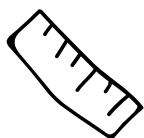


CONCERTATION TABLE

TEMPORARY FOREIGN WORKER PROGRAM (TFW)

SEVERAL TABLE DISCUSSIONS CONCERNING THE COVID-19 CRISIS WERE HELD IN RECENT MONTHS. THE ISSUES HAVE CONTINUED TO CHANGE AND EVOLVE. BELOW ARE MAJOR AREAS OF CONCERN.

COVID-19 MEASURES



THE EMPLOYER MUST MAINTAIN the 2 metre social distance.



LIVING CONDITIONS MUST COMPLY with Public Health requirements.



PARTICULAR ATTENTION MUST BE GIVEN TO COMMON AREAS (E.G. : DINING ROOM) following sanitary measures, providing all cleaning and disinfection equipment and adapting certain organizational techniques (e.g.,: staggering lunch hours to reduce the number of workers in the same area at the same time).



THE HEALTH STATUS OF ALL EMPLOYEES must be checked daily.



ANY EMPLOYEE EXHIBITING SYMPTOMS OF COVID-19 must be isolated from the workplace and living quarters.

PLEASE REFER TO : [COVID-19 TOOLKIT ON THE CNESST WEBSITE](#)

LABOUR STANDARDS

CNESST is subrogated to a TFW complainant's rights to seek recourse in the event of non-compliance with the provisions of the law, in the absence of a complaint.



EACH EMPLOYEE MUST HAVE 32 HOURS of time off per week.

«An employee is entitled to a weekly rest period of at least 32 consecutive hours. In the case of an agricultural worker, this rest period may be postponed to the following week with the employee's consent.» ref. CNESST



WORKERS HAVE THE RIGHT TO REFUSE TO WORK MORE THAN 12 OR 14 HOURS A DAY.

Fatigue increases the likelihood of workplace accidents.



PAY DEDUCTIONS MUST BE AUTHORIZED IN WRITING BY THE EMPLOYEE,

except for authorized amounts, such as accommodation and meal expenses.

LABOUR RIGHTS AND FREEDOMS



WORKERS HAVE THE RIGHT TO TRAVEL outside the farm.



SOCIAL AND SPORTS ACTIVITIES ON THE FARM (IN COMPLIANCE WITH EXISTING SANITARY MEASURES) SHOULD BE PLANNED AND/OR ENCOURAGED, so workers feel less isolated in the current pandemic context.



BEWARE OF HEAT STROKE!

WORKERS IN THE FIELDS ARE EXPOSED TO THE SUN FOR SEVERAL HOURS.

There must be plenty of water available and regular breaks in the shade.

Key resources :

Your regional advisors at Centres d'emploi agricole (CEA)! 

www.emploiagricole.com

REVIEW OF THE TABLE MANDATE :

The Table's mission, based on consensus, is to identify key issues, potential risks and problems, to ask questions, to consider and recommend solutions, to discuss opportunities and offer joint opinions on what constitutes the strongest position for participants on all issues having a significant impact on the Table, in the best interests of TFWs, employers and the general public.

TABLE MEMBERS :

AGRIcarières, l'Union des producteurs agricoles (UPA), la Commission des normes, de l'équité, de la santé et de la sécurité au travail (CNESST), la Commission des partenaires du marché du travail (CPMT), Employment and Social Development Canada (ESDC), FERME, le ministère de l'Agriculture, des Pêcheries et de l'Alimentation (MAPAQ), le ministère de l'Immigration, de la Francisation et de l'Intégration (MIFI), two representatives of agricultural employers employing TFWs, le Réseau d'aide aux travailleuses et travailleurs migrants agricoles (RATTMAQ), le réseau des Centres d'emploi agricole (CEA), Service Canada, United Food and Commercial Workers (UFCW), la Commission des droits de la personne et des droits de la jeunesse (CDPDJ) and Immigration, Refugees and Citizenship Canada (IRCC).