

Workers' Rights

Your Rights are Protected by Law in Canada

Temporary foreign workers in Canada are protected by labour and occupational health and safety legislation.

Your employer must:

- Make sure you have a safe workplace
- Pay you for your work
- Give you break time and days off work
- Respect the terms of your written contract

For employers required to provide housing, make sure it is adequate, suitable and affordable.



You employer cannot:

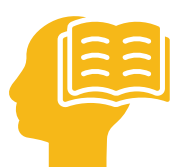
- Take away your passport or work permit
- Have you deported from Canada or change your immigration status

If you have specific questions contact the employment or labour standards office in your province or territory.



Health and Safety Rights

All workers in Canada have these three rights:



Right to know

About hazards in the workplace, including potential exposure to COVID-19, and how to protect yourself.



Right to participate

Through your health and safety representative or safety committee.

By discussing health and safety concerns with your supervisor.



Right to refuse unsafe work

That you believe is dangerous to your health and safety or that of another worker.

Immediately report work refusals to your supervisor and follow the specific steps for your province or territory.

Workplace Harassment and Violence Prevention



Your employer should have a workplace harassment and violence prevention policy and program that describes what is considered appropriate behaviour at your work site.

Contact the police for criminal matters (e.g., violent acts, sexual assaults, threats, and stalking).

Protect Yourself and Others from COVID-19

Follow all public health guidance.



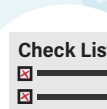
Isolate or quarantine

When you first arrive in Canada, if you have symptoms, if you have been exposed to someone who is sick, or if you test positive for COVID-19.



Maintain physical distancing

Maintain the greatest physical distance possible from other people (at least 2 metres).



Screening for symptoms

If you feel sick, wear a mask, tell your supervisor, and stay away from others.



Practice good hygiene

Wash or sanitize your hands often.



Wear a non-medical mask

When close to other people, or when required by your employer.



Clean and disinfect often

Surfaces that are shared and touched a lot.

Human Rights



Human rights are protected by federal, provincial, and territorial laws.

Laws protect individuals from discrimination based on grounds such as race, national origin, colour, religion, age, sex, sexual orientation, and marital status.

For additional information contact the human rights agency in your province or territory.

Questions and Concerns

If you have any questions or concerns about your rights, you can discuss with your:

- Supervisor or employer
- Health and safety committee or representative
- Health and safety regulator in your province or territory

Any potential abuse or misuse of the Temporary Foreign Worker Program by employers can be reported to the Government of Canada.

If you want to speak to someone anonymously, call the Service Canada Tip Line at 1-866-602-9448

Resources:

Canadian Centre for Occupational Health and Safety. Canadian Government Departments Responsible for OH&S. <https://www.ccohs.ca/oshanswers/information/govt.html>

Canadian Centre for Occupational Health and Safety. COVID-19: Guidance for Temporary Foreign Workers. <https://www.ccohs.ca/products/publications/covid19-tfw/>

Canadian Centre for Occupational Health and Safety. OH&S Legislation in Canada - Three Rights of Workers. https://www.ccohs.ca/oshanswers/legisl/three_rights.html

Canadian Human Rights Commission. Provincial & Territorial Human Rights Agencies. <https://www.chrc-ccdp.gc.ca/eng/content/provincial-territorial-human-rights-agencies>

Government of Canada. Employment Standards in Canada. <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/permit/temporary/after-apply-next-steps/labour-standards-canada.html>

Government of Canada. Hire a temporary foreign worker through the Agricultural Stream. <https://www.canada.ca/en/employment-social-development/services/foreign-workers/agricultural/agricultural/requirements.html>

Government of Canada. Reporting abuse or misuse of the Temporary Foreign Worker program. <https://www.canada.ca/en/employment-social-development/services/foreign-workers/fraud.html>

More Information: <https://www.canada.ca/coronavirus>