

October 5, 2009

Dear Employer:

Re: Saskatchewan Immigrant Nominee Program – Hospitality Sector Project

We are writing to you today on two matters concerning the Saskatchewan Immigrant Nominee Program (SINP) - Hospitality Sector project. The first is to reiterate the importance that all employers participating in the SINP Hospitality Sector Pilot Project provide foreign workers with wages, benefits, and working conditions that meet Saskatchewan Labour Standards, Occupational Health and Safety regulations, Human Rights standards and other government requirements.

Practices that we would like to emphasize are not acceptable under Saskatchewan law and regulations include:

- Requiring workers to pay for the services of an immigration consultant.
- Threatening termination and/or deportation or otherwise coercing workers who choose to find their own living accommodations rather than use employer supplied accommodations.
- Not paying workers in accordance with the Labour Standards Act, including overtime hours.
- Deductions off of workers' pay cheques that are in violation of the *Labour Standards Act* (rent, utilities, immigration service agreements, etc.).
- Employers recruiting from the Philippines not abiding by the rules and regulations of the Philippines Overseas Employment Agency (POEA) and Citizenship and Immigration Canada (CIC) e.g. not paying airfare to Canada.

Secondly, as of January 1, 2010, employer applications to the SINP must be made and approved prior to employee arrival in Canada. After January 1, 2010, the SINP will no longer accept applications from hospitality sector employees who have arrived in Canada prior to the employer receiving approval from the SINP to participate in the project.

Your co-operation in these matters will help ensure that we can continue meeting the labour market needs of the hospitality industry through the project.

If you have any questions on this please contact me at 306-787-0254 or your sector association.

Sincerely,



Eric Johansen
Director, SINP Skilled Worker Unit
Immigration Services Division
Advanced Education, Employment and Labour



Tom Mullin
President & CEO
Saskatchewan Hotel and Hospitality
Association



Carol Lumb
Director
Saskatchewan Tourism Education Council



Courtney Hirota
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