, the CHC continues addressing priorities such as varroa controls, reducing pesticide exposure both in and out of hive, assessing the value of the honeybee industry to agriculture, being able to benefit from innovative research, building consumer confidence in our products and building trust and understanding among stakeholders.

There has been significant progress made on every one of these points which will all benefit the industry and a lot of these points have involved CAPA members' input at some point, so thank you for that.

The completion of a compendium of research taking place in Canada will be a significant resource so that we as an industry are aware of what research is taking place. Hopefully it will be a benefit to the research community as well so that everyone can collaborate and use their valuable time more efficiently. As well, the work of developing a beekeeper Best Management Practices manual for Canada, assessing the value of pollination services and working with Pest Management Regulatory Agency to get alternative hive treatments registered, it's all great work which will have positive impacts for the industry.

The CHC continues to discuss with Agriculture and Agri-Food Canada the concerns of imported honey into Canada, the exporting of honey to Europe and the impacts of GMO labeling, working with the necessary organizations regarding the introduction of GM alfalfa and trying to get an MRL registered for tylosin in Japan.

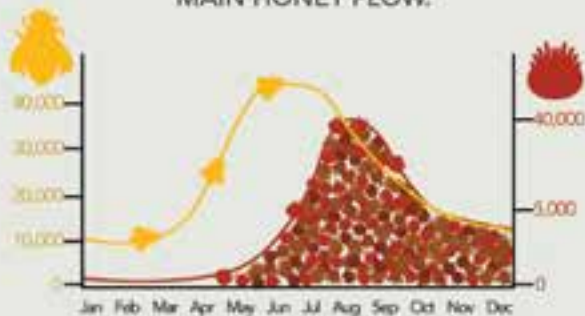
Accessing good seasonal labor locally continues to be a challenge for our industry, and the CHC will continue to work with government to ensure they understand our needs in order for us to stay operational.

Finally, as you all know, the CHC won the bid to host Apimondia 2019 in Montreal. A big thank you to CAPA for your financial contribution of \$10,000 for the bid and to Dr. Shelley Hoover, Dr. Steve Pernal and all the others who came to Korea to help with the bid and Dr. Pierre Giovenazzo as he was the key in getting the whole bid together and presented it on behalf of the CHC.

Thank you for all your hard work and we look forward to continue building relationships with CAPA. ■

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Regional Reports



Maritimes



Paul Vautour

I have not received input from the New Brunswick Beekeepers and am not aware of their position on the small hive beetle (SHB) issue. However Nova Scotia and Prince Edward Island beekeepers are very concerned and are requesting their respective governments to impose a ban on the importation of bees from areas where the SHB has been detected. From my perspective, the colonies I overwintered were strong, heavy, and well-wrapped. As in most other areas, the temperatures in N.B. have been un-

seasonably high up until the new year.

Two prominent P.E.I. beekeepers (Peter Dillon and Daniel Ficza) have responded to my request for input and give a resume of the 2015 season as follows: Early spring survival was within recent norms, but the prolonged winter temperatures ate into colonies that normally would have survived. Nearly two weeks were dedicated to digging out the colonies. Nutrition from dandelions did not materialize before hives were off to pollination. Remaining colonies were dependent on pollen substitute and sugar for survival and expansion. Blueberry pollination was successful and more colonies were imported from Ontario to meet the demand. Queen rearing in July was successful in producing viable cells. However, a greater number of rapid supercedures were observed, and it's assumed it was caused by lack of queen fecundity. Drones were inspected and a large number were found to have infertile sperm. Varroa was controlled but efficacy of Amitraz seemed to have fallen below the 98% kill level. Oxalic acid dribble was used to cull mites in mid-December – aiming to impede their development in next spring's colony buildup. Fall preparation involved the normal feeding of 5 imperial gallons of sucrose. Nectar flow and pollen supply shut down earlier as compared to last year. Unseasonably high temperatures in late fall prevented the bees from clustering right up until wrapping in December, and it's feared the bees may have consumed a major amount of winter stores. This, and the ability to get supplementary feed on the hives in a timely manner, will be the overwhelming worry of beekeepers over the winter season. As for general honey production, early summer was unfavourable, giving way to some white clover nectar and a few other different types of honey from unknown sources. Then, near drought conditions slowed the honey flow considerably until an excellent goldenrod bloom was harvested – only to be cut short by heavy rains in late August. It is assumed the provincial average will be about 60 pounds. Overall, much of the beekeepers' time is spent rebuilding colony numbers caused by winter and mid-season losses. They are finding it more difficult to make increases in colony numbers on the Island.

Québec



Scott Plante

This year had a long and cold spring, followed by a cool and dry summer. Once the bees were fed, then came a long and abnormally hot fall. Brood rearing seems to have continued long into month of November and even December and many hives are entering the winter light. A week before Christmas temperatures hovering around 20 degrees Celsius were recorded in the province with some beekeepers still attempting to feed the lighter hives.

The need for quality beehives during blueberry pollination is an ever increasing issue. Multi-year contract signing this fall for hives in 2016-17-18 has hovered around the \$160 to \$170 mark. A delegation from the Québec Beekeepers Federation is set to meet with the blueberries growers in the month of February in Lac St-Jean. Blueberry growers from New Brunswick have asked to join this year. This is a yearly event that has helped to stimulate the Québec beekeeping industry by opening channels of communication, to help in negotiating prices for hives and their quality during pollination.

The retail prices for honey seem to be holding. The prices for honey in the barrel seem to have fallen by about 12-15% to about \$2.20/lb.

Merry Christmas and a happy new year!

.....
Cette année fut longue et froide au printemps avec un été frais et sec qui l'a suivie. Une fois les abeilles nourries, un automne anormalement long et chaud nous attendait. La ponte s'est poursuivie jusqu' au mois de novembre et décembre, si bien que plusieurs ruches débutèrent l'hiver légères. Une semaine avant Noël on a enregistré des records de température frôlant les 20 degrés Celsius, certains apiculteurs on même tenté de nourrir les ruches qui étaient plus faibles.

Le besoin de fournir de bonnes ruches de qualités pour la pollinisation des bleuets devient un problème de plus en plus grandissant. Plusieurs contrats oscillent entre 160\$ et 170\$ la ruche et ont été signés tôt cet automne et ce pour plusieurs années, soit 2016-17-18. Une délégation de La Fédération des Apiculteurs du Québec doit rencontrer les producteurs de bleuets au Lac St-Jean en février, les producteurs de bleuets du Nouveau Brunswick ont demandé de s'y joindre cette année. C'est un évènement annuel qui aide à stimuler l'industrie apicole québécoise en ouvrant des voies de communications pour aider à la négociation des prix pour la location des ruches ainsi que la qualité de ces dernières.

Le prix du miel au détail semble se maintenir. Le prix du miel en baril semble avoir tombé de 12-15%, c'est-à-dire 2.20/lb.

Joyeux Noël et Bonne Année à tous

Ontario



Jim Coneybeare

Most of Ontario has experienced above average temperatures and reasonably dry weather throughout the fall. In my area, often it is a scramble to get all our hives wrapped before the snow starts to bury things in November. This year, we had the first green Christmas in years and the white stuff hasn't stayed on the ground until the last few days of December. This has set most beekeepers in an excellent position to get feed into hives and treatments on before wrapping. Many are reporting healthy looking bees heading into winter. (Nothing beats great fall weather to get the bees into shape for the cold Canadian months.)

The Ontario Beekeepers Assoc has 3 new director faces. John Van Alton and Glen Ackroyd have both previously served OBA in various capacities and are back to join us, as well as a newbie Janet Ann Leggett. All will add a new perspective and dynamic to the board in the New Year. Thanks to Tom Congdon, Bernie Wiehle, and Guy Anderson for years of contribution and service to the OBA.

The beekeeping industry statistics for Ontario in 2015 are quite interesting and revealing. Our total honey production is down by 11.1% from 2014 and our hive numbers are also correspondingly down by 10.3%. Honey production per hive averaged 93 lbs, slightly lower than 2014 at 93.8 lbs. This is opposite to the overall Canadian trend, which saw both increases in hive numbers and honey production. 2016 marks the beginning of Ontario's initiative to address a healthier environment for our bees and hopefully a more sustainable future for our industry.

Our yearly CHC AGM transpired early this year in conjunction with the Saskatchewan AGM. Thanks SBA for your hospitality. Slumping wholesale honey prices along with Small Hive Beetle were the "Big Topics" of our discussion. No one wants SHB but every province recognizes the importance of moving bees for better wintering and pollination. CHC discussions moving forward are committed to navigating the difficulties with this situation. Provincially, this fall OBA and OMAFRA have worked together to address beekeepers concerns with SHB in the coming year. Once again Ontario is confronting the difficult situation of trying to control SHB spread but also allowing movement of bees for pollination. On the flip side - What is with these low prices and the slow movement of bulk honey? With our Canadian Loonie so low you would think sales would be on the rise. The cheap off shore stuff is having a deep impact at the moment.

On the CHC board we have some changes and I look forward to working with the "newbies" Dani, Bill and Allan in the new year. To all our readers may the new year bring healthy bees and better honey prices.

Manitoba



Allan Campbell

We were very pleased to nominate Jim Campbell for the prestigious Willy Baumgartner Memorial award this year and were so excited that he was awarded the honour! Jim has selflessly served this industry and Manitoba for such a long time and has been a personal source of strength and support for me as well. The entire industry thanks you Jim!

Manitoba has seen slightly higher average production this year over last with some variability and poor crops interspersed among some very good honey crops. We also saw a small increase in the number of beekeepers in the province which to me is a good sign. Bees looked generally healthy going into winter with mostly large cluster sizes and were consuming feed and putting on weight well during what was a very open fall. Some producers reported higher than expected mite levels post treatment, though tests confirmed that varroa was still susceptible to Apivar/Amitraz. It has been a very mild winter so far

and no real accumulation of snow until just very recently and has been great for outdoor activities, as long as snowshoeing wasn't one of them.

Preparations are well under way for our Symposium / Convention which is set to take place the last weekend in February. Speakers are booked and we have a full agenda which you can find posted at www.manitobabee.org We plan to hold a special meeting in conjunction with the symposium as we are attempting to pursue hiring a highly qualified person as a project manager to work on day to day projects that will report to the board. We are also pursuing setting up our own Tech Transfer team to assist our members as well. We invite you all to come and take in our symposium which has been very well attended thanks to the hard work of all our volunteers.

Unfortunately, the honey market in Manitoba for bulk sales has been seriously hampered by large imports of cheap honey from Argentina, Ukraine and Vietnam as reported on the CHC website industry statistics, imports for October 2015. We see honey imported as low as \$1.19/lb while many Canadian producers are finding it difficult to sell their crop for a fair price or being told flat out "we aren't buying Canadian honey at this time" At least we can still be thankful though that there are still those packers out there who do support the Canadian industry and sell only 100% pure Canadian honey.

Labour is also still a serious issue for us as we see on so many farms of all types across Manitoba and Canada. We are seeking farmer's to come out to the CAHRC focus group session in Winnipeg January 12th to have their say on employment in agriculture.

Saskatchewan



Calvin Parsons

We are beginning to feel that winter has arrived in Saskatchewan temperature of -18 with a wind very quickly bring you to finding your mitts and toques when you leave the house. Up until mid December it had been a very nice fall.

Generally the bees in Saskatchewan went into winter in good condition with very few reports of problems in the hives. Most guys used all their syrup this fall as the colony numbers in the province have climbed significantly. A large number of replacement nucs are again being over wintered here. Better to raise your own, than wonder if someone else can supply seems to be a common management thought across the province.

Importation of off shore "honey" continues to be a concern for beekeepers. Most beekeepers believe this off shore product is the cause of the virtual collapse of the offers from major packers here in Canada and in the USA. Only time will tell if this problem will be corrected and where the price of honey will be when it is corrected.

The drop of the Canadian dollar may make our honey more attractive to USA packers as time goes on. My only concern here is that we can't be seen as selling too low. The last few days I have heard reports of a devalued currency in Argentina which will likely effect the market of honey as well. New crop Argentine honey will be on the market in early 2016. Reports of heavy rain in Argentina and drought in Brazil are moving the prices of grain and soybeans in commodity markets as well. The SHB issue and its discovery in several places in Canada was a topic of concern for beekeepers in Saskatchewan at our recent convention in Saskatoon. The issue of inter-provincial movement of colonies was in the minds of many in the room as the discussion took place in the meeting room and the hallways. This is going to be a difficult issue to deal with fairly for all parties concerned.

As many of you may know I did not let my name stand for re-election at the convention in Saskatoon. This was a long thought out decision on my part and some sleepless nights on this issue. I truly enjoyed my time on the SBA and CHC boards and feel I gained more personally from meeting beekeepers from all over Canada listening to their concerns and getting to know them and how they keep bees. Understanding the issues with pollination of various crops in Canada was particularly interesting for me. While

here in Saskatchewan we make virtually all our income from the sale of honey and beeswax it is not so in many other provinces. and while we sell most of our production as a bulk product to be repackaged for consumer containers, other provinces and regions in Canada package their honey for consumers and have a very good relationship with customers. Farmers markets are a friendly place for beekeepers and with the buy local attitude of an ever growing segment of the population beekeepers have been able to use this niche to their advantage. We here on boot hill package some honey and know how much work is involved in doing this.

I was honoured and humbled at the CHC meeting by the award of the Fred Rathje award. Somewhat stuck for words at the time and still I am questioning. I would like to take this opportunity to thank those involved. I would like to say I don't feel I have done anything extraordinary and most of the things that got done are the result of working with very good people on the boards. I would also like to thank Jocelyn and Jeremy for their indulgence as I attended many meetings and they were left to keep things here at home running smoothly.

Alberta



Kevin Nixon

Winter arrived in Alberta the first week of December or so. Prior to that, it was quite nice with decent temperatures and no snowfall to speak of. A lot of Alberta beekeepers are a bit anxious to see how the bees overwinter. We had quite a long brood season which resulted in some higher mite loads in the fall at an earlier time than normal and at higher levels. This type of situation seemed to be spotty even within individual operations. There was even a couple beekeepers suggesting possible apivar resistance.

Hopefully this is not the case and so far nothing of this nature is confirmed.

Alberta beekeepers are also divided on the small hive beetle situation in BC and how we can go about best managing this risk for Alberta beekeepers. There are those that operate in lower risk environments, not moving any bees and don't want to be exposed to this possible risk of another pest and there's others that say "what risk?" These types of conversations are good to have within the industry. You can't always agree with everyone or everything, but it will be healthy for us to engage in these discussions and hopefully we can come to a solution that will work for most and allow beekeepers to continue doing business in a profitable manner.

As I write this, the honey market still seems quiet. Hopefully this changes soon as there are producers out there who have shipped very little honey. As I understand it, the U.S. domestic price has dropped considerably now as well. There was also an election in Argentina which affected currency there which in turn affects the pricing we Canadians are offered as Argentina is really who we seem to be competing with in the market. Imagine if we could somehow boost our Canadian consumption of honey a pound or so. And if Canadian consumers would support the Canadian beekeeping industry by buying 100% Canadian honey! We also need our regulators to support our industry by having a grading system in place which is not misleading to consumers like the current Canada No. 1 White...

British Columbia



Stan Reist

We have a new President and some new executive members. Kerry Clark is our new President he has been in the B.C.H.P.A. for a lot of years. He was an extension provider with the ministry of Ag. And when that was down sized, he transferred to Dawson Creek. Now that he has retired, he has taken on the position of president. Right now he is packing his bags to toddle off to Tanzania to do some extension work with third nations.

Rudi Peters is our new second Vice and is from the north Coast of the province. Rudi has done a ton of work on the information of the Small Hive beetle, which was presented at the AGM and he will have some more information for the Semi Annual in Kam loops this coming spring.

Next in the lineup is Christine Rozema who is our new Secretary, never seen meeting minutes appear so quick. Chris lives in the South end of Campbell River, on York Road that we travelled many years ago to do Cranberry pollination, for Iron River Farms. Irene Tiampo is still our treasurer, Jeff Lee ran for second term as 1st Vice and was elected. Congrats to all.

It was an awesome convention held in Courtney B.C. Calvin Parsons was in attendance to help represent the C.H.C., thoroughly enjoyed the meeting and the members. I was able to give Calvin a small tour of one of the Cranberry bogs, how they harvest the berries, and then up the Mountain to see where we put the bees for the summer crop of fireweed.

The next function we have coming up is the Pac Ag. Show in Abbotsford the end of January where we have a booth. We will interact with the blueberry growers, to inform participants about the value of Honey Bee pollination and what we need to keep the bees healthy from the effects of fungicide and pesticides. We will attempt to explain and inform the growers of the benefits of leaving other flowering plants without killing them as they provide supplemental forage for the bees. Not killing the flowering plants keeps more bees from leaving the area to find other resources.

The Semi Annual meeting is coming up in March and along with this we also have an education day. We will be having a presentation from Svenja for the info on C BISQUE which the CHC has developed for the last 10-12 years and is now ready for the beekeepers to participate in.

Talking to some beekeepers around the Province, this year was hot and dry and most everything burnt off, therefore lower crop yield. Some managed to do better because of there location. Mountain tops provided surprising amounts of rain in much localized areas, yielded good crops and made up for other areas. Most are reporting the hives went to bed lighter than they would like due to the extended fall warm weather. As of this date the mountains are receiving a good amount of snow, so maybe next year, it might not be so dry.

BeeMaid

Hot off the Press - The Bee Maid Story!



Bernie Rousseau

In time for their recent Annual General Meetings, Bee Maid Honey Limited published The Bee Maid Story, a striking keepsake book showcasing stories from its members across the Alberta Honey Producers Co-operative and the Manitoba Cooperative Honey Producers.

Working with Big Fat Pen for the storytelling and MAD Marketing for the design and layout, the task was to collect and display vignettes from beekeepers about what it is like to be a member of the Cooperatives and Bee Maid. The result was a gorgeous 32-page book with heartfelt beekeeper's slice of life stories along with stunning photography.

Manitoba printer Friesens was their printing partner that brought the book to life! From the satin finish cover to the pictures that pop with colour, the end result exceeded expectations. If you are interested in getting your own copy of this special book, they are currently for sale at all three Bee Maid Honey, Bee Outfitters locations in Winnipeg, MB, Spruce Grove, AB and Tisdale, SK.

All the best in 2016!





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1 - Yves LE CONTE and Didier CRAUSEL - UMR 406 INRA/INAPV Invertebrate Ecology, Laboratory of Biology and protection of the bee, INRA Angon, France - 2006.



Mr. James (Jim) Campbell winner of the Willie Baumgartner Memorial Award

Jim Campbell has been a long time passionate promoter of the beekeeping industry in Manitoba and across Canada since he started beekeeping in 1975. Although Jim never took his beloved beekeeping career beyond the hobby scale, one would say that his motivation for advancing the honey bee industry remained “PURE” and the fact his continual involvement and contributions



Jim Campbell photographing bees

toward advancing the beekeeping industry spanned 40 years, further exemplifies how extraordinary his passion for everything beekeeping has been.

In 1983 Jim was first elected to the Manitoba Beekeepers' Association (MBA) board, and subsequently appointed Promotion Chair. In this position he directed numerous industry promotions. It was Jim's passion for educating the public on the importance of bees and value of honey that will ultimately be his legacy. Developing promotional campaigns around how to use honey through provincial and national recipe books to coordinating “Honey Shows” focused around improving the public's general knowledge about bees and how honey is not just one colour or flavour. Not just an ingredient or something you eat only for breakfast, but that it is a gift to mankind and deserves to be recognized as such.

Jim's passion for promoting honey was put to work during Apimondia '99 in Vancouver BC. On behalf of the MBA Board, Jim worked with Dale Willard, who designed the CHC display booth, centering on a giant bee hive. Jim designed and co-coordinated the sales area! With donations from others across Canada, a package of 4 jars of floral specific Canadian honey helped promote our industry to worldwide visitors.

As a self proclaimed history-buff, one of the aspects about beekeeping most people take for granted is the role beekeeping played in the development of Canadian Agriculture. Jim's talents and knowledge of Canadian beekeeping history was most appreciated when he helped co-ordinate the 100th anniversary of MBA at the joint CHC/MBA/CAPA meeting at Hotel Fort Garry in Winnipeg in 2004. Another was when he helped design a historical display about the bee industry at the Mennonite Heritage Village Museum, in Steinbach Manitoba, in 2008. As part of a team, they developed a composition of displays that ran for 5 months and promoted the history and importance of beekeeping in Western Canada. These activities were reported in CHC Hivelights in November 2008.

Jim came to the aid of the MBA Board when he agreed to act as the Secretary, so then Treasurer, Lois Simpson could continue focusing on the financial matters of the association, rather than burden herself with secretarial duties. He retained this position until retiring in October 2015. His dedication to the industry and organizational skills allowed Jim to help the Board through many issues, too numerous to mention but you all know how many challenges our industry have faced over the past 12 years. Jim was the glue that held the Board together. For that we the Board and the beekeepers of Manitoba will be eternally grateful!

Another part of Jim's legacy will have to be his photography of which has graced the covers of numerous beekeeping publications, including Hivelights. Along with his photography, Jim is also well known for contributing articles on beekeeping to a wide array of publications, but always written with the end goal “to make people better informed about beekeeping”. “There are various ways to engage the public, but honestly

and truthfully will always be more rewarding in the long run, especially to you” – Jim Campbell.

Jim spends countless hours volunteering to speak at agriculture awareness events, such as “Agriculture in the City”, organized by Agriculture and Agri-Food Canada. As a volunteer with the Manitoba Division of Agriculture in the Classroom (AITC), a group promoting agriculture awareness to school children, Jim is regarded as Beekeeping Education Guru! For the past seven years, Jim has made presentations in classes during “Agriculture Literacy Week” and served breakfast as part of the “Made in Manitoba Breakfast”, which included honey as one of local agriculture products featured in the breakfast. In addition, Jim has been invited to speak to individual rural and urban schools, Garden Clubs, and Horticultural Societies about bees and honey.

Jim has also been called upon by TV and newspapers when issues relating to bees are in the media. Not only was Jim more than capable of speaking on the issues as the Secretary of the MBA, but he jokingly says that his hives have been photographed more often than the “Kardashians”, mainly because he lives close to Winnipeg and easy driving distance for news reporters. Jim says, the folks at the local coffee shop in his home town of Stonewall Manitoba, like to kid him about being in the news again! Jim does not mind and says “if it helps people learn more about beekeeping and its issues, then I have done my part”.

Clearly Jim is passionate about, and capable of, promoting our industry but what sets him apart from the average hobby beekeeper that loves beekeeping is how he has been able to make that passion work for the industry. His passion enabled him to serve the industry as an Executive member of the Red River Apiarist Association (RRAA) for 32 years, RRAA Delegate on the MBA board for 27 years, and last but not least, MBA secretary for the past 12 years. ■

Calvin Parsons - Fred Rathje Memorial Award Winner

The Saskatchewan Beekeepers Association would like to present Calvin Parsons

for nomination of the Fred Rathje Award. Calvin has been involved in the beekeeping industry since the 1970's and as such has spent countless hours promoting beekeeping and the importance of bees to many. He has sat on the Saskatchewan Beekeepers Association



Calvin Parsons receiving his award from Kevin Nixon

board during countless terms, including a term of 12 years which will be completed in early December 2015. Calvin was also a founding member in the establishment of the Saskatchewan Beekeepers Development Commission in April 2006, which has become a very important tool to the beekeepers of Saskatchewan.

Calvin's concern for the health of the bees not only in our province, but nationally and worldwide is why he is considered by many as leader in our industry. His well thought out ideas are regarded by many as an almost gospel in today's beekeeping industry and his ability to critically listen to others with an open mind also separates him from the list of self-serving members of this industry. We all want to succeed in this industry but not only does Calvin want to succeed, he wants all those around him to succeed as well, to show the world that Saskatchewan and the rest of Canada are innovative, dedicated, and progressive beekeepers. ■

CHC New Directors 2016

Dani Glennie - Saskatchewan

I'd like to take this time to introduce myself, my name is Dani Glennie and with Calvin Parsons deciding to step down from the Saskatchewan Beekeepers Association, and subsequently the Canadian Honey Council board I am pleased to take on his role in representing Saskatchewan Beekeepers.

I have been involved in beekeeping for 19 years, which all started when my mother decided to take on some bees as a sideline job. Those first 86 colonies grew in to a family operation of 2600 honey producing colonies. My family operation includes my Mom, Dad, Brother and me, along with many other employees. My role on our farm is queen raiser, and I currently produce 1500 nucs with new queens each year.

I have been raising queens for 13 years now, yet I still learn something new every year. I have built my own nuc empire within our empire. The queens and nucs come first for me and I lobby steadily for their importance in our operation, and industry. It has been through this development of raising queens and nucs that I have come to understand the importance of self-reliance, sustainability and the importance of local stock rather than imported stock. In our ever smaller beekeeping world, where closed borders and pest control hinder our ability to access stock, queen raising and sustainability are attitudes that are going to help progress our industry.

I am looking forward to the new challenges that will come about with my new role as the CHC director for Saskatchewan, as well as getting to know more beekeepers and types of beekeeping from around our great nation. I believe that initiative, progressiveness, and leadership could drive Canada to the forefront of the beekeeping industry. ■

Bill Termeer - Alberta

As a new delegate from Alberta to CHC, I would like to briefly introduce myself. I come from a family of beekeepers; I have a brother who runs Termeer's Apiaries in Ontario, a nephew who runs Ambrosia Apiaries in Ontario and another brother (that some of you may know) who runs Honeybear Apiaries in Leduc, Alberta. My father who started it all in Ontario is in his mid-eighties and still keeps a full apiary in his backyard. These days, as I start to think about retirement, I find my operation in the Grande Prairie area has a mind of its own and won't stop growing. I need a bad winter and low honey prices to get me back on track to retirement. Just kidding – I wouldn't hope for either of those to occur although we have already seen a softening in honey prices this fall. I look forward to working with the other members of honey council and appreciate the good work that has been done over the years. On the other hand, I am one of those Alberta beekeepers who have been extremely frustrated with the CHC's reluctance to support Alberta's desire to bring in package bees from mainland USA. I believe that the economic losses we have suffered over the years from a lack of affordable high-quality replacement bees was not worth the short period of time we gained to adjust in coping with varroa mites. Along those lines I'm pleased to see that the honey bee health round table, through the Senate Committee on Agriculture and Forestry, has identified the need to improve supplies of package bees including from the U.S. as important. It's also encouraging to see that there is a more pro-business attitude across the country with respect to the SHB finds in ON and BC, and that everyone seems to recognize that the value of pollination to the growers is more important than closing provincial borders as the primary method to stop the movement of SHB. There is one other thing that I think all of us across the country would be in agreement with and that is we need to work even harder than we have to reduce the paperwork that all levels of government keep adding to our off-season workload. I know what all of you are thinking, "Good luck on that score". ■

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CAPA President Report 2015

*Dr. Medhat Nasr, CAPA President
Alberta Provincial Apiculturist
Crop Research and Extension Agriculture and Rural Development*

I would like to welcome you all, including our guests, to the 58th Annual Meeting of the Canadian Association of Professional Apiculturists (CAPA). I would like to extend a special thank you to the organizing committee members including Saskatchewan Beekeepers Association (SBA), Canadian Honey Council (CHC), Saskatchewan Ministry of Agriculture and CAPA. I would also like to acknowledge the organizers of the research symposium, and the student competition program.



CAPA is a non-profit professional organization. All of our activities are built on volunteers to serve our members and beekeeping stakeholders in Canada. As the president of CAPA, I am so proud of the work that has been accomplished by this organization. On behalf of myself and CAPA members, we would like to thank members of the Executive Committee; Pierre Giovenazzo (Vice President), Shelley Hoover (Secretary), Graham Parson (newly elected Treasurer), and Rhéal Lafrenière (Past-President) for their efforts in making 2015 another successful year. We would also like to thank all CAPA committees' chairs and members who contributed their valuable time and knowledge to answer many requests made by various organizations and stakeholders.

CAPA had a very busy 2015. The following is a summary of CAPA Activities:

1. Canadian National Bee Health Roundtable (BHR). CAPA is a full member of the national BHR therefore CAPA representatives participated at BHR meetings and activities this year. In 2015, CAPA contributed to identifying priority issues and providing solutions that help maintain a healthy honeybee population in Canada. A list of all bee research projects currently run by CAPA members across Canada was revised and submitted to BHR. Inventory for all Canadian laboratories that provide diagnostic services for bee pests and chemical analyses for honey and hive products, was also completed and submitted to BHR. A survey of current Integrated Pest Management (IPM) practices used for honey bees was also completed. I thank Leonard, Ann, and Geoff for completing these tasks. Provincial Apiculturists have continued discussion on how to harmonize current pest surveillance activities across Canada with consideration for regional beekeeping industry profiles, regulations and available resources in all provinces.

For more information on the national BHR, please follow this link: <http://www.agr.gc.ca/eng/industry-markets-and-trade/value-chain-roundtables/bee-health/?id=1409832956249>

2. Honey Bee Health Coalition. The Keystone Center, Keystone Colorado, USA formed a "Honey Bee Health Coalition" to address the decline in honey bee and pollinator health. The Keystone Center, is an independent, non-profit organization specializing in collaborative decision-making processes for agriculture, environment, education, energy, and health policy issues. For more information please check the following link: <https://www.keystone.org/>

In 2015, the USA Honey Bee Coalition accepted CAPA to be an ex-official member. The Coalition members include: beekeepers, growers, university researchers, government agencies, agribusinesses, conservation organizations, manufacturers, brands, and more from the U.S. and Canada. It aims to provide the best available tools and resources for improving honey bee health. CAPA participated in developing tools for Varroa mite management. To learn more about Varroa mite treatment, please check the following link: <http://honeybeehealthcoalition.org/varroa/>

3. CAPA Committees and Provincial bee industry reports. I would like to thank all committee chairs, committee members, and the provincial apiculturists for their excellent job addressing a number of issues raised by the industry and other stakeholders. Detailed activities will be covered in the annual reports by committee chairs and provincial apiculturists (watch for 2015 CAPA Annual meeting Proceeding). I must say that Dr. Anne Leboeuf and her committee did an excellent job in harmonizing the questions and writing an excellent report for the annual survey of honey bee mortality in Canada.

4. CAPA Committee for Apimondia –Montreal. CAPA supported the Canadian bid for 2019 Apimondia to be held in Montreal, QC. I would like to congratulate the committee members under the leadership of Dr. Pierre Giovenazzo on this success. I am sure that CAPA will continue to be involved in this events' organization and be proud to help produce such a successful event.

5. Changes to bylaws.

In 2015, CAPA had a meeting to address some challenges regarding the financial responsibilities of the President and Secretary/ Treasurer. The general meeting supported changing the bylaws to include the following: 1) to allow the creation of treasurer and secretary elected positions to replace the position of Secretary/Treasurer and 2) If required, a member of the executive (Vice-President, Secretary, or Past-President) will be chosen to act as "Designate" by the executive to have signing authority on behalf of the President.

Lastly, there was a proposal for changes to the CAPA bylaws to address some concerns regarding the quorum size. This proposal will be discussed at this meeting.

CAPA members, this year is the end of a 2 year term for the elected executives, except the treasurer. Words cannot begin to describe how I and my executive team members feel and our gratitude to you all. Thank you for entrusting us with this role. I am personally privileged to have had the opportunity to serve this organization. During my term of office, I hope that I have been able to make CAPA's views known on many issues. Over the past few years, a number of important events occurred that we had to deal with. To name a few: reported high mortality of honey bees, possible causes of this kill as well as bee imports from the USA. In each case, CAPA has played a very constructive role to strengthen our beekeeping industry and improve honey bee health in Canada.

My job in the organization would have been much more difficult if it were not for the support and advice of many colleagues. Thank you all for your support. ■

Let's Discuss

Marketing our Production

By Doug McRory

Keeping honey bees is a passion for most of us that call ourselves beekeepers. We enjoy working with the bees and doing all the interesting things that we do with them but at some point you have to turn some of your output in to cash in order to keep fueling your passion! At a hobby level you can justify just spending money on you hobby as you get satisfaction from the bees that offsets the cost. Once you get any number of over about 2 colonies, you need to think about how you turn the products of your colonies into money so you can pay the expenses incurred, if you plan to live off the earnings from the bees to give you enough income to live at the life style that you choose to live at. Many beekeepers are what I call life style beekeepers. They have it figured out to keep just enough honey bee hives to give them the income to live at the life style that they have determined is good for them! Other beekeepers are challenged to have larger operations that give them personal satisfaction in other ways. Have a clear idea what your personal objectives are from your bee business.

There are many ways to make money from the bees and each has its own management system that produce the best results. Sometimes you can utilize the bees in combinations of more than one desired output but you have to understand the limitations of doing the different things with the bees. As an example, I produce nucs to sell to other beekeepers in the spring, and I have also used these same bees to send east for blueberry pollination and then use them for watermelon pollination, in which case I cannot take more than 1 nuc out of each colony on average or the colonies will be too weak for the pollination job. The pollination work requires much more moving and I have found it more economical for me personally to leave the colonies in place and just make more nucs from them. The key to this decision was having the market to sell those nucs too in order to be able to turn that resource into money to offset the revenue that I was receiving from the pollination.

In my little operation (175 hives made it through the gauntlet of

winter (2014-15), honey is a by-product (I still get 4-6000 pounds) but it is not my main objective of my bee business. My primary objective is to produce nucs (2 frames of brood with a frame of feed honey and pollen and a foundation frame to give the bees space to cluster as they hatch) which this year was very good for me with over 450 sold! The honey does provide a significant income (most of which is sold as packaged honey) but it is more important that the bees build back in July and August to produce 20-30 pound average of honey so they are strong enough to have a good winter cluster of young bees to survive the winter.

Each use of the bees such as honey production, pollination, nuc production, queen cell production, mated queen production, royal jelly production and pollen production each have specific production requirements in order to maximize each system. Each takes a different capital investment to achieve. Scale of operation also comes into play when considering what management system that you will utilize with your bees. As an example if you decide to do blueberry pollination, the marketing of that service to blueberry growers pretty well dictates that you have to deliver semi loads of bees with the maximum number of colonies on each load to reduce the transportation cost and the bees must be on pallets to be loaded and unloaded with a forklift. You have to have either access to or own a forklift. You need to be able to have enough bees to fill a load or work with other beekeepers to make up a load.

Whatever way you decide to keep honey bees and the market provides opportunity to make money, understand what it will cost you to run the bees in that management style and charge enough to make money and live at the life style that you determine that is acceptable to you. Often the market returns are beyond our control with things happening in other countries around the world dictating what the price we will receive for the out-come that we are working towards. If this occurs, and you cannot reach your goals doing what you have been doing, you may have to make dramatic changes to your business to achieve a goal of a good living from the bees. Remember the bees are very adaptable to different management and we as beekeepers need to be adaptable to the reality of the markets that are available to us.

Good luck with your beekeeping and think through your management system each year! If necessary make changes! ■

It's the beginning of a brand new year and as we take up all kinds of resolutions, don't forget to include your beekeeping. Here are four to get you started:

1) Be proactive. Start contacting your package bee supplier in February to find out when orders are due. Then, place your order early. Remember these trucks can only carry so many of our lovely little ladies.

2) Resolve to manage your colony for overwintering for the entire season – not just in the fall. Ensure your bees have all they need to gather and store resources. When the nectar flow is on, make sure to install plenty of honey supers. Proper management also means ensuring that your bees stay free from diseases and pests year round. You can accomplish this with monthly monitoring for both varroa mites and nosema. If either of these maladies are detected, treat appropriately. Keeping your bees healthy throughout the entire spring and summer seasons is the best way to ensure overwintering success.

3) Keep better records. It's hard to remember the details of all our hives from year to year. Maintaining better records will help you to not make the same mistakes twice but instead to repeat all the things you are doing right.

4) Keep learning. No matter whether you are new to beekeeping or a seasoned professional, there is always more to learn. There are a lot of great courses to take and a lot of great literature to read. One course you can take from anywhere is the University of Montana's Online Beekeeping Certificate program. It consists of three university-level courses at the apprentice, journeyman and master levels. Two courses are already scheduled this year.

- The Apprentice course begins February 1
- The Master course begins March 28

Register and learn more at umt.edu/bee

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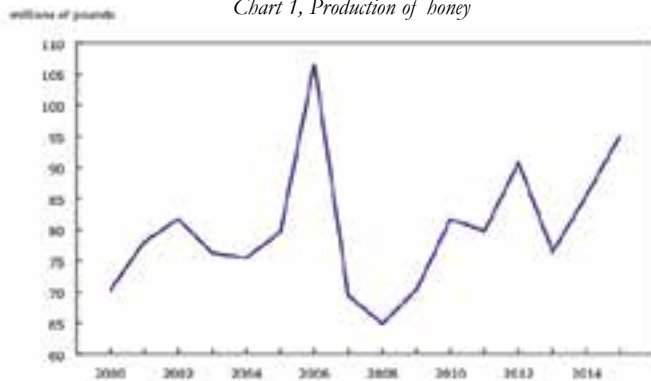
Stats Canada 2015

Production and value of honey

Canadian beekeepers produced 95.3 million pounds of honey in 2015, up 11.4% from 2014. There were 8,533 beekeepers in 2015, 365 less than in 2014.

The total value of honey rose 10.9% from 2014 to \$232.0 million as a result of increased production. The average price of honey was stable at \$2.43 per pound.

Chart 1, Production of honey



On average, each colony had a yield of 132 pounds of honey, 9 pounds more than in 2014.

The number of colonies rose 3.6% from 696,252 to 721,106. This increase was attributable to favourable weather conditions that reduced winter losses, particularly in the Prairie provinces.

Honey production in Alberta, the top producer in Canada, was 42.8 million pounds, up 20.4% from 35.5 million pounds in 2014. Yields rose from 125 pounds per colony to 145 pounds.

In Saskatchewan, honey production increased from 16.5 million pounds in 2014 to 18.8 million pounds in 2015, as a result of more colonies and higher yields.

In Manitoba, although yields were lower, production rose from 14.1 million pounds in 2014 to 16.0 million pounds. This increase was attributable to more honey-producing colonies in the province in 2015.

Contact information

For more information, or to enquire about the concepts, methods or data quality of this release, contact us (toll-free 1-800-263-1136; 514-283-8300; STATCAN.infostats-infostats.STATCAN@canada.ca) or Media Relations (613-951-4636; STATCAN.mediahotline-ligneinfo-medias.STATCAN@canada.ca). ■

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Grand opening of eva: Véto-pharma honey bee valuation center

Surrounded by its partners, Véto-pharma celebrated the inauguration of eva (Espace de Valorisation de l'Abeille or Honey Bee Valuation Center) in Chaillac, conveniently located in the center of France.

All the guests present at the opening ceremony enthusiastically welcomed the announcement of Eva's goals, its added value to beekeeping and to the local economy, and strongly expressed their satisfaction and congratulations. The guests seemed extremely impressed with the 360 square meter building outfitted with multitude of tools to promote beekeeping and honey bees.

Eva, a Veto-pharma commitment and support to beekeeping

Veto-pharma has been committed for several years to projects and supportive actions for sustaining beekeepers facing a variety of problems and risks that threaten beekeeping activities and colony survival. The most recent of these projects – Eva – is placed near our pharmaceutical industrial plant where some of our products are produced with the goal of developing and enhancing local beekeeping. The Eva complements the introduction in 2014 of an Apiculture Research Center including a testing apiary of 150 colonies and a laboratory supported by a researcher - beekeeper.

A collective space, to promote the development of beekeeping

Eva consists of two parts: a collective honey extraction plant, and an educational space to promote beekeeper trade and enhance beekeeping activity. The honey extraction plant space provides local beekeepers with reliable tools, in compliance with the best practices of extraction, to improve the quality of honey and the professionalization of beekeeping activity in this region where beekeeping is not well developed. The eva provides two lines for honey extraction: A small line dedicated to small apiaries (1 to 50 hives), and a second semi-automatic dedicated to larger apiaries (up to 300 hives).

The educational space with an area is organized around a living hive, and offers printed educational materials and videos. Events and activities about beekeeping, honey bee, hive products and beekeeping conferences and technical training will be organized.

Veto-pharma, its team and its partners dealt with a lot of heart this beautiful project, hoping to contribute even more to the valuation of honey bees and beekeeping, and to support the beekeeping industry for tomorrow.

The words of Véto-pharma's president, Raphaële Massard:

"Our objective in the coming months is to fill the Eva with life and to become a beekeeping reference in this area of France. This center is dedicated 100% to beekeeping and complements our 150 colony testing apiary, the project at the heart of our research and development plan to offer new solutions to honey bee health issues."

Véto-pharma in brief:

Véto-pharma, a pharmaceutical company dedicated to honey bee health, is proud to export its expertise to more than 20 countries worldwide. Fifteen years of steady growth have made Véto-pharma a leader in developing and producing a host of medicines and nutritional products. Our products are recognized for their quality and value throughout the world.

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The EVA entrance - ©Véto-pharma



The honey extraction room during the opening: a complete visit by the Véto-pharma scientific beekeeper, who explained the functioning of every machine - ©Véto-pharma



The educational space, organized around the living hive - ©Véto-pharma



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SUSTAINABILITY OF CANADA'S AGRICULTURAL WORKFORCE

CANADIAN AGRICULTURE & AGRI-FOOD WORKFORCE ACTION PLAN



A Future for Canadian Farmers & Canadian Food Production

WORKFORCE ACTION PLAN: BACKGROUND

The *Canadian Agriculture and Agri-Food Workforce Action Plan* (WAP) is a roadmap designed to address the sector's critical and pervasive labour shortages which have been identified as the biggest business risk management issue for the industry. The plan is a collaborative effort developed by the national Labour Task Force (LTF), comprised of industry representatives from every aspect of the agriculture and agri-food value chain, including the seafood sector, over the last three years. The *Action Plan* provides government and industry with short, medium and long-term action items focusing on:

1. Increasing the supply of labour for skilled and unskilled workers; and
2. Improving the knowledge and skills of workers in the industry.

HIRING CANADIAN WORKERS: AG INDUSTRY'S FIRST PRIORITY

Canada's Agriculture & Agri-Food industry employs 2.3 M Canadians and is full of high quality career options with competitive wages and benefits. In spite of employers expending extensive efforts on recruitment and retention for Canadian workers, critical labour shortages continue to be pervasive for the agriculture value-chain. **Statistics Canada Job Vacancy and Wage Survey data** backs this up, clearly showing agriculture is encountering significant difficulties with ongoing job vacancies in spite of vigorous recruitment.

AGRICULTURE: A UNIQUE INDUSTRY

Unlike other industries, which were reported as abusing the Temporary Foreign Worker Program, the agriculture industry has a long record of respecting the Federal Government's robust programming. For fifty years the Seasonal Agriculture Worker Program, used by some commodities to supplement the Canadian workforce with international agriculture workers during peak periods, has received international recognition as a best practice model.

The agriculture industry needs workers with unique skills and has workforce challenges including:

- **Rural De-population:** employment in rural areas makes it difficult for employers to access and attract workers;
- **Perishable Product:** handling of live animals and plants, food safety and security requirements for Canadian consumers; and
- **Seasonality:** there will always be a seasonal component to agriculture which restricts ability to provide full-time permanent jobs.

The Workforce Action Plan solution prioritizes hiring Canadian workers and includes a plan for a long term sustainable labour supply which will create more Canadian jobs within the industry and within the broader economy.

WHAT'S NEEDED: SHORT TERM

When Canadian workers are unavailable, agricultural employers need access to international agriculture workers:

- Improve **pathways to permanency** allowing agriculture and agri-food workers access to a viable pathway to permanent residency through the Express Entry Program;
- Create a **dedicated Canadian Agriculture and Agri-Food Workforce Program** to provide consistent and efficient access to international agriculture workers to support the industry's productivity, growth and future success;
- **Recognize the Seasonality** of agriculture by removing existing caps on the duration of stay for those Agriculture Stream workers brought in to address acute, seasonal labour needs that can't be filled through the domestic workforce; and
- **Create a Centre of Specialization** (single office) for the Agriculture Stream and the agri-food industry to ensure knowledgeable staff, timely LMIA processing and consistent treatment of these applications.

WHAT'S NEEDED: MEDIUM - LONG TERM

To address the chronic agriculture worker shortages fully implement the Canadian Agriculture and Agri-Food Workforce Action Plan:

- **Collect enhanced Labour Market Information** including development of **wage rate methodology** and process that reflects the agriculture industry actual wages, working towards an acceptable transparent wage rate process for industry and the Federal Government.
- **Improve Access to Domestic Labour:**
 - Develop a Jobs Resource Centre for Industry; and
 - Create a National Career Promotion initiative and tools for industry to attract more Canadian workers.
- **Improve Knowledge & Skills of Agriculture Workers:**
 - Develop a Learning Resource Centre;
 - Align Training with Industry Needs; and
 - Increase Investment in HR Management and Training.



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CANADIAN HONEY VALUE CHAIN & CANADIAN FARMERS AGRICULTURE WORKER SHORTAGE: WHAT THIS MEANS



CANADIAN BEEKEEPERS

Investment in workers is the honey industry's number one input cost. Beekeeping = full time,

seasonally intensive work that includes handling of **live bees**. Dependable, sustainable and experienced agriculture workers with unique skills are a must because:

Canadian Beekeepers are committed to the highest standard of care for their honey bees. Honey bees are being challenged with invasive parasites such as Varroa and Tracheal Mites and pests like the small hive beetle. Skilled apiary technicians are needed to provide the bees



quality care following best management practices and protocols. **Access to full-time seasonal workers that are uniquely skilled and experienced is a must – ag worker shortages are not an option.**

Beekeepers have an interdependent relationship with other Canadian farmers.

Canola seed, blueberry, cranberry, and orchard fruit growers, count on bee keepers for pollination services. Canola is the most valuable crop produced in Canada with a critical link to insect pollination, generating \$7.3 billion in 2013. The production of the hybrid canola seed requires precisely timed and thorough insect pollination to bring together the separate genetic lines of the male and female parent plants. Each season approximately 80 thousand honey bee hives are placed for canola seed production along with Alfalfa Leafcutting Bees in the fields. Researchers have found that in canola, bee pollination can also encourage higher yields for commercial canola. **Canadian Agriculture and Agri-Food count on bee pollination – ag worker shortages are not an option.**

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BEEKEEPING INDUSTRY

Some beekeepers specialize in supplying pollination services, often charging fees for hive rentals, while others derive most or all of their income from the sale of honey, beeswax, bees and other bee products.

In 2014 Canada's 8,777 beekeepers produced 81 million pounds of honey worth \$201 million dollars. 455,700 of Canada's 694,000 hives (67%) were kept in the three Prairie Provinces, producing 71% of total Canadian honey production volume.

The total agricultural economic contribution of Honey bees in 2013 from canola production (\$3.66B) and other agricultural crops (\$733 M) can be estimated at \$4.4 B.



CANADIAN CONSUMERS

Canadian consumers appreciate Canadian honey products. Canadian honey meets the high safety standards of the Canadian Food Inspection Agency which is important for Canadian consumers.

Beekeeping requires **seasonal**, full-time workers with unique skills. **Worker shortage** for the industry means:

Less Canadian honey and Alfalfa Leafcutting Bees, Less Canadian quality honey products available & higher prices for Canadian consumers.



Beekeepers need seasonal workers for only a few months out of the year.

CANADIAN ECONOMY & EXPORTS

Currently 1 in 8 Canadian jobs are from Canada's Ag & Agri-Food sector. The Ag industry employs 2.3 Million Canadians, representing \$108.2 Billion and over 6% GDP. Canada is the 5th largest exporter of Ag & Agri-Food products.

Agriculture & Agri-Food worker shortage contributes to:

- a hollowing out and economically suffocating rural communities across Canada;
- worsening Canada's rural de-population;
- lost wages & jobs for Canadian rural and urban workers;
- farmers & processors losing export opportunities and farm gate returns, putting agri-business at risk; and
- jeopardizing Canada's global market position as an Agriculture & Agri-Food export leader.



UNIQUE SEASONAL CHALLENGES



HIRING CANADIAN WORKERS: AG INDUSTRY'S FIRST PRIORITY

The honey industry recruits Canadian workers first, however, there are unique workforce challenges involved in the honey industry which include:

- Beekeeping and processing are located in rural areas where flora and crops are plentiful, and
- These are unusual seasonal jobs which will never create permanent positions which most Canadians are seeking; they require long hours, often working weekends and nights.

When Canadian workers are unavailable, Canadian Beekeepers need access to international agriculture workers with unique and special skills, willing to work in Canadian rural areas for a few weeks to several months during the season.

FEDERAL AGRICULTURAL PROGRAMMING

- **Seasonal Agriculture Worker Program** is a well-run internationally recognised program which allows access to workers from only Mexico and the Caribbean countries. These workers can return year after year without restriction.
- **Agriculture Stream** allows access to agriculture workers from other countries such as the Philippines, Nicaragua, Guatemala, Australia, and New Zealand, etc. **These workers are not allowed to return to Canada after 48 months accumulated seasonal work.**
- **The main Temporary Foreign Worker Program** needs to be used for agriculture workers for commodities not on the National Commodity List (NCL) including Canada's largest agriculture sector: Grains and Oilseeds.

ISSUE BACKGROUND: THE "4 IN 4 OUT RULE": Currently Temporary Foreign Workers including those in the TFWP's Agriculture Stream must return home after accumulating 48 months of working in Canada and must remain there a full four years before coming back. This is the new cumulative duration rule commonly referred to as the "4 in 4 out" rule. It acts as a cap that restricts access to workers with unique and special talents, causing a skills deficit. This rule is currently applied to the seasonal workers Canadian Beekeepers access from several countries including the Philippines and Nicaragua. In many cases the individuals are in their home country longer during the year than they are in Canada.

This is causing:

- **Restricted access to unique and special skilled workers needed to do the job:** Canadian Beekeepers need access to the specialized skills and knowledge provided by workers from countries such as the Philippines, Nicaragua, Guatemala, Australia, and New Zealand etc. **The Agriculture Stream needs to allow seasonal workers to return on an ongoing seasonal basis.**
- **Skills deficit for agricultural employers:** Canadian Beekeepers who are using the Agriculture Stream to access seasonal workers have invested significant time and money into on-the-job training, skills that are not available in the classroom. Under the current rules, uniquely trained seasonal workers from countries such as the Philippines, Guatemala, Australia, and New Zealand, etc. are not allowed to return to Canada for 4 years. This means the investments beekeepers and other producers have made with workers will be leaving Canada, creating a huge skills gap for farmers and the industry. **Workers are looking ahead and Canada is already losing these highly trained, seasonal workers with unique and special skills to our trade competitors.** The Agriculture Stream needs to allow seasonal workers to return on an ongoing seasonal basis.

This "4 in 4 out" regulatory seasonal worker issue is affecting 9 of the 12 Agriculture and Agri-Food Canada's Value Chains, including: Bee Health, Beef, Grains, Horticulture (Ag Stream users), Organics, Pulses, Seed, Sheep, and Special Crops.

THE SOLUTION

Today, agriculture, just like other industries, has become a global workplace. Improving Canada's seasonal programming will enable farmers to meet their seasonal labour needs, it can provide economic support for workers from developing countries, and ongoing agricultural cultural exchange that allows for a trade of ideas, innovation and technology. The Canadian Honey Council supports the **Canadian Agriculture and Agri-Food Workforce Action Plan's** recommendations. When Canadian workers cannot be found, better access to international agriculture workers is needed to address **acute, seasonal labour needs that cannot be filled through the domestic workforce.**

"Similar to SAWP, remove 48 months per calendar year duration cap on Agriculture stream workers if the employer is bringing in seasonal workers that stay no longer than 8 months at a time and who are then outside Canada for 4 consecutive months."

Canadian Beekeepers' Practical Handbook to Bee Biosecurity and Food Safety

Modern beekeeping requires beekeepers to keep track of a lot of information to meet current regulations for bee biosecurity and food safety. One of the challenges they face is sorting through extensive documents that they are sometimes overwhelming and confusing. The Canadian Beekeepers' Practical Handbook to Bee Biosecurity and Food Safety is a new tool to help beekeepers keep track of the information needed to meet current regulations. It is available on the Canadian Honey Council (CHC) website (www.honey-council.ca) on the left hand panel under "Beekeepers' Handbook".

Two essential recent documents which all beekeepers should read are the Honey Bee Producer Guide to the National Bee Farm-Level Biosecurity Standard (i.e. the Bee Biosecurity Standard), and the Canadian Bee Industry Safety Quality Traceability Producer Manual - Good Production Practices (i.e., CBISQT). They are important resources which extensively outline biosecurity and food safety requirements for Canada's beekeeping industry. Although valuable, both are information dense and can be difficult to negotiate. The Handbook helps to overcome these difficulties by providing beekeepers with:

1. a reference source to the Bee Biosecurity Standard and CBISQT,
2. tools to help beekeepers to meet biosecurity and food safety protocols,
3. tools to help new inexperienced beekeepers achieve required standards.

The Handbook is a collection record keeping templates that are each accompanied by a general information page which lists the target user, frequency of use, reasons why the information is useful to maintain, general comments about the table and also references to the Bee Biosecurity Standard and CBISQT. Those references make it easy to locate where to look in those documents for the more detailed, essential information. There are

34 stand-alone templates in this handbook. This may seem like a daunting amount of record keeping, but some of these records are used very rarely (e.g., for product recall), once a year (e.g., facility inspections), or never (e.g., beekeepers who do not have pollination contracts will not need the template concerning moving bees for pollination contracts).

The Handbook is designed to be customized by beekeepers to meet the needs of their individual operations and record keeping preference. From the CHC website the Handbook can be downloaded as a PDF or Word file. Each template is also individually available in Excel spreadsheets or as a Word table.

Many large commercial beekeepers already maintain bio secure and food safe operations. These beekeepers may find this handbook is mainly useful as a reference guide to the biosecurity and food safety documents. They may benefit by reviewing the handbook to determine if there are any minor alterations to their record keeping practices. As well, it may help those operators communicate with inexperienced beekeepers about what is required to run biosecure and food safe operations.

Less experienced operators and new beekeepers will benefit from this Handbook because it will help them to negotiate through the various types of records which need to be kept. All beekeepers need to run food safe and bio secure operations, no matter how many colonies are run. In particular, if there is a lapse in bee biosecurity neighbouring beekeeping operations can be impacted because bees may interact if they are within flight distance.

These records are important for biosecurity and food safety, but also offer the additional benefit of helping beekeepers run more efficient, and thereby, profitable operations. They are an organizational tool to help beekeepers be aware of their bees' needs, know what is going on within their operation, schedule tasks effectively, communicate with staff and inspectors, as well as customers, reduce confusion and redundancy. Lapses in any one of those aspects of beekeeping can lead to loss of time and money, as well as increased frustration and ultimately poorer beekeeping.

If there are any questions or comments about the Handbook please contact Svenja at svenja@honeycouncil.ca. ■

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Alberta Honey Producers Co-operative Celebrates its 75th Anniversary!

Alberta Honey Producers Co-operative, with a history built on quality honey, celebrates 75 years of Cooperation. Much has changed since January 18, 1940 when a visionary group of beekeepers came together to form the Alberta Honey Producers Co-operative (AHPC). What hasn't changed is AHPC's steadfast commitment to its members and to supplying the finest 100% pure Canadian honey to homes throughout the world.

"It's exciting to see the Alberta Honey Producers Co-operative reach this milestone," states Rob Dickson, Chairperson. "The Co-operative has continued to grow and to be an integral part of the success of Bee Maid Honey Limited. We are so proud of our beekeeper members and their continued focus on innovative beekeeping practices, bee health and producing quality, Canadian honey."

AHPC went from taking in 300,000 pounds its first year of existence to intake of over 10 million pounds in 2014. That growth is remarkable and is a testament to the commitment of the 140 members from Alberta, British Columbia and Saskatchewan. "As a joint owner of Bee Maid Honey Limited, demand for our high quality white honey is strong domestically and internationally, so we are set for continued growth," Dickson continues.

"The Co-operative turning 75 is a time to reflect on our achievements within our co-operative business model. AHPC continues to invest in our future with new plant equipment, expansion of Bee Supplies and building renovations. We are proud to have multigenerational families as members and move forward with a rich appreciation of our history and roots," Dickson comments.

Alberta Honey Producers Co-operative will acknowledge this exciting milestone during their Annual General Meeting in Spruce Grove in November.

About Alberta Honey Producers Co-operative

Alberta Honey Producers Co-operative processes and packages honey for its members. Membership is restricted to the western portion of Saskatchewan, and all of Alberta and British Columbia. Beekeepers who wish to become members fill out an Application for Membership and Quota Base, which is reviewed by the Board of Directors at their next quarterly meeting.

For further information, please contact:

Guy Chartier, CEO - Bee Maid Honey Limited

Phone: 204 786-8977 ext. 234 , Fax: 204-783-8468

E-mail: guychartier@beemaid.com

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Help Wanted

Help Wanted: Granum (AB)

SUPERNUC APIARIES located near Granum, AB (M.A. 251032 TWP RD 104) has the following positions for the 2016 season. APIARY WORKERS (Low Skilled Worker NOC 8431) 4 positions; wage starting at \$12.95/hr (or current wage according to NOC code), needed full time (45+ hrs/wk) from Mar 1, 2016 through October 31, 2016. Some evening, night and weekend work will be required. Accommodations are available. 1 year experience required. Duties include assisting with beehive maintenance and treatments, building and repairing bee equipment, moving hives, harvesting and extracting honey, and winter preparation. All wages are negotiable based on experience and productivity. A valid driver's license and the ability to speak English is an asset. Must be physically fit and accustomed to working with honeybees. Email resumes to aovinge@gmail.com or fax to 403-687-2154.

Help Wanted: Good Spirit Lake (SK)

5 Seasonal Beekeeper Helpers (apiary workers) for the 2016 honey production season at Howland's Honey Farm, Good Spirit Lake, SK. May to September 2016, \$11.00 to \$17.00 per hour depending on experience. A valid driver's license is a benefit and beekeeping experience an asset. Rental accommodations available on site. Employees travelling to job site are responsible for their own transportation. Training available on the job. Work is physically demanding, and includes hive management/maintenance, harvesting and extraction of honey. Long hours, week-end, and evening work may be required during the harvest period. Resumes can be faxed to (306) 792-2064 or emailed to Danny or Sasha Howland at sasha@howlandshoney.com

Help Wanted: Kinistino (SK)

Baconian Bee Farm, located in Kinistino, Saskatchewan, is looking for two Apiary Workers for the 2016 crop season. The job in seasonal full-time starting no earlier than March 15, 2016 and ending no later than November 15, 2016. Primary duties include, but may not be limited to:
 1. Moving colonies out of and into winter facility
 2. Feeding and medicating of colonies
 3. Evaluation and development of colony strength
 4. Building and repairing equipment
 5. Harvesting of honey supers
 6. Extracting and storing of honey
 Experience is not required but would certainly be an asset. Availability to work long hours, including weekends, evenings and holidays is required. Salary starts at \$11.53/hour based on experience. Ability to read and speak English would be an asset. Housing and transportation may be an option. Send all inquiries and resumes to: dionebacon13@sasktel.net. Application deadline is March 15, 2016

Help Wanted: Meadow Lake (SK)

Groot's Honey Farm Highway 55 West, Meadow Lake, SK
 Hiring for 2014 Seasonal Workers (April 01 - October 30, 2016)
 Position: 3 Apiary Technicians (NOC 8253) \$13-\$14.00/hr depending on experience
 Position: 4 Apiary Helpers (NOC 8431) \$11-\$13.00/hr depending on experience
 All applicants must be in a good physical condition.
 *Apiary Technician must have a minimum of 2 years experience
 *Someknowledge of Queen Rearing
 *Driver's License is an asset
 *The Apiary Workers must be able to work in the presence of honey bees and will assist with colony management and Honey extraction/processing
 Essential Skills: Reading text, Writing, Oral Communication, Working with others, Problem Solving, Good in Decision Making, Job task planning and organizing
 Contact: Calvin Groot, Phone: 1-306-236-3041 1-306-236-6924. Email: calvingroot@xplor.net. Mailing address: P. O. Box 2077 Meadow Lake, SK, S9X 1Z4

Help Wanted: MacGregor (MB)

11 Seasonal beekeepers - 3 apiary technicians & 8 apiary workers. March 1 to November 1, 2016. Valid driver's license an asset, previous experience working with honeybees a requirement. Wage range technician \$12.50-\$16.00 per hour, apiary worker \$11.50-\$13.50 per hour, depending on experience. Candidates must be willing to work days, evenings, weekends, and overtime in a fast paced, repetitive, and physically demanding environment. Duties may include: assessing hive health, feeding/medicating colonies, removal/extraction of honey, relocating colonies, collecting/cleaning pollen, building/repairing beehive equipment, and light maintenance on machinery/vehicles. Contact: Nichol Honey Farm Ltd., Box 461, MacGregor, MB, R0H

0R0. Phone (204)-252-2770, fax (204)-252-2129
 email: nicholhoney@yahoo.ca

Help Wanted: Kinistino (SK)

Apiary Harvest Labourers and Apiary Harvest Workers required in Saskatchewan for seasonal work in a commercial honey production and bee rearing operation.

Three apiary harvest labourer positions available for up to 6 months (March into September). Apiary Harvest Labourers perform (but are not limited to) tasks such as supering hives, harvesting honey, cleaning honey extraction and storage equipment, barrel moving, preparation and storage, repair, assemble and maintain hive equipment, bee equipment and bee yard maintenance. Experience, valid drivers license and English skills an asset but not mandatory. Wage starts at \$10.51+/hr with subsidized housing option and potential for bonuses based on performance, attitude and character.

Two apiary harvest worker positions available for up to 7 months (March through October). Apiary Harvest Workers perform (but are not limited to) tasks such as supering hives, harvesting honey, cleaning honey extraction and storage equipment, barrel moving, preparation and storage, manufacturer, repair, assemble and maintain hive equipment, bee equipment and bee yard maintenance, assist with colony manipulation, assist with colony treatments, assist with moving colonies. Beekeeping knowledge, one years experience, valid drivers license and English skills required. Wage starts at \$11.53+/hr with subsidized housing option and potential for bonuses based on performance, attitude and character. Availability to work long hours, evenings/nights, holidays, and weekends is required for these positions. Work is faced paced and physically demanding. E-mail resume and cover letter with references to B's Bee Ranch Inc at beerranch@sasktel.net

Help Wanted: Tees (AB)

TEES BEES INC. requires: One APIARIST (NOC 0821) for full-time year round employment (\$16-\$20/hr depending on exp. with possible housing allowance and bonus). Candidate must have previous management experience and be accustomed to a Canadian style commercial apiary.

Two APIARY TECHNICIANS (Skilled Laborer NOC 8431) with a minimum of 3 years (seasons) experience(\$14-\$17/hr depending on exp. with possible bonus) (40+ hrs/wk).

Three APIARY WORKERS (Low Skilled Worker NOC 8431) with a minimum of 1 year (season) experience (\$13-\$16/hr depending on exp. with possible bonus) (40+ hrs/wk).

One GENERAL FARM WORKER (Harvest Laborer NOC 8431), experience is an asset but training is available (\$12-\$16/hr depending on exp. with possible bonus) (40+ hrs/wk).

All positions are for the 2016 season. All wages are negotiable based on experience and productivity. Applicants must be able to work in the presence of honey bees and will assist with colony management and honey extraction/processing. All positions may require some evening, night & weekend work. All applicants must be in good physical condition and able to work in a team environment. A valid driver's licence and the ability to speak English is an asset.

Contact Jeremy Olthof at 23318-Hwy 50 or email teesbeesinc@gmail.com or mail to RRI, Tees, AB T0C 2N0.

Help Wanted: Delta, (B.C.)

Caspian Apiaries Inc requires 10 seasonal fulltime(40+hrs/week) Apiary Workers (NOC 8431, \$13.26/hr) for the 2016 season. Work starts approximately mid January 2016 until approximately the end of October. There may be some evening, night/week-end work.

Applicants must be in good physical condition and be able to work in a team environment. Duties include: handling, feeding and caring for honeybee colonies, assisting in the production of nucs and or replacement hives, diagnose and treat hive health issues, moving hives to and from pollination, collecting/extracting honey as well as bee yard maintenance and the manufacture, assembly and the maintenance of hive equipment.

Work is in the Fraser Valley of BC until the end of blueberry and or cranberry pollination, then colonies are moved to NE Alberta for honey production. Hives are returned to BC starting approximately mid September. Applicants must have a minimum of 1 year experience in commercial migratory beekeeping.

Applicants should send resumes to Hossein Yeganehrad by email to caspianapiaries@gmail.com or mail and or in person at 10473 Main St, Delta, B.C. V4C-2P7

Help Wanted: Langenburg (SK)

12 Seasonal Workers:

5 Apiary technicians to:

- Help with Spring check, do hive assessment and manipulation.
- Help with pest and disease control.
- Help with grafting, building and looking after nucs.
- Help queens raise

7 Apiary technician Assistants to:

- Help apiary technicians
- Assemble equipment
- Help super hives
- Help harvest honey
- Help keep field production records
- Help maintain beeyards
- Help with fall feeding, assessment and treatments.
- Help to wrap bees.

2 Honey House workers-to help with harvest.

Positions available from April 15, 2016 to October 31st 2016.

Work is physically demanding. Wages \$13.00 - \$20.00 per hour depending on experience.

Glory Bee Honey, phone 306-743-5469 or email Dennis-Glenn@ sasktel.net for more information.

Help Wanted: Dauphin (MB)

COMMERCIAL APIARY TECHNICIANS WANTED: 4 POSITIONS AVAILABLE

LOCATION: Durston Honey Farms Ltd., Highway 5 & 10 S - SE 28-24-19 - Dauphin, Manitoba.

WAGE: \$12.82/Hour Upon Experience (Minimum 2 Years Commercial Experience)

DURATION: February 15-October 15, 2016 (and) March 1-October 31, 2016.

DUTIES: Handle, feed and care for honeybee colonies; Co-ordinate the production of nucs, and/or replacement beehives; Recognize and report beehive health issues and apply appropriate disease cures/controls; Move beehives; Collect and package honey, pollen and/or beeswax; Supervise employees; Drive and maintain vehicles (including large trucks and forklifts); Maintain bee yard; Manufacture, assemble and maintain beehive equipment; Operate and maintain other apiary related equipment; Keep field and/or production records; Interact with external farm personnel.

COMMERCIAL APIARY WORKERS WANTED: 5 POSITIONS AVAILABLE

LOCATION: Durston Honey Farms Ltd., Highway 5 & 10 S - SE 28-24-19 - Dauphin, Manitoba

WAGE: \$11.35/Hour Upon Experience (Minimum 1 Year Commercial Experience).

DURATION: February 15-October 15, 2016 (and) March 1-October 31, 2016.

DUTIES: Handle, feed and care for honeybee colonies; Assist in the production of nucs and/or replacement beehives; Recognize and report beehive health issues and apply appropriate disease cures/controls; Move beehives; Collect and package honey, pollen and/or beeswax; Maintain bee yard; Manufacture, assemble and maintain beehive equipment; Operate and maintain other apiary related equipment; Keep limited field and/or production records; Reports to supervisor.

APIARY HARVESTERS WANTED: 8 POSITIONS AVAILABLE

LOCATION: Durston Honey Farms Ltd., Highway 5 & 10 S - SE 28-24-19 - Dauphin, Manitoba

WAGE: \$11.00/Hour (No Experience Necessary)

DURATION: July 4-September 4, 2016

DUTIES: Supering beehives; Harvesting honey; Cleaning honey extraction and storage equipment; Honey extraction; Barrel moving, preparation, filling and storage; Manufacture, assemble, maintain hive equipment; Feed bees; Bee yard maintenance; Reports to supervisor.

FOR FULL DETAILS AND TO APPLY PLEASE VISIT OUR WEBSITE AT: durstonhoneyfarms.com (or) Send a resume by fax, in person, or by email to: Phone: 204-638-6515 Fax: 204-638-3736 Email: careers@durstonhoneyfarms.com

Help Wanted: St. Andrews (MB)

One experienced Apiarist (NOC 8253) for up to 16 months, April, 2016 - June 2017. Must have at least high school graduation and beekeeping courses, a valid driver's license, at least 4 years of experience in beekeeping.

Hourly rate:\$13:00 - \$15.00 depending on experience. Email applications, CV and References to margshoney@gmail.com.

Help Wanted: Prince (SK)

Farmer Brown's Honey, Prince, SK

Full time seasonal apiary workers required for the 2016 season. (May through October.)

Apiary Technician (Minimum \$14.00 per hour) 2 plus years' commercial beekeeping experience.

Apiary Worker (Min. \$12.50 per hour) Min. 1 year of beekeeping experience.

Apiary Harvester (\$11.00 per hour).

Beekeeping experience is preferred, but I am willing to train enthusiastic people. Secondary school students and high school students welcome. These jobs are physically demanding, and sometimes repetitive. Applicants must be in good physical condition, willing to work as a team, and able to work around bees. No bee allergies. Preference for English speakers with driver's license valid in Canada.

All wages are negotiable, based on experience. 40-60 hours a week, as required. On-site accommodations available.

Cameron Brown Farmer Brown's Honey, Box 173, North Battleford, SK S9A 2Y1, 306-445-3332. Email: farmerbrownshoney@gmail.com

Help Wanted: Argyle (MB)

Grysiuk Apiary Inc.

5 Full time seasonal apiarists 2016. Full time seasonal apiarists, wages are \$12 to \$15 per hr. depending on exp. job is physically demanding, must help with wrapping, feeding, making nucs, supering, pulling honey, honey extraction, medicating hives, and winter preparation.

Please call Cal Grysiuk, ph./fax 204-831-7838,

Email acgrysiuk@shaw.ca, or mail: Grysiuk Apiary Inc.83 Acheson Dr. Winnipeg, MB R2Y 2E8.

Help Wanted: Carlisle (ON)

Recruiting for 2016 Beekeeping Season.

Dutchman's Gold Inc. in Carlisle Ontario is now recruiting for 2016 season.

1 Apiary Technician (Farm Workers NOC 8431) Requirements: College degree or two years, experience in commercial apiary, drivers license with clean driving record. Duties: Handle, Feed and care for Honey Bee colonies as seasonally required, recognize hive health issues and take remedial action, take direction from and work alongside Farm Manager, prepare colonies for honey production and pollination contracts, harvest honey crop, operate vehicles and equipment. This is a full time, year round position that will begin in March 2016. Remuneration \$15 to \$17/ hour. Housing available.

2 Apiary workers (Farm Workers NOC 8431)

Requirements: beekeeping experience preferred but not required; must be able to lift heavy boxes, must not be allergic to bee stings. Duties: Work alongside and assist beekeeping technicians and supervisor as required. This is a 9 month position (March –November). Could lead to technician position with experience. Remuneration \$11.50 to \$13/hour. Housing available.

Contact: John Van Alten, john@dutchmansgold.com or fax 905 689-7730.

Help Wanted: Nipawin (SK)

Yves Garez Honey Inc, P.O Box 2016, Nipawin, SK, S0E 1E0 seeks employees for the April to October 2016 season at facilities located 10 km North-East of Nipawin, Saskatchewan. Good work ethics, health and stamina essential, for hard work, heavy lifting, long days including some weekends. Those allergic to bee stings and work need not apply.

8 Apiary Workers with experience in handling bee hives including unpacking and packing, checking, feeding, medicating, cleaning, moving, splitting, supering, raising queens, as well as harvesting and extracting honey. Wages start at \$ 13.00 per hour.

5 Apiary Labourers without experience. We will train successful applicants in bee yard maintenance and hive manipulations. Wages start at \$ 10.51 per hour. email: y.garez@sasktel.net

Help Wanted: Cottam/Wellington, (ON)

Seasonal beekeeper - April to Mid November 2016

Beekeeping experience an asset but willing to train. Position will require working with bees, extracting honey and must be willing to travel. All applicants must be physically fit, able to lift 70 lbs. English speaking with drivers licence preferred. Wages to start at \$11.85/hr and up based on experience.

Reply to: Sun Parlor Honey Ltd. 238 E County Rd 14 RR1, Cottam, ON N0R 1B0 or info@sunparlorhoney.ca

Help Wanted: Roblin (MB)

3012352 Manitoba Ltd. o/a Wendell Honey, Box 1439 Roblin, MB. R0L 1P0. Reporting to work at Wendell Honey, one mile east of Mac-Nutt, Saskatchewan. Transportation provided from there to various bee yards.

12 full-time seasonal positions available at Wendell Honey in 2016

• Apiarist

o help with Spring check, hive assessment and manipulation

o help with pest and disease control.

o help with grafting, making nucs, and raising Queens.

o assemble equipment

o help super hives

o help harvest honey

o help keep field production records

o help maintain beeyards

o help with Fall feeding, assessment and treatments.

o help to wrap bees

• Positions available from April 11, 2016 to mid-October 2016

• Min. 2 yrs. experience working with bees necessary

• Work is physically demanding.

• Wages \$15.00-\$19.00 per hour depending on experience with Wendell Honey

• Possible production bonus

email Isabel Wendell at isy@wendell.ca or fax 204 564 2568 or phone 204 937 7767

12 full-time seasonal positions available at Wendell Honey in 2016

• Apiary worker to

o assemble equipment

o help super hives.

o help harvest honey

o help maintain beeyards

o help with Fall feeding.

o help to wrap bees

• Positions available from May 16, 2016 to mid October 2016

• No experience required.

• Work is physically demanding.

• Wages \$12.00-\$15.00 per hour depending on experience with Wendell Honey

• Possible production bonus

email Isabel Wendell at isy@wendell.ca or fax 204 564 2568 or phone 204 937 7767

Help Wanted: Austin (MB)

Full time seasonal Apiarist Technician NOC 8252 and Apiarist Labourers NOC 8431.

Full time, seasonal Apiarist Technician, 1 position and Apiary Labourers, 3 positions, available at Busy Bee Apiaries, a honey farm near Rural Austin, MB, Road Lane #63074 for 2016 season. Apiarist Technician: April 2-Oct.31 2016. Duties: all apiary management like medicating, feeding, harvesting, extracting honey, maintenance, clean-up, other duties as assigned. Must have drivers licence \$13.50-15.00/hour based on qualifications. Apiary Labourers or Workers: 2 positions June 15-Oct 15 2016. 1 position April 2-Oct 31 2016. Duties: supervised hive management, harvesting, extracting honey, clean-up, other duties as assigned \$11.35-13.00/hour based on experience.

Send resume to Busy Bee Apiaries Ltd. C/O: Chris Rempel, Box 358, Austin, MB., R0H 0C0, e-mail: pilotman1977@gmail.com

Help Wanted: Kinistino, (SK)

Apiary Harvest Labourer. Work in automatic honey extracting facility which includes placing honey supers on an automatic lift to a conveyor through an uncapper into the extractor to remove the honey, then removing empty honey supers to be used again or stacked away for the year. Wage \$10.35. Fulltime seasonal from July 15th to Sept 15th,2016. Long hours. Some experience would be welcome but not necessary, physical demanding, repetitive tasks,standing for extended periods,working as a team and working around some bees. Location: Kinistino, Sask. Contact by e-mail to rbacon@sasktel.net

Help Wanted: Porcupine Plain (SK)

4 apiary workers. Full time,seasonal work. May-Oct 2016. Spring/fall maintenance, building of equipment, supering, pulling honey,extracting honey, moving beehives, feeding bees. Inside and outside work.

Application to be made to: g.knudsen@xplornet.ca

Help Wanted: Saskatoon Area (SK)

Apiary Workers 2016

Meadow Ridge Enterprises Ltd; Box 1 Site 602, RR#6, Saskatoon, Sk located 10 miles east of Saskatoon is looking for 5 full time seasonal apiary workers in 2016. Employment would commence April 1, 2016 to October 31, 2016 minimum of 40 hours a week, must be able to work weekends and holidays. Duties will include spring feeding, hive maintenance, commercial queen production, supering hives, harvesting honey, extraction of honey, fall feeding, wrapping hives for winter, yard maintenance, equipment repair and building. Experience and having a drivers license an asset. Physical strength requiring heavy lifting and endurance needed for working long hours. Wages \$11.00 to \$15.00 depending on experience.

Apply to aj.robertson@sasktel.net.

Help Wanted: Shellbrook (SK)

Wanted 4 beekeepers for May to October 2016. Wages depending on experience. Contact Jason Rinas, Email: jasonrinas@hotmail.com or Phone: 306-747-7220 or 306-764-4303 or 306-747-3130.

Help Wanted: Zenon Park (SK)

Moyen Honey Farm Ltd.

8 Full-time seasonal apiary harvest workers for 2016 season

Help with:

- Spring check,hive assessment

- Pest and disease control

- Grafting,making nucs, and raising queens.

- Assembling new equipment, and repair equipment.

- Supering hives, and harvesting honey.

- Maintaining bee yards.

- Fall feeding,treating hives, and wrapping hives.

Positions available from March 15, 2016 to Oct.30, 2016, Wages starting @ \$11.53

Contact name- Gerry Moyer ph.#306-767-2440

Fax# 306-767-2626

Email resume to: germoyen@hotmail.com

Help wanted: Zenon Park (SK)

Moyen Honey Farm Ltd.

11 Full-time seasonal apiary harvest labourer for 2016 season.

Help with:

- Spring feeding

- Assembling new equipment

- Supering hives,and harvesting honey

- Filling honey containers

- Cleaning honet extraction equipment

- Extraction honey

- Fall feeding

Position available from April 15, 2016 to September 30,2016,

Wages starting @ \$10.51 Per hr.

Contact name - Gerry Moyer ph.306-767-2440

Fax# 306-767-2626, Email resume to: germoyen@hotmail.com

Help Wanted: Meskanaw (SK)

2 beekeeper's helpers required. April to October 2016. Wages\$10.00 - \$13.00 hour depending on experience. Contact: Calvin Parsons 306-864-2632 email parsonsfamily@sasktel.net

Help Wanted: Pleasant Valley (AB)

PLEASANT VALLEY requires General Farm Workers (Harvest Laborer): 3 required, experience is an asset but will be trained, wage starting at \$11.52/hr.

Apiary workers (Low skill Worker): 7 required with a min. 1yr. experience, wage starting at \$12.63/hr.

Apiary Technician (Skilled Worker): 4 required with a minimum 2yr. experience, wage starting at \$13.72/hr. All positions are to be filled for the 2016 Season. All wages are negotiable upon experience and productivity. A valid driver's licence is a benefit. Ability to speak English is an asset. Must be physically fit. Email resumes to pollenpal@gmail.com attention to Pleasant Valley or fax to 403-687-2410

Help Wanted: Fort Macleod, Alberta

POELMAN APIARIES requires General Farm Workers (Harvest Laborer): 2 required, experience is an asset but will be trained, wage starting at \$11.70/hr.

Apiary Workers (Low skill Worker): 17 required with a min. 1yr. experience, wage starting at \$12.83/hr.

Apiary Technician (Skilled Worker): 4 required with a minimum 2yr. experience, wage starting at \$13.92/hr. All positions are to be filled for the 2016 Season. All wages are negotiable upon experience and productivity. A valid driver's licence is a benefit. Ability to speak English is an asset. Must be physically fit.

Email resumes to pollenpal@gmail.com attention to Poelman Apiaries or fax to 403-687-2410

Help Wanted: Rocanville (SK)

B Strong Apiaries Ltd. 10 Positions available.

8 Full time positions for 6 months, April to Oct. 2016.

Duties include: helping with checking hives, putting on mite treatments, unwrapping hives, making nucs installing queens and queen cells, putting on and taking off honey supers,putting bee equipment together and general bee yard maintenance. Fall work includes: putting on mite treatments, feeding and wrapping hives, moving nucs into wintering shed.

4 Full time positions for 3 months, July to Sept. 2016

Duties include: honey house maintenance and the extraction of honey. Outside jobs require heavy lifting. Both jobs require long hrs with occasional weekend and holiday work. The ability to work in heat and to work well with others is required. \$11.00 to \$17.30 hr based on experience.

Contact Brian at bdstrong@sasktel.net or fax 306-645-4591

Help Wanted: Shellbrook (SK)

Hannigan Honey Inc. PO Box 367 Shellbrook, SK. S0J 2E0 needs 9 Apiary *Workers* for full time seasonal employment April 28 to Oct. 27, 2016. Wages start at \$12.00 per hour with 45 hours per week typical. Primary work place is Hannigan Honey, Plant located 1.5 km North of Shellbrook at #15 Shell River Road. Previous work experience with honey bees required, no education required. Job duties include: Hive manipulation and feeding, hive unwrapping and wrapping, honey extraction, cleaning extracting equipment, filling containers, and cleaning and maintaining hive equipment. Good physical health and strength required for this strenuous work. Must be available to work weekends and holidays. email: hanniganhoney@sasktel.net

Help Wanted: Surrey (BC)

HONEYBEE CENTRE requires two (2) beekeepers for June 15 - September 15, 2016. Wages are \$14.00 for workers with three or more years of experience. Applicants must be physically fit. Job entails brood nest management, removing honey, extracting honey, and feeding. A driver's license is an asset. On-site accommodations are available at \$300 per month. Visit our website at www.honeybeecentre.com. Contact John Gibeau at gibeau@honeybeecentre.com.

Help Wanted: Ethelbert (MB)

Apiary Labourer - 1 position

Beekeeping farm. Seasonal full time, days, evenings, Saturdays. \$10.70 – 11.25 per hour for 50 hrs. per week, with Medical Benefits. Employment from March 31, 2016-October 31, 2016 at West 10 Honey Ltd. Box 205 Ethelbert, MB R0L 0T0. Language is English, with Spanish as other language on site. No experience required. Report to Supervisor. Duties would be to handle, feed and care for bees; help in replacement of hives; collect honey; maintain and drive vehicles; maintain bee yard; manufacture, assemble and maintain beehive equipment; maintain and operate other apiary related equipment; Must be able to handle heavy loads, and work is physically demanding, requiring standing for extended periods, bending, crouching and kneeling. Must have own transportation. Must work well with others and able to do continuous learning.

Would require steel toed safety boots. Send resume by mail to above address or by email to west10honey@gmail.com.

Apiary Worker - 4 positions

Beekeeping farm. Seasonal full time, days, evenings, Saturdays.

\$11.35-13.00 per hour for 50 hrs. per week, with Medical Benefits. Employment from March 31, 2016-October 31, 2016 at West 10 Honey Ltd. Box 205 Ethelbert, MB R0L 0T0. Language is English, with Spanish as other language on site. Minimum 1 year experience required. Report to Supervisor. Duties would be to handle, feed and care for bees; help in replacement of hives and production of nucs; move hives; collect honey; maintain and drive vehicles; maintain bee yard; manufacture, assemble and maintain beehive equipment; maintain and operate other apiary related equipment; Must be able to handle heavy loads, and work is physically demanding, requiring standing for extended periods, bending, crouching and kneeling. Must have own transportation. Must work well with others and able to do continuous learning, as well as the ability to maintain basic production records.

Would require steel toed safety boots. Send resume by mail to above address or by email to west10honey@gmail.com.

Apiary Technician - 4 positions

Beekeeping farm. Seasonal full time, days, evenings, Saturdays. \$12.82-16.00 per hour, depending on skills and experience, for 50 hrs. per week, with Medical Benefits. Employment from March 31, 2016-October 31, 2016 at West 10 Honey Ltd. Box 205 Ethelbert, MB R0L 0T0. Language is English, with Spanish as other language on site. Minimum 3 year experience required. Would supervise employees and interact with off-farm personnel. Duties would be to handle, feed and care for bees; co-ordinate the replacement of hives and production of nucs; Detect and report hive health and apply the correct disease cures and/or controls; move hives; collect honey; maintain and drive vehicles; maintain bee yard; manufacture, assemble and maintain beehive equipment; maintain and operate other apiary related equipment; Must be able to handle heavy loads, and work is physically demanding, requiring standing for extended periods, bending, crouching and kneeling. Must have own transportation. Must work well with others and able to do continuous learning, and keep the field and/or production records.

Would require steel toed safety boots. Send resume by mail to above address or by email to west10honey@gmail.com.

Help Wanted: Alvinston (ON)

Wanted: 6 Seasonal Beekeeper Labourers in Alvinston Ontario Canada, from April until December 2016. Work is physically demanding and includes hive management and maintenance. An International Driver's License is required. Must be able to follow instructions in English. Wage will be no less than \$11.25 per hour and not under 40 hours per week. Send resume to: info@munrohoney.com or mail to: Munro Honey, Box #428, Alvinston, Ontario, Canada N0N 1A0

Help Wanted: Pitt Meadows (BC)

3 Experienced beekeepers & 1 Honeybee Farm Supervisor - Pitt Meadows (BC)

3 experienced beekeepers wanted for January 15 - November 15, 2016, and 1 honeybee farm supervisor on a permanent full-time basis starting January 1st 2016.

Preference will be given to candidates with queen rearing experience. Hourly pay rate \$13 - \$20, depending on experience. Send resumes to manager, Honeyland Canada Inc. email: manager@HoneylandCanada.com

Help Wanted: Mission (BC)

Golden Ears Apiaries is seeking employees for the 2016 season. Apiary Technician (NOC 8253) 12 positions at \$13.89 - \$15.00 hr. depending on experience. Apiary worker (NOC 8431) 3 positions at \$11.81/hr. Work starts in mid Feb, 2016 and ends late Oct. 2016. Some evening, night and weekend work, full time seasonal work. Applicants must be in good physical condition and be able to work in a team environment, speak English and or Spanish.

Apiary Technician must have a min. of 2 years commercial beekeeping experience. They will handle feed and care for bees in a manner appropriate for the season. Assist in the production of queen cells, nucs, queens and or replacement colonies. Recognize, report and monitor hive health issues and apply appropriate cures/controls. May drive and maintain vehicles including large trucks and forklifts. Maintain bee yards. Operate and maintain other apiary related equipment. Keep field and or production records. Apiary harvesters do not require experience. They will super hives, harvest honey, extract honey, clean honey extraction and storage equipment. Move barrels, prepare and fill them. Maintain hive equipment and bee yards.

All employees may have to work long hours. Most tasks are performed outdoors in all kinds of weather. Work is repetitive and physically demanding. All applicants should submit a resume to: jeanmardorze@gmail.com or write to: Golden Ears Apiaries Inc. 33197 Ito Place, Mission, B.C. V2V-3W7

Help Wanted: Aylsham (SK)

5 seasonal full time beekeepers. Employment from April to October 2016. Wages starting at \$11.64 per hour based on experience and qualifications. Duties to include spring and fall hive maintenance, making nucs, harvesting and extracting honey, moving bees, beekeeping equipment construction, some building and vehicle maintenance.

7 seasonal full time apiary workers. Employment from July to September 2016. Wages starting at \$11.55 based on experience and qualifications. Duties to include cleaning extracting plant, extracting honey, fall hive maintenance, beekeeping equipment construction.

Experience is an asset but on the job training is available. Job involves heavy lifting, mostly manual labour and hot conditions. Please do not apply if you have bee sting allergies. Job location is in a rural area at Aylsham, SK..

Send resume to Valteau Apiaries Ltd by fax @ 306-862-3682 or email Dan at valteau.apiaries@sasktel.net.

Help Wanted: Big River (SK)

West Cowan Apiaries, Box 425, Big River, SK. S0J 0E0

Title of Position(s): Wanting to hire (5) Apiary Workers for 2016 Season.

Job Duties: Training is provided on an ongoing basis, but experience maybe required. Wrapping/unwrapping hives; spring and fall maintenance; feeding hives; creating nucs; queen rearing; supering; pulling honey boxes (80lbs+); extracting honey; moving bee hives (evenings and some weekends if need be). You maybe asked to do other assorted duties with regards to apiary work.

Terms of Employment: April 11 - October 25, 2016

Wage Rate: \$11.53- \$17.00 per hour (dependant upon experience)

Work Hours: an average of 40 hours per week. Location of work: physical location- SE 14-56-8 W of 3 - Big River, SK.

Skills Requirements: Education - no formal education required but you need to have basic reading, writing and numeracy, to be able to write daily reports would be an asset.

Work Experience: 1-2 years of beekeeping experience

Asset: the capability of driving standard trucks preferred. Must possess a valid driver's licence.

How to Apply: in person with a resume and references and by mail.

Contact us by phone to set up an appointment time for an interview.

Contact: West Cowan Apiaries, Box 425, Big River, SK. S0J 0E0

Phone: (306) 469-4970 (306) 469-7902 (cell); Fax: (306) 469-5779

Email: c.warriner@sasktel.net Deadline: Dec. 31, 2015.

Help Wanted - 2016 Season: Souris (MB)

3 Apiary Workers 8431

Wages \$12.00 to \$15.00 depending upon experience.

Drivers license an asset.

Duties include: Feeding, Unwrapping bee hives, Moving hives to summer locations, Queen Checking, looking for any disease, Supering hives, Pulling and extracting honey, Fall feeding, moving hives to winter locations, Wrapping hives for winter, Any other beekeeping related duties.

Contact: Harlton Apiaries,

Irwin Harlton, Box 644, Souris, MB R0K 2C0

(204) 483-2382, email: iharlton@mts.net

Help Wanted: Austin (MB)

Two positions available for full time, seasonal apiary labourers at New Rutherford Apiaries (4647204 Manitoba Ltd) located north-west of Austin, MB in the RM of North Norfolk (sw21-12-12). Positions available April 2016 through October 2016. Duties include helping with: honey harvesting/extracting, feeding/medicating hives, moving hives, building hive equipment, and clean-up. Some evening and weekend work required. Work is physically demanding and often in a very hot environment. Wage rate of \$11.35 - \$15.00/hour depending on experience.

Apply to: Mike Lewis at:

mike-beehive@hotmail.com, ph: (204) 466-2551

Help Wanted: Guy (AB)

15 positions for Apiary Workers needed for full time / seasonal work (40-50 hrs/ wk.) for beekeeping season March through to November 2016 in Guy, Alberta. Wages will be set by the NOC guidelines and is currently \$11.70 per hour. Accommodation is provided in Guy. All applicants must be physically fit and able to work in the presence of honeybees. The job duties include maintaining the health of live honeybees under direction of managers, moving bees, collection and extraction of honey and preparing bees for winter. Also includes some woodwork for new beehive equipment, and general shop cleaning and maintenance. There will be some evening, weekend and night work required. This is an entry level position with on the job training, no job experience or educational requirements for this position. We work in a team environment.

Wolfe Honey Company Is located at #1 Main Street, PO Box 289, in Guy, Alberta, T0H 1Y0. The hamlet of Guy is located in the Municipal District of Smoky River. Applications accepted by email to the attention of Gilbert Wolfe at swolfe@serbnet.com ph 780-925-2282 fax 780-925-2943.

Honey Bees and Supplies for Sale and Wanted

For Sale:

2007 Cook & Beals Spin Float Honey-Wax Separator with Electronic Drive with new sump & float switch. \$11,000.00

Also For Sale: Buckwheat Honey in Drums 150mm

Contact: Bruce 204 742 3515 or west10honey@gmail.com

For Sale:

Full line of equipment to build bee boxes:

Multi rip saw. Finger jointer. Under cut saw. Handle cutter. Shaper and Assembling jig. \$11,800.00 for all of it.

We also have a frame assembling machine. This machine will automatically assemble and put in plastic permanent. 720 frames an hour placed in bee boxes. \$50,000.00

Contact Dave Stahl: dc1265@gmail.com

For Sale:

4-frame over-wintered nucs for sale in May. Pick up only.

Highlands Honey, 6-Z2 Old Kington Rd., Portland, ON, K0G 1V0 613-271-2091 email: highlandshoney@storm.ca

For Sale:

3000 beehives in doubles located in Prince Edward Island, about 9000 extracted boxes with stickies; boom trucks, flatbed and box trucks, extracting equipment.

Over 80 longtime yard locations available from good landowners.

Guaranteed pollination contracts for all the hives.

A guaranteed market for the honey in drums and the brand name with its associated retail sales.

I prefer to sell without land and buildings. Everything else is portable and can be inspected for NS or NB.

I prefer to see the operation as a unit.

contact sandler.stan@gmail.com

FOR SALE

Turn-key beekeeping operation on the east coast. (Prince Edward Island)

- *200 hives*

- *8 acres with renovated 4 bedroom house*

- *honeyhouse with all extracting/bottling equipment*

- *tractor, trucks, trailer etc*

- *workshop/candle making building*

- *bee equipment storage container*

- *self serve honey stand*

- *pollination contracts*

*for further information please contact: peihoneywine@gmail.com

peihoneywine@gmail.com.*

Serious inquiries only, please.

FOR SALE:

500 Brood chambers just off of the 2015 season, Brand new paraffin wax dipped box with 10 frames of comb. \$65.00/box.

Contact Chris: 1-204-872-2398 or email: pilotman1977@gmail.com

FOR SALE:

Maxant 30 frame vertical extractor. Honey pump, wax tank, and more Maxant extraction equipment.

Deep supers, covers, feeders, Queen excluders.

Clifton Royal, NB 506-651-5568

Lavigne.carla@gmail.com

BUSINESS FOR SALE, Vancouver Area (BC)

Vancouver area bee supplies/candle supplies business for sale.

Established and growing. Gross revenue \$25k per month. Selling due to retirement. Please email inquiries to beekeeping25@shaw.ca

HIVES for Sale

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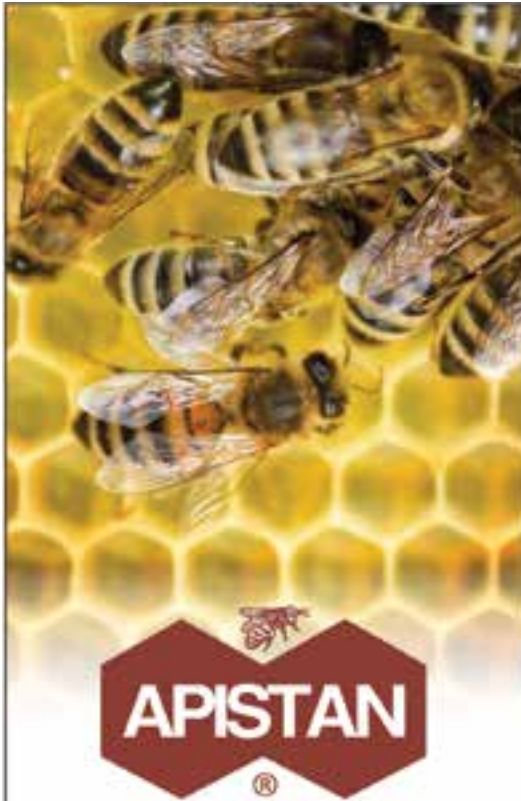
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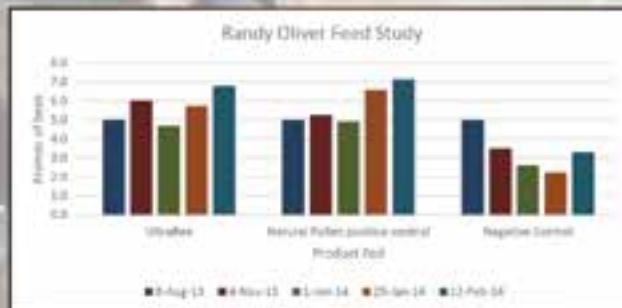
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