

# Good Enough to Work Good Enough to Stay!

For centuries, our shared history has been that of immigrants coming to Canada, working hard, raising their children, and building a nation. For governments to thrust current immigration policy towards a model that treats workers as mere commodities and prohibits landed residency and citizenship is unacceptable, inhumane, and un-Canadian.

With our community allies, UFCW Canada continues to vigorously advocate for permanent residency and a path to citizenship for all workers entering Canada. We believe that if a person is "good enough to work" in Canada then they are certainly "good enough to stay" in Canada.

Experience tells us that union membership and permanent residency remain the only real solutions to this crisis of the deplorable working and living conditions to which Temporary Foreign Workers are subjected.



## Lets Work Together to Ensure Justice and Dignity for Temporary Foreign Workers in Canada

As Canada's largest private-sector union with over 250,000 members strong, and with nine migrant worker support centres across Canada, UFCW Canada has been at the forefront in fighting for justice and dignity for Temporary Foreign Workers for over two decades.

**For more information on UFCW Canada's  
campaigns concerning  
Temporary Foreign Workers visit:**

**[www.ufcw.ca/socialjustice](http://www.ufcw.ca/socialjustice)  
or email  
[socialjustice@ufcw.ca](mailto:socialjustice@ufcw.ca)**



## Justice and Dignity for Temporary Foreign Workers

The face of working people in Canada is rapidly changing. Even though migrant workers have been a reality in Canada for years, in the past few years, we have seen a drastic increase in the use of Temporary Foreign Workers in this country. Under the Conservative government, the Temporary Foreign Worker Program has expanded exponentially with over 250,000 Temporary Foreign Workers entering the Canadian workforce each year as agriculture workers, food processing workers, service and hospitality workers, live-in caregivers, and construction workers.



**[www.ufcw.ca/socialjustice](http://www.ufcw.ca/socialjustice)**

**Wayne Hanley**  
National President





# Temporary Workers as a Permanent Workforce



The term "Temporary" in relation to Temporary Foreign Workers in Canada is a misnomer. With permanent residency requirements becoming increasingly restrictive, particularly for working people from developing countries, more and more families are looking to temporary foreign work programs as a means of navigating their way to Canada. Many workers are finding their work permits renewed for longer and longer periods of time. They continue to remain in precarious temporary work even after years of living and working in Canada. In the case of seasonal agriculture workers, a majority of participants return every year, sometimes for decades, without ever getting any closer to achieving permanent residency, not to mention Canadian citizenship.

The majority of the participants in the Temporary Foreign Workers Program are not coming to Canada with intention of working temporarily and leaving, but with hopes of finding avenues to navigate from being temporary and precarious workers to permanent residents so that they and their families can live and work in Canada. Employers across the country are expanding their reliance on this group of vulnerable workers, demanding greater access to more Temporary Foreign Workers to staff Canadian farms, meat plants, hotels, construction sites and private homes. Many Canadian industries, such as agriculture, utilize temporary migrant workers as permanent additions to their human resource strategies. Clearly, Temporary Foreign Workers are not a short-term solution for perceived labour shortages but an entrenched element of Canada's changing workforce.

# Passing the Buck on Brutal Rights Violations

While the number of Temporary Foreign Workers increases every year, federal and provincial governments continue to avoid responsibility for monitoring the treatment of these workers or for ensuring access to a union for all migrant workers.

To date, there are no enforcement measures put in place by the federal or most provincial governments to effectively deter unscrupulous employers or labour brokers. To make matters worse, in Ontario, the province housing the largest number of TFWs, migrant agricultural workers continue to be denied the right to form a union and bargain collectively.



# Membership in UFCW Canada as a Path to Permanent Residency

It is through unionization that UFCW Canada and our supportive national network of community allies has been able to establish protections for Temporary Foreign Workers in a variety of industries.

While much has been achieved through legal advocacy and lobbying government, it is through unionization and membership in UFCW Canada that we have been able to empower thousands of Temporary Foreign Workers.

For example, UFCW Canada Local 1118 in Alberta and UFCW Canada Local 832 in Manitoba have been able to effectively use collective bargaining as a means of ensuring a path to permanent residency, and, in many cases, Canadian citizenship, for their members who come to Canada as Temporary Foreign Workers.

In negotiated agreements with employers, many UFCW Canada local unions have secured every Temporary Foreign Worker member of the union access to their respective Provincial Nominee Programs thus ensuring that, as union members, these Temporary Foreign Workers have access to permanent residency. As a result of our century-long commitment to working people, UFCW Canada has been able to convert the Temporary Foreign Workers Program into a permanent immigration program for our members.

