

MEMORANDUM OF UNDERSTANDING

BETWEEN:

Ministry of Labour and Citizens' Services
(Employment Standards Branch)

WorkSafeBC

Ministry of Transportation (Commercial Vehicle Safety
and Enforcement)

Ministry of Agriculture and Lands

AND:

BC Agriculture Council (BCAC)
On behalf of BCAC Member Organizations

INTRODUCTION

This memorandum is designed to create a framework for a partnership approach to promote awareness and education of employer and employee rights and responsibilities under the legislation governing Employment Standards (the Branch), WorkSafeBC, and the Commercial Vehicle Safety and Enforcement Branch (CVSE), referred to collectively as the partners, and to build on initiatives already undertaken by many associations.

The goals of this partnership are:

- Produce a framework for a partnership between the Branch, WorkSafeBC, CVSE, Ministry of Agriculture and Lands, and the agriculture sector.
- Increase education, understanding and compliance in regard to the core legislative requirements administered by Employment Standards, WorkSafeBC, and the Commercial Vehicle Safety and Enforcement Branch. These requirements include the payment of wages, driver qualifications, vehicle mechanical fitness, load security and the safe transportation of workers.

- Provide a more proactive, efficient and mutually satisfactory means of dealing with issues and complaints while protecting all employees.
- Support a culture of workplace health and safety for employers and employees at the workplace and during transport.
- Improve compliance with statutory provisions under the *Employment Standards Act*, *Workers Compensation Act* and Occupational Health and Safety Regulation, and Commercial Vehicle Legislation and Regulations in all of agriculture.

COMPONENTS OF THE PROGRAM

- The BCAC and its member organizations agree that they will only utilize licensed farm labour contractors.
- The BCAC and its member organizations will promote the use of safe vehicles and qualified drivers in the transport of workers or produce, and support safe worker transportation and commercial vehicle operations.
- An Officer from each of Employment Standards, WorkSafeBC, and CVSE will be assigned to liaise with BCAC and its member associations with initial priority on education of employers and employees. Activities will include visiting producer operations to further both the goals of the MOU and industry compliance with the legislation, including timely sharing of information related to non-compliance issues.
- The BCAC and its member associations will not condone any statutory violations, including the non-payment of wages owed to farm workers by producers or contractors, or other violations in relation to Commercial Vehicle Legislation or the *Motor Vehicle Act* and Workplace Health and Safety Regulations.
- The BCAC and its member organizations will cooperate with the Branch, WorkSafeBC, and CVSE enforcement activities as part of the Council's commitment to protect all workers in the sector.
- The partners will cooperate in the delivery of annual integrated education sessions, directed at industry participants including producers, contract labour services, and employees.
- The partners will develop educational materials to be used in a number of venues, such as seminars, industry newsletters, and targeted mail outs. Information sessions can take place in various locations, including on farms.
- The BCAC and its member associations will promote use of the materials and attendance at seminars.

- Partner's web sites will include a description of the partnership, its goals and progress towards meeting the goals.
- The signatories will link to the Agriculture Labour Partnership Committee for input, advice and recommendations in regard to trends, potential priorities and activities of the partnership.
- The BCAC and its member associations will continue to work with the Farm and Ranch Safety and Health Association (FARSHA) to assist in the promotion of farm health and safety.

EVALUATION

- Quarterly statistics will measure the ongoing education and enforcement efforts of the government agencies.
- An annual evaluation will ascertain overall results and the need for revisions to program focus and future direction.

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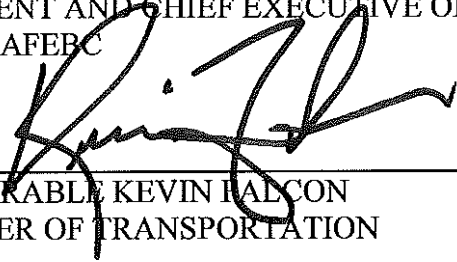
SIGNED THIS 11th DAY OF DECEMBER, 2007



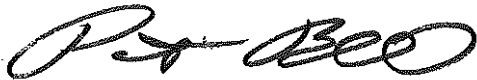
HONOURABLE OLGA ILICH
MINISTER OF LABOUR AND CITIZENS' SERVICES



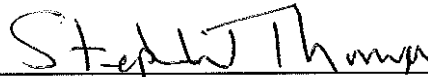
DAVID ANDERSON
PRESIDENT AND CHIEF EXECUTIVE OFFICER
WORKSAFEBC



HONOURABLE KEVIN FALCON
MINISTER OF TRANSPORTATION



HONOURABLE PAT BELL
MINISTER OF AGRICULTURE AND LANDS



STEVE THOMSON
EXECUTIVE DIRECTOR
BC AGRICULTURE COUNCIL (BCAC)
(ON BEHALF OF MEMBER ORGANIZATIONS)

BC AGRICULTURE COUNCIL (BCAC) Member Associations

ASSOCIATED GINSENG GROWERS OF BC
BC BLUEBERRY INDUSTRY DEVELOPMENT COUNCIL
BC CATTLEMEN'S ASSOCIATION
BC CRANBERRY GROWERS ASSOCIATION
BC GRAIN PRODUCERS ASSOCIATION
BC LANDSCAPE & NURSERY ASSOCIATION
BC PORK PRODUCERS ASSOCIATION
RASPBERRY INDUSTRY DEVELOPMENT COUNCIL
FARM COMMUNITY COUNCIL
FRASER VALLEY COLE CROP GROWERS ASSOCIATION
FRASER VALLEY PEA GROWERS ASSOCIATION
UNITED FLOWER GROWERS CO-OPERATIVE ASSOCIATION
OKANAGAN KOOTENAY CHERRY GROWERS ASSOCIATION
BC POULTRY ASSOCIATION
BC FRUIT GROWERS' ASSOCIATION
BC GREENHOUSE GROWERS' ASSOCIATION
BC MILK PRODUCERS ASSOCIATION
B.C. POTATO & VEGETABLE GROWERS ASSOCIATION
CERTIFIED ORGANIC ASSOCIATIONS OF BC
FRASER VALLEY BUSH BEAN GROWERS' ASSOCIATION
HORSE COUNCIL OF BC
FRASER VALLEY CORN GROWERS' ASSOCIATION
FRASER VALLEY STRAWBERRY GROWERS ASSOCIATION
BC WINE GRAPE COUNCIL
BC MUSHROOM INDUSTRY DEVELOPMENT COUNCIL
FIRST NATIONS AGRICULTURE ASSOCIATION