

Necessities of Life – Income Support and Employer Obligations with Respect to TFW

Good afternoon,

As per the [Immigration and Refugee Protection Regulations](#) (IRPR – 209.3(1)(a)(vii), employers must not prevent TFWs from complying with [orders](#) or regulations under the *Quarantine Act* and/or the *Emergencies Act*. This includes upon entry into Canada quarantining or isolating themselves if they test positive or exhibiting signs and symptoms of COVID-19 anytime during the quarantine period.

“Preventing temporary foreign workers from complying” can mean doing anything that does not enable the foreign worker to be in mandatory quarantine/isolation upon their entry to Canada.

Travellers are required to meet the requirements under the Minimizing the Risk of Exposure to COVID-19 in Canada Order (Quarantine, Isolation and Other Obligations). This includes testing and quarantine, if required. Travellers without symptoms of COVID-19 undertaking 14-day quarantine must go directly to their suitable place and quarantine for at least 14 days or as directed by a screening officer or quarantine officer. Quarantine ends after the 14th day only if the traveller does not have symptoms and has not received a positive test result from required tests. Anyone receiving a positive test result from required testing must isolate themselves for an additional 10 days and follow the instructions provided.

[For unvaccinated travellers without symptoms of COVID-19 arriving in Canada by land, air or water - Canada.ca](#)

Travellers to Canada who are in quarantine must:

- Avoid contact with others who did not travel with them and sleep in a separate bedroom.
- Access the necessities of life (e.g., water, food, medication, and heat) without leaving quarantine.
- Food, groceries, or other necessities should be left at the door for contactless delivery.
- Only go outside on a private balcony or yard with those who travelled with them.
- Follow guidelines from local public health. If there is a conflict between public health and instructions provided by border officers, follow the strictest measure.
- Respond to calls or visits from screening officers or law enforcement.

Travellers must not:

- Use shared spaces such as lobbies, courtyards, restaurants, gyms or pools.
- Have any visitors.
- Leave their place of quarantine except for an essential medical service or treatment, to obtain a COVID-19 test, or as pre-authorized by a quarantine officer.

Costs for necessities, such as food, medication, basic supplies, etc., could be paid by the worker upon delivery or through a payment plan. Any plan to cover costs should be mutually agreed upon, ideally in writing, between the temporary foreign worker and the employer. Each of the agreeing parties should retain a copy of the agreement. Employment contract provisions remain in place for workers under the Seasonal Agricultural Worker Program (SAWP), which allow workers to elect to cook their own meals or arrange for the employer to provide meals at the worker’s cost.

In a situation, where an employer negotiates with the TFW to provide food in exchange of a daily fee, but the TFW declines the offer, the employer is responsible to ensure that the TFW does not have to

leave the quarantine location to get food. For example, if the TFW requires help to order or pickup groceries, the employer must not deny assistance.

You are encouraged to share this communication throughout your respective networks, and with any colleagues or peers who may need to be aware of this information.

Thank you in advance for your collaboration and understanding.

The Temporary Foreign Worker Program
Employment and Social Development Canada