



Farm Products Council  
of Canada

Conseil des produits agricoles  
du Canada

Central Experimental Farm  
Building 59  
960 Carling Avenue  
Ottawa, Ontario K1A 0C6

Ferme expérimentale centrale  
Édifice 59  
960, avenue Carling  
Ottawa, Ontario K1A 0C6

April 22, 2026

Mr. Brian Bilkes  
Chair  
Canadian Hatching Egg  
Producers 21 Florence Street  
Ottawa, Ontario K2P 0W6

**Subject: Proposed Amendments to the Canadian Hatching Egg Producers Directors  
Per Diem Rates**

Dear Mr. Bilkes,

At its April 22, 2026, meeting, the Farm Products Council of Canada (Council) reviewed the proposed amendments to the Canadian Hatching Egg Producers Per Diem Rates for the directors.

Following a thorough review of the rationale provided in your letter of March 30, 2026, and internal analysis, Council members considered and approved the changes requested.

Should you have any questions, please do not hesitate to contact me or Lisa Melanson-Daigle, Council Secretary, by email at [fpcc.secretariat.cpac@fpcc-cpac.gc.ca](mailto:fpcc.secretariat.cpac@fpcc-cpac.gc.ca).

Sincerely,

Brian Douglas  
Chair



March 30, 2026

VIA EMAIL

Mr. Brian Douglas  
Chair  
Farm Products Council of Canada  
960 Carling Avenue, Building 59  
Ottawa, Ontario  
K1A 0C6

**Re: Director Fees and Stipends**

Dear Mr. Douglas,

On March 24, 2026, the Canadian Hatching Egg Producers' Finance Committee considered the current rates that CHEP provides to the Chair, Vice Chairs and Directors of the board to participate in meetings on behalf of CHEP and for travel to and from those meetings as may be required. This is the fifth time the Committee has conducted an annual review of the Directors Fee and Stipend rates.

Annual inflation was considered by the Committee as calculated by the Consumer Price Index as published by the Bank of Canada. An annual index to the CPI would indicate that current rates should be increased by \$10 for the Directors and Vice Chairs, and \$11 for the Chair.

The CHEP Board of Directors supported the recommendation by the Finance Committee and on March 26, 2026 approved the following per diem increases:

- Director and Vice Chair Per Diem from \$460 to \$470
- Chair Per Diem from \$514 to \$525

The above rates would be applied to a meeting of three hours or more, with a half-day rate applied to any meetings attended that are scheduled for less than three hours. Similarly, travel time will be reimbursed at the full day rate when travel exceeds four hours and at the half day rate when it is less than four hours. Directors, Vice Chairs, and the Chair will be entitled to an additional half day per diem (\$235 for Directors and Vice Chairs, \$262 for the Chair) when travel is required outside



of North America to account for additional travel time required or when a travel delay outside of their control of two hours or more is experienced.

CHEP is requesting the Farm Products Council of Canada's prior approval of the above increases to director fees.

CHEP reviewed these and other compensation rates in alignment with the annual budgeting cycle. This analysis will continue to use the CPI index to ensure that CHEP's rates remain current in the future.

Please do not hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Teddy Markey".

Teddy Markey  
Executive Director