

## About BCTA

Founded in 1913, BCTA is a member-based, province-wide, non-partisan, non-profit motor carrier association formed solely to advance the interests of British Columbia motor carriers.

## Vision

Leading a safer, stronger, and more sustainable road transportation industry.

## Contact

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Your way ahead



MOSAIC

Canada 

Funded by the Government of Canada's  
Migrant Worker Support Network

# Foreign Worker Rights in Canada

Your Rights as a Temporary Foreign  
Worker Truck Driver



## What are your rights?

Your employer must meet government standards related to hours of work; holidays; leave; dismissal and severance pay; wages and deductions; working conditions, etc.

A temporary foreign worker must be offered the same job, and the same or better wages and working conditions as those in the offer of employment. Your employer must also provide a workplace that is free from abuse.

Your employer does not have the authority to remove you from Canada if they terminate the employment contract before your work permit expires or if you find another job.

## Hiring Costs

Your employer **cannot** require you to:

- Pay for immigration assistance as a job condition;
- Pay a deposit/penalty if you do not finish a work term or contract;
- Pay back any costs the employer paid to an employment agency or anyone else to recruit you, the employee.

## Workplace Safety for Employees

- **Right to know:** You have the right to be informed of known or potential hazards in the workplace and to be provided with the information, training, and supervision necessary to protect your safety.
- **Right to participate:** You have the right to participate in identifying and correcting work-related health and safety concerns.
- **Right to refuse:** You have the right to refuse to work if you believe that your workplace is a danger to you or to another employee.

## Wage Deductions

An employer may only deduct wages as required by law (e.g. income tax). Advances or overpayments can only be deducted if the employee gives written authorization.

An employer **cannot** require an employee to pay any portion of a business cost, including:

- costs of bringing a foreign worker to Canada, or
- costs due to theft, damage, breakage, poor quality of work, failure to pay by a customer, etc.

## Resources

- **Does your company operate within BC only?** Then your employer is provincially regulated.

To contact BC's Employment Standards Branch if you have a problem with your pay, hours or work, or if you are being treated unfairly, call 1-800-663-3316 or visit: <https://esb-forms.labour.gov.bc.ca/ESB-Enquiries-Form.aspx>

If you have been asked to do dangerous work, call WorkSafeBC at 1-888-621-7233.

- **Does your company transport across BC borders?** Then your employer is federally regulated.

To contact the Federal Labour Program, BC Regional Office, call 1-800-641-4049 or email NA-NWPR-OHS-SST-LS-NT-GD@labour-travail.gc.ca

To report abuse, call the Service Canada Confidential Tips Line at 1-866-602-9448, [online](#), by mail or in person at your local Service Canada Centre.