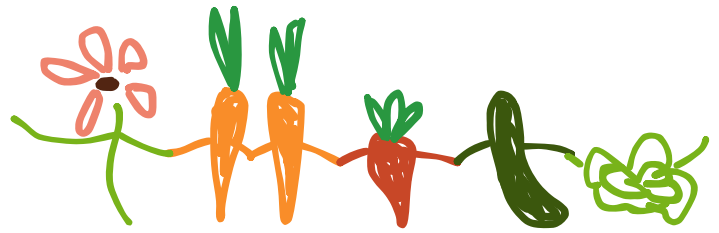


KNOW YOUR RIGHTS.



- a zine created
by farm workers,
for farm workers.

Welcome!



This **Know Your Rights zine for farm workers** will help you understand your rights at work including:

- Health and safety
- Legal employment standards like wages and breaks

This resource is meant to be a starting place for you to learn more about your rights and how to enforce them. Basic information for all of the provinces is included. There are some key details that weren't able to make it into the zine. Please see the final pages for an overview of worker support groups that can provide more information and help!

This zine is produced by the National Farmers Union, and was made possible through the generous support of the United Food and Commercial Workers. This is a digital version of a DIY, colourful resource designed by El Cyr. **Email kaya@nfu.ca if you want a material copy of the original zine.**

Disclaimer: This zine does not, and is not intended to, constitute legal advice; instead, all information is for general informational purposes only.



Occupational
Health Clinics
for Ontario
Workers Inc.

Centres de
santé des
travailleurs (ses)
de l'Ontario Inc.

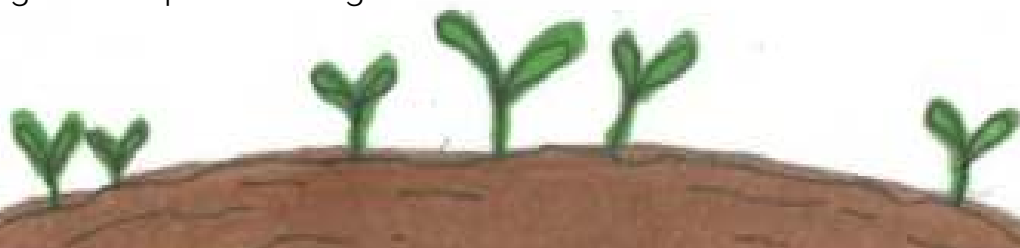
Employment Standards Act (ESA's)

How your employer is allowed to treat you is written down in your province's Employment Standards Act (ESA). Here's a list of all of the ESA's so that you can find the one that applies to you!

Provincial & territorial employment standards acts to refer to

- BC: Employment Standards Act, 1996; Labour Relations Code, 1996
- Alberta: Employment Standards Code
- Saskatchewan: Saskatchewan Employment Act
- Manitoba: Employment Standards Code
- Ontario: Ontario Employment Standards Act, 2000; Workplace Safety & Insurance Act, 1997; Occupational Health & Safety Act, 1990; Agricultural Employees Protection Act, 2002
- Québec: Loi sur les normes du travail/Act Respecting Labour Standards
- NB: Employment Standards Act, 1982
- NS: Labour Standards Code, 2023
- PEI: Employment Standards Act,
- NFL/L: Labour Standards Act, 2020
- Yukon: Employment Standards Act, 2002; Occupational Health and Safety Act, 2002
- NWT: Employment Standards Act, 2007
- Nunavut: Labour Standards Act, 2022

NOTE! Employment standards and contract requirements for **migrant workers** differ occasionally from those of resident farm workers, and are established by the Seasonal Agricultural Workers Program and Temporary Foreign Worker Programs. The chart on page 7 refers to the rights of farm workers, as established by the Provincial ESA, but does not include additional coverage or exceptions for migrant workers





	<u>BC</u>	<u>AB</u>	SK	<u>MB</u>	ON	<u>QC</u>	NB	<u>NS</u>	PEI
Minimum Wage	✓	*	✗	✓	✗	✓	✗	✓	✓
Overtime Pay	✗	✗	✗	✗	✗	✗	✗	✗	✗
Hours of Work	*	✗	✗	✗	✗	✓	✗	✗	✗
Daily Rest & Eating Period	✗	✗	✗	✓	✗	✓	✗	✗	✗
Time Off Between Shifts	✗	✗	✗	✓	✗	✓	✗	✗	✗
Rest (Monthly/Weekly)	✗	✓	✗	✓	✗	✓	✗	✗	✗
Statutory Holiday Pay	✗	✓	✗	✗	✗	✓	✗	✗	✗
Vacation Pay	✗	*	✗	✓	✗	✓	✗	✓	✗
Job Protected Leaves	✓	*	✗	✓	✓	✓	✓	✓	✗
Paid Sick Days	✓	✗	✗	✓	✗	✓	✗	✗	✗
Termination Pay + Notice	✓	*	✗	✓	✓	✓	✗	✓	✗
Reg. Payment of Wages	✓	*	✗	✓	✓	✓	✗	✓	✓
Pay Equity	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employment records	✓	*	✗	✓	✓	✓	✗	✓	✓
Freedom of Association	✓	✗	✓	✓	✗	*	✓	✓	✓

✓ Minimum rates vary between crops when paid at a piece rate. However, your piece-work pay must be equivalent to, or surpass, the provincial minimum wage.

* BC: Minimum rates vary between crops when paid at a piece rate. Excluded from Hours of Work and Overtime, except for, "No excessive hours".

* AB: Applies to large farms, but workers on small farms are exempted. A farm is considered a small farm when it has 5 or fewer waged, non-family, long-term farm (6 months+) and ranch employees.

* ON: Different rules apply for farm workers, harvesters, and near farm workers. This chart refers to farm workers.

* QC: Farm workers on operations with fewer than 3 year-round employees are not covered by the right to unionize

* NB: ESA does not apply to farm workers on operations that employ three or fewer employees over a substantial period of the year, exclusive of employees who are in a close family relationship with the employer. There are more protections for harvesters of fruit and tobacco. See Employment Standards Legislation.

* NS: Minimum rates vary between crops when paid at a piece rate, but other farm workers are entitled to minimum wage

* PEI: Only ESA Section 5 on payment applies to agricultural workers

⇒ Know your rights! ⇐ 1.

Minimum wage

- Definition: lowest wage an employer can legally provide their employees
- For some provinces, piece rate workers are not guaranteed an hourly minimum wage. Check out your Province's ESA for more details.

Overtime Pay

- Definition: The payment of wages at time-and-a-half of an employee's hours of work in excess of their standard hours of work established under relevant provincial or territorial labour standards (there is a standard and maximum number of hours stipulated in ALL employment standards across provinces/territories, though definitions of max. vs standard number of hours vary)

Rest periods & Hours of Work

- Definition: Breaks during work hours (i.e. a half hour lunch break), time off between shifts, weekly/biweekly rest periods, and maximum number of hours legally permitted to work
- In many provinces/territories, farm workers are excluded from the entitlement to daily rest and/or eating periods, and in some, are also excluded from the entitlement to a weekly/biweekly rest period. (i.e. Ontario excludes farm workers from any type of rest period entitlement See summary chart + your provincial ESA for more info)



Know your rights! 2.

Sick leave

- Most provinces/territories' employment standards include farm workers in requirements for a small number of unpaid sick leave (exception: Ontario, Alberta, Saskatchewan)
- BC and Quebec are the ONLY provinces to mandate paid sick days, including for farm workers

Statutory Holiday Pay

- Definition: publicly recognized holidays, for which workers are entitled to paid time off (or increased payment if they must work). Most provinces exclude farm workers.

Job Protected Leaves:

- Definition: Unpaid leave that can be taken without your employer being able to take job action against you. Justification, allocated time, and other definitions vary.

Vacation Pay

- Definition: Refers to your right to a yearly vacation, or to receive pay in lieu of a vacation, referred to as a "vacation indemnity"

Notice of Termination:

- Definition: Legally required length of notice of termination before termination takes effect. Not required if you've been fired due to "willful misconduct, disobedience or willful neglect of duty". Varies provincially

Termination Pay:

- Definition: Pay given in the absence of a Notice of Termination. If terminated, a worker must be paid all of the sums they are due.

Know your rights! 3.

Pay Equity:

- Definition: Otherwise known as Equal Pay for Equal Work. An employer cannot pay one employee at a rate of pay less than another employee on the basis of sex when they perform substantially the same kind of work, requires substantially the same skill, effort and responsibility and is performed under similar working conditions. If a worker believes there is a difference in pay because of race, ancestry, place of origin, colour, ethnic origin, residency, creed, sex, sexual orientation, gender identity, gender expression, disability, age, marital status, family status and record of criminal offences, it is likely you can take recourse outside of the ESA and under your provincial Human Rights Code.

Employment Records:

- Definition: Refers to your employers' responsibility to keep for a certain period of time (generally at least 3 years) employee information, including: hours worked, employment agreements, wage statements, vacation pay records, and information related to any leaves. It's not a bad idea, although not legally required, for workers to do the same.

Regular Payment of Wages

- Definition: Refers to how frequently and regularly you must be paid

Remember! Just because your employer isn't legally obligated to do something doesn't mean that you can't negotiate for better conditions with the help of your coworkers!



Enforcing Your Rights: What to do if your employer breaks your contract or does something illegal



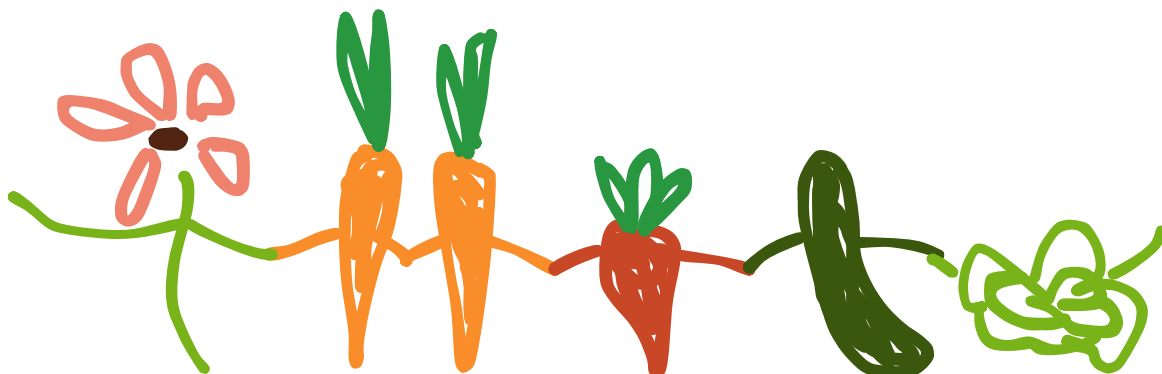
Option 1: Report it to your Union (if applicable)

In other sectors with stronger union presence, workers can turn to their union representatives for support in resolving grievances. If you are one of the few hundred unionized farm workers in Canada, check in with your local representative for support!

Option 2: Organize with your coworkers and bring it up with your boss

Often the most effective and immediate option is to chat with your coworkers and make a plan to address your concerns directly with your managers, HR team, or employer. There's no one right way to take action as a worker, but you can follow these general pointers to effectively and safely address issues at your workplace:

- **You will be safer and more effective if you and your coworkers address issues together**
- Plan how you want to approach negotiations, and think through what your next steps are going to be if your request is denied! You can try informal conversation, you can send a group letter, you can schedule a meeting with your employer as a group, in some particularly bad cases you can go to the press. Depending on your relationship, a friendly conversation might just do the trick. The options are endless!



Enforcing Your Rights: What to do if your employer breaks your contract or does something illegal



Option 3: File an Employment Standards Complaint

Though often meagre, farm workers *are* entitled to certain employment rights. Check out the chart in this zine or your provincial Employment Standards Act for more details! If your employment rights have been broken, you can file an employment standards complaint. You can figure out how to file by googling “file ESA complaint [name of Province]”, or by contacting kaya@nfu.ca. You can usually find a number online to speak with an agent in order to be certain that your employment rights have been violated. Usually you're recommended to try to resolve things directly with your employer first.

Remember! You are legally protected from retaliation if you enforce your employment rights. If you think you have been penalized for taking workplace action, you can file a complaint with the Province

Option 4: Human Rights Violation Complaint

If you think your human rights have been violated, you can file a complaint through the human rights tribunal for your province. There are ways to receive support through this process. For example, in Ontario you can call the Ontario Human Rights Legal Support Centre and speak with a Human Rights Advisor who can help you through the process of filing an application with the Human Rights Tribunal of Ontario. In BC, the BC Human Rights Clinic offers free legal advice or support for folks filing a human rights complaint. A good place to start is searching “file a human rights complaint [name of Province]”.

Unpaid Internships

Unpaid internships usually include room and board in exchange for an intern's labour. Sometimes a stipend is also included.

Things to consider about internships:

- There is **no standardization** for what an internship looks like (i.e. learning outcomes, structure, certification of mentors, etc)
- If you are considering an internship, make you have an **in-depth discussion** with your host farm to:
 - set **learning outcomes**
 - get a sense of their **approach to teaching**
 - understand the **type of farming** they do and **business model** they have and whether that aligns with what you want to be learning
- **If you feel set on doing an internship, consider going through Young Agrarians' programming.** Young Agrarians is a Canadian farming organization that supports young farmers by connecting them to vetted, paid, and well-supported internship placements, land matching, and business education. (On that note - maybe what your really wanting is a business boot camp or farm incubator program!)
- Though technically illegal in BC as per the ESA (except for formal education training programs), informal unpaid farm internships seem to be very common in the province.



Sample Employment Benefits

Here's a list of things you can ask for from your employer that go above and beyond the minimum employment requirements. Get clear on what your priorities are: what are your non-negotiables and what are you flexible around? What would make the biggest difference for your life? Farmers want to know what you need to keep coming back to the farm for years into the future.

Financial Compensation

- **Wages:**
 - Competitive wages
 - Example: some farms have chosen to become Living Wage Certified
 - Transparent and clear wage scale policy
 - Example: wage review after 3 months; HR policy around wage increased based on experience on/off farm, seniority, etc.
- **Holiday Leave/Pay**
 - Unpaid or paid at 75%
 - Duration typically ranges from a few days up to a week
- **Stipends & Health Care**
 - Health & Wellness stipend (Health Care)
 - Example: Vintage Soil offers \$500
 - Gear stipend.
 - Example: Vintage Soil offers \$200
 - Travel stipend - if you live in an area accessible only through specialized transport, ex. ferry pass.
- **Paid days off**
 - Sick Days, Personal Days, Education/Professional Development Days
- **Overtime paid at time and a half**
- **Matching employer contributions to TFSA or RRSP.**
 - Example: Roots CFC contributes after 1 year employment starting at 2% and up to 5%
- **Season Completion Bonus**
- **Profit sharing**

Lifestyle Benefits

- **Regular work hours** (most of the time)
- **Overtime optional** (most of the time).
- **Support finding winter season work on- or off-farm.**
- **Crew lunch**
- **Monthly yoga class**
- **Use of space (commercial kitchen/dining)**

Non-monetary Benefits

- **Free produce – 2nds, CSA, Harvest, WINTER CSA**
- **Training / Professional development days**
- **On-farm affordable housing**
- **Morning "coffee break"**

Personal Development Benefits

- **On-farm education and training**
- **Personal Development days**
- **Leadership and initiative opportunities**
- **Support for independent projects**

Working on Small Farms with Small Profits

As big multi-national corporations swallow up more and more of agricultural profits, small scale farm operators are just scraping by. Often, our employers are also our friends and mentors, and we know their financial margins are tight. This can make it especially difficult to ask for benefits or higher wages.

Need support negotiating difficult conversations? Drop in to the Farm

Worker Working Group on the second Wednesday of every month!

Email kaya@nfu.ca for the link!

Occupational Health and Safety

Occupation Health and Safety Regulations are laid out in your province's Occupational Health and Safety Act. All farm workers are covered by their province's OHS. While some of the specific regulations vary across provincial borders, workers are guaranteed basic rights:

the right to **REFUSE**

the right to **KNOW**

the right to **PARTICIPATE**

Compliance with OHS standards is rarely audited unless a complaint is filed. While your boss has an obligation to inform you of any hazards, you may have to be proactive in advocating for your rights. Here's how to address OHS issues!

ENFORCEMENT:

Step 1: Bring up your issue with your Joint Health and Safety Committee or Health and Safety Representative, if your workplace is large enough to require one, or your manager/boss directly. Workers are strongly encouraged to attempt to resolve things internally before filing an official complaint.

Step 2: If any of the provisions in your province's OHS have been broken and your employer has not taken steps to address your concern, you can file a complaint online.

You can figure out how to file by googling "file OHS complaint [name of Province]", or by contacting kaya@nfu.ca. An inspector will follow up with your case. Anonymity is prioritized but cannot be guaranteed. It is illegal for your employer to retaliate against you for filing a complaint or if you request accommodations in accordance with your OHS rights.

OHS continued

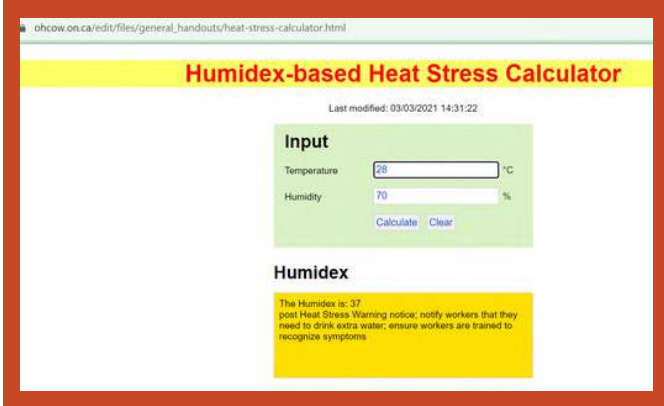
1. **The Right to Know:** You have the right to know about any potential hazards (machinery, large animals, exposure to hazardous substances such as pesticides, etc.), and the right to be informed and instructed on how to protect your health and safety while working on a farm operation. You should be able to locate easily accessible first aid equipment. You should be provided with information about hazards, training to do the work in a healthy and safe way, and competent supervision to stay healthy and safe.
2. **The Right to Refuse:** You have a right to refuse work that you believe is dangerous to either your own health and safety or that of your coworker. This could include using any farm equipment that you haven't been trained in or in a way that's inappropriate; the physical conditions of the workplace such as working in a confined space; or if you experience workplace violence or harassment. For example, if you're working in a greenhouse and you're being asked to precariously balance on some buckets on uneven ground, or operate machinery that you're unfamiliar with, you have the right to say "no thanks, I need a safer solution to be able to perform this task", and your employer cannot legally retaliate against your decision. This might feel uncomfortable at first, but trust us - the more you practice expressing your boundaries, the easier this will feel. It's often as simple as - "hey can you get me a mask the next time I use actisol?" Your safety has to come first.
3. **The Right to Participate:** You have the right to be part of the process of identifying and resolving workplace health and safety concerns.
4. All workers are included in protections from **violence and harassment**

Health, Safety, and Climate Change

CLIMATE REGULATIONS FACTS! None of the provinces have stand alone OSHA protocols addressing poor air quality from wild fire smoke or smog for outdoor workers. Most of the provinces have heat stress regulations, many of which are voluntary or otherwise insufficient. Even without standalone policy, **employers have the responsibility to keep a safe and well-maintained workplace & to take all reasonable precautions to protect your workers from illness and/or injury.**

Below are some possible ways to integrate climate concerns into your farms hazard planning.

Tools like OHCOW's HUMIDEX CALCULATOR can help.



The screenshot shows a web browser window with the URL `ohcow.on.ca/edit/files/general_handouts/heat-stress-calculator.html`. The page title is "Humidex-based Heat Stress Calculator". Below the title, it says "Last modified: 03/03/2021 14:31:22". The main content area is divided into two sections: "Input" and "Humidex". The "Input" section has two text input fields: "Temperature" with the value "28" and a unit of "°C", and "Humidity" with the value "70" and a unit of "%". There are "Calculate" and "Clear" buttons below the inputs. The "Humidex" section shows the result: "The Humidex is: 37 post Heat Stress Warning notice, notify workers that they need to drink extra water, ensure workers are trained to recognize symptoms".

Extreme temperatures, storms, poor air quality

Infrastructure

(Engineering Controls)

- Shaded areas and rest spaces
- Cooling indoor workspaces
- Accessible, cool, and potable water or rehydration solution
- Personal Protective Equipment (PPE)

Policy

(Administrative Controls)

- Staff should be trained to recognize symptoms and enact the action plan
- Check air quality/heat/storm warnings and review action plan
- Reduce or modify work hours and duties in accordance with heat, storm, or air quality warnings
- Buddy system
- Enforce heat appropriate attire.

Effective communication saves lives

1. Farms should develop a plan
2. Communicate it clearly and in advance. Have methods to communicate in-the-moment decisions.
3. Established protocols should be enforced- safety decisions should not be made spontaneously by workers in the field

Farm Workers & Unions



Your Provincial Labour Relations Act: What It Means & Whether it Applies to You

Provincial Labour Relations Acts (LRA) governs the relationship between unions and employers in a workplace, including the process for forming a union. Your Province's LRA guarantees:

1. **Legal collective bargaining rights:** The LRA provides a legal mechanism for associations to obtain collective bargaining rights.
2. **Association Exclusivity:** Employee organisations are required to demonstrate that they have the support of the majority of employees in order to obtain exclusive bargaining rights. In other words, multiple employee associations cannot exist in a workplace and there must be a process for determining the extent or authenticity of support for an association. It provides exclusive bargaining rights for an association that can demonstrate majority support.
3. **Duty on the Employer to Bargain:** An employer has a duty to meaningfully and legally engage with the association.
4. **Dispute Resolution Mechanism:** Established processes exist to resolve a grievance, contract dispute, and bargaining impasses.

IMPORTANT! Farm workers in Ontario and Alberta are not covered by their Provincial LRA, and many of the provinces have introduced restrictions requiring farm operations to employ a minimum number of year round workers for the workplace to be considered an eligible workplace under the Act (page 7). Ontario farm workers are covered under the Agricultural Employees Protection Action (AEPA). The AEPA does not include any of the above provisions. However, unions like the UFCW are still there to support and organise workers on farms and greenhouses. If you are interested in learning more about unionisation, especially if you live in a province where your right to unionization is legally protected, reach out to kaya@nfu.ca for support.

Employer Provided Housing



If you are a Canadian resident working on farms during this housing crisis, chances are you have some experience with on-farm living (or will run into it in the future!). Talk to almost any veteran farm worker and they'll no doubt share stomach-churning stories of waking up to find mouse feces on pillows and in cutlery drawers, raccoons eating their expensive granola, winter coats in exposed kitchens, confronting the challenges outdoor showers can pose for 2SLGBTQIA+ workers, and, in the worst cases, unlawful evictions, dangerous constructions and health hazards, and navigating the pressures that come with knowing that your housing is tied to your employment status.

For resident workers, farmer-provided or on-farm accommodations can range from sharing the house of your employer, to living above an operational barn, to renting a space for your own trailer, to tiny homes built to house staff and everything in between.

On-farm living is often an employer's last-ditch effort to attract and retain workers in areas where the housing crisis has made it impossible to afford local rents on a farm worker wage, or where seasonal and affordable housing is hard to come by. It is possible that your employer will not see themselves as a "landlord", and/or the housing provided may not comply with minimum housing requirements for safety and tenants' rights (i.e. minimum temperate caps, fire controls, a legally binding lease, and other safeties).

While it's important for you to establish for yourself what you're comfortable with, remember that leases and laws protecting tenants exist to keep you safe.

Housing: things to consider

Is the housing legal?

Is it a municipally approved construction, does it comply with local and provincial housing rights and safety standards - for example, fire extinguisher, railings on stairs, insulation)?

What is the tenancy agreement?

Ideally, you would be protected by a lease. A lease is a legally binding contract that requires both parties to meet basic standards in maintaining the safety of the rented property, and sets the terms by which the agreement can be terminated. If a lease is not available because 1) the housing is illegal or is designated as "camping" 2) your employer refuses or 3) for whatever reason you prefer to not sign an official document; you can opt to instead request a written agreement between you and your employer, detailing both parties expectations including around: visitors, cleanliness, property maintenance, and duration of tenancy. Remember: Not all jobs work out.

- If you get fired, or the business goes under: what are the implications for your housing? Try to negotiate a timeline that feels reasonable to you between your last day of work and your last day of occupancy.
- If you are no longer able to live onsite (for example: winter in an outdoor kitchen proves to be too miserable, or the promised housing is no longer available), what are the implications for your job? If you have to leave, can you negotiate to be "fired" in order to still qualify for EI? Can you expect your employer to assist you in finding an alternative?



Housing: things to consider

What are you prepared to put up with on your worst day?

Farm work is hard work! Many of us had romanticized ideas of what farm work would be like when we first started. Maybe living in an off-grid yurt with an outdoor shower sounds exactly like the unplugged ascetic lifestyle of your dreams. Just remember, that yurt may have to carry you through an early October frost, a slushy September morning, a July heat wave. Make sure your housing is safe, and comfortable up to your own personal standards. No one wants to burn out and quit early. Set yourself up for success by making sure you're comfortable.

Who are you living with and how?

On-farm roommates can help ease rural isolation! But, unlike finding roommates in the city, who you end up living with is often a complete surprise and totally outside of your control. When this works out, it's bliss. When it doesn't, it adds a layer of complexity. Get clear on what type of co-living feels good to you: do you need to veg out at the end of the day by yourself, do you like collective meals, do you need an immaculately clean space to feel sane, are your roommates also your employers? If you're living with others, go in expecting to hone your respectful communication skills, personal boundaries, and compromise. We recommend looking into Nonviolent Communication (NVC) as a great framework to practice regular communication!



continued 

Employer-Provided Housing

Resident workers: You may find requirements online for “employer provided housing”. Those standards refer only to accommodations provided for MIGRANT workers. On-farm housing for resident workers IS NOT required to meet those established accommodations standards for migrant farm workers. However, **your local and provincial tenants rights and minimum housing safety requirements still apply and can be found online.** For support wading through housing codes and tenants rights, contact kaya@nfu.ca

Migrant workers: If you are a migrant worker, the **Seasonal Agricultural Workers Program (SAWP)** and the **Temporary Foreign Worker Programs (TFWP)** as well as **provincial standards determine the conditions of your housing**, which set additional requirements for employer-provided housing. Many organizations are working to improve the rights of migrant workers, including with regards to overcrowding, dangerous conditions, unfulfilled legal obligations around housing, and a lack of privacy in the living space. Anyone can and should report poor work and living conditions to the government tip line (1-866-602-9448) and to organizations that are not affiliated with the government, which are listed in the last section of this zine. Migrant workers can also contact the employment ministry in their province directly to raise concerns.



Migrant Solidarity 101

Migrant worker's access to labour & citizenship rights differs from Canadian resident farm workers. Migrant workers come to Canada on closed work permits, restricting their labour mobility and tying their status in Canada to their employer. Migrant workers face racism both on and off the farm. Language

barriers and racial prejudice make it difficult for them to access resources like health care and legal aid.



We are stronger together. So long as there are workers in agriculture that can be deported for speaking out, so long as there are provinces where farm workers are denied basic labour protections like minimum wage and work hour restrictions, so long as Canada continues to benefit from global economic inequality creating an endless stream of exploitable migratory labour, working conditions for all will continue to be poor. Exploitation at any point of the food system depresses wages and keeps working conditions unacceptable to the majority of Canadians. When resident farm workers unite with migrant farm workers to win labour and immigration justice we all benefit.

Check out the actions of these organizations to start, and plug into local solidarity organizing where you're from!

- United Food and Commercial Workers (UFCW)
- Migrant Rights Network (their website has a list of local migrant rights groups!)
- Migrant Workers Alliance for Change
- Justicia 4 Migrants

Questions to ask Potential Employers

- What types of structures (ex. monthly check-ins, year-end reviews, weekly meetings) do you have for giving and receiving feedback?
- Do you have experience working with queer, trans, neurodivergent or BIPOC workers? How do you ensure your workplace culture is safe for and supportive?
- How do you prioritize your own safety and wellbeing, and that of your employees throughout the season (i.e. through heat waves, long days during the peak of the season, weather events)
- What is the typical daily schedule on your farm? Does it change throughout the farming season? Are hours fixed or do you expect employees to stay until tasks are done? If expected, how do you compensate for longer hours worked in peak season?
- How do you think of your relationship to the land you farm on?
- If on-farm housing is provided, what written agreement and/or other structures are in place to establish and maintain communication and boundaries?
- Are there a past employee(s) you could reach out to?

These are just a few questions that we've found useful in our experiences and are by no means extensive! Talk to fellow farm workers, think of your own safety and comfort needs, share these questions and any you come up with!



Additional Resources



National Farmers Union (NFU) and Farm Worker Working Group:

Visit nfu.ca or contact kaya@nfu.ca

Free School 4 Farm Workers

An international, community-driven experiment in popular education by and for farm workers. FS4FW aims to offer farm workers tools to create safer, more just, and sustainable living and working conditions. Drawing on the long and remarkable history of the global Free School movement, FS4FW is the first of its kind to offer free, interactive and educational workshops to connect farm workers across North America as we build skill, build knowledge, and build power together. Follow [@nfucanada](https://www.instagram.com/nfucanada) on instagram to keep posted on events

[Not Our Farm](#) zine (created by Not Our Farm, a FW collective in the US)

Your province/territory's ESA and other labour legislation (see page 3 of this zine for a list)

Land Access Resources

Young Agrarians Land Access Guide (online PDF)

Young Agrarians Ontario Land Access Guide, adapted by the NFU-Ontario (online PDF)

UFCW: Agricultural Workers Alliance (AWA)

Toll free: 1-877-778-7565

The Agricultural Workers Alliance at UFCW offers support to migrant workers. They are a union made up of both domestic and migrant workers. They have a useful survey on their website to determine if a worker is facing an abusive work situation and a way to contact them about the issues.

Migrant Workers Alliance for Change

Phone: 1-855-567-4722

Email: info@migrantworkersalliance.org

This MWAC is made up of migrant workers and allies from civil society, union, and research organisations. They are working for large scale policy changes to benefit migrant workers, but they also have information for migrant workers about day-to-day issues that migrant workers may face.

Migrant Rights Network

info@migrantrights.ca

This is a group of organisations fighting for status and rights for all, including migrant workers and undocumented people. They support migrant workers trying to organise for justice.

Migrant Resource Centre Canada

Phone: 1-866-275-4046

Email: info@migrantsresourcecentre.ca

The Migrant Resource Centre is a non-profit organisation that provides education to migrants around developing workers associations, they provide information to workers about immigration and social services issue and lastly they are involved in research to further the cause of migrant workers.