

**OVERVIEW**

Farm labour contractors provide labour to producers in connection with the planting, cultivating or harvesting of agricultural products. **Producers must use licensed farm labour contractors.**

If you are applying for a farm labour contractor licence, you must answer this examination and attach it to your application form. If you choose to [apply online for faster processing](#), you will be prompted to upload this examination during the application process.

**PART 1: CONTACT INFORMATION**

Legal business or organization name		Operating name (if different)	
First name	Middle name	Last name	
Email address		Telephone number	

**PART 2: QUESTIONNAIRE****True/False**

- The Director may refuse to issue a licence to an applicant who has had a previous licence cancelled.  
☐ True ☐ False
- Farm labour contractors must always carry a valid licence while conducting the licensed activities and display a copy of the valid licence prominently on all vehicles used for transporting employees.  
☐ True ☐ False
- Farm labour contractors must display the piece rates or hourly rate being paid to employees at all worksites or on all vehicles.  
☐ True ☐ False
- A farm labour contractor can require someone who is seeking a job to pay a hiring fee.  
☐ True ☐ False
- Farm labour contractors must keep a daily log at the worksite and make it available for inspection by the Director.  
☐ True ☐ False
- Farm labour contractors are required to keep records of the weights of agricultural product that each employee picks, even if a piece rate is converted to an hourly rate of pay.  
☐ True ☐ False

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7. If a farm labour contractor contravenes the *Employment Standards Act* or the *Employment Standards Regulation*, their licence may be cancelled or suspended.
- ☐ True      ☐ False
8. A corporation that is licensed as a farm labour contractor must apply for a new licence within 7 days after any change in its directors or officers.
- ☐ True      ☐ False
9. A farm labour contractor's licence can be valid for up to 3 years.
- ☐ True      ☐ False
10. When served with a copy of a determination cancelling or suspending a farm labour contractor licence, the farm labour contractor must immediately surrender its licence to the Director.
- ☐ True      ☐ False
11. Employees of farm labour contractors can be paid by cheque or cash if they work for just a few days and are being paid a piece rate.
- ☐ True      ☐ False
12. Farm labour contractors must submit to the Director of Employment Standards all up-to-date licence numbers and registration numbers for each vehicle used for transporting employees and, if the vehicle is owned by the farm labour contractor, copies of the inspection certificate that must be maintained under section 25 of the *Motor Vehicle Act Regulations*.
- ☐ True      ☐ False

### Multiple Choice

13. Vacation pay is calculated at what percentage for an employee who has worked less than 5 continuous years?
- ☐ A. 6% per week  
☐ B. 5% of gross earnings  
☐ C. 4% of gross earnings  
☐ D. 2% per week for a 2-week period
14. When can a farm labour contractor begin to operate?
- ☐ A. Immediately after the application is made  
☐ B. Once the letter of credit has been submitted  
☐ C. Only after a licence has been issued by the Director of Employment Standards

15. When can a farm labour contractor licence be transferred?

- ☐ A. When it is between family members
- ☐ B. A licence is not transferrable or assignable
- ☐ C. It can be transferred if you are not doing much work with it

16. What kinds of work can employees of a farm labour contractor perform?

- ☐ A. Pruning fruit trees
- ☐ B. Poultry catching
- ☐ C. Planting vegetables
- ☐ D. Thinning grape vines
- ☐ E. Harvesting fruit
- ☐ F. (B), (C), (D) and (E)
- ☐ G. All of the above

17. If a farm labour contractor cannot locate an employee to pay wages earned, the wages must be paid to:

- ☐ A. The employee's family
- ☐ B. The Director of Employment Standards
- ☐ C. The farm owner or producer

### Fill In The Blank

18. A person who was a director or officer of a corporation at the time wages of an employee were earned or should have been paid is personally liable for up to \_\_\_\_\_ months' wages for that employee.

19. A farm labour contractor who provides transportation to a job site for its employee and does not then provide employment must pay the employee at least the minimum hourly wage for the longer of \_\_\_\_\_ hours or the elapsed time from the point of departure to the return to the same place that is no further away and that is acceptable to the employee.

20. Workers must not be required to pay \_\_\_\_\_ to get hired. Their wages must be deposited directly into their bank account on payday.

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