

# 2023 Amendments to the Seasonal Agricultural Workers Program Employment Contract with Mexico

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**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 Mexico have been amended for the 2023 Season:

## 1. Introduction of the 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 I: SCOPE AND PERIOD OF EMPLOYMENT, Clause 2b, and c

The example for medical emergencies (e.g. medical emergencies) was removed from both clauses.

## 3. Section I: SCOPE AND PERIOD OF EMPLOYMENT, Clause 5

This clause includes that employers should provide the worker with a document outlining their rights and obligations to be followed in the place of residence and workplace.

## 4. Section I: SCOPE AND PERIOD OF EMPLOYMENT, Clause 6

This clause includes that employers should also provide the worker with the document outlining the rights and obligations (*described in clause (5) above*) and send a copy of both documents to the assigned Government Agent.

## 5. Section II: LODGING, MEALS AND REST PERIOD, Part A, Clause 5

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.

This amendment also corrects the CPI increase for the 12 months range which indicated June 2021 to June 2022, and has been corrected to July 2021 to June 2022.

**6. Section VII: 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.

**7. Section VIII: OBLIGATION OF THE EMPLOYER, Clause 4**

This clause includes that employers shall assist their workers to apply for or renew their Social Insurance Number (SIN) within a week of arrival.

**8. Section X: EARLY CESSATION OF EMPLOYMENT, Clause 5**

Clause 5 has become clause 3 as it applies to all provinces and territories. As a result, the subsequent clauses have been renumbered.