

2023 Amendments to the Seasonal Agricultural Worker Program Employment Contract with the Caribbean

Note: This document is intended to provide a summary of the amendments to the above-mentioned employment contract. All parties are encouraged to review the appropriate employment contract in its entirety to remain informed on applicable terms and requirements.

The following sections and clauses of the Seasonal Agricultural Workers Program Employment Contract with the Caribbean have been amended for the 2023 Season:

1. Introduction of Contract:

A paragraph has been added to explain the implementation of the Employment Agreement as per the new Immigration and Refugee Protection Regulations (IRPR) that came into force on September 26, 2022.

2. Section II: LODGING, MEALS AND REST PERIODS, Part A, Clause 2

As agreed at the SAWP meeting, this year and going forward fixed deductions and recognition payments will be indexed automatically in the Contract using an annual inflation rate as determined by ESDC.

Where accommodations require paid laundry facilities, the employer is responsible to provide the worker with a weekly amount (\$5.28/week) towards laundry costs.

3. Section II: LODGING, MEALS AND REST PERIODS, Part A, Clause: 6

This amendment increases the amount that can be deducted in applicable provinces by employers for utility costs by 5.95% to \$2.53 per day based on the CPI methodology. The increase is based on the methodology used to update the utility deduction for the 2021 employment contracts. As of 2020, the CPI increases are based on 12 months rather than six.

4. Section II: LODGING, MEALS AND REST PERIODS, Part A, Clause 8

For British Columbia (BC) only, the permitted amount for the accommodation deduction increased by 4.94% to \$6.51 per working day and is not to exceed \$867.00 during the worker's stay in Canada.

5. Section II: LODGING, MEALS AND REST PERIODS, Part B, Clause 9b

For provinces and territories except British Columbia (BC), Where the worker and the employer agree that the latter provides meals to the worker, the permitted amount for meal deduction increased by 5.56% and is not to exceed \$10.56 per day.

6. Section II: LODGING, MEALS AND REST PERIODS, Part B, Clause 11b

For British Columbia (BC) only, where the worker and the employer agree that the latter provides meals to the worker, the permitted amount for meal deduction increased by 4.94% to \$6.30 per day for one meal, \$9.44 per day for two meals, and \$12.59 per day for three meals.

7. Section III: PAYMENT OF WAGES, Clause 4

The recognition payment has increased by 5.56% in Canada to \$4.22 per week, to a maximum of \$135.

8. Section VIII: TRAVEL AND RECEPTION ARRANGEMENTS, Clause 5

The maximum airfare deductions were updated for the upcoming 2023 season. These deductions are updated each year based on the season's provincial airfare costs.