



# UPA OUTAOUAIS-LAURENTIDES FEDERATION

ACTIVITIES REPORT **2020 | 2021**

# UPA Outaouais-Laurentides Federation

## Mission

The mission of the Federation, in keeping with its values, is to promote, defend, and develop the professional, economic, social, and moral interests of its members. The UPA also remains in constant interaction with Quebec society as a whole and helps improve living conditions in the social, economic, and cultural life of rural communities.

## Vision

The Federation will be representative and inclusive of all producers in the region, regardless of farm size, production type, or location. Together with its syndicates, the Federation develops its services and actions to support producers within our territory and the profitability of their businesses.



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# Organization

## Message from the President and Regional Director



### Having the courage to act!

At this time when our lives have been flipped upside down, our Federation has been a model of courage, agility, solidarity, and kindness—now more than ever. We’ve done this while maintaining active engagement in our major focus: developing and adapting the services we offer producers.

When the pandemic struck, we leapt in with both feet to ensure that emergency public health measures were implemented and followed, both by our staff and by producers. We were highly vigilant and proactive in analyzing the impacts the health crisis would have on the Federation’s finances, activities, and projects—and course-corrected accordingly.

Throughout this unusual period, we worked on many projects, especially in one area where we aim to be a key player: growing food autonomy. Growing food autonomy means preserving and protecting the land within our territory on which our food production depends. And yet we see this precious, non-renewable resource being sacrificed, leaving urban sprawl, residential and industrial projects, and speculation in its wake. This year being a municipal election year, those hoping to win seats on municipal councils clearly need awareness about agriculture and food issues, and it’s up to us to engage with them.

This year, we undertook a strategic planning process to further our goals and bolster our ability to mobilize our members, both within the Federation itself and within local syndicates. This strategic planning was a first for our organization! The consultations we held in early 2021 helped us identify challenges and opportunities in addition to defining roles and responsibilities for directors and others involved in governance. The planning process was born of our desire to uphold the common-sense practice of joining forces to strategically position our power and impact. We will use it to orchestrate and coordinate our actions, both within the Union and in the political sphere, over the next three years. Accordingly, we will ensure the approaches that follow from it meet the expectations of our producers through our expertise high-quality services. For instance, implementing our first agri-environmental strategy to support and encourage our producers in this area speaks to our sincere desire to do things differently.

## Message from the President and Regional Director (continued)

In order to organize the work before us, we knew recruiting new staff would be a priority. This influx of young blood, together with the expertise of our established staff, is the face of our new present and the bright future we are pointed toward as a Federation.

This much is certain: the strength of any organization lies in the leadership and dedication of those who invest in it. The Federation has made this clear through its capacity to collaborate with the different stakeholders in the sector, to influence them, and to rally them. This includes the work our president and affiliated syndicate directors do to influence local, regional, and provincial bodies. We take this opportunity to recognize the accomplishment of our dedicated and experienced employees who have enabled us, through their great adaptability, to successfully complete the many files entrusted to us over the past year.

Moreover, the involvement of our elected officials allowed us to move files forward, be on our guards and defend all producers. We thank them very sincerely. We also wish to express our gratitude to the various partners with whom we work with to bolster agriculture.

With challenges on the horizon, we need to continue being bold, mobilizing our members, and further investing in our local and specialized syndicates. Only in this way can we secure a modern, sustainable, and lasting future for agriculture in our region. We need solidarity and collective action to ensure our Federation thrives. Let's summon our courage as we roll up our sleeves and build the future!



**Stéphane Alary**  
*President*



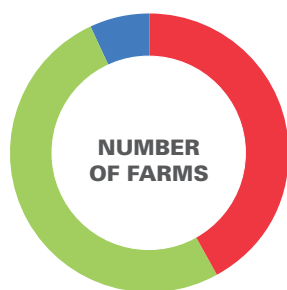
**Nathalie Messias**  
*Regional Director*



# Portrait of Agriculture

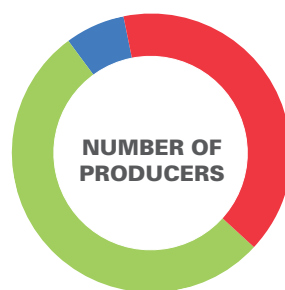
(Outaouais, Laurentides, Laval, and Montreal)

A TOTAL OF 2,259 FARMS AND 3,410 PRODUCERS ARE LOCATED WITHIN THE TERRITORY OF THE FEDERATION.



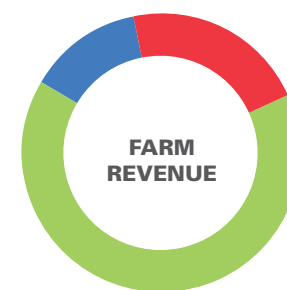
■ Outaouais

Number of farms: 949  
Number of producers: 1,371  
Farm revenue: \$105 million



■ Laurentides

Number of farms: 1,158  
Number of producers: 1,811  
Farm revenue: \$320 million



■ Laval et Montréal

Number of farms: 152  
Number of producers: 228  
Farm revenue: \$65 million (\$59 million in Laval and \$6 million in Montreal)



## DEMOCRATIC LIFE

In addition to its Board of Directors and Executive Committee, the Federation has four other committees. A total of 42 meetings took place during the 2020–2021 period.

Committee	Number of meetings
Executive Committee	21 (including 13 special)
Board of Directors	9 (including 2 special)
Land-Use Planning Committee	5
Employer Committee	2
Finance Committee	3
Democratic Life Committee	4

## UPA OUTAOUAIS-LAURENTIDES FEDERATION DIRECTORS 2020–2021

### Executive Committee and Regional Director

<b>Stéphane Alary</b>	<i>President</i>
<b>Jacques Gévy</b>	<i>Vice-President, UPA Laurentides–Pays-d'en-Haut</i>
<b>Audrey-Claude Lemaire</b>	<i>Executive Committee Member, UPA des Basses-Laurentides</i>
<b>John McCart</b>	<i>Executive Committee Member, UPA d'Argenteuil</i>
Vacant position	<i>Executive Committee Member</i>
<b>Nathalie Messias</b>	<i>Regional Director</i>





## UPA OUTAOUAIS-LAURENTIDES FEDERATION DIRECTORS 2020–2021 (Continued)

### Board of Directors

#### LOCAL SYNDICATES

<b>John McCart</b>	<i>UPA d'Argenteuil</i>
<b>Audrey-Claude Lemaire</b>	<i>UPA des Basses-Laurentides</i>
<b>Cheryl Layer</b>	<i>UPA des Collines de l'Outaouais</i>
<b>Philippe Leroux</b>	<i>UPA de Deux-Montagnes</i>
<b>Benoit Legault</b>	<i>UPA de La Lièvre</i>
<b>Jacques Gévry</b>	<i>UPA Laurentides–Pays-d'en-Haut</i>
<b>Gilles Lacroix</b>	<i>UPA de Laval</i>
<b>Claude Lefebvre</b>	<i>UPA de Papineau</i>
<b>Scott Judd</b>	<i>UPA de Pontiac</i>
<b>Marcel Denis</b>	<i>UPA de Sainte-Scholastique–Mirabel</i>
<b>Patrick Sullivan</b>	<i>UPA de la Vallée-de-la-Gatineau</i>

#### SPECIALTIES

<b>Julie Bertrand</b>	<i>Animal production – other</i>
<b>Alexandre Simard</b>	<i>Apple</i>
<b>Stanley Christensen</b>	<i>Cattle</i>
<b>Vacant</b>	<i>Crop production – other</i>
<b>Pascal Leduc</b>	<i>Dairy</i>
<b>Jacques Gévry</b>	<i>Forestry</i>
<b>Guy Sabourin</b>	<i>Grain</i>
<b>Sylvain Cléroux</b>	<i>Greenhouse</i>
<b>Normand Foisy</b>	<i>Maple</i>
<b>Sylvain Leduc</b>	<i>Sheep</i>
<b>Anouk Préfontaine</b>	<i>Small-scale farms</i>
<b>Michel Sauriol</b>	<i>Strawberry and raspberry</i>
<b>Tommy Lauzon</b>	<i>Young farmers</i>

#### OUTGOING DIRECTORS

<b>Michel Genest</b>	<i>UPA de La Lièvre</i>
<b>François Handfield</b>	<i>UPA Laurentides–Pays-d'en-Haut</i>

The Federation would like to recognize the commitment of these outgoing directors and thank them for their dedication.



## Service to Groups

The Federation encompasses a total of 11 local syndicates and 7 specialized syndicates, all of which are key players in developing agriculture within Outaouais-Laurentides.

Local syndicates are the gateway for producers; they are the ideal place where the spirit of union involvement is fostered at the local level. Our syndicate officers play a crucial role in documenting, inspiring, and coaching directors as they carry out their duties and activities.

### LOCAL SYNDICATES

1. UPA d'Argenteuil
2. UPA des Basses-Laurentides
3. UPA des Collines de l'Outaouais
4. UPA de Deux-Montagnes
5. UPA de La Lièvre
6. UPA Laurentides-Pays-d'en-Haut
7. UPA de Laval
8. UPA de Papineau
9. UPA de Pontiac
10. UPA de Sainte-Scholastique-Mirabel
11. UPA de la Vallée-de-la-Gatineau

### SPECIALIZED SYNDICATES

1. Outaouais-Laurentides Cattle Producers
2. Outaouais-Laurentides Grain Producers
3. Outaouais-Laurentides Dairy Producers
4. Laurentides Apple Producers
5. Laurentides-Outaouais Young Farmers' Syndicate
6. Outaouais-Laurentides Maple Producers' Syndicate
7. Outaouais-Laurentides Sheep Producers' Syndicate

**Number of Board of Directors meetings across all groups: 104**





## Federation and Local/Specialized Syndicate Representation

### UPA CONFEDERATION

- AGRlcarrières, sector committee on farm labour
- Hay Committee
- General Council
- SCF Conseils Cooperative
- Council of Regions - Presidents and Directors
- Working table on municipal farm taxes, land-use planning, and regional development
- UPA Développement international

### REGIONAL ORGANIZATIONS

- ALUS Outaouais
- Carrefour bioalimentaire Laurentides
- Outaouais and Montréal-Laval-Laurentides regional agricultural training collectives
- Écoute agricole
- Agriconseils Network
- Table agroalimentaire de l'Outaouais

### ADVISORY COMMITTEES

- Farm Consultation Committees
- Outaouais Bio-Food Development Sector Agreement
- Agricultural Zone Development Plans (PDZAs)
- Laurentides Regional Plan for Sustainable Agriculture
- Outaouais Regional Plan for Sustainable Agriculture
- Regional Wetlands and Water Bodies Plans (PRMHHs)
- Ministère des Transports (MTQ) proposed highways

### PROJECT SUPPORT FROM LOCAL AND SPECIALIZED SYNDICATES

- Coopérative de solidarité des éleveurs des Hautes-Laurentides
- Cultivons les érablières publiques project
- Cleanfarms Program – city of Mirabel pilot project to recycle farm plastics

# Administration, Finance, and Human Resources

During the COVID-19 pandemic, our main priority has been managing the crisis while attending to the health and safety of all Federation staff. This meant ensuring that operations continued and securing proper conditions for employees working remotely and in person. To this end, we developed a COVID-19 employee manual and adapted our computer systems to accommodate teleworking.







# Democratic Life

## Annual General Meeting (AGM) 2020

Given the exceptional circumstances this year, the Federation AGM took place remotely over Zoom on October 27, 2020, with 39 people in attendance. Our Report on Activities 2019–2020 was released online the same day, including in video format on YouTube.

## Winter AGMs 2021

Firstly, the level of participation and high turnout at the winter AGMs of our 11 local syndicates were encouraging in terms of the diversity in genders, production types, and business models involved. Without a doubt, these meetings created opportunities for friendly encounters and constructive discussions, not to mention the election of 14 directors, a majority of whom are women.

Secondly, the “*Bienvenue à nos AGA à l’envers*” (Welcome to our backwards AGMs) campaign showcased our members’ creativity and fighting spirit. Given how 2020 turned everyone’s lives upside down, it seemed only fitting for local syndicate presidents to depart from their usual practice and reverse the agenda of all AGMs (which took place over

videoconference): they began with a friendly discussion period off the top before moving on to the formalities. As a final add-on, our presidents all took the plunge and agreed to appear in light-hearted videos designed to showcase their members’ involvement. This initiative formed part of the province-wide “*S’impliquer, c’est bâtir l’avenir*” (Engagement means building the future) campaign.







## Welcoming New Farmers

The Federation created a policy of welcoming new members on a rolling basis. Accordingly, since October 1, 2020, the regional Federation and local syndicates have been responsible for organizing a welcome for all new members within two months of receiving their file. At the end of the process, each new member is invited to attend an activity organized by their local syndicate within six months of joining. The policy, which was developed by the Democratic Life Committee, speaks to a basic principle in unions: fostering a sense of belonging by making new farmers feel included in the organization that supports and represents them. A total of 138 producers went into business in our region between August 1, 2020, and July 31, 2021.

## Training for Newly Elected Members

To give newly elected producers a set of resources to carry out their duties, we invited them all to a training session entitled *Coup d'œil sur le syndicalisme agricole* (An overview of farm unionism) last April. The session included an overview of agriculture, the legislation in effect, the history and foundations of the UPA, the activities that make up democratic life, Board members' roles and responsibilities, and finally the mission, operation, and services of the Federation.

## UPA Awards

The Marché de l'Outaouais won the UPA's Gérard-Filion Award for Development for its Marché de l'Outaouais cooperative revitalization project. The award was presented at the *Grande fête agricole et forestière* held at the 2020 General Congress. Farmers in the Collines de l'Outaouais, Papineau, and Vallée-de-la-Gatineau local syndicates contributed to the project. Another project developed in our region was a finalist in the Promotion category for *Je me cultive, de l'école à la ferme*, an in-class and on-farm agricultural education program developed by farmers in the UPA Laurentides–Pays-d'en-Haut syndicate.







## 2020 Drought Operation

The UPA launched *Opération sécheresse* (Operation Drought) to support farm businesses across the province that were affected by rain shortage in 2020. In response, the Federation took charge of efficiently putting forage sellers in contact with buyers to make up for shortfalls. To help with this, the Federation created a regional hay committee, collected and compiled data, and created a dedicated web page on our website. We held virtual meetings to share information on how the AgWeather Quebec website works and on crop insurance for affected farmers.

## Agriculture Minister's Tour

In July 2021, André Lamontagne, Minister of Agriculture, Fisheries and Food for Quebec, toured the Hautes-Laurentides sector with Chantale Jeannotte, MNA for Labelle. Federation President Stéphane Alary and UPA La Lièvre President Benoit Legault took the opportunity to speak with them about the agricultural issues facing our region.





# L'application **MANGEONS LOCAL** Plus que jamais!



Une initiative de  
**UPA**  
POUVOIR NOURRIR  
POUVOIR GRANDIR  
L'Union des producteurs agricoles

Présentée par  
**Desjardins**

Découvrez-la!



DISPONIBLE SUR  
**Google Play**

Télécharger dans  
**l'App Store**

## Eating local, now more than ever!

In response to pandemic restrictions, which in turn meant replacing the annual *Portes ouvertes sur les fermes du Québec* event with alternatives, the UPA founded the *Mangeons local plus que jamais!* movement. In addition to the widespread media attention the campaign received, the movement also saw the launch of a mobile app designed to help users locate farmers who sell their products on the farm. Farmers' markets, processing businesses, and restaurants were later added to the app. So far, profiles from 115 farms from the Outaouais and Laurentides regions are listed.

To inspire people to eat local food, the UPA decided to pair Quebec public figures from various fields of endeavour with regions that hold a special meaning for them. The designated ambassador for Laurentides was actor and comedian Emmanuel Bilodeau, while Outaouais's selected representative was sommelier Véronique Rivest. The ambassadors toured the region and shared about their experience on social media.

Each of the ambassadors spoke about how important the local food cause was to them and helped fuel the current enthusiasm for citizens to show farmers some love. Artist and long-time friend of the UPA Marie-Eve Janvier joined Kamúy restaurant owner Paul Toussaint in discovering the agricultural attractions in Montreal and Laval.



# Communications

The Federation employs a wide range of tools to share information on current issues pertaining to agriculture and farm unionism. Thanks to our relationships with local and national media, we were able to sustain a good media presence in the region. We issued five press releases and published 13 news stories on the news section of our website.



**Facebook**

1,985 likes + 2,325 followers



**Instagram**

490 followers



**Twitter**

426 followers

**Regional newsletter**

16 issues





# Agri-Environment

## Agriclimate

Created in 2017, the Agriclimate project is a province-wide initiative whose aim is to deepen participants' understanding of climate change in agriculture and to help implement the best solutions for coping with it. In our region, the first phase of Agriclimate concluded in fall 2020 with the development of a regional adaptation plan as well as adaptation profiles for Outaouais and Laurentides. These documents are available at [www.agriclimat.ca](http://www.agriclimat.ca). In addition, the 2020 Outaouais-Laurentides Agriclimate Forum, which took place in November, was a unique opportunity for participants to help regional farms adapt to climate change. The expected impacts for five different agricultural production types were discussed. The aims of Phase 2, which got under way recently, are to form a network of four pilot farms, to develop a diagnostic process, and to carry out group-level initiatives.

## Regional Wetlands and Water Bodies Plans (PRMHHs)

Under the *Act respecting the conservation of wetlands and bodies of water* (LCMHH), each RCM is required to complete a PRMHH to be submitted to the Minister of the Environment and the Fight Against Climate Change by 2022. Numerous RCMs began or continued developing their PRMHHs in the last year. Meanwhile, the Federation implemented an action plan enabling farmers to make their voices heard through this process, especially when it comes to ensuring that conservation efforts do not disproportionately affect the agricultural zone and preventing bans that punish activities that take place within the zone. As a result, various consultation efforts took place, including online workshops and a survey to gather farmers' ideas, questions, and concerns. About 30 directors attended two training sessions that dealt with how to include agricultural issues in PRMHH development processes. To help facilitate information sharing, representatives were designated in each of the local syndicates involved. Lastly, the Federation created a page about this issue on its website. The Federation's involvement proved especially important in Laval: a brief was submitted to the city requesting that irrigation basins be removed from maps of wetlands.





## ALUS Program in the Outaouais Region

The Federation signed an agreement with ALUS Canada, thereby kicking off a three-year agri-environmental project that can be renewed in future. The initiative will bring new leadership to the agricultural sector for agri-environmental activities in the region. Ours is only the second Federation, after Montérégie, to get involved in the ALUS venture. We formed a consultation committee to determine and prioritize the projects to be funded. Eight farms across three regional county municipalities (RCMs) were selected to participate in the agri-environmental restoration program for 2021. Nearly 7.5 hectares will be equipped with riparian strips or windbreak hedges, for a total of 1 km of planted area and 5 km of riparian buffers. A further 4 hectares will be maintained as pasture reserves to protect at-risk bird species. Several meetings and presentations took place to solicit involvement from regional partners.

ALUS helps farmers and ranchers build nature-based solutions on their land to sustain agriculture and biodiversity for the benefit of communities and future generations. We would like to highlight the support of Environment and Climate Change Canada, WWF-Canada and the Weston Family Foundation for 2020-2023.

## Sustainable Agriculture Plan (PAD) 2020–2030

The purpose of the Sustainable Agriculture Plan (PAD), with its budget of \$125 million, is to speed the adoption of responsible and effective agri-environmental practices by placing farmers at the heart of the action. About \$20 million is earmarked for nation-wide initiatives to be implemented by farmers' organizations. Accordingly, our Federation worked in partnership with its counterparts in Montérégie and Centre-du-Québec to promote soil health and conservation in the region through workshops and incentives for implementing beneficial practices.

# Land-Use Planning and Urban Development

## Protecting Farmland

In the last year, the Federation examined 103 applications to the Commission de protection du territoire agricole du Québec (CPTAQ) in collaboration with local syndicates. Of these applications, 82 were from individuals; 21 were from municipalities, government departments, and public and private organizations; and 17 were for agricultural zone exclusions.

Meetings were held with the CPTAQ, the city of Mirabel, and the UPA Confederation to end dumping on illegal dumping sites. A legal action has been filed with the Tribunal administratif du Québec (TAQ) to object to a proposed development of 600 homes within the agricultural zone as part of the Fore Golf file in Mirabel (the Le Diamant Golf Club). Regarding the A-19 extension between the A-440 and the A-640, Laval-based farmers received support to lobby the MTQ and the city of Laval to guarantee that farm machinery will be able to safely access farm fields. Discussions were also held with the MTQ to avoid any negative impacts on farming activities taking place adjacent to the right-of-way for the north span of the A-50. An analysis was conducted and briefs were submitted concerning the city of Laval's proposed urban development code; these had to do

with farm product marketing and the expected impacts of the proposed measures on farming activities. This arose from a request for special support from the UPA Laval syndicate.

The Federation also helped with the UPA's provincial land-use planning policy renewal and was involved in the Communauté métropolitaine de Montréal's farm consultation committee.

## Land-Use Planning Training

In fall 2020, a training session on land-use planning was offered (in English and French) to local syndicate directors. The aim was to teach participants about the main components of the *Act respecting the preservation of agricultural land and agricultural activities* (LPTAA) and of the Federation's land-use planning policy.



# Agricultural Employment Centre

## Human Resources Management (HRM) Service Hub

The CEA continued offering services to support farmers in HRM, including recruiting and placing local labour as well as preparing applications for temporary foreign workers (TFWs). It also continued to provide coaching in workplace health and safety. The team welcomed two new employees.

## Employer Committee

À la demande du Syndicat de l'UPA de Deux-Montagnes, le comité employeur a été reconstitué afin de cibler les défis et les enjeux de main-d'œuvre agricole et de proposer des solutions pour y faire face. Six productrices de la région composent ce comité.

## *J'y vais sur-le-champ* Campaign

The CEA also invested heavily in supporting employers who sought help from the *J'y vais sur-le-champ* initiative, which began in spring 2020. The initiative enabled them to recruit local labourers and keep seasonal farm workers employed for at least 25 hours a week, making them eligible for a \$100 weekly incentive from the government.

**\$2,838,800**

paid out to workers

**177**

employers  
(7 different production types)

**1,712**

workers who received  
the wage incentive

Over **1,300**

applications for the Outaouais-  
Laurentides region

**1,000**

applicants contacted





## Temporary Foreign Workers

With TFWs having arrived late or not at all from their countries because of the pandemic, many sought the help of the CEA for applications to extend contracts and transfer TFWs from one farm to another.

In partnership with the *Centre d'intégration en emploi Laurentides*, we also formed a task force to answer questions from TFWs on various topics. We visited 24 farms in total and held 17 virtual meetings; we met with 413 workers in all.

## Workplace Health and Safety

The CEA addressed various questions surrounding labour standards, prevention in workplace health and safety, various changes, and the new measures handed down from public health pertaining to the different regions and sectors. It also developed a webinar on COVID-19 measures in February 2021.



Photo: © Écoute Agricole

## Agricultural Training and Employment Integration

The CEA also promoted various farm labour assistance programs developed by the AGRlcarrières sector committee. These efforts have borne fruit, with 25 applicants in the region having benefitted from training, employment integration, and francization in the workplace.

Connected with the work of the CEA, and in keeping with the farm training support plan (*Plan de soutien en formation agricole*), the two regional agricultural training collectives in our territory (i.e., Outaouais and Montréal-Laval-Laurentides) work to develop continuous training resources for farm clients and serve as roundtables. Continuous training activities are offered in various formats. However, because of the public health crisis, online training offered greater accessibility and therefore ended up being much more important in the last year. This year saw a total of 483 participants in 41 different training sessions offered—a substantial increase over previous years.

## Mental Health

In February 2021, the *Écoute agricole* organization held the fourth edition of its wine and cheese fundraiser. Supporters received take-out boxes to enjoy at home this year. A total of 360 such boxes, each containing a meal for two, sold out in a matter of weeks. The event raised \$72,000 to support the organization's mission and help our road workers in Laurentides and Outaouais—a record. Many dignitaries supported the fundraiser, along with farmers, agricultural stakeholders, and citizens. The Federation, together with our local and specialized syndicates, takes this cause especially to heart and stepped up to sponsor the event.

Across Outaouais and Laurentides, we currently have three road workers on the front lines who listen to and coach producers, their family members, their employees, and agricultural stakeholders in times of psychological stress or other problems affecting their well-being.

# Accounting and Tax Service

## Joining the Provincial SCF Network

In March 2021, the SCF CPA Outaouais-Laurentides joined the SCF Conseils services cooperative. This unique resource provides more producers than ever a full range of specialized expert services at affordable prices.

## Restructuring

We also overhauled the structure of the service to make it more agile; we accomplished this by giving our accounting technicians a place of prominence, since they are often the ones who make the initial contact with clients. The restructuring is meant to help the organization reach its strategic development and business objectives and optimize its processes. To this end, two positions were created in order to help the accountant process clients' financial statements.

## Dedicated Phone Line

The SCF also created a phone line to connect farmers directly with an agricultural economist who is ready to answer their questions about the different assistance programs implemented during the pandemic by the various levels of government.

## SCF by the numbers

Over **2,450**  
personal and corporate tax  
returns prepared

**18**  
passionate employees with  
specialized expertise in the  
farming world

**29,000**  
hours spent on client service

A wide range of services  
to help producers, from  
launching their businesses  
to retirement.



# UPA Outaouais-Laurentides Federation Employees

(as of October 15, 2021)



## The Management Team

Pierre Dupuis, Director of Administration and Finance  
Nathalie Messias, Regional Director  
Raymond Leblanc, Director of Democratif Life and Communication  
Ingrid Francoeur, Director of Agricultural Employment Center  
Samuel Côté, Director of Operations and Business, SCF  
Manon Lessard, Coordonnator, SCF



## Regional Director

Nathalie Messias, Regional Director  
Lise Nadon, Administrative Assistant



## Administration

Julie Beaudin, Administrative and Accounting Technician

Daniela De Rezende, Bookkeeper

Pierre Dupuis, Director of Administration and Finance

Andrée Girard, Office Clerk/Receptionist



## Democratic Life and Communications

Marc-Olivier Bessette, Affiliated Syndicate Officer

Nadine Brisson, Administrative Assistant

Stéphanie Forcier, Communications and Public Affairs Consultant

Cynthia Guindon, Affiliated Syndicate Officer

Gaëlle Janvier, Affiliated Syndicate Officer

Suzanne Laplante, Affiliated Syndicate Officer

Raymond Leblanc, Director

Anaïs Thibodeau, Regional Coordinator, Quebec Young Farmer's Federation (FRAQ)

## Agri-Environment and Land-Use Planning

Jean-François Gendron, Land-Use Planning Advisor

Xavier Lagueux, Land-Use Planning Advisor

Maria José Maezo, Agri-Environment Project Coordinator

*Photos: In alphabetical order*





## Agricultural Employment Centre

Ingrid Francoeur, Director

Gabriel Gauthier, Labour Technician

Izmir Hernandez, Training Officer

Céline Labonté, Foreign Labour Technician

Mireille Larivière, Administrative Assistant

Tumba-Kesine Lunenga, Employment and Prevention Advisor

Raphaëlle Poulin, Foreign Labour Technician



## Accounting and Tax Service

Sylvie Allaire, Farm Management Advisor

Alexandra Angelescu, CPA auditor, CA, Quality and Continuous Improvement Officer

Merisse Atencio, Accounting Technician

Samuel Côté, CPA auditor, Director of Operations and Business Development

Mélanie Dallaire, Accountant

Luc De Grâce, Farm Management Advisor

Sandra Fernandes, Accounting Technician

Benoit Fullum, Tax Specialist

Valérie Harcourt, Accountant

Florian Houmeau, CPA auditor, CGA, Accountant

Sylvie Lachapelle, Accounting Technician (temporary)

Michèle Lalande, Accounting Assistant

Carole Lapointe, Accounting Technician

Alexandra Lavallée-Galipeau, Accounting Technician

Julie Lefebvre, Payroll Accounting Technician

Manon Lessard, Coordinator

Chantal Léveillé, Accounting Assistant

Isabelle Mailloux, Accountant

Stéphanie Yam, Accountant

*Photos: In alphabetical order*

## A TRIBUTE TO OUR RETIREES

The Federation would like to highlight the retirement of the following individuals and pay tribute to them for their many years of hard work dedicated to producers. They have been true pillars for our federation.

- Luc Maisonneuve, Affiliated Syndicate Officer (2011–2020)
- Lucie Leroux, Accounting Technician (1986–2021)
- Sophie Forget, Administrative Assistant (1990–2021)
- Chantale Mondoux, Accounting Technician (1976–2021)

We further recognize that Luc Maisonneuve, even though he was retired, came to lend a hand to the land-use planning team, twice in 2020 and in 2021.

The Federation extends warm thanks to its employees who have embarked on other challenges elsewhere after many years of loyal service.



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