



All Eyes on 2023 2024

Annual report



L'Union
des producteurs
agricoles
Outaouais-Laurentides

A word from the President


The past year has been marked by major challenges for agriculture, particularly in the midst of a difficult economic climate and increasingly unpredictable weather conditions. Our producers have shown admirable resilience, but it's clear that government support is essential. Although our representations to the government have been heard, concrete action is still awaited. However, discussions are continuing and there seems to be an increased willingness on the part of the authorities to support producers. We must keep up the pressure to ensure that we are at the heart of the solutions put in place.

In this spirit, several events have marked our mobilization this year. In December, we marched through the streets of Quebec City to support our young farmers and the future of our farms. In the spring, we protested in Laval, Mont-Laurier and Gatineau to reiterate the importance of protecting our farmland and guaranteeing an environment conducive to agricultural development. We must encourage our next generation who are not having it easy at the moment and that is why our voices must continue to carry.

2024 is also full of symbols. We are celebrating the 100th anniversary of the Union des producteurs agricoles (UPA) and the 60th anniversary of our Regional Federation. These anniversaries testify to our deep roots in the region and our central role in supporting agricultural producers. At the same time, the Federation went through a post-pandemic reorganization phase. Thanks to the exceptional commitment of our administrative team and the unfailing support of the executive committee and the confederation. We were able to overcome this difficult period and start afresh on a solid footing.

Our priorities remain land use planning, agronvironment and union life. We must ensure that our farms have the tools to face future challenges, both climatic and economic. With this in mind, our regional services, such as the SCF conseil and the Agricultural Employment Center play an essential role in providing quality support to producers.

I would like to extend my warmest thanks to all the members of the Board and our employees for their ongoing commitment. Together, we are building the future of our regional agriculture and ensuring that it is resilient, sustainable and ready to meet the challenges of tomorrow.



Stéphane Alary

President of the
UPA Outaouais-Laurentides
Federation



A word from the Director

Exactly one year ago, at the 2023 Annual General Meeting, my arrival as the new Regional Director was announced. What a year it's been! A year marked by major challenges, moments of great mobilization and successes that demonstrate the resilience and solidarity of our organization.


One of the highlights was the threat of a dyke collapse, which mobilized our teams and demonstrated the importance of vigilance in protecting our infrastructures. We also took part in five consultations on the renewal of the *Loi sur la protection du territoire et des activités agricoles*, which is crucial to the future of our territory. Three events in the spring demonstrated the Federation's ability to organize and make our members' voices heard in the face of the challenges facing agriculture. What's more, 2024 marked the UPA's 100th anniversary, an historic milestone that enabled us to reflect on our past and look to the future.

At the same time, we have been actively working on implementing the restructuring plan to solidify our organization. The redeployment of the SCF is another ambitious project that is progressing well. As for the Agricultural Employment Centre, it's ready to take off with an ambitious vision for 2045, and I'm convinced we'll live up to expectations.

Managing the development and protection of our territory, as well as the deployment of our agri-environment team, are priorities that have taken centre stage in recent months. We're a vast Federation, with many challenges to meet, but I'm proud to be part of the big UPA family and to be able to contribute to improving the business environment for our farmers. The work we do together is essential to ensure the future of our profession.

I would like to express my gratitude to my entire team, for their undeniable professionalism and commitment. I would also like to thank you, dear directors, for the trust you have placed in me. Special thanks to Alain Bélisle for preparing my arrival, and to our President, Stéphane, for his availability, frankness and constant dedication.

Finally, I wish you all an excellent 60th anniversary of the UPA Outaouais-Laurentides Federation and a happy 100th for the Union! May the coming year be just as rich in projects and successes.



Simon Durand
Regional Director of the
UPA Outaouais-Laurentides
Federation





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Portrait of Outaouais-Laurentians

2 186

Agricultural businesses

-260 (2022-2023)

1 800

**Businesses are
members**

82 %

Membership

+ 1 % (2022-2023)

4

Administrative regions

70 %

**Farms in the Saint-Laurent
Lowlands**

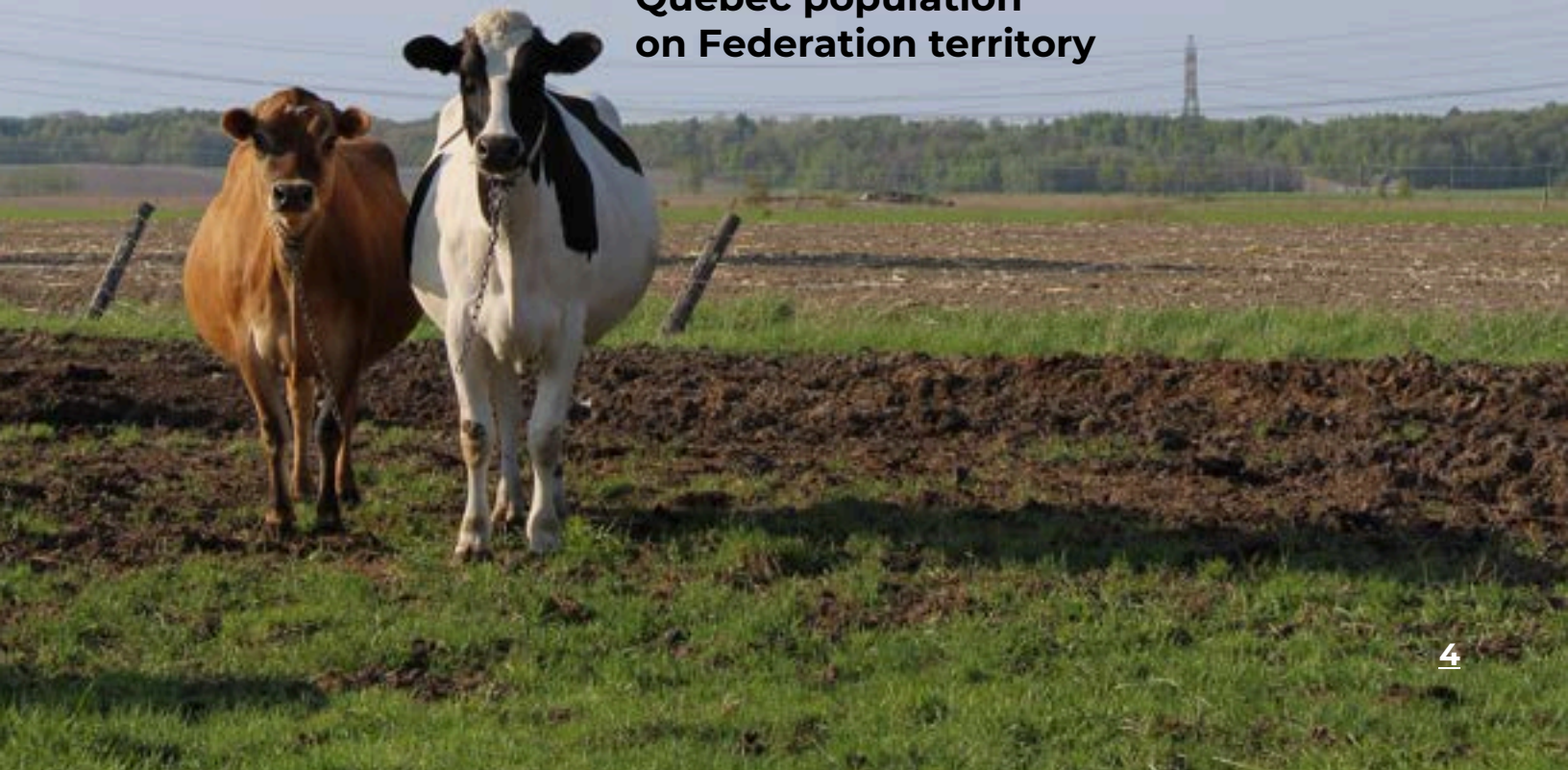
176

CPTAQ cases

+ 30 (2022-2023)

40 %

**Quebec population
on Federation territory**



Member of the Board of Directors

Stéphane Alary, president

Audrey Lemaire, vice-president

Stanley Christensen, member of the executive board

Jeffrey Clarke, member of the executive board

Guy Sabourin, member of the executive board

Marie-Ève Bigras, administrator

Vanessa Bowes, administrator

Sylvain Cléroux, administrator

Marcel Denis, administrator

Normand Foisy, administrator

Philip Gauthier, administrator

Jacques Gévry, administrator

Gilles Lacroix, administrator

Carole Laplante, administrator

Cheryl Layer, administrator

Claude Lefebvre, administrator

Benoit Legault, administrator

Philippe Leroux, administrator

Anouk Préfontaine, administrator

Sébastien Peeters, administrator

Alexandre Perreault, administrator

Michel Sauriol, administrator

Alexandre Simard, administrator

Henry Steiner, administrator

Claude Vallière, administrator

Martin Turcot, administrator



Staff Overview

Direction

- ✦ **Simon Durand, MBA**, regional director welcome to the team!
- Pierre Dupuis, CPA**, administration and finance director
- Ingrid Francoeur, CRHA**, director of the Agricultural Employment Center
- Benoît Fullum**, Director of SCF Conseils Outaouais-Laurentides inc.
- Charles-Antoine Ménard**, director of union life

Administration and Finance

- Daniela De Rezende**, accountant
- Julie Beaudin**, administrative accounting technician

Agricultural Employment Center

- Céline Labonté**, foreign labor file coordinator
- Alain Gagnon**, human resources consultant
- Joannie Perron**, foreign labor technician

Union Life

- Francis Riendeau, agr.**, affiliated unions advisor
- ✦ **Anaïs Thibodeau**, affiliated unions advisor welcome to the team!
- Philippe Duguay**, affiliated unions advisor

Agroenvironment

- Maria José Maezo**, agri-environmental consultant and ALUS coordinator
- Stephanie Hedrei**, agri-environmental consultant and ALUS coordinator
- ✦ **Camila Rubiano**, agri-environmental technician welcome to the team!

Staff Overview

Communications

David Landry, communications and public affairs consultant

Regional planning

Jean-François Gendron, regional planning consultant

SCF Conseils inc.

Alexandra Angelescu, CPA, quality and continuous improvement director

Alexandra Lavallée-Galipeau, assistant director

Anne-Sophie Hébert, tax specialist

Catherine Bretherton, accountant

Stéphanie Yam, accountant

Sarah Lafrance, accountant

Lyne Bigras, account manager

Sandra Fernandes, account manager

Marie-France Chemin, accounting technician

Julie Lefebvre, payroll accounting technician

Chantal Léveillé, account manager

Michèle Lalande, account manager

Administrative support

Michelle Loriaux, assistant to the regional director

Mireille Larivière, administrative assistant

Geneviève Trudel, administrative assistant

Gabrielle Lemonde, administrative assistant

Union Life

Protests

On April 11 and 17, 2024, **350 producers** gathered in Laval, Mont-Laurier and Gatineau to express their dissatisfaction with the current state of agriculture in Quebec. **In Laval, over 100 tractors** converged on the A15.

Relive the demonstration !



Elected Officials Meetings

A tour of the territory's elected representatives was carried out in the spring of 2024 **to put agricultural producers at the heart of the solution to the crisis in agriculture.** The manifesto adopted at Congress and the latest statistics on net income in the agricultural sector were handed out at these meetings.

Thanks to the elected representatives for their availability:

Haroun Bouazzi, Alejandra Zaga Mendez, Lucie Lecours, Chantale Jeannotte, Robert Bussière, Patrick Charbonneau, André Fortin, Sylvie D'Amours, Guillaume Cliche-Rivard, Mathieu Lacombe, Mathieu Lévesque, Suzanne Tremblay, Xavier-Antoine Lalande, Daniel Champagne, Jane Toller, Marc Carrière, Pierre Charron, Agnès Grondin, Marc L'Heureux et Maude Marquis-Bissonnette.

Union Annual Convention

The entire Federation delegation took an active part in improving the resolutions presented at the UPA Congress on December 5, 6 and 7, 2023, in Quebec City.

An extraordinary resolution on agricultural plastics was tabled by the delegation. The Union undertook to act on it.

March in Support of Young Farmers and our Farm Future

A great success for the Federation: **we were among the first to secure a busload** of agricultural producers from the Outaouais region to Laval, demonstrating our determination and solidarity. The march took place in Quebec City on December 6, 2023, as part of the Congress.

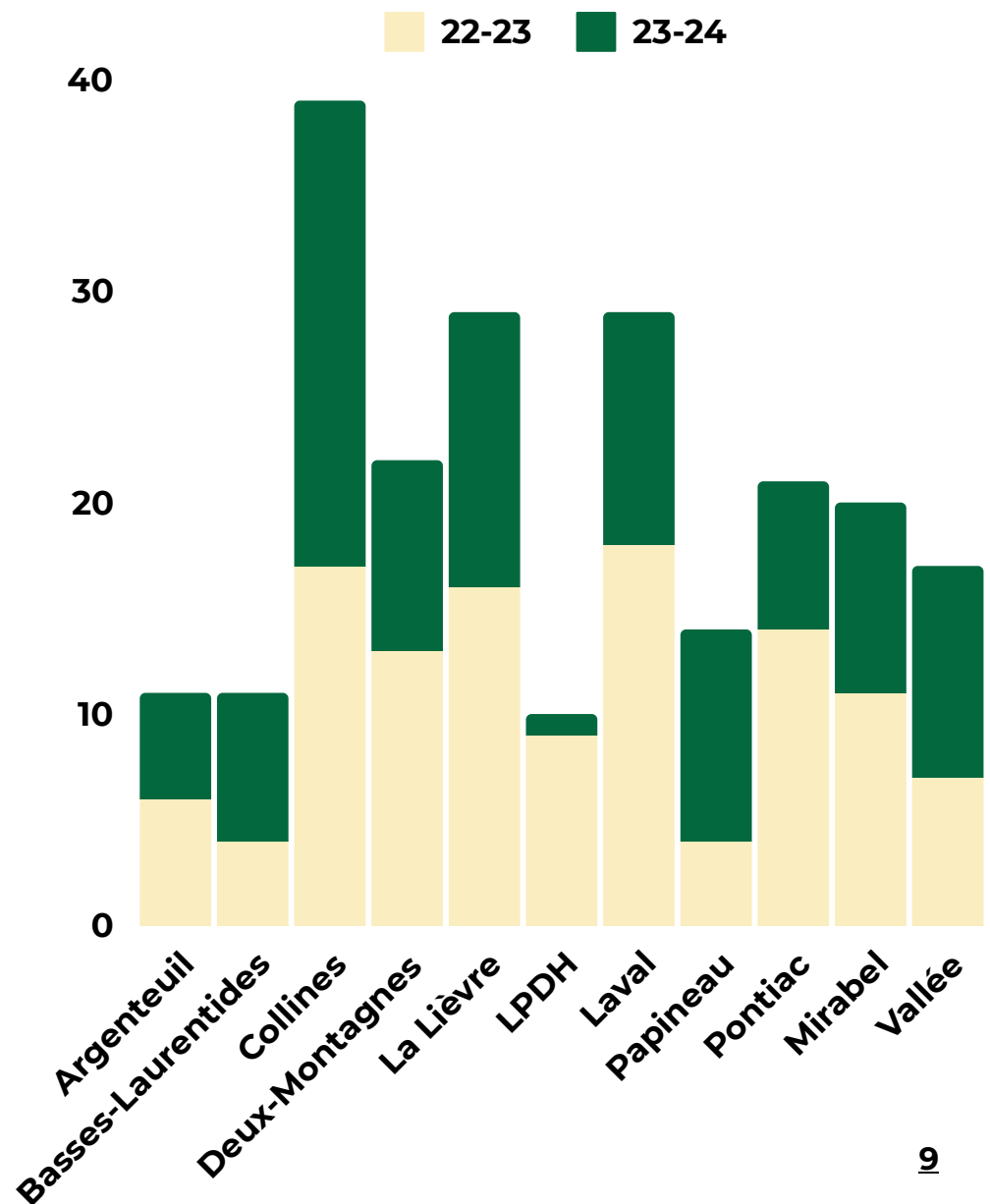


Welcoming New Producers

Welcoming new producers is an essential gesture for an organization like ours. It's a human gesture that demonstrates above all that the Union **exists by and for all agricultural producers.**

82 % Average number of visits + 7 % (2022-2023)

New producers by local union



Local Unions

Argenteuil	165 businesses	88% are members
Basses-Laurentides	130 businesses	88% are members
Collines-de-l'Outaouais	260 businesses	76% are members
Deux-Montagnes	245 businesses	87% are members
La Lièvre	213 businesses	85% are members
LPDH	117 businesses	86% are members
Laval	197 businesses	69% are members
Papineau	220 businesses	86% are members
Pontiac	195 businesses	75% are members
Mirabel	321 businesses	90% are members
Vallée-de-la-Gatineau	123 businesses	72% are members

Specialized Groups

Bovins	747 businesses
Grains	800 businesses
Lait	170 businesses
Pommes	148 businesses
Relève agricole	90 businesses
Acéricole	325 businesses
Ovins	126 businesses

Notable Union Cases

Redevelopment of cell 6 at Stablex

In Blainville, a project to redevelop industrial residues and contaminated soil could have an impact on local market garden producers. **Basses-Laurentides UPA**, with the support of the federation, voiced its opposition during public consultations, which led the city to abandon the project. Despite this victory, **follow-up is still required in view of government announcements** that could support the company in its expansion project.

Agricultural Plastics

The issue of agricultural plastics and their recovery with AgriRÉCUP received a great deal of attention. **La Lièvre UPA** met with the **organization's management to find solutions adapted to regional realities**. Some solutions will be implemented shortly.

Project to connect a gas pipeline between Sainte-Sophie and Mirabel

Sainte-Scholastique-Mirabel UPA was heavily involved in negotiations concerning the gas pipeline route proposed by Energir, making representations to the BAPE and the CPTAQ. After numerous exchanges, an agreement was reached on the management of the right-of-way in agricultural and forestry areas, as well as on compensation and mitigation measures. **This major gain will serve as a model for future similar negotiations throughout Quebec.**

Notable Union Cases

Crisis Management

On December 3, 2023, a dike failure alert was issued in the Upper Laurentians, affecting hundreds of residents and agricultural producers. **La Lièvre UPA**, supported by the federation and funded by MAPAQ, quickly put in place an **emergency plan coordinated with local authorities** to ensure the safety of producers and animals during the crisis.

Mining activities and Protection of the Territory

The UPA unions of the **Collines de l'Outaouais, Papineau, Vallée-de-la-Gatineau and of Pontiac** have been instrumental in protecting farmland from mining claims. Through research and consultation with experts, they found a **legal solution to have certain territories recognized as incompatible with mining activities** (TIAM). This initiative has enabled several municipalities, including Gatineau, to adopt measures to protect agricultural land. These concrete actions strengthen the defense of agricultural heritage in the face of industrial pressures.

A19 Extension from Laval to Bois-des-Fillion

The project to extend the A19 motorway in Laval and Bois-des-Fillion gave rise to numerous representations to guarantee agricultural producers access to their land. Thanks to the involvement of the **Laval UPA**, measures have been put in place to ensure that **producers can maintain adequate access to their land** during and after the construction work. In addition, an out-of-court agreement was reached with the Commission de protection du territoire agricole du Québec (CPTAQ), allowing the revocation of an authorization that compromised agricultural activities. These steps are designed to preserve the integrity of farming operations throughout the project.

Land Use Planning & Protection

CPTAQ files

The Federation is called upon by the Commission de protection du territoire agricole du Québec (CPTAQ) to make recommendations on requests for authorization in agricultural zones. After consultation with the local unions concerned, the Federation **has given its opinion on all applications** relating to the protection of agricultural land.

Files handled by local union



Land Use Planning & Protection

Land Use Planning Policy

The Federation's Planning Committee met on numerous occasions this year to **revise its policy, ensuring that it was in line with that recently adopted by the Confederation.** The aim was to ensure that this policy responds to regional realities while providing precise guidance for development files and interventions with the CPTAQ.

Migratory bird scaring program in agricultural areas

This year, the Federation took charge of the complete organization of goose scaring operations, usually entrusted to an outside firm. An advisor to the affiliated unions oversaw the hiring and coordination of bird scaring partners **to protect the harvests of regional producers.**

National consultation on agricultural territory and activities

The Federation played a key role in **several major government consultations.** Among these, the revision of the Règlement sur les exploitations agricoles and the revision of the Loi sur la protection du territoire et des activités agricoles required active and committed representation on our part. Our interventions took the form of **rigorous, well-documented briefs.** We took part in regional consultations in the Laurentians, Outaouais, Laval and Montreal, highlighting issues specific to each territory.



Agroenvironnement

Agriclimat

Farms resilient to climate change

5 farms in the region have been participating in the pilot farm network since 2022 as part of the Agriclimat phase 2 project. Their diagnosis documents the opportunities and threats associated with climate change at farm level, and produces a GHG emissions balance sheet. Producers are then supported in adjusting their decisions to adapt to the climate and reduce or sequester carbon. At the same time, the regional working group, set up in 2017, met in February 2024 to comment on the balance sheets of the 38 pilot farms in Quebec and assess which adaptation measures were applicable to their business.

Beef in the service of biodiversity

the Quebec Cattle Production (PBQ) encourage des **practices that promote biodiversity**, supported by training courses organized by the regional federation.

During a session at Grazing Days Farm on July 10, participants observed the **positive impact of beef production on wildlife**, and Philippe Lavoie, agronomist at Bovi-Expert presented techniques for improving grazing management.



Écoute-action agroenvironnement ✨ in Outaouais *coming soon !*

Thanks to funding from the Entente sectorielle bioalimentaire de l'Outaouais, we will be able to set up **an agri-environmental listening-action service, including farm visits to meet the specific needs of the region's agricultural producers**. This resource will offer personalized support, directing producers towards the programs best suited to their reality.

ALUS Outaouais & Laurentides

Program in full expansion

ALUS offers **technical and financial support** to producers, and financially compensates the areas created over a minimum period of **5 years**. The program mobilizes agricultural producers to create, restore and maintain natural environments that help build collective resilience and resolve climate and biodiversity crises.

In Outaouais-Laurentides, **2 ALUS communities** works with several partners to maximize the expertise and financial support available to growers. Thanks to funding from Service Canada, a technician has been added to the team to support field work.

ALUS Laurentides launch in October 2023

at the home of ALUS Laurentides President Frédérick Alary. Over 60 people attended the event.



ALUS program results 2021-24



Thank you to the partners who helped make an impact this year!

Eco corridors Laurentiens, Profiteausol, Nature Action Québec, Fédération canadienne de la faune, Pleine Terre, ISFORT, Développement ornithique Argenteuil (DOA), Conservation de la nature Canada, ABRINORD, Canards Illimités Canada, Club ornithologique de l'Outaouais, MRC de Pontiac, MRC des Collines-de-l'Outaouais, MRC d'Antoine-Labelle, OBV RPNS, COBALI & CREDDO.

Communications

Union's 100th anniversary

Throughout 2024, the short film *Habiter la terre* was shown on outdoor screens, at events and in public places in several Quebec municipalities. **In our region, we were lucky enough to host the 100th Arch as part of the Mirabel Fête l'Érable du Québec festival on September 21 and 22, 2024.**

The short film was also **shown on our territory thanks to local unions** at the following venues: Marché public de Saint-Jérôme, Foire agricole de Shawville, Festival western de Saint-André-Avellin, Expo Lachute, Fête Champêtre de Mirabel, Marché fermier de Wakefield and Foire gourmande de la MRC de la Vallée-de-la-Gatineau.

Open House

On September 8, the Open House took place on Quebec farms! For our Federation, nearly **4,000 people** were able to visit the **six businesses** that opened their doors, despite the unfavorable weather conditions.

Outaouais

Érablière Bo-Sirop
Jardins Céleste

Laurentides

Verger la Tête dans les
Pommes
Ferme Vachalê

Montréal

Ferme urbaine, Palais des Congrès
Blanc de gris

Media Impact

A number of agricultural issues made headlines in the media, and several administrators and producers were asked to give interviews on radio, television and in newspapers. This year, **65 media appearances were made** on various topics such as: CNTAA, protests, declining net income, alarming weather, open house, tax on fallow land, increasing land values, etc.



3100

+ 621 (2022-2023)



792

+ 81 (2022-2023)



369

+ 156 (2022-2023)

Agricultural Employment Center

3 500 +

Foreign workers **requested** by our customers + 16% (2022-2023)

142

Local workers hired through **our employer recruitment service**

42

Companies visited annually for **occupational health and safety prevention** within the framework of the Mutuelle de prévention de l'UPA.

7

Companies visited free of charge for **health and safety prevention** as part of the Agricultural prevention program

Grande Virée

Two editions of the Grande Virée were organized in August 2023 and April 2024, bringing together **six employers and 40 retired or newly retired candidates**. These events created a direct link between employers and experienced talent, with a placement rate of over 50%.

The positions filled were mainly in **customer service, agricultural processing and tractor driving**. This initiative has helped to meet the need for skilled workers in the agricultural sector.



Agricultural Employment Center

Recognition Events and Activities

Over the past year, several initiatives have been put in place to recognize and support temporary foreign workers (TET).

In September 2023, **over 300 TETs took part in a recognition mass** at St-Benoît de Mirabel. In October, an outing was organized for **45 of them to attend a Laval Rocket game.**

In July 2024, the **Intercultural Festival in Mont-Laurier brought together over 500 TETs** to celebrate cultural diversity.

A networking evening in November 2023 **honored candidates who completed their training at Fermemploi.**

Finally, in February 2024, a delegation of **20 employers travelled by bus to the Agricarrières HR symposium in Trois-Rivières.**



Rouge, jaune, vert for Mental Health

On November 23, 2023, a performance of the play Rouge, jaune, vert brought together 60 people to discuss this often taboo subject. **The play, aimed at both men and women farmers, addresses the challenges of this trying profession, and suggests possible solutions.** Faced with the many uncontrollable factors in their daily lives, it's essential to break the isolation and offer support. This initiative aims to open dialogue and provide resources to those in need.

SCF Conseils Outaouais-Laurentides

Experienced Experts at Your Service

The network's cooperative model allows a greater number of producers to have access to a full range of **specialized expertise at an affordable price.**

900

**Individual
Declarations**

110

**Company
Statements**

170

**Financial
Statements
Produced**



SCF **C**onseils

Outaouais-Laurentides Inc.

Société de comptables professionnels agréés

Federation Services

Union life and communications

- Protecting agricultural land and activities
- Communications
- Regional development
- Agroenvironment
- Union life
- Regional planning
- Marketing
- Referral for young farmers
- Promoting the profession

Agricultural Employment Center

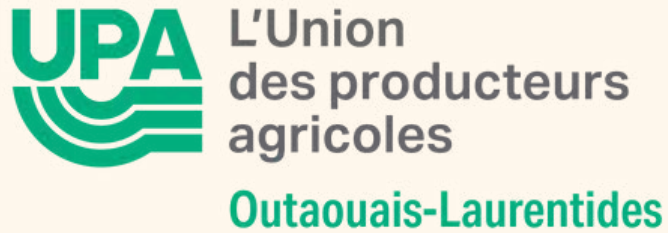
- Skills development for workers
- Human Resources Management (HRM)
- Health and safety at work
- Skills development
- Trainings
- Local and foreign labor
- Endowment

Accounting and tax services

- Tax planning and corporate reorganization
- Preparing tax returns
- Planning for the purchase, sale and transfer of business
- Preparation of financial statements
- Preparation and transmission of financial data for Agri programs
- Bookkeeping services
- Payroll services for employers

Notes





Contact

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