



Duties of a Farm Labour Contractor

A farm labour contractor (FLC) must:

- Carry a farm labour contractor licence while carrying on licensed activities
- Display a copy of the licence on all vehicles used to transport employees
- Display wage rates at work sites and in vehicles used to transport employees
- Show the licence beforehand to everyone the FLC intends to do business with
- Immediately notify the Director of Employment Standards of any change in residential/business address
- Immediately notify the Director of any change in company directors or officers
- Provide the Director with registration numbers, licence numbers and copies of valid inspection certificates for each vehicle used to transport employees

A **daily log** must be kept at the work site and made available for inspection. This daily log must be retained for two years and include the following information in English:

- The name of each worker
- The name of the employer and work site location to which workers are supplied and the names of the workers who work on that work site on that day
- The dates worked by each worker
- The fruit, vegetable, berry or flower crop picked each day by each worker
- The volume or weight picked each day by each worker

A farm labour contractor who provides transportation to a job site for a farm worker and who does not provide employment for the worker must pay the worker at least the minimum hourly wage for the greater of two hours or the time spent transporting the worker from the departure point and returning to the departure point or to a place that is no further away, provided it is acceptable to the employee.

If employment is not available due to unsuitable weather conditions or for any other reason completely beyond the farm labour contractor's control, the minimum daily pay requirements above do not apply.

Licensed farm labour contractors must pay wages directly to each employee's bank account at least semi-monthly. Confirmation of deposits made to the bank accounts of individual employees must be provided to the Employment Standards Branch upon request or in accordance with a Demand for Employer Records.