



# Farm Labour Contractor Examination

Please complete the following in English:

**Legal name of applicant (corporation, sole proprietorship, partnership):**  
print, in capital letters

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**Name of person taking the exam (must be corporation director, sole proprietor, or partner):** print, in capital letters

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**Signature:** \_\_\_\_\_

**Date of exam:** \_\_\_\_\_

**Telephone Number:** \_\_\_\_\_

**For internal use only:**

**Score:**      /20

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**Ministry of Labour**

Employment  
Standards Branch

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## EMPLOYMENT STANDARDS BRANCH

### FARM LABOUR CONTRACTOR APPLICANT EXAMINATION

#### **PART 1**

#### **TRUE OR FALSE (Circle the appropriate answer)**

1. The Director may refuse to issue a licence to an applicant who has had a previous licence cancelled.

True

False

2. Farm Labour Contractors must carry the Farm Labour Contractor licence at all times while carrying on the licensed activities and display a copy of the licence prominently on all vehicles used for transporting employees.

True

False

3. Farm Labour Contractors do not have to display the piece rates or hourly rate being paid to employees at all work sites and on all vehicles.

True

False

4. A Farm Labour Contractor may require someone who is seeking a job to pay a hiring fee.

True

False

5. Farm Labour Contractors must keep a daily log at the worksite and make it available for inspection by the Director.

True

False



6. If a piece rate is converted to an hourly rate of pay, farm labour contractors are not required to keep records of weights of the agricultural product that each employee picks.

True

False

7. If a Farm Labour Contractor contravenes the *Employment Standards Act* or the *Employment Standards Regulation*, the Director may cancel or suspend the Farm Labour Contractor's licence.

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 five years.

True

False

10. If a Farm Labour Contractor has been in business for several years with no compliance issues, the Director of Employment Standards may waive the monetary penalty if a contravention is found.

True

False

11. 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 of Employment Standards.

True

False



12. Employees may be paid by cheque or cash if they work for just a few days and are being paid by a piece rate.

True

False

13. Farm Labour Contractors must submit to the Director 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

## **PART 2**

### **MULTIPLE CHOICE (Place an "X" beside the correct answer)**

14. 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 two week period

15. When can a Farm Labour Contractor begin to operate?

- a. immediately after the application is made
- b. once the application is approved
- c. once the Letter of Credit has been submitted
- d. only after a licence has been issued



16. 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

17. What can a Farm Labour Contractor licence be used for?

- 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

18. When 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 bank

### **PART 3**

#### **FILL IN THE BLANK**

19. 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.

20. A Farm Labour Contractor who provides transportation to a job site for its farm worker and who does not then provide employment for the worker 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.