



## **Industrial Relations Committee Terms of Reference**

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### **Purpose**

With more than 600 members, BC highbush blueberry industry is considered one of the largest small fruit industries in BC and Canada. The members come from diverse backgrounds and capacities. This leads to significant opportunity as well as challenges in responding to membership's needs and industry outcomes.

Therefore, the main purpose of the Industrial Relations committee is to advise and support the BC Blueberry Council board on grower programs and industry initiatives.

### **Committee Responsibilities**

- On-going environmental scan, focused on:
  - Growers' needs and challenges
  - Industry challenges and opportunities
- Informing on development of best practices resources for growers
- Informing on development of business decision making resources for growers
- Advising on-farm support programs (i.e. food safety program & grower liaison)
- Advising and participating in outreach and advocacy meetings with growers, governments and other stakeholders

The chair is responsible for providing a written and verbal report on activities of the committee to the BCBC board at the directors' meetings.

### **Powers**

- The committee's overall function is primarily advisory. The board of directors have the final decision on matters that require financial commitment and/or have substantial impact on the blueberry industry.

### **Composition**

- The committee shall be chaired by a director
- Membership set by the directors as they consider fit from time to time
- Preference given to members who are actively involved in the propagation, cultivation, harvesting or processing of blueberries such that they have operational experience within the blueberry industry.
- One professional from the stakeholder industries (i.e. banker, processor/packer, government representative, industry association representative)
- Membership on the committee is for a three-year term. Members on the Committee may be re-appointed for subsequent terms at discretion of the Board on review of recommendations by the committee chair.
- An appointment of a member may be nullified in light of excessive absences from committee meetings and/or other concerns (e.g. conflict of interest).

## **Meetings**

- The time and place, calling of meetings, and procedure is to be determined by the committee unless otherwise determined by the bylaws of the Council or by resolution of the Board of Directors.
- The committee members are required to attend all committee meetings, with an exception of any unforeseen circumstance. When unable to attend, notify the Committee Chair or Executive Director at the earliest convenience.

**Date Approved:** August 28, 2018

**Date Reviewed:** February 18, 2020