



**AGRICULTURE, FOOD AND RURAL AFFAIRS
APPEAL TRIBUNAL
and
BOARD OF NEGOTIATION**

ANNUAL REPORT

2018-19

Message from the Chair

It is my pleasure to present the Annual Report of the Agriculture, Food and Rural Affairs Appeal Tribunal (Tribunal) and the Board of Negotiation (BON) for the year ending March 31, 2019. The report focuses on the Tribunal's achievements for the year.

The Tribunal serves as the adjudicative body for those who feel aggrieved by decisions made under various pieces of legislation under the auspices of the Ontario Ministry of Agriculture, Food and Rural Affairs. The BON serves as the body that negotiates settlements between parties under the provisions of section 172 of the *Environmental Protection Act*.

The Tribunal continues to work hard to carry out its adjudicative mandate and achieve its goals. We recognize the need to provide a fair and effective appeal mechanism to clients who come before us, and we have endeavoured to meet clients' needs and expectations in the past year. No matters were brought to the BON in 2018-19.

The Tribunal continues to use a client survey to obtain feedback on its services. The results of the survey assist the Tribunal in its ongoing efforts to improve service delivery and to evaluate the Tribunal's performance. I am pleased to report that the ratings provided by clients in the key areas of services provided by the Tribunal remain at high levels.

On behalf of the Tribunal members, I look forward to continuing to serve the agriculture and food sectors, as well as rural communities, throughout Ontario.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Kirk Walstedt', is displayed within a light blue rectangular border.

Kirk Walstedt, Chair
Agriculture Food and Rural Affairs Appeals Tribunal

THE AGRICULTURE, FOOD AND RURAL AFFAIRS APPEAL TRIBUNAL

The Agriculture, Food and Rural Affairs Appeal Tribunal (Tribunal) is an adjudicative agency of the Ontario government where decisions made by other bodies can be appealed or where applications and complaints can be heard pursuant to legislation that authorizes the Tribunal to hear those matters. All Tribunal members also serve on the Board of Negotiation (BON) established under section 172 of the *Environmental Protection Act*. The Chair and all Vice-Chairs also sit on a special roster to hear *Agricultural Employees Protection Act, 2002* matters.

All members are part-time per diem appointees appointed by the Lieutenant Governor in Council.

The Tribunal's hearing room and offices are located in the Government Building at 1 Stone Road West, Guelph. The Tribunal also conducts hearings throughout Ontario, as necessary, to improve its accessibility to all parties that appear before it.

MANDATE OF TRIBUNAL

Constituted under section 14 of the *Ministry of Agriculture, Food and Rural Affairs Act*, the mandate of the Tribunal is to provide an independent, accessible avenue of appeal on a variety of agricultural issues under the following provincial statutes and have them heard by an impartial and knowledgeable tribunal: the *Agricultural Employees Protection Act, 2002*; the *Agricultural Products Insurance Act, 1996*; the *Agricultural Tile Drainage Installation Act*; the *Animals for Research Act*; the *Animal Health Act, 2009*; the *Assessment Act*; the *Beef Cattle Marketing Act*; the *Commodity Board Members Act*; the *Drainage Act*; the *Farm Implements Act*; the *Farm Registration and Farm Organizations Funding Act, 1993*; the *Food Safety and Quality Act, 2001*; the *Grains Act*; the *Livestock Community Sales Act*; the *Livestock and Livestock Products Act*; the *Livestock Medicines Act*; and the *Ministry of Agriculture, Food and Rural Affairs Act* (for appeals of decisions made under the *Farm Products Marketing Act* and *Milk Act*).

MISSION STATEMENT OF TRIBUNAL

To provide a fair and impartial hearing and decision process for those who are aggrieved by a direction, policy, order or decision, or who require the resolution of a dispute pursuant to legislation that falls under the mandate of the Agriculture, Food and Rural Affairs Appeal Tribunal.

MANDATE OF THE BOARD OF NEGOTIATION

Established under the authority of the *Environmental Protection Act*, the mandate of the BON is to negotiate a settlement of a claim where a contaminant is causing or has caused injury or damage to livestock or to crops, trees or other vegetation. Where a claimant has requested an investigation by the Minister of the Environment, Conservation and Parks and a report is filed, and where the claimant and the person responsible for the injury or damage are not able to reach a settlement of the claim, either party may refer the matter to the BON for settlement. Settlements negotiated by the BON are non-binding.

MISSION STATEMENT OF BOARD OF NEGOTIATION

To provide a fair and impartial process for the negotiation of a settlement of claim where a party has served a notice of negotiation upon the Board of Negotiation in accordance with section 172 of the *Environmental Protection Act*.

VALUES/OPERATING PRINCIPLES

The Tribunal values:

- 1) Finding facts from evidence, leading to clearly reasoned and expressed decisions.
- 2) Respect and consideration.
- 3) Fairness and accessibility.
- 4) Continuous professional development.
- 5) Adherence to principles of the adjudicative process.
- 6) Endeavouring to reach consensus in the decision-making process.

What can be Appealed to the Tribunal?

Any order, direction, decision or policy of the local marketing boards or of a Director made under the *Farm Products Marketing Act* or the *Milk Act* may be appealed to the Tribunal. Regulations of commodity boards may also be appealed to the Tribunal. Orders, directions or decisions of the Ontario Farm Products Marketing Commission that apply specifically to the aggrieved person, a group of persons of which the aggrieved person is a member or with respect to a particular dispute or incident involving the aggrieved person can also be appealed to the Tribunal. However, Commission regulations and policies, orders, directions or decisions of the Commission that are of general application are not appealable to the Tribunal.

A producer or commodity board who is of the opinion that a member of the commodity board has contravened the *Commodity Board Members Act* may apply to the Tribunal to determine whether or not the member has contravened the *Act*.

A decision that results in the refusal to issue a licence, the refusal to renew a licence, or the suspension or revocation of a licence issued under the *Agricultural Tile Drainage Installation Act*, the *Animals For Research Act*, the *Animal Health Act, 2009*, the *Grains Act*, the *Food Safety and Quality Act, 2001*, the *Livestock Community Sales Act*, the *Livestock and Livestock Products Act*, and the *Livestock Medicines Act* can be appealed to the Tribunal. Under the *Beef Cattle Marketing Act*, the Tribunal can hear appeals from decisions of a Director to not include or remove plants from a list of plants that comply with the *Act* and regulations.

Under the *Drainage Act*, the Tribunal's jurisdiction ranges from adjudicating complaints about assessments and allowances, to evaluating requests for modification of the drainage works including complaints of quality of construction and directing a municipal council to proceed with drainage works after a petition for drainage has been filed. Its powers relate more to the operational or remedial provisions of the *Act*.

Under the *Farm Registration and Farm Organizations Funding Act, 1993*, the Tribunal accredits general farm organizations, determines the eligibility of a Francophone farm organization to receive special funding, and decides on applications for exemption from registration and/or payment as required by the *Act* where individuals or farm businesses object to payment and/or registration because these actions would be in contravention of their genuinely held religious convictions and/or beliefs.

Under the *Assessment Act*, the Tribunal hears appeals regarding the eligibility of agricultural properties for the farm property tax class designation.

Under the *Agricultural Products Insurance Act, 1996*, formerly the *Crop Insurance Act*, the Tribunal has the mandate to resolve all disputes arising out of the adjustment of loss under contracts of insurance between AgriCorp and an insured person, provided the person has filed an appeal within the time allowed. It can also rule on whether or not a person qualifies for a contract of insurance, if AgriCorp has denied coverage.

The Tribunal hears applications and appeals arising out of the application of the *Farm Implements Act*. Applications may arise from disputes between manufacturers or distributors and dealers of farm equipment, or between an end buyer and a dealer, distributor, or manufacturer. Appeals may also arise from a decision of a Director related to the registration of a dealer or distributor.

The Tribunal has the authority to hear complaints and applications under the *Agricultural Employees Protection Act, 2002*. These may involve requests for access to employees on properties controlled by the employer or complaints regarding non-compliance with the *Act*.

Who can Appeal to the Tribunal?

An appellant can be a landowner, a producer, a processor, a consumer, an employee, a transporter, a dealer, a manufacturer, a distributor, an unincorporated association or any other person or group of individuals who has a statutory right to appeal or make application to the Tribunal.

Powers of the Minister

Within 30 days after receipt by the Minister of a decision of the Tribunal made under the *Ministry of Agriculture, Food and Rural Affairs Act* (arising from appeals of decisions made under the *Farm Products Marketing Act* or the *Milk Act*) and the reasons therefore, if any, or within such longer period as may be determined by the Minister within such 30-day period, the Minister may:

- a) confirm, vary or rescind the whole or any part of the decision;
- b) substitute for the decision of the Tribunal such decision as the Minister considers appropriate; or
- c) by notice to the Tribunal, require the Tribunal to hold a new hearing of the whole or any part of the matter appealed to the Tribunal and reconsider its decision.

Powers of the Courts

Decisions of the Tribunal with respect to licensing issues under the *Agricultural Tile Drainage Installation Act*, the *Animals For Research Act*, the *Beef Cattle Marketing Act*, the *Grains Act*, the *Livestock Community Sales Act*, the *Livestock and Livestock Products Act* and the *Livestock Medicines Act* may be appealed to the Superior Court of Justice (Divisional Court) in accordance with the rules of the Court. Decisions of the Tribunal under the *Assessment Act* and the *Farm Implements Act* may be appealed to Divisional Court on matters of law only. There are also limited appeals to the Referee under the *Drainage Act*. All decisions of the Tribunal may be subject to judicial review.

2018-19 Highlights - Tribunal

Ministry of Agriculture, Food and Rural Affairs Act (Appeals of Decisions made under Farm Products Marketing Act or Milk Act)

In 2018-19, the Tribunal received a total of six appeals under the *Ministry of Agriculture, Food and Rural Affairs Act*. *Seven appeals were carried forward from previous years. One appeal was withdrawn, and three appeals had decisions going forward with eleven appeals into 2019-2020 fiscal.*

Note: Total number of decisions may be higher than total number of cases due to more than one type of decision on the same file e.g. motion decision, interim, final decision or cost decision.

Agricultural Products Insurance Act, 1996

No appeals were received by the Tribunal under this Act, which was formerly known as the *Crop Insurance Act*, in 2018-19.

Farm Registration and Farm Organizations Funding Act, 1993

The *Farm Registration and Farm Organizations Funding Act, 1993* established a system which provides general farm organizations with a reliable source of funding. Under the Act, farm businesses with a gross farm income of \$7,000 per annum or higher are required to register and to direct an annual registration fee to a farm organization that is accredited under the Act. Provision is also made for individuals to be granted exemptions from registering and/or making payment under the Act on the basis of religious beliefs and convictions.

In 2018-19, the Tribunal received 132 applications for a religious exemption under the Act. Each valid application was forwarded to the accredited farm organizations and reviewed by the Tribunal. On average, applications were responded to within five days. In 2017-2018 the Tribunal received 30 requests for replacement letters, and in 2018-2019 there were 49 requests. When, after review of an application, it is not clear to the Tribunal that an application is based on a genuinely held religious belief or conviction, the Tribunal schedules a hearing. The Tribunal also holds a hearing if there is an objection by one of the accredited farm organizations. No such hearings were held in 2018-19.

The Tribunal granted a total of 110 religious exemptions in 2018-19. Two applications were not decided within the year and twenty-two applications were carried over from the previous year.

Under the *Farm Registration and Farm Organizations Funding Act, 1993*, the Tribunal is also required to accredit general farm organizations and determine the eligibility of a Francophone farm organization to receive special funding every three years.

In 2014-15, the Tribunal held an eligibility hearing for *L'Union des cultivateurs franco-ontariens (UCFO)* under section 4(2) of the Act. This organization's eligibility was renewed in the fall of 2017 for another three years.

In 2018-19, the Tribunal held reaccreditation hearings for the Ontario Federation of Agriculture, the Christian Farmers Federation of Ontario and the National Farmers Union – Ontario under Section 4(2) of the Act. All three organizations were reaccredited for a further 3 years.

Drainage Act

The Tribunal provides a readily accessible forum for appeals and applications under the *Drainage Act*. Matters heard include appeals pertaining to the engineer's report and assessments under sections 48 and 54 of the Act; appeals pertaining to the quality of the construction of a drainage works under section 64 of the Act; appeals from decisions

of a Municipal Council to not proceed with a petition for drainage works, or where the municipality has not decided within 30 days after the filing of a petition to proceed with a drainage works under Section 5 of the Act; and applications to correct an error in an engineer's report or to vary assessments under sections 58(4) and 76 of the Act.

Tribunal hearings are held throughout Ontario, usually in the municipal office of the municipality where the appeal is filed. The Tribunal's practice is to hold a single hearing for all appeals made with respect to a single drainage works. Typically, there is more than one appellant on drainage appeals.

In 2018-19, the Tribunal received appeals relating to 19 drainage works. One matter was carried over from a previous year. In total, 6 matters were withdrawn and 6 decisions were released. Eight have been carried over into the next fiscal year.

Agricultural Employees Protection Act, 2002

The purpose of this *Act* is to protect the rights of agricultural employees while having regard to the unique characteristics of agriculture, including, but not limited to, its seasonal nature, its sensitivity to time and climate, the perishability of agricultural products and the need to protect animal and plant life.

These rights include the right to form or join an employees' association; the right to participate in the lawful activities of an employees' association; the right to assemble; the right to make representations to their employers through an employees' association respecting the terms and conditions of their employment; and the right to protection against interference, coercion and discrimination in the exercise of their rights.

The Tribunal has the authority to hear complaints and applications under the *Agricultural Employees Protection Act, 2002 (AEPA)*. These may involve requests for access to employees on properties controlled by the employer or complaints regarding non-compliance with the *Act*.

In March of 2016, the United Food and Commercial Workers International Union (UFCW) and ten former employees of MedReleaf Corp filed complaints with the Tribunal alleging that MedReleaf was in contravention of the *AEPA*. The substantive decision was released in August 2018. Constitutional issues related to the legislation were also raised by the complainants. This matter is ongoing.

Assessment Act

The Tribunal hears appeals referred to it by the Assessment Review Board regarding the eligibility of properties for the farm property class tax rate. Properties which receive the farm property class tax rate are assessed at up to 25% of the residential tax rate.

In 2018-19, the Tribunal received 35 applications regarding farm property tax. Seven appeals were carried over from the previous year and one decision was made. Forty-one appeals will go forward into the new fiscal year. A new process has been developed

with stakeholder input and this has resulted in a higher number of appeals being carried over.

Farm Implements Act

Two appeals were received in 2018-2019 with 3 carried over from previous year. Four were withdrawn and 3 decisions were published; two files will continue into the next fiscal.

Food Safety and Quality Act, 2001

One appeal was received by the Tribunal under this statute in 2018-19. This will be carried into the next fiscal year.

2018-19 Highlights – Board of Negotiation

No parties asked to appear before the BON in 2018-19.

FINANCIAL PERFORMANCE

The Tribunal and BON operate under an operational expenses budget allocated by the Ministry of Agriculture, Food and Rural Affairs and as such do not have their own audited financial statements. The Tribunal and BON resource requirements are incorporated under the ministry's business plan. The budget for operating expenses allocated will continue to be used to deliver on all of the Tribunal's and BON's business priorities.

For 2017-2018 the Tribunal had an allocated operating budget of \$295,000 that included categories of transportation, communications (\$40,000), services (\$250,00), supplies and equipment (\$5,000). Actual operating expenditures totalled \$395,149 resulting in over spending of \$100,149.

The biggest operating costs for the Tribunal are member per diems and reimbursement for travel expenses. Per diem payments are categorized as a service and allocated in the services portion of the budget. The majority of the spending above the allocation was in the services category with \$337,758 spent or a variance of \$87,758.

Reimbursement of member travel expenses is paid from the transportation and communication portion of the budget. Recorded actual Tribunal spending of \$51,969 in this category recorded over spending of \$11,969. The supplies and equipment category recorded actual spending of \$5,422 or over spending by \$422.

Taking into account the over spending of the previous fiscal year, \$361,000 was allocated for Tribunal operating expenditures for the 2018-2019 fiscal year under the categories of transportation and communications (\$43,500), services (\$312,500), supplies and equipment (\$5,000). Actual operating expenditures totalled \$266,772 resulting in under spending of \$94,228.

Tribunal spending in the services category where member per diem payments are recorded was \$221,492 or a budget surplus of \$91,008. The surplus in the services category can be partially attributed to the absence of a formally hosted annual training session in place of an electronic exchange of documents. Over the course of the fiscal year there was less paid in member per diems delivering the hearing services.

Tribunal spending in the transportation and communication category where reimbursement of member travel expenses is paid from was recorded as \$44,458 or over spent by \$1,048. The supplies and equipment category recorded actual spending of \$732 or a budget surplus of \$4,268. The total surplus over the three categories has been recorded as \$94,228.

The Tribunal cannot predict how many new appeals will be brought forward by the public, clients or stakeholders in any given fiscal year. Budget forecasting is based on trends in historical volumes of hearings, active matters that transcend the previous fiscal year, government fiscal policies or social, environmental or economic factors that have the potential to impact the sector.

The Tribunal continues to be involved in a lengthy complex matter related to the *Agricultural Employees Protection Act* that requires significant support from the membership and increased pressures in per diem payments (Services) and travel costs (Transportation and Communication) when being heard. This matter will continue into early 2020 before a decision will be made.

STAFF RESOURCES

The ministry has four full-time employees that support and provide services to the Tribunal and BON. The ministry provides administrative and financial support through the Business Services Branch, Research and Corporate Services Division. Legal services to the Tribunal and BON are provided by the Ministry of the Attorney General through the Legal Services Branch of the Ministry of Agriculture, Food and Rural Affairs.

OPERATIONAL PERFORMANCE

Expected Outcomes:

- Efficient decision making and timely release of decisions.
The Tribunal's target is to release decisions within 30 days of completion of a hearing with the exception of decisions under the *Ministry of Agriculture, Food and Rural Affairs Act* which has a decision timeline of 20 days from the completion of a hearing.
- Confidence in Tribunal by participants in the appeal process.
The Tribunal's target is to achieve an overall client satisfaction rate of 80%.

1. Timeliness for Releasing Written Decisions after Hearings

In 2018-2019 the Tribunal released decisions under the following Acts within the specified time frame:

Drainage Act: average number of days to release a decision was 82.5, with the range of days being from 2 to 544 days. The reason for this atypical average is one hearing took over a year as a specialized report was requested to ensure an appropriate decision was made.

Farm Registration and Farm Organization Funding Act: for religious exemptions matters, the average number of days to release a decision was 5 days.

Farm Registration and Farm Organization: for reaccreditation applications, it took an average of 32 days to release the decision that accreditation is renewed for 3 years.

Ministry of Agriculture, Food and Rural Affairs Act: average number of days to release of decision was 63 days following a request for a review of a previous decision.

Agricultural Employee Protection Act: there is one current file that was bifurcated. The decision on the substantive hearing was completed in 133 days on August 29, 2018. The second part of the case is a constitutional challenge which is scheduled for a hearing in the late Fall 2019 with a decision expected in 2020.

Farm Implements Act: average time for issuing decisions was one day for the 2018-2019 fiscal.

Food Safety & Quality Act: no decisions were released in 2018-2019.

Assessment Act: no decisions were released in 2018-2019 as a new administrative process is being developed with stakeholder input.

In the past three fiscal years, there have been no decisions required under the *Agricultural Products Insurance Act (Ontario), 1996*.

Note: For performance tracking purposes, the date a decision is released is used to designate the fiscal year in which it is tracked, rather than the date of the hearing.

2. Client Satisfaction

As part of the Tribunal's efforts to improve the delivery of its services, a client survey is offered to all clients who come before the Tribunal. The survey focuses on four key areas – access to information from the Tribunal, the appeal process, the hearing process and the decision. The results from the client survey are captured in the performance measures section below and are used to evaluate the performance of the Tribunal

considering its function, commitments and strategies. The Tribunal and BON target is to achieve an overall 80% client satisfaction rate.

The survey contains 20 questions and the number of responses received was 18 for the fiscal year. Client satisfaction for 2018 was 69% which is down from 87% the previous year. Client satisfaction is measured by taking the percentage of all responses in the satisfied and very satisfied categories against the total possible (number of questions multiplied by number of responses).

The results of the satisfaction survey can be lowered by a combination of a smaller number of responses and lower client dissatisfaction ratings. These lower ratings can be the result of disappointment with a controversial or unfavourable final decision of the panel and the perceived factors that may have contributed to that outcome. The Tribunal membership and support staff strive to provide excellent client service in the delivery of the hearing services and actively pursue opportunities for continuous improvement.

3. Performance Measures, Targets and Analysis

Access to Information

Sixty-seven percent of survey respondents who accessed the Tribunal's website were either "satisfied" or "very satisfied" with the information found on the website, while 17% responded neutral. Sixty-one percent of respondents who accessed the website were satisfied that the information on the website was easy to find, while **11%** of these respondents were neutral.

Eight-nine percent of respondents indicated they were "satisfied" and "very satisfied" with staff response time to information requests.

Appeal Process

Eighty-three percent of respondents indicated they were either "satisfied" or "very satisfied" with the time it took for the Tribunal to acknowledge their appeal. Seventy - three percent of respondents indicated they were "satisfied" or "very satisfied" with the selection of hearing dates.

Hearing Process

Overall, respondents were satisfied with the hearing process provided by the Tribunal. sixty -seven percent of respondents were either "satisfied" or "very satisfied" with the location of Tribunal hearings, and 89% of those who responded to the question were "satisfied" to "very satisfied" that the location accommodated persons with disabilities, with 6% responding that this question was not applicable to them.

Fifty-six percent of respondents were either "satisfied" or "very satisfied" with the process and timing for the exchange of hearing documents between parties in advance of the hearing. Sixty-seven percent of respondents were "satisfied" or "very satisfied"

with the information about the hearing process outlined by the Chair at the start of the hearing, with seventy-three percent being “satisfied” and “very satisfied” with the information provided by Tribunal staff in advance of the hearing.

Fifty percent of respondents were either “satisfied” or “very satisfied” with the industry-specific knowledge displayed by the panel with 28% indicating “very dissatisfied”. Sixty-six percent of respondents were also “satisfied” or “very satisfied” by the types of questions asked by the panel. Sixty-six percent of respondents were either “satisfied” or “very satisfied” with the impartiality displayed by panel members at the hearing; sixty-seven percent of respondents were either “satisfied” or “very satisfied” with the respect and consideration for participants displayed by the panel at the hearing, while 17% responded that this question was not applicable to them, and 55% of respondents were either “satisfied” or “very satisfied” with the overall conduct of those in attendance at the hearing, with 22% responding that they were very dissatisfied.

The Decision

Sixty-one percent of respondents were either “satisfied” or “very satisfied” with the reasoning provided in the Tribunal’s decisions. Sixty-two percent of respondents were either “satisfied” or “very satisfied” that the hearing decision reflected the evidence presented at the hearing.

Overall Satisfaction

The survey contains a question that rates overall client satisfaction with the service supporting the appeal process of the Tribunal. Seventy-seven percent of respondents were “satisfied” to “very satisfied” with the Tribunal service in 2018-19.

4. Compliance with Requirements of the *Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009*

The *Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009* (ATAGAA) came into force (in part) on April 7, 2010. The purpose of the ATAGAA is to ensure that adjudicative tribunals are accountable, transparent and efficient in their operations by having in place governance and public accountability documents which include a Memorandum of Understanding, Business Plan and Annual Report; and a Mandate and Mission Statement, Consultation Policy, Service Standard Policy, Ethics Plan and Member Accountability Framework by April 1, 2012. The Tribunal met those requirements.

In accordance with ATAGAA, the Tribunal and Board of Negotiation reviewed their public accountability documents in November 2015 to determine whether they required any amendments. The Tribunal and Board of Negotiation were satisfied with the documents as written.

RECRUITMENT ACTIVITY

The Tribunal and BON are guided by the mission of the Public Appointments Secretariat to ensure the most qualified individuals having the highest personal and professional integrity serve the public on the province's provincial agencies. For the period of April 1, 2018 to March 31, 2019, 3 new members were added to the Agency: Ms. Katie Deblock, Ms. Christine Greydanus and Ms. Tricia Schouten.

2018 – 2019 MEMBERSHIP Total Remuneration \$209,187.43

	Position	Member	Term
1	CHAIR (PART-TIME)	KIRK WALSTEDT	31-Dec-2018 - 30-Dec-2019
2	VICE-CHAIR (PART-TIME)	EDWARD DRIES	26-Apr-2017 - 25-Apr-2019
3	VICE-CHAIR (PART-TIME)	JOHN O'KANE	31-Dec-2018 - 30-Jun-2019
4	VICE-CHAIR (PART-TIME)	ANDREW MCBRIDE	17-Aug-2017 - 16-Aug-2019
5	VICE-CHAIR (PART-TIME)	PATRICIA MEEHAN	12-Dec-2018 - 11-Dec-2019
6	VICE-CHAIR (PART-TIME)	CHRISTINE GREYDANUS	31-Jan-2019 - 30-Jan-2021
7	VICE-CHAIR (PART-TIME)	KATIE DEBLOCK	28-Feb-2019 - 27-Feb-2021
8	VICE-CHAIR (PART-TIME)	TRICIA SCHOUTEN	28-Feb-2019 - 27-Feb-2021
9	VICE-CHAIR (PART-TIME)	HAROLD MCNEELY	04-May-2016 - 03-May-2021
10	VICE-CHAIR (PART-TIME)	JAMES MCINTOSH	18-May-2017 - 17-May-2021
11	VICE-CHAIR (PART-TIME)	GLENN C. WALKER	14-Feb-2019 - 13-Feb-2022
12	MEMBER (PART-TIME)	ARNOLD STRUB	22-Oct-2016 - 21-Oct-2019
13	MEMBER (PART-TIME)	MAURICE JANISSE	22-Oct-2016 - 21-Oct-2019
14	MEMBER (PART-TIME)	FRED STULP	22-Jul-2017 - 21-Jul-2020
15	MEMBER (PART-TIME)	SARAH JUDD	22-Jul-2017 - 21-Jul-2020
16	MEMBER (PART-TIME)	LEE HOLLING	14-Feb-2019 - 13-Feb-2021

All inquiries to the Tribunal or BON can be made as indicated below.

Inquiries

Agriculture, Food and Rural Affairs Appeal Tribunal or Board of Negotiation

1 Stone Road West

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Website: <http://www.omafra.gov.on.ca/english/tribunal>