



CAHRC-CCRHA

Canadian Agricultural Human Resource Council
Conseil canadien pour les ressources humaines
en agriculture

April 12, 2023 /

le 12 avril 2023

[View this email in your browser /](#)

[Voir ce courriel dans votre
navigateur](#)

CAHRC

Special Partner Briefing

Hello,

The Canadian Agricultural Human Resource Council (CAHRC) remains committed to information sharing and providing timely updates pertaining to the agriculture industry. The following are updates of general interest to the agriculture and agri-food sector. We ask that you share this information with your network and please consult the source websites regularly for updates.

Important Reminders

Employers must provide TFWs with information about their rights in Canada

Further to the new regulatory amendments to the IRPR that came into force on September 26, 2022, employers provide all TFWs with information about their rights in Canada on or before the first day of work and must make it available to the foreign national during the period of employment.

This could include making the information available on paper or in an

electronic format, so long as the information is easily visible and accessible to the temporary foreign worker. For example, the employer may make the information available in an “accessible location”, such as a cafeteria or break room, or a company web site.

The guide on TFWs rights in Canada is available online and in pdf at ESDC website [Temporary foreign workers: Your rights are protected](#) in eight languages.

Alternative format in PDF is available [here](#).

Temporary Foreign Worker Program

Temporary foreign workers Your rights are protected

In Canada, the rights of all workers, including **temporary foreign workers**, are protected by law. If you are a temporary foreign worker, you have the same rights and protections as Canadians and permanent residents.

Your rights

Your employer must:

- ▶ give you information about your rights
- ▶ give you a signed copy of your employment agreement on or before the first day of work
- ▶ pay you for your work as stated in your employment agreement. This includes overtime work if it is included as part of your agreement
- ▶ make reasonable efforts to provide you with a workplace free of abuse, including reprisals
- ▶ follow the employment and recruitment standards of the province or territory where you work
- ▶ get and pay for private health insurance that covers your emergency medical care until you are eligible for provincial or territorial health insurance coverage (see the Health care insurance section for exceptions)
- ▶ make reasonable efforts to give you access to health care services if you are injured or become ill at the workplace

Your employer cannot:

- ▶ force you to perform unsafe work or work that your employment agreement does not authorize you to do
- ▶ force you to work if you are sick or injured
- ▶ pressure or force you to work overtime not included in your employment agreement
- ▶ punish you for reporting mistreatment, unsafe work, inadequate housing or for cooperating with an inspection by a government employee
- ▶ take your passport or work permit away from you
- ▶ deport you from Canada or change your immigration status
- ▶ make you reimburse recruitment-related fees they may have paid to hire you



Employment Agreement: All employers are required to have a signed employment agreement with each TFW (including SAWP). The new Employment Agreement does not replace the Contract of Employment for SAWP.

Further to the new regulatory amendments to the Immigration and Refugee Protection Regulations that came into force on September 26, 2022, all employers seeking to hire foreign nationals under the Temporary Foreign Worker Program (TFWP) (including under the SAWP) will be required, at the time of their LMIA application, to agree to have a completed and signed employment agreement with each foreign worker on or before the first day of work.

[Read More](#)

Latest news TFWP

Changes to open work permit eligibility for family members of foreign workers. Family member of agricultural workers are not eligible. Agriculture to be consulted on next phase of the policy implementation.

According to the update and instructions published on IRCC website spouses and dependent children of agricultural workers that authorized to work in TEER 4 and 5 occupations under such programs as **Seasonal Agricultural Worker Program, Agricultural Stream, and Low-Wage Stream** at the moment ARE NOT ELIGIBLE for the said temporary public policy.

[Read More](#)

Labour Market Impact Assessment (LMIA) Transitions to Online Portal

The Temporary Foreign Worker Program is transitioning from paper to online LMIA applications as of **April 2023**.

The **LMIA Online Portal** is a reliable and secure electronic tool. It allows Canadian employers and third-party representatives (on behalf of employers) to submit an LMIA application to Service Canada. You must create Job Bank account to login into the LMIA on line (with the same credentials as your Job bank).

[Read More](#)



LMIA Online - Pilot with Job Bank

i To login to the LMIA Online Portal, both the employer and the third party representative (if applicable) must have an active [Job Bank](#) account. Use your Job Bank login credentials to login to the LMIA Online Portal.

Before starting your application or contacting Job Bank, view the tutorial videos and other helpful tips on the [LMIA Online Portal resources page](#).

Starting **April 2023**, the Temporary Foreign Worker Program is transitioning to online LMIA applications. Get a head start and **use the LMIA Online Portal today!**

Contact us

- Visit [Job Bank's Support page](#) to learn how to [create your own user account](#) and [register your business](#), and find answers to related questions
- For general information on how to use the Portal, contact [Service Canada](#)

LMIA Online - Pilot with Job Bank
Login

Email (required)

Password (required)

[Forgot my password](#)

→ Sign in

Visitors can continue to apply for work permits inside Canada with temporary policy extended by 2 years.

Foreign nationals who are in Canada as visitors and who receive a valid job offer will continue to be able to apply for and receive a work permit without having to leave the country. Set to expire on February 28, 2023, this COVID-era temporary public policy has been extended by 2 years, until February 28, 2025.

[Read More](#)

**The Canada-Ukraine Authorization for Emergency Travel was extended.
Agricultural employers can continue hiring displaced Ukrainian nationals,
some restrictions may apply.**

To continue supporting those affected by Russia's war against Ukraine, Canada extended the end dates for the Canada-Ukraine Authorization for Emergency Travel (CUAET) and other related measures.

This means that:

- Ukrainians and their family members will have until July 15, 2023, to apply overseas for a CUAET visa free of charge;
- Anyone holding a CUAET visa will have until March 31, 2024, to travel to Canada under the special measures; and
- CUAET holders who are already here in Canada will have until March 31, 2024, to extend or adjust their temporary status through these measures, free of charge.

[Read More](#)

Disclaimer:

The information is provided for general information purposes only and is not a substitute for formal legal or immigration advice, and should not be relied upon as case specific advice in any form whatsoever. CAHRC disclaims any and all liability resulting from reliance upon this general information. We

recommend you to get appropriate professional advice relevant to your particular circumstances before any action or decision is taken on the basis of any of the information provided in this communication.

Stay in Touch with CAHRC / Restez en contact avec le CCRHA



For more information about this Partner Update or to find out more about CAHRC Partnership, please contact Jennifer Wright | jwright@cahrc-ccrha.ca

Copyright © 2023 CAHRC / CCRHA, All rights reserved. Tous droits réservés. We are sending you this message because you asked to receive periodic information from CAHRC. / Nous vous envoyons ce message parce que vous avez demandé de recevoir de l'information périodique sur le CCRHA.

Our mailing address is:

CAHRC / CCRHA
1410 Blair Place, Suite 404
Ottawa, On K1J 9B9
Canada

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#)