



Temporary Foreign Worker Program SCHEDULE L Two-Year Employment Duration for Meat Processor Pilot

Employers should visit the [Temporary Foreign Worker \(TFW\) Program website](#), to verify that the Program is accepting applications for the specific occupation or sector for which they wish to hire the temporary foreign worker (TFW) and to determine if they are eligible to participate in the Program.

Privacy Notice Statement

The personal information that you provide is collected by Employment and Social Development Canada (ESDC) under the authority of the Immigration and Refugee Protection Act (IRPA) and the Immigration and Refugee Protection Regulations (IRPR), for the purpose of administering and enforcing the Temporary Foreign Worker (TFW) Program.

The information that you provide may be shared with: Immigration, Refugees and Citizenship Canada and the Canada Border Services Agency for the administration and enforcement of the TFW Program and IRPA/IRPR; the Canada Revenue Agency for the administration and enforcement of the TFW Program; and, provincial/territorial governments for the administration and enforcement of provincial/territorial legislation and programs. The information may also be used by ESDC for research and evaluation purposes and to support the administration or enforcement of other programs in ESDC, including Service Canada and the Labour Program.

This information may also be shared with any Party identified by the employer on the LMIA application form or in the employment agreement.

Your personal information is administered in accordance with the IRPA, IRPR, the Privacy Act, the Department of Employment and Social Development Act (DESDA) and other applicable laws. You have the right to the protection of, access to, and correction of your personal information, which is described in Personal Information Banks: TFWP ESDC PPU 440 and TFW Program Employer Compliance Reviews and Inspections ESDC PPU 715. Instructions for obtaining this information are outlined on the [Treasury Board of Canada Secretariat website](#).

This website may also be accessed on-line at any Service Canada Centre. You have the right to file a complaint with the Privacy Commissioner of Canada regarding the institution's handling of your personal information on the [Office of the Privacy Commissioner of Canada website](#).

A person, who contravenes a provision set out under sections 126 or 127 of the Immigration and Refugee Protection Act (misrepresentation), could be liable to a fine or to imprisonment, or to both. Also, providing inaccurate information, in the context of this application, may lead to an administrative penalty such as being ineligible to access the Program for a period of two years.

PURPOSE OF SCHEDULE L

Employers that primarily engage in the manufacturing of meat products, and who are seeking a temporary foreign worker (or workers) to work as a retail butcher (NOC 6331); industrial butcher (NOC 9462); farm supervisor and specialized livestock worker (NOC 8252); or food processing labourer (NOC 9617); and intend to support the TFW(s) in transitioning to permanent residence, may qualify for an employment duration of two-years.

SECTION 1: BUSINESS INFORMATION

1. Canada Revenue Agency Payroll deductions program account number (15 digits): RP	2. Business Legal Name (as registered with CRA):	
3. Business Address (as registered with CRA):	4. City:	5. Province/Territory/State:
	6. Country:	7. Postal/Zip Code:
8. Mailing Address (if different from business address):	9. City:	10. Province/Territory/State:
	11. Country:	12. Postal/Zip Code:
13. Website Address:	14. Date business started (YYYY-MM-DD):	
15. Organization type and structure (select all that apply):		
Business:		Other:
<input type="checkbox"/> Sole proprietor <input type="checkbox"/> Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Co-operative		<input type="checkbox"/> Non-profit <input type="checkbox"/> Registered Charity

SECTION 2: EMPLOYER CONTACT INFORMATION

PRINCIPAL EMPLOYER CONTACT INFORMATION (This person must be the employer or be an employee of the employer)

1. First Name:		Middle Name:		Last Name:	
2. Job Title:					
3. Telephone Number:		Ext:		4. Other Telephone Number:	
				5. Fax Number:	
6. Email Address:			7. Email Preference:		8. Language of Correspondence:
			<input type="checkbox"/> Do not contact via email		<input type="checkbox"/> English <input type="checkbox"/> French
9. Mailing Address:			10. City:		11. Province/Territory/State:
			12. Country:		13. Postal/Zip Code:

SECTION 3: ELIGIBILITY

To be eligible for a Labour Market Impact Assessment (LMIA) under the Low-Wage Stream for a position(s) with a two-year employment duration, your business' main activity must be in the manufacturing of meat products (and under the North American Industry Classification System code 3116, Meat Product Manufacturing). In addition, the position(s) must be for one of the following:

- Retail butchers (NOC B 6331)
- Industrial butchers (NOC C 9462)
- Farm supervisors and specialized livestock workers (NOC B 8252)
- Food processing labourers (NOC D 9617)

To be considered for an LMIA for a position with a two-year employment duration, **all employers** must:

- Attest to support the temporary foreign worker's(s') (TFW) application for permanent residence through either the federal Agri-Food Immigration Pilot, a Provincial Nominee Program, or a Quebec immigration program.
- describe activities undertaken or to be undertaken to: 1) recruit a temporary foreign worker(s) with the potential to obtain permanent residence (e.g. language skills, education); 2) assist the TFW(s) in becoming well-positioned for their permanent residence application, and 3) retain the worker(s) in their job and in the community.
- agree to be subject to an inspection during the period of the two-year employment duration LMIA Pilot.
- distribute an information package on employment rights and protections to the TFW(s) they hire and have both themselves and the TFW(s) complete a form attesting that the information package has been provided.
- agree to participate in the evaluation of the pilot, including the retention of all relevant documentation.

If the position is **unionized**, the employer must have union support for a two-year employment duration for the position(s) to be filled by the TFW(s) as well as support for transitioning the TFW(s) to permanent residence.

If the position is **not unionized**, the employer is required to enable their TFW(s), within 90 days of the start of their employment, to attend an in-person information session or equivalent (e.g., video conference or online session) on workers' rights and protections, during work hours.

All applicable questions in this form must be completed at the time of application to be eligible for consideration for an LMIA for a position with a two-year employment duration.

SECTION 4: SUPPORT THE TRANSITION TO PERMANENT RESIDENCE

For all Unionized and Non-Unionized Positions

1. Will you support the TFW(s) to transition to permanent residence through either the Agri-food Immigration Pilot, a Provincial Nominee Program, or a Quebec immigration program?

I will support the worker's(s) transition to permanent residence through one of the programs above

Yes No

** A response of 'yes' is required to qualify for a two-year LMIA.*

2. Identify the permanent resident immigration program that the TFW(s) intend(s) to use for their transition to permanent residence.

Permanent Resident Stream/Program*	<input type="checkbox"/>
Federal Agri-food Immigration Pilot	<input type="checkbox"/>
Provincial Nominee Program	<input type="checkbox"/>
Quebec immigration program	<input type="checkbox"/>

**A stream must be identified at the time of application to be qualify for a two-year LMIA.*

SECTION 5: RECRUITMENT ACTIVITIES

What recruitment activities have you undertaken to ensure that the temporary foreign worker(s) is(are) well-positioned to apply for permanent residence?

Please check all that apply:

- Screening for official language ability
- Screening for education level
- Screening for experience in the identified occupation
- Ensuring a valid passport with sufficient validity
- Seeking out workers looking to settle permanently in Canada
- Other (please specify):

Please describe these activities (Please attach additional pages if needed):

SECTION 6: ACTIVITIES TO SUPPORT THE APPLICATION FOR PERMANENT RESIDENCE

What other activities do you plan to undertake or support to ensure that the temporary foreign worker(s) is(are) well-positioned to apply for permanent residence?

Please check all that apply:

- Support for official language training
- Assistance with gaining additional required education, training or certification
- Assistance with foreign credential assessments (e.g. assistance navigating procedures for proving educational attainment)
- Support with providing accurate and timely information to Immigration and Refugees and Citizenship Canada (IRCC).
- Other (please specify):

Please describe these activities and retain any supporting documentation available (e.g., receipts demonstrating investments in language training). (Please attach additional pages if needed):

SECTION 7: LONG TERM SUPPORT TO THE TFWs

What activities do you plan to undertake to support the long-term retention of the temporary foreign worker(s) in their position(s), and in the community, once they are in Canada?

Please check all that apply:

- Providing workplace/worksites orientation
- Providing assistance with banking/shopping, etc.
- Assisting with health services orientation (e.g. finding a doctor/clinic, explaining the health care system, accessing other health services)
- Providing resources to help access the Canadian education system (for any children)
- Considering hiring the spouse of the candidate (if applicable)
- Assistance with obtaining a driver's license
- Short-term housing assistance (e.g. help find accommodations, moving in)
- Long-term housing assistance (i.e. financial assistance)
- Information sessions in support of acclimatization (on topics such as education and the school system, government and community services, social benefits, health care, housing)
- Access to settlement counsellors/immigration consultants
- Help with establishment of cultural/community ties (e.g. support for community centres, etc.)
- Other (please specify):

Please describe these activities and retain any supporting documentation available (e.g., agreements with settlement organizations with which you have partnered). (Please attach additional pages if needed):

SECTION 8: ONE TIME INSPECTION

Do you agree to be inspected once during the duration of, and as part of the Low-Wage Stream two-year employment duration LMIA Pilot?

I give consent for a mandatory inspection.

Yes No

** A response of 'yes' is required to qualify for a two-year LMIA.*

SECTION 9: WORKERS RIGHTS AND PROTECTIONS

Do you commit to providing an information package on employment rights and protections* to the hired TFW(s) in a timely manner, and in their preferred language when a translation is available?

I will provide the information package as provided by the Government of Canada.

Yes No

** Should you be issued a neutral or positive LMIA, Service Canada will provide an electronic copy of the information package with the letter of confirmation for your approved LMIA. Please note that the information package contents will vary depending on whether the positions are unionized or non-unionized, and the province or territory of employment.*

*** A response of 'yes' is required to qualify for a two-year LMIA.*

SECTION 10: 2 YEAR LMIA DURATION PILOT EVALUATION

Do you agree to participate in the evaluation of the Low-Wage Stream two-year employment duration LMIA Pilot, and retain all supporting documents* until requested?

I will participate in the pilot's evaluation.

Yes No

*** Supporting documents may include, for example, receipts for employer-paid language training, professional certification fees, foreign credential assessment fees, housing costs, contributions to community or cultural centres; copies of information provided to workers to support their orientation and acclimatization; agreements signed with settlement organizations, etc.*

*** A response of 'yes' is required to qualify for a two-year LMIA.*

SECTION 11: UNIONIZED POSITIONS

Does the union representing the position(s) support a two-year employment duration for the TFW(s) as well as support the foreign worker's(s') transition to permanent residence?

There is union support:

Yes No

** A response of 'yes' is required to qualify for a two-year LMIA.*

If you answered yes, please attach an original letter of support from the union. For a template that may be used by the union to draft their letter of support, please see the program's [Low-wage Stream](#) webpage.

SECTION 12: NON-UNIONIZED POSITIONS

Do you commit to arrange for the hired TFW(s) to participate, within 90 days of the start of their employment, in an information session or workshop (in-person, via video conference, or online) during working hours with a government body or community organization, to inform them of their rights and protections under Federal and Provincial/Territorial labour laws?*

A list of possible service providers will be emailed to you if you receive a positive or neutral LMIA.

I will arrange for the candidate(s) to participate in an information session or workshop on rights and protections, as stated above.

Yes No

* A response of 'yes' is required to qualify for a two-year LMIA.

SECTION 13: SIGNATURE OF EMPLOYER

The individual signing this form must have authority for either the hiring or financial decisions of the organization (e.g. owner, franchisee, general manager, or senior executive – such as VP Human Resources). For In-home Caregiver positions, employers must be the parent or legal guardian of the child receiving care, be the recipient of care or have a valid power of attorney for the individual receiving care.

By signing this document employers attest that they have read and understood the Privacy Notice Statement found at the beginning of this application; that the information provided in this Labour Market Impact Assessment application is true, accurate and complete; and that they understand, accept, and will comply with all Temporary Foreign Worker Program requirements, as specified in the [Immigration and Refugee Protection Act](#), [Immigration and Refugee Protection Regulations](#) and all of the [Temporary Foreign Worker Program requirements](#).

Signature of Employer

Printed Name of the Employer

Title of Employer

Date (YYYY-MM-DD)

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