

Consolidated Order Review – Election Rules and Procedures First Survey Results

The Election Rules which govern Board Director elections must be reviewed every three years and are required to be reviewed prior to December 31, 2022. The Election Rules were last updated in 2019.

Survey Methodology

The BCEMB sent an on-line survey to 348 industry stakeholders including producers, graders, processor and allied trades. The survey was sent on June 27, 2022, as part of the Consolidated Order Review, and was open for two weeks closing on July 10, 2022.

Survey Response Rate

Of the 348 industry stakeholders who were sent the on-line survey, 51 individuals completed all survey questions, representing a 15% response rate overall. Forty-four producers responded to the survey representing 86% of survey respondents and 30% of the 149 registered producers in BC.

Survey Results

The results from the survey can be found on the following pages.

Next Steps

The Board will review the survey results and incorporate feedback into a draft Election Rules and Procedures updated proposal. The proposed draft changes will again be sent out via online survey to industry stakeholders for final comments before being submitted to BCFIRB for approval.

Survey Introduction and Questions

The Election Rules and Procedures (Election Rules) which govern Board Director elections must be reviewed every three years and are required to be reviewed prior to December 31, 2022.

The Election Rules were updated in 2019. Please [click here](#) to review the current Election Rules.

BC Egg would like to make the following recommendations to the rules:

1. Shorten the election process timeline

- Current process is 10 weeks long
 - 3 weeks - call for nominations
 - 2 weeks – nominee bios are sent to producers
 - 1 week – ballots are sent to producers
 - 3 weeks - Producers to submit ballots to elections officer
 - 2 days – count ballots
 - 1 week – announce results at AGM
- Proposed process is 8 weeks long
 - 2 weeks – call for nominations

- 1 week – nominee bios sent to producers
- 1 week – ballots sent to producers
- 3 weeks – producers to submit ballots to elections officer (this is the time required to account for mailed ballots)
- 1 day – count ballots
- 1 week – announce results at AGM

2. Adjust the Board positions so that each term is four years long instead of the current three-year term. This change would result in only one new Board member being elected at a time, as opposed to the current situation where 50% (2 seats) are open for election every third year. Staggering the terms, which would be four years each, ensures consistency in knowledge, experience, and turnover on the board. A four-year term also allows a board member to be more effective and productive since there is a steep learning curve in the first and second year on the board.

1. Do you agree with the recommended changes to the timeline?
2. Do you agree with the recommended changes to the Board member terms?
3. Would you like to see additional changes?
4. Comments

The results for the first survey are presented on the following pages.

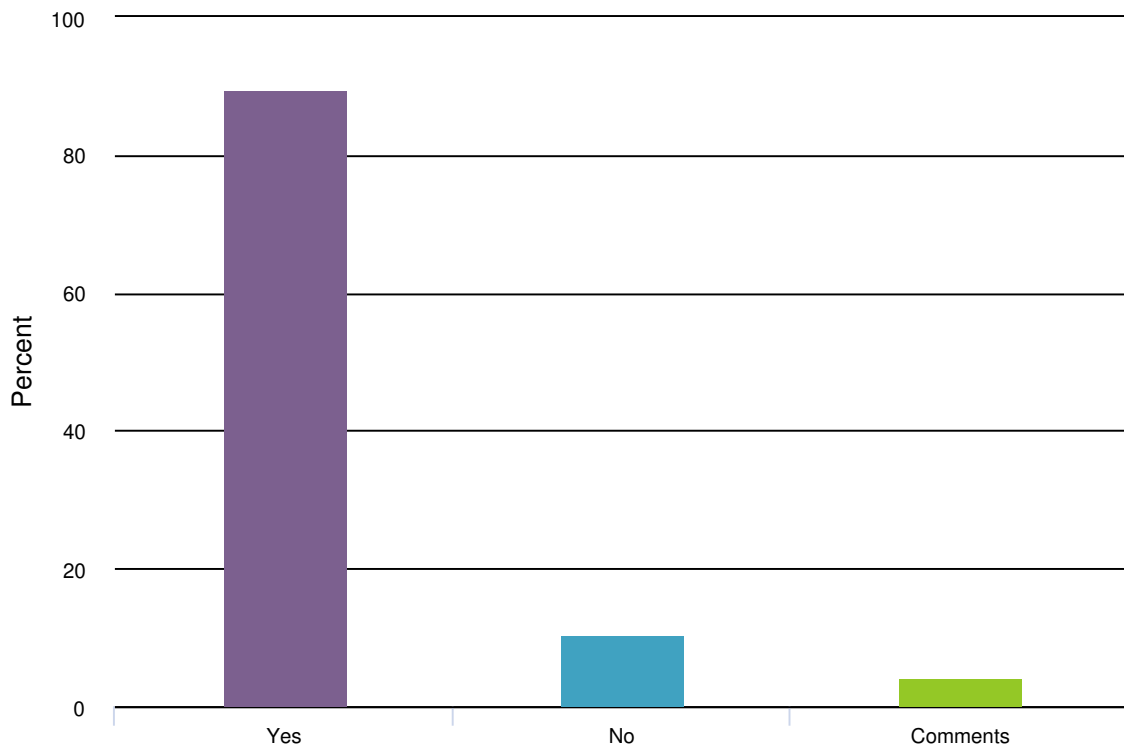
Report for Election Rules Review

Response Counts



Totals: 51

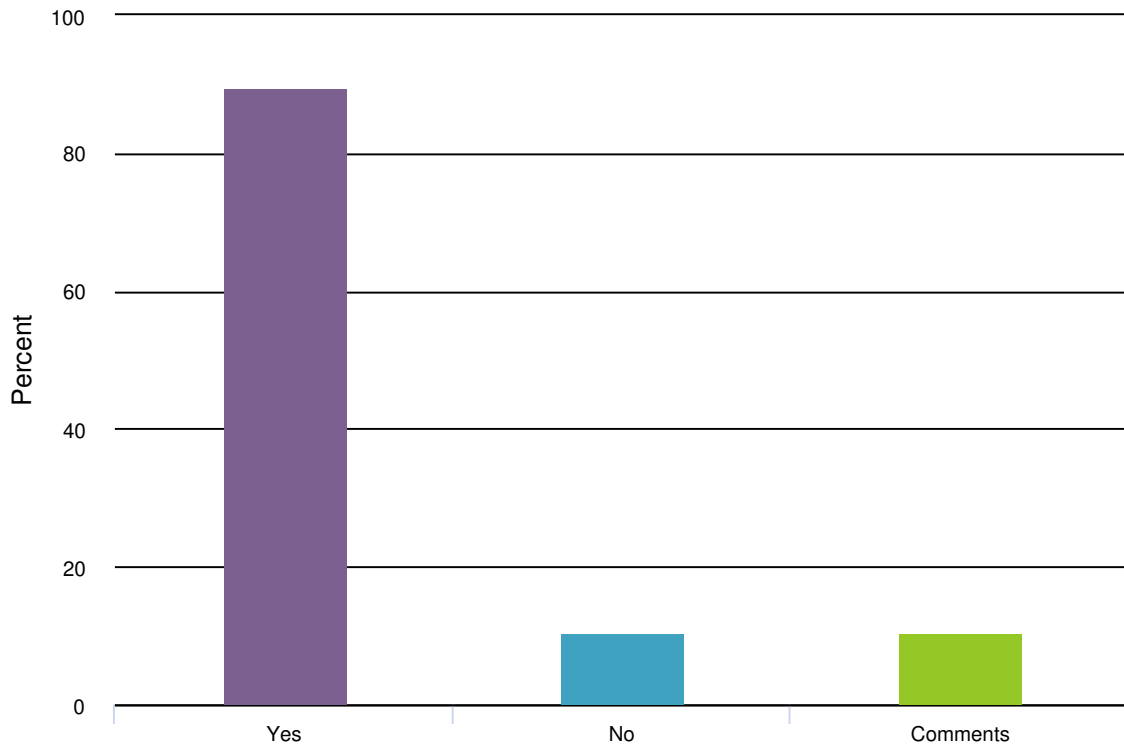
1. Do you agree with the recommended changes to the timeline?



Value	Percent	Responses
Yes	89.6%	43
No	10.4%	5
Comments	4.2%	2

Comments	Count
Election results should be available immediately, all should be done electronically. Based on the number of paper ballots that historically have been received is this even something that should be continued?	1
I think that eight weeks is too long. Why can't it all be electronic. and I do not believe that you have to wait until the AGM to notify the producers of the election results it should be done when the election results are known.	1
Totals	2

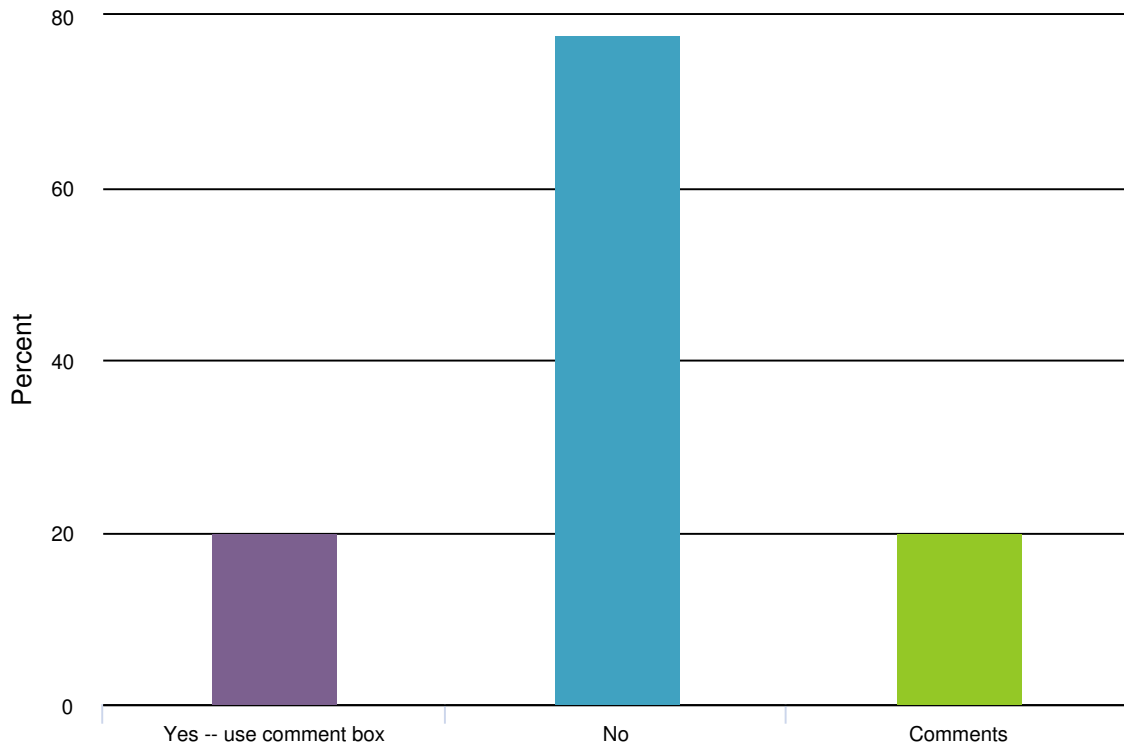
2. Do you agree with the recommended changes to the Board member terms?






Value	Percent	Responses
Yes	89.6%	43
No	10.4%	5
Comments	10.4%	5

Comments	Count
After two terms they should have to step down for two years and then can let their name stand for nomination	1
But only with the strict caveat to have a 2 term limit max. Otherwise I would prefer then the status quo	1
Not sure I see the advantage. Still have a vote per year. Not all prospective board members want a 4 yr commitment.	1
Seeing as regional representation has been removed this current system no longer makes sense.	1
Three years is better	1
Totals	5

3. Would you like to see additional changes?



Value		Percent	Responses
Yes -- use comment box		20.0%	9
No		77.8%	35
Comments		20.0%	9

Comments	Count
I see many issues and obstacles with the current system in which board representation is elected. The past saw regions represented. No offence to the current and past board members who have been appointed as regional reps, but they truly do not understand the differences and nuances of the areas outside of the greater Fraser Valley area. Regional representation worked. In the case of Vancouver Island where the case for removing regional representation was the catalyst. The situations that led up to the removal were unusual circumstances, to say the least. The former rep Jennifer Woike had to step away to due personal family reasons and the producer that was elected following her departure passed away during his term. Following that the Board of Directors and chair decided to appoint a director for the remainder of that term. They asked 1 possibly 2 producers on Vancouver Island (producers without any prior board or governance experience) and then appointed Jon Khran to the position, w	1
A more diverse range of producers. Regional, male/female etc	1
I believe that directors should only be able to sit for two terms which would be eight years with the current recommendations. This gives other producers and possible new producers an opportunity to represent their producers at the board level. I would also like to add that I think the chair should be changed after two terms as it currently stands. For six years total. There's also an allows new fresh perspective to come into the leader ship role of the board. I believe that there should be a better way of vetting potential board members to ensure that they have the skill set understanding of the industry and the time commitments available in order to fulfil this position. I feel that it is necessary for board members to be in the country when board meetings or committee meetings are taking place. And that zoom or virtual meeting should only be able to be used in place of illness.	1
I'd like to see a mandatory 1 member from Vancouver Island or Interior	1
If the status quo remains for 3 year terms, then i would recommend a 3 term limit	1
Some small farms should be represented and not only big farms who take of the big producers	1
Two term limit. With a minimum three year hiatus/reset	1
We need to look at bringing back term limit at 2 two terms. That would be now a 8 year run on the board. Then you would need to step down for at least a year. This would allow more people to understand the industry. Over all that would strengthen our industry for future generations	1
consider limiting a board member to a two or three consecutive term limit with a requirement to wait maybe two or three years before eligible to run again	1
Totals	9

4. Use this box to include any further comments you may have.

ResponseID	Response
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2	Shorter the better
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5	When bios are sent to producers, type of production should be included in bio
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ResponseID Response

30

I see many issues and obstacles with the current system in which board representation is elected. The past saw regions represented. No offence to the current and past board members who have been appointed as regional reps, but they truly do not understand the differences and nuances of the areas outside of the greater Fraser Valley area. Regional representation worked. In the case of Vancouver Island where the case for removing regional representation was the catalyst. The situations that led up to the removal were unusual circumstances, to say the least. The former rep Jennifer Woike had to step away to due personal family reasons and the producer that was elected following her departure passed away during his term. Following that the Board of Directors and chair decided to appoint a director for the remainder of that term. They asked 1 possibly 2 producers on Vancouver Island (producers without any prior board or governance experience) and then appointed Jon Khran to the position, without seeking out further input from the Island producers. Removal of regional representation has essentially set the table for no producers outside of the Fraser Valley to ever represent their industry. All current and future Board members will more than likely be from the FV, due to the high concentration of producers in that area. The board also does not have equal and adequate representation in the types of housing that are still by far the highest percentages of housing types in BC. The board members are very heavily weighted in the special production type. I believe that the members of the BCEMB should be the best people available to represent us, the producers. In most other provincial agriculture boards, people apply, are interviewed, and vetted and the best, most qualified people/producers are appointed to the positions. The current election practices we have in place do not allow for this scenario to unfold and have to spend up to a year or more teaching governance skills to directors. This is not the platform or arena where this should be happening at. I would strongly like to see more diversification at the board level, including having women, Including visible and non-visible minorities, including having a member of the New producer program at the table. One of the female new producers recently said to me "I have better odds at getting elected to be an MP in my region than I do ever getting elected into the BCEMB" Most producers, ones that have the education and experience to step into these roles will not even run or allow themselves to be nominated as if they are not part of the FV producers they have zero chance of obtaining a seat at the Board table. The only reason that there was an actual election in the past 2 out of 3 BCEMB elections was that one of the island producers decided it was important to not let directors just get in by acclamation, which would have happened on both occasions if Jen Woike had not run. Something is wrong with this system. Perhaps to see more diversification and representation from all production types instead of regional representation perhaps there need to be qualifiers such as housing types and minority representation as prerequisites to being able to seek nomination for election. Perhaps to achieve this that there be a larger board, maybe 6 members are the right number to ensure proper diversity and representation.

ResponseID Response

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| 31 | I believe that we should look at the opportunity of having a larger elected board member base and being able to elect our chair out of the elected or appointed board of directors. I do not think we have enough representation currently from different types of housing at our board level. I also do not think that we are well represented in the area of diversification we currently have no women on our board and lack and fall behind other boards across Canada. The egg industry itself is lacking diversity and female and minority representation at all levels this needs to change at the local provincial level in order to see change happen nationally |
| 35 | The changes would be good |
| 39 | A better representation of the interior and island regions are needed. Their needs are different than those in the Lower Mainland. |
| 41 | All Board members only purchase quota through the exchange only. |
| 47 | Terms should be only two years long to give opportunity to other people to get involved in industry. |