



CPMA | CANADIAN PRODUCE
MARKETING ASSOCIATION

COVID-19 Recovery Resources

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Introduction:

The COVID-19 pandemic has been the most disruptive force on business and society since the Second World War. It has affected how companies operate, how consumers purchase, how governments regulate and how individuals socialize. The pandemic's impact will reverberate for generations to come. "Normal" is a thing of the past and has been replaced by short-term uncertainty and long-term adaptation. To be successful in this new era, businesses have had to demonstrate adaptability coupled with a strong desire to manage the demands of their customers, their employees, and the market.

The Canadian produce industry has always demonstrated a strong entrepreneurial drive and the challenges / opportunities created by COVID-19 have put a spotlight on this talent as never before. Industry was able to quickly adapt policies and procedures to deal with the initial shock of the pandemic and they have continued to adjust these practices throughout the last several months.

With Canada's gradual reopening of society plagued by multiple setbacks due to a 2nd wave of COVID-19, businesses have had to continue adapting by implementing practices designed to meet the long-term requirements of their operations. These include transactional (i.e. buying and selling), employee (i.e. remote work) and operational (i.e. social distancing) activities designed to accommodate the realities of the post-COVID-19 world.

Over the summer, CPMA members identified **labour, a second wave, and communications** as the three main themes to focus on coming out of the COVID-19 pandemic and into the recovery phase.

While our supply chains operate across diversified segments ensured that Canadians could have access to affordable, fresh and safe fruit and vegetables, the common thread for the sector's ongoing success was the labour that drives our businesses. This was the single most important pandemic issue identified across the fresh produce supply chain. As government programs expired, many of the issues identified by employers such as labor shortages and absenteeism due to programs such as the CERB are still impacting the sector and moving forward into 2021, questions still need to be answered regarding the availability of labor and TFWs.

Although the virus appeared to have plateaued over the summer, a 2nd wave of COVID-19 has led to a spike in cases across the globe as predicted by health experts. In Canada, many jurisdictions have moved back into complete lockdowns, severely impacting economic recovery and reopening efforts.

With this gloomy backdrop, the recent development and approval of a COVID-19 vaccine has led to a renewed sense of optimism that the pandemic will finally be coming to end. With Canada's COVID-19 Immunization Plan now underway, CPMA has made it a priority to ensure that essential fruit and vegetable sector workers and all other food sector workers be considered as one of these key prioritized groups. In November, CPMA sent a [letter to Prime Minister Trudeau and key cabinet ministers](#) to advocate for the prioritization of essential produce sector workers in the government's roll-out of COVID-19 vaccinations. CPMA also recently signed on to a [joint letter from a number of agricultural organizations](#) calling on the government to prioritize food sector workers in vaccination planning.

CPMA is also keeping an eye on the current nationwide deployment of rapid tests. Its access for our members will be crucial to ensure that the workers that producers need can begin working once they arrive in Canada and no longer need to adhere to the mandatory 14-day quarantine period.

Moving out of the pandemic, CPMA will ensure to closely monitor the roll out of Canada's immunization plan as well as the gradual reduction of public health measures and the re-opening of our economy. We will also make it our priority to report on any trends coming out of the gradual resumption of normal life with regards to consumer buying patterns, the food service sector, labour problems as well as other issues that arise moving forward.

CPMA's role as a communication organization was reinforced by many of the members during these uncertain times. In this age of You Tube, Twitter, 24-hour news and misinformation platforms, members rely on CPMA to provide unbiased, accurate and timely information they can use to help make decisions for their organization. This includes providing government information to members in a manner which can be easily adapted for their unique business models. Equally important is the function of bringing issues to government in a manner they understand and can consider when making policy decisions. COVID-19 has highlighted the importance of two-way communications, facilitated by CPMA, between government and industry.

This document is designed to assist Canadian Produce Marketing Association (CPMA) members in finding the information required to help ensure their businesses are successful navigating and coming out of the COVID-19 pandemic.

The document is organized into six resource sections:

- **CPMA**
- **Government of Canada**
- **Provincial resources**
- **Other Canadian Resources**
- **United States Resources**
- **International Resources**

The last section 3 sections provide miscellaneous links to other Canadian, the United States and global resources. This by no means encompasses all the reference resources available, but it will allow CPMA members to access information to begin building their recovery plans.

Sectional Scopes:

General COVID-19 Resource

These link to the main COVID resource pages for the different organizations / regions.

Public Health

Primary health resources by organization / region.

Health and Safety

Links to the business practices which will be required to protect employees and customers as businesses begin to open up.

Temporary Foreign Workers (TFWs)

Federal and provincial resources available to assist with TFW issues.

Personal Protective Equipment (PPE)

Requirements for use and sources of PPE's.

Financial Programs

Information and access resources available for the various subsidy / support programs available. (Note: Please check the federal and provincial resources as some provinces have created funding sources above the federal programs.)

Operational Considerations

This section provides more specific information to help businesses renew their operations as operations continue to ramp-up.

Food Safety

Although COVID-19 is not a foodborne disease, we have provided information to help with any food safety concerns your employees or customers may have.

Other Resources

This section contains other links which businesses may find useful.



COVID-19 Resources

The links below are provided to assist CPMA members in finding resources to help with managing and recovering from the current COVID-19 pandemic. We will update links as required but URL addresses may change at source over time.

Canadian Produce Marketing Association Resources

General COVID Resource	<u>CPMA COVID-19 Updates page</u>
Public Health	<u>Health and Safety</u>
Health and Safety	<u>Health and Safety</u>
Temporary Foreign Workers (TFWs)	<u>Foreign Worker Entry into Canada</u>
Personal Protective Equipment (PPE)	<u>Health and Safety</u>
Financial Programs and Operational Considerations	<u>Resources for Canadian Businesses</u>
Food Safety	<u>Food Safety</u>
Other Resources	<u>CPMA Staff Directory</u>

Government of Canada Resources

General COVID Resource	Coronavirus disease (COVID-19) Gov of Canada COVID-19 Digital tools Awareness resources Guidance documents
Public Health	Public Health Agency of Canada Symptoms and treatment
Health and Safety	Public Safety Canada Canadian Centre for Occupational Health and Safety Prevention and risks
Temporary Foreign Workers (TFWs)	Visitors, temporary workers and students
Personal Protective Equipment (PPE)	Federal Supply Hub HC - COVID-19 medical masks and N95 respirators: Overview HC - COVID-19 health product industry
Financial Programs and Operational Considerations	Canada's COVID-19 Economic Response Plan Business Resilience Service (BRS) Guidance for workplaces and businesses operating during COVID-19 Guidance and resources by province or territory
Food Safety	PHAC - Coronavirus and Food Safety
Other Resources	Canada.ca Canadian Food Inspection Agency Agriculture and Agri-Food Canada

Alberta Resources

General COVID Resources	Gov of Alberta
Public Health	Alberta Public Health
Health and Safety	Biz Connect Corona virus info for Albertans
Temporary Foreign Workers (TFWs)	Resources for employers of Temporary Foreign Workers
Personal Protective Equipment (PPE)	Rapid Response Platform Canada (RRP) ATB Nexus
Financial Programs and Operational Considerations	Biz Connect Alberta's Recovery Plan
Food Safety	Environmental Public Health
Other Resources	Alberta Federation of Agriculture - COVID-19 Resources

British Columbia Resources

General COVID-19 Resource	<u>B.C.'s Response to COVID-19</u>
Public Health	<u>B.C. Centre for Disease Control: COVID-19</u>
Health and Safety	<u>WorkSafeBC COVID-19 information and resources</u> <u>Virtual Mental Health Supports During COVID-19</u>
Temporary Foreign Workers (TFW)	<u>Hiring Temporary Foreign Workers</u>
Personal Protective Equipment (PPE)	<u>Small Business BC</u>
Financial Programs	<u>COVID-19 Supports for Businesses</u>
Operational Considerations	<u>Pivoting Your Business Operations</u>
Food Safety	<u>B.C. Health</u>
Other Resources	<u>B.C. Fruit Growers Association</u> <u>B.C. PMA</u>



Manitoba Resources

General COVID-19 Resource	<u>Manitoba.ca > COVID-19</u>
Public Health	<u>Health, Seniors and Active Living</u> <u>Current State of Emergency and Public Health Orders</u>
Health and Safety	<u>Ensure Safe, Healthy Workplaces</u>
Temporary Foreign Workers (TFW)	<u>A Guide to Workplace Rights and Protections for Foreign Farm Workers in Manitoba, Canada</u>
Personal Protective Equipment (PPE)	<u>Protective Personal Equipment (PPE) and Non-Medical Masks</u>
Financial Programs	<u>Manitoba Economic Support Centre</u>
Operational Considerations	<u>Workplace Guidance for Business Owners</u>
Food Safety	<u>Agriculture and Resource Development – Food Safety</u>
Other Resources	<u>Prairie Fruit Growers Association</u>

New Brunswick Resources

General COVID-19 Resource	<u>Government of New Brunswick</u>
Public Health	<u>Office of the Chief Medical Officer of Health (Public Health)</u> <u>Coronavirus disease</u>
Health and Safety	<u>WorkSafeNB</u>
Temporary Foreign Workers (TFW)	<u>New Brunswick Temporary Foreign Workers – Employee guide</u> <u>Travel restrictions for temporary foreign workers</u>
Personal Protective Equipment (PPE)	<u>Purchase PPE from Atlantic Canada Suppliers for your Business</u>
Financial Programs	<u>COVID-19 Guidance for Businesses</u>
Operational Considerations	<u>COVID-19: Information for the agriculture, aquaculture, fisheries and processing sectors</u> <u>WorkSafeNB</u> <u>Embracing the New Normal as we Safely Return to Work</u>
Food Safety	<u>Office of the Chief Medical Officer of Health (Public Health) - Food Safety Resources</u>
Other Resources	<u>Agricultural Alliance of New Brunswick</u>

Newfoundland Resources

General COVID-19 Resource	<u>Newfoundland Labrador COVID-19</u>
Public Health	<u>Public Health Orders</u> <u>Mental Health and Wellness</u>
Health and Safety	<u>WorkPlace NL - COVID-19 Client Service Updates</u>
Temporary Foreign Workers (TFWs)	<u>Advanced Education, Skills and Labour</u> <u>Employer Guide to Hiring International Workers</u>
Personal Protective Equipment (PPE)	<u>Guidance on Personal Protective Equipment (PPE) for Employers</u> <u>Personal Protective Equipment Policy</u>
Financial Programs	<u>Financial Programs</u>
Operational Considerations	<u>Information Sheets for Businesses and Workplaces</u> <u>Cleaning and Disinfection for Public Settings</u>
Food Safety	<u>Food Safety Information</u>
Other Resources	<u>Agriculture, Agrifoods and Agribusiness COVID-19 Safety</u>

Nova Scotia Resources

General COVID-19 Resource	<u>Novel coronavirus (COVID-19)</u> <u>COVID-19: alerts, orders and directives</u>
Public Health	<u>COVID-19: staying healthy</u> <u>Mental health and wellbeing</u>
Health and Safety	<u>COVID-19: what it means for Nova Scotians</u> <u>COVID-19: working</u>
Temporary Foreign Workers (TFWs)	<u>Guidance for Temporary Foreign Workers</u>
Personal Protective Equipment (PPE)	<u>COVID-19: occupational health and safety hazards</u>
Financial Programs	<u>Support for businesses</u>
Operational Considerations	<u>Reopening Nova Scotia</u> <u>COVID-19: Agriculture Response Program</u>
Food Safety	<u>Environmental Health – Food Safety</u>
Other Resources	<u>Nova Scotia Federation of Agriculture</u> <u>Farm Safety Nova Scotia – U-Pick & Roadside Stand Best Practices During COVID-19</u> <u>Guidance for U-pick Farms during COVID-19</u>

Ontario Resources

General COVID-19 Resource	<u>Ontario – COVID-19</u> <u>Ontario Together: help fight coronavirus</u>
Public Health	<u>Coronavirus Disease 2019 (COVID-19)</u>
Health and Safety	<u>Ministry of Labour, Training and Skills Development – Health and Safety</u> <u>Resources to prevent COVID-19 in the workplace</u>
Temporary Foreign Workers (TFWs)	<u>Agriculture and food jobs in Ontario</u> <u>Temporary Foreign Workers</u>
Personal Protective Equipment (PPE)	<u>Workplace PPE Supplier Directory</u>
Financial Programs	<u>Financial relief</u>
Operational Considerations	<u>Reopening Ontario</u>
Food Safety	<u>Ontario Ministry of Agriculture, Food, and Rural Affairs – Food Safety</u>
Other Resources	<u>Ontario Produce Marketing Association</u> <u>Ontario Greenhouse Vegetable Growers - COVID-19</u> <u>Ontario Fruit and Vegetable Growers' Association</u> <u>Ontario Federation of Agriculture – COVID-19</u>



Price Edward Island Resources

General COVID-19 Resource	<u>Renew PEI Together</u>
Public Health	<u>Public Health Measures Guidance</u>
Health and Safety	<u>Health and Wellness</u> <u>Employers: COVID-19 Frequently Asked Questions</u> <u>Work Refusal Information: COVID-19 Frequently Asked Questions</u>
Temporary Foreign Workers (TFWs)	<u>Temporary Foreign Workers Guidance</u> <u>A Guidance Document for Farms Employing Temporary Foreign Workers</u> <u>COVID-19 Resources for Temporary Foreign Workers</u>
Personal Protective Equipment (PPE)	<u>Wearing Non-Medical Masks in the Community</u>
Financial Programs	<u>PEI's Response to COVID-19: Workers and Business</u>
Operational Considerations	<u>Renew for Business</u> <u>COVID-19 Operational Plan Template</u> <u>Farmers : COVID-19 Frequently Asked Questions</u>
Food Safety	<u>Food Safety During COVID-19</u> <u>Food Safety: COVID-19 Frequently Asked Questions</u>
Other Resources	<u>PEIFA - COVID-19 BEST PRACTICES</u>

Quebec Resources

General COVID-19 Resource	<ul style="list-style-type: none"> Ministère de la Santé et des Services Sociaux du Québec : en savoir plus Ministère de l'Agriculture, des Pêcheries et de l'Alimentation : en savoir plus Programme d'action concertée temporaire (PACTE) : en savoir plus Financière agricole du Québec : Nouvelles mesures pour accompagner les producteurs agricoles : en savoir plus (Mise à jour du 3 avril) COVID-19 - Questions-réponses pour les clientèles du MAPAQ : en savoir plus MAPAQ : Covid-19 et salubrité des aliments : en savoir plus MAPAQ : Covid-19 et travailleurs étrangers : en savoir plus Programme d'aide temporaire aux travailleurs mis en place par le premier ministre François Legault : en savoir plus
Public Health	
Health and Safety	
Temporary Foreign Workers (TFWs)	
Personal Protective Equipment (PPE)	
Financial Programs	
Operational Considerations	
Food Safety	
Other Resources	<p>L'Association québécoise de la distribution de fruits et légumes / Quebec Produce Marketing Association (QPMA)</p>

Saskatchewan Resources

General COVID-19 Resource	<u>Saskatchewan – COVID-19</u> <u>Re-Open Saskatchewan Plan</u>
Public Health	<u>Public Health Orders</u> <u>Public Health Measures</u> <u>Workplaces – Public Health Measures</u>
Health and Safety	<u>COVID-19 Information for Businesses and Workers</u> <u>Health and Safety Guidelines Posters</u> <u>COVID-19: Questions and answers – Employment</u> <u>Standards and Occupational Health and Safety</u>
Temporary Foreign Workers (TFWs)	<u>Employment and Social Development Canada: Guidance for employers of temporary foreign workers regarding COVID-19 (Updated April 22, 2020)</u>
Personal Protective Equipment (PPE)	<u>Accessing Personal Protective Equipment (PPE)</u>
Financial Programs	<u>Saskatchewan Small Business Emergency Payment Program</u> <u>Saskatchewan Temporary Wage Supplement Program</u>
Operational Considerations	<u>Support for Businesses</u>
Food Safety	<u>COVID-19 Mitigation Measures</u>
Other Resources	<u>Agriculture Producers Association of Saskatchewan (APAS) – COVID-19</u> <u>University of Saskatchewan COVID-19 Resources</u>



Other Canadian Resources

- [Canadian Agricultural HR Council \(CAHRC\) - Information and Tips on COVID-19](#)
- [CHC - COVID-19 information centre](#)
- [CanadaGAP - Impact of Coronavirus \(COVID-19\) on Audits and Food Safety](#)
- [Canadian Federation of Agriculture - Resources on COVID-19](#)
- [National Farmers Union](#)
- [Restaurants Canada](#)
- [Retail Council of Canada \(RCC\) - COVID](#)
- [Canadian Federation of Independent Grocers](#)
- [Business Development Bank of Canada \(BDC\) - Financial relief for entrepreneurs](#)
- [Farm Credit Canada \(FCC\) - COVID](#)
- [Greenhouse Canada - COVID-19](#)
- [Industry Canada - Regional Relief and Recovery Fund: COVID-19](#)

United States Resources

- [FDA – Coronavirus Disease 2019 \(COVID-19\)](#)
- [CDC – Coronavirus \(COVID-19\)](#)
- [Western Growers – COVID-19 Resources](#)
- [PMA – COVID-19 Resources and Updates](#)
- [United Fresh Produce Association – Coronavirus Fresh Produce Industry Resources](#)

International Resources

- [World Health Organization – Coronavirus disease \(COVID-19\) pandemic](#)
- [United Nations – Coronavirus global health emergency](#)
- [The World Bank – World Bank Group and COVID-19 \(coronavirus\)](#)



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