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January 31, 2023

Honourable Seamus O'Regan, P.C., M.P.
Minister of Labour
Seamus.OREgan@parl.gc.ca

Honourable Marie-Claude Bibeau, P.C., M.P.
Minister of Agriculture and Agri-Food
Marie-Claude.Bibeau@parl.gc.ca

Hon. Omar Alghabra, P.C., M.P.
Minister of Transport
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Dear Ministers,

The National Cattle Feeders' Association (NCFA) was established in 2007 to serve as a unified voice for Canada's cattle feeders on issues of national importance and industry relevance. The proposed legislation on prohibiting replacement workers in federally regulated industries raises serious concerns for the Canadian beef industry, particularly as it relates to the ability to transport essential supplies such as livestock feed, as well as live animals and fresh meat.

While we respect the right to collective bargaining, the proposed anti-replacement worker legislation has the potential to cause significant harm to the beef industry, our fragile supply chains, and our economy as a whole. For example, last year the cattle industry suffered from a significant loss of available feed supply due to drought conditions and needed to bring corn in from the U.S. in order to meet demand. The situation was so severe that many farmers had only 1-2 weeks of feed left causing significant concern for the welfare of the animals. So in March of 2022 when CP Rail engineers went on strike, the situation for the beef sector became acute as the continued movement of rail cars with feed was an absolute necessity. . In this case, the strike was short lived but replacement workers in this example would have been critical for the health and welfare of our national beef herd as well as Canada's food security.

Replacement workers allow organizations in critical sectors like trucking, rail, and ports to provide a necessary level of service to preserve critical services to Canadians. NCFA is greatly concerned that eliminating the use of replacement workers to maintain critical services will encourage employees to strike rather than work towards collective bargaining.

NCFA urges you to consider the damaging impact this legislation could have on Canada's agriculture sector , as well as the entire Canadian economy, already suffering from slow supply chains and significant inflation of inputs.

Sincerely

A handwritten signature in cursive script, appearing to read 'J. Tranberg', written in a dark ink.

Janice Tranberg
President & CEO