

ORDER 2025-12
AN ORDER RELATING TO DIRECTORS REMUNERATION UNDER THE
DAIRY FARMERS OF NEW BRUNSWICK
(the "**DIRECTORS REMUNERATION ORDER**")

THEREFORE BE IT ENACTED pursuant to

- Section 11(c,q,w,x) of New Brunswick Regulation 2002-85 – *Milk Plan and Levies Regulation – Natural Products Act*; and
- Section 11(b) of New Brunswick Regulation 2002-86 – *Milk Plan Administration Regulation – Natural Products Act*

DAIRY FARMERS OF NEW BRUNSWICK (hereinafter called the "Board") in its exercise of its Federal and Provincial powers, where applicable, in whole or in part, concurrently and in combination hereby repeals Order 2023-09 – Director Remuneration Order and replaces it with:

ORDER 2025-12
DIRECTORS REMUNERATION ORDER

- 1) **DEFINITIONS:** The terms referenced herein have the same meaning as given in the by-law, act, regulation, order or agreement in which the term was originally defined. If a term originates herein, the term will be defined below.
 - a) **Directors:** Includes Directors elected in accordance with New Brunswick Regulation 2002-86 and the individual appointed by the Lieutenant-Governor in Council to be the member representing Dairy Farmers of New Brunswick on the New Brunswick Farm Products Commission.
- 2) **REMUNERATIONS:** Directors will be compensated for the performance of their roles and responsibilities as outlined in Appendix A.
 - a) A Director's Per Diem rate shall be \$50.16¹ per hour which they may claim for time traveling to, from and for meetings that the Board asked them to attend.
 - b) The Chair's Per diem rate shall be 1.25 times of the 2 a) rate or \$62.70 per hour which they may claim for time traveling to, from and for attending meetings that the Board asked them to attend.
 - c) A **stipend** is paid to Directors monthly (annual totals below):

i) Chair	\$25,000
ii) 1 st Vice-Chair	\$15,000
iii) 2 nd Vice-Chair	\$ 7,500
iv) Directors	\$ 5,000
 - d) **Mileage** is paid at a simple average of the per kilometer automobile allowance rates as published annually by the Canadian Revenue Agency (CRA) which shall come into effect the month following its release by the CRA.

¹ Hourly Management Rate of \$48.99 per hour or the mid-range AG-3 salary in 2021 reported on page 12 of 13 in the National Cost of Production Study (COP) of 2021 published by the Canadian Dairy Commission in October 2022. This rate was indexed by NB CPI May 2025 or 2.39% for the 2025-26 budget.

ORDER 2025-12
AN ORDER RELATING TO DIRECTORS REMUNERATION UNDER THE
DAIRY FARMERS OF NEW BRUNSWICK
(the "**DIRECTORS REMUNERATION ORDER**")

- e) **Meals** are reimbursed at a reasonable out-of-pocket amount when accompanied by receipts
 - f) **Life insurance** coverage in the amount of \$50,000 payable to the beneficiary of the Director's choice and deducted from their monthly stipend.
 - g) **Insurance Premiums** – Directors are included in the staff group insurance plan with 100% of the health and dental premiums paid by the employer.
 - h) **Electronics:** A Director will be reimbursed up to \$800 during their three year term to offset the purchase of a personal electronic device such as a tablet or laptop to carry out board business by submitting receipts in support of such purchases on their monthly expense report.
 - i) **Second Language training:** The Board will cover costs of second language training courses for directors who wish to learn English or French
- 3) **Monthly expenses:** Reimbursement of per diems, travel and meal expenses shall be submitted on board expense forms. Completed forms submitted to the director payroll administrator on or before the 20th day of any calendar month will be settled prior to the end of that same month.
- 4) **Directors are required to have** an nbmilk.org supplied e-mail account to facilitate communication between themselves and the Board

This Board Order is a reproduction of the original Board Order which has been signed by the Chair and the General Manager.