



# Working Temporarily in Saskatchewan

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## 1. Finding a Job in Saskatchewan

### **Q: Who is eligible to work as a temporary foreign worker?**

You may be eligible as a temporary foreign worker in Saskatchewan if you have an eligible offer of temporary employment and you meet the requirements for entering and staying in Canada. Some temporary foreign workers require a work permit and some do not.

Contact Citizenship and Immigration Canada to find out if you are eligible to apply as a temporary foreign worker.

### **Q: Where can I find job listings?**

Saskatchewan has many job opportunities in a wide variety of occupations. You can find job postings in many places: on the internet, in newspaper advertisements, at job fairs or on community bulletin boards.

Some websites you may want to check regularly for Saskatchewan jobs include:

- [www.saskjobs.ca](http://www.saskjobs.ca) - Saskjobs.ca is the largest job-posting site in Saskatchewan. It has job postings in entry-level, skilled trades, professional and management positions.

- [www.saskjobfutures.ca](http://www.saskjobfutures.ca) - Sask Job Futures allows you to search available jobs and also offers information on how to prepare for work in Saskatchewan.
- [www.careers.gov.sk.ca](http://www.careers.gov.sk.ca) - Saskatchewan Government Careers lists jobs available in the provincial government.
- [www.healthcareersinsask.ca](http://www.healthcareersinsask.ca) - Health Careers in Saskatchewan lists health care jobs with Saskatchewan Regional Health Authorities and the Saskatchewan Cancer Agency.
- [www.jobbank.gc.ca](http://www.jobbank.gc.ca) - Job Bank is the Government of Canada's electronic listing of jobs located with the federal government across Canada.

**Q: Do I have to pay a placement fee in order to find a job in Canada?**

No. It is against the law in Saskatchewan for any worker to be charged money or a “placement fee” by a recruitment or employment agency. This means that it is against the law for anyone to charge a worker money for finding them a job. For more information, read the Employment Agencies Act at [www.qp.gov.sk.ca/documents/English/Statutes/Statutes/E9.pdf](http://www.qp.gov.sk.ca/documents/English/Statutes/Statutes/E9.pdf).

If you are from the Philippines, this also means that recruiters and employers must follow the rules made by the Philippine government. For more information on the regulations for recruitment and employment of Filipino workers, visit the Philippine Overseas Employment Administration at [www.poea.gov.ph](http://www.poea.gov.ph).

## **2. Your Family**

**Q: Can I bring my family if I am on a work permit?**

It may be possible for your spouse (husband or wife) or common-law partner and children to come with you to Canada or visit you in Canada after you have arrived. For more information, contact Citizenship and Immigration Canada.

**Q: Can my family members work while in Canada?**

If your spouse or common-law partner and your dependent children want to work while they are in Canada, they must have their own work permit. For more information, contact Citizenship and Immigration Canada.

### 3. Things to Know as a Temporary Foreign Worker

#### Q: Can my employer keep my passport?

No. Nobody has the right to keep your passport, work permit, or your visa. You should keep all of these documents in a safe place. Your passport, your work permit and your visa are proof that you have permission to stay in Canada.

An employer may ask to see your passport to ensure you are authorized to work in Canada. However, it is not acceptable for an employer to keep your passport.

If your employer or anybody else is keeping your passport from you, report this to the police immediately. The Policing Services Division, Government of Saskatchewan has a list of local Police Services you can contact at [www.cpsp.gov.sk.ca/list-mps](http://www.cpsp.gov.sk.ca/list-mps).

You may also want to report this to your embassy. The “Foreign Representatives in Canada” webpage has information on how to locate your country’s embassy in Canada at [www.international.gc.ca/protocol-protocole/rep](http://www.international.gc.ca/protocol-protocole/rep).

#### Q: Can my employer have me deported?

No. Your employer cannot deport you or force you to leave Canada. However, the Canadian Border Services Agency (CBSA) investigates immigration violations and removes people who do not have a right to enter or stay in Canada. You can be deported by CBSA if you commit a crime or do not follow Canadian immigration laws.

Learn more about removal orders at <http://cbsa-asfc.gc.ca/media/facts-faits/051-eng.html> or contact the Canadian Border Services Agency.

#### Q: Am I able to change jobs while I am working in Canada?

You can change jobs at any time while you are in Canada on a work permit. Your new employer may need to apply for a *Labour Market Opinion* from Service Canada before you can begin to work in a different job. For more information, visit [www.hrsdc.gc.ca/eng/workplaceskills/foreign\\_workers/fwp\\_forms.shtml](http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/fwp_forms.shtml).

You must also obtain a new work permit for your new job. For more information, contact Citizenship and Immigration Canada.

## **Q: Am I able to stay in Canada if I lose my job?**

If you are working in Saskatchewan on a valid work permit and you lose your job, you still have temporary status in Canada until your work permit expires. This means that you may stay in Canada, but you cannot work unless you get a new work permit for your new job. If you do not get a new job and a new work permit, you must leave Canada before your original work permit expires.

The application form for a new work permit can be found on the Citizenship and Immigration Canada website at [www.cic.gc.ca/english/work/apply-who-eligible.asp#inside](http://www.cic.gc.ca/english/work/apply-who-eligible.asp#inside).

## **Q: Can my employer terminate my employment?**

Yes. If there is not enough work, your employer may ask you to stop working. This is called being laid off. Your employer can also tell you to leave your job right away and permanently. This is called losing your job or getting *fired*. All new employees are on *probation* for the first three months of employment. The employer uses this probation time to decide if you are the right person for the job.

Two things can happen if you are *laid off*. Your employer may tell you ahead of time that they do not need you to work anymore. This is called getting *notice*. Or, your employer may pay you some money if they want you to stop working right away. This is called *pay-in-lieu of notice*. To get notice or pay in lieu of notice, you must have finished your probation period. This means you have worked continuously for the same employer for at least three months. This means there is no break in the time you work for the employer. If you worked continuously for the same employer for three months to one year, you get one week's notice or one week's pay.

If you are fired with *just cause*, you do not get any notice or pay in lieu of notice. This usually means you have been fired for a serious reason or action, such as theft (stealing or robbing).

Your last day of work is called your *termination date*. You must be paid all the wages, annual holiday pay, and public holiday pay that your employer owes you within 14 days of your termination date.

For more information, contact the Labour Standards Division.

## 4. When Problems Happen at Work

### Q: What if I have a problem at work?

If you ever have a problem at work, you should speak to your work supervisor or your employer.

If you talk to your supervisor or your employer and the problem still exists, you can contact Saskatchewan Immigration's Program Integrity Unit.

The Program Integrity Unit was created to protect the rights of current and future immigrants in Saskatchewan, including temporary foreign workers, permanent residents, and applicants to the Saskatchewan Immigrant Nominee Program. The Program Integrity Unit will review any complaint related to the mistreatment, abuse, and exploitation of applicants and foreign workers while protecting their privacy and confidentiality. All complaints and concerns are taken seriously.

## 5. Contact Us

### **Saskatchewan Immigration**

7th Floor - 1945 Hamilton Street  
Regina, SK Canada S4P 2C8  
Tel: (Canada 001) 306-798-7467  
Fax: (Canada 001) 306-798-0713  
E-mail: [immigration@gov.sk.ca](mailto:immigration@gov.sk.ca)  
[www.saskimmigrationcanada.ca](http://www.saskimmigrationcanada.ca)

### **Program Integrity Unit - Saskatchewan Immigration**

8<sup>th</sup> Floor – 1945 Hamilton Street  
Regina, SK Canada S4P 2C8  
Tel: (Canada 001) 306-787-0006  
E-mail: [immigrationpi@gov.sk.ca](mailto:immigrationpi@gov.sk.ca)  
[www.saskimmigrationcanada.ca/program-integrity](http://www.saskimmigrationcanada.ca/program-integrity)

### **Citizenship and Immigration Canada**

Calls Within Canada (no cost): 1-888-242-2100  
[www.cic.gc.ca](http://www.cic.gc.ca)

**Canadian Border Services Agency**

Calls within Canada (no cost): 1-800-461-9999

Calls outside Canada (long distance charges apply): (Canada 001) 204-983-3500

[www.cbsa-asfc.gc.ca](http://www.cbsa-asfc.gc.ca)

**Labour Standards Division**

3<sup>rd</sup> Floor – 1870 Albert Street

Regina, SK Canada S4P 4W1

Toll-Free (no cost): 1-800-667-1783

Tel: (Canada 001) 306-787-2438

Fax: (Canada 001) 306-787-4780

E-mail: [webmaster@lab.gov.sk.ca](mailto:webmaster@lab.gov.sk.ca)

[www.lrws.gov.sk.ca/labour-standards](http://www.lrws.gov.sk.ca/labour-standards)

**Occupational Health and Safety**

6th Floor, 1870 Albert Street

Regina, SK S4P 4W1

Toll-Free (no cost): 1-800-567-7233

Tel: (Canada 001) 306-787-4496 (Regina)

Fax: (Canada 001) 306-787-2208

[www.lrws.gov.sk.ca/ohs](http://www.lrws.gov.sk.ca/ohs)

**This document, along with information on other topics,  
is available in various languages at:**

[www.saskimmigrationcanada.ca/information-in-various-languages](http://www.saskimmigrationcanada.ca/information-in-various-languages)