

Canada's Meat Processers Need PERMANENT Foreign Workers

OUR MEMBERS HIRE CANADIANS FIRST

Our members advertise & promote jobs to under-represented groups. They consistently use innovative techniques to attract local workers including: competitive wages, full benefits and union rights. Over the last 14 years, our wages increased by over 50%.

288,000 Canadian Jobs

Red meat consumption and exports supported 288,000 jobs in Canada in 2016, generating \$6 Billion in annual revenues. Meat processing is Canada's largest food and beverage manufacturing employer with 64,500 workers in rural and urban areas across Canada in 2015.



Nearly 1,700 vacancies

Nearly 1,700 job vacancies in rural and urban areas across the country. Did you know that for every 4 Canadians there is one international worker? More than 900 TFW need a path to permanent residency.

90% Retention Rate

Our members have a 90% retention rate in rural meat packing plants for TFWs who are allowed to stay.



TFW stay with us for 10 years

TFW who transition to a Permanent Residency, stay in the plants on average for 10 years. Companies also voluntarily fund rural settlement support.

New international trade deals (CPTPP & CETA) have resulted in new and expanded export market opportunities for Canadian meat. With current labor shortage, we are unable to grow to meet new market demands.

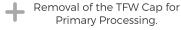
Under the existing TFW Program, we cannot meet current and future market demands.





A federal Agri-Food immigration pilot to support a pathway to permanent residency, including:

Increase TFW work permit from one to two years





Canada's Meat Processers Need **PERMANENT Foreign Workers**



Provincial Nominee for meat processing Programs Works Well

Only One Province has a for meat processing Successful Nominee Program

CMC Review of Provincial Nominee Program (PNP): Butchers Pathway to Permanent Residency (PR)

BC

259 Jobs | 6 TFW 13 Vacancies

* based on 1 plant

- Process takes 2 years
- NOC C Industrial Butchers may not receive enough points to qualify
- Fed/Prov criteria being used such as education. language, wages is too hiah



AB

5.471 Jobs | 361 TFW 371 Vacancies

* based on 6 plants

- Fed/Prov criteria increased 2017-18 including LICO savings requirement makes immigration out of reach for butchers
- Program used to work well, prior to changes



SK

809 Jobs | 8 TFW 12 Vacancies

* based on 2 plants

- -Provide recruitment strategies for higher skilled positions only
- New Fed/Prov criteria increasing language, education & mandatory LMIA requirements
- No nomination option available for NOC C (Meat cutters) and D (Production Workers)



4.186 Jobs | 348 TFW 268 Vacancies

* based on 3 plants

-Labour shortage proven

- Excellent Pathway to PR for Butchers where employer proves demand and offers job
- 6 month work in Canada required for those on a 1 vear LMIA work permit



ON

5.219 Jobs | 165 TFW 378 Vacancies

* based on 12 plants

- Fed/Prov criteria too high for retail or industrial butchers
- No successful transition yet for retail butchers into an available stream
- New pilot stream for industrial butchers does not allow enough time to transition between TFWP to OINP
- 1 year work experience in Canada required before applying



OC

5.283 Jobs | 16 TFW 628 Vacancies

* based on 9 plants

- NOC code 9617 is mostly used with no provincial path to permanent residency
- Country selection too narrow to support recruitment



ATLANTIC Data N/A

Nearly 1,700 job vacancies. More than 900 TFW need Permanent Residency.

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supported by union locals in solidarity with workers & employers



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Removal of the TFW Cap for Primary Processing.



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Federal Express Entry job offer points were decreased in 2016, therefore butchers no longer qualify with that stream.

National Immigration Demand

Yr I: 2,219 | Yr 2: 2,169 | Yr 3: 1,950 | Yr 4: 1,892 | Yr 5: 1,870

BC Yr 1:10 | Yr 2:10 | Yr 3:10 | Yr 4:10 | Yr 5:10

AB Yr 1:321 | Yr 2:355 | Yr 3:270 | Yr 4:280 | Yr 5:248

SK Yr 1:10 | Yr 2:10 | Yr 3:10 | Yr 4:10 | Yr 5:10

MB Yr 1:500 | Yr 2:500 | Yr 3:450 | Yr 4:450 | Yr 5:450

ON Yr 1:410 | Yr 2:406 | Yr 3:325 | Yr 4:326 | Yr 5:336

OC Yr 1:960 | Yr 2:885 | Yr 3:885 | Yr 4:815 | Yr 5:815

* no data available for Atlantic Canada

- Meat processing companies provide permanent, year-round jobs in a stable work environment with competitive wages and full benefits
- Over the last 14 years, our wages increased by over 50% Wage Ranges:
 - Butchers Wage Entry to Experienced: \$14.30 to \$28.00/hr
 - Supervisors: \$49,000 to \$85,000/yr
 - Managers: \$60,000 to \$147,000/yr
- Our members have a 90% retention rate for TFW when there is a path to permanent residency
- TFWs who transition, stay at the plants for 10 years or more. They don't move to urban areas and when they leave, many build businesses in these local communities

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