



## Foreign Workers

Foreign workers have the same rights and obligations under the *Employment Standards Act* as all employees in New Brunswick.

### **Employers of foreign workers are required to:**

- register foreign workers with the Registry of Employers of Foreign Workers; and
- renew and update their registration annually.

There is no fee to register and employers can access the Registry online through Service New Brunswick at:

[www.pxw1.snb.ca/snb9000/product.aspx?productid=A001P621001&l=e](http://www.pxw1.snb.ca/snb9000/product.aspx?productid=A001P621001&l=e)

Failure to register in the Registry of Employers of Foreign Workers can be subject to Administrative Penalty (see *Administrative Penalties fact sheet*). It is important to note that penalties are not intended to be punitive but rather meant to enhance compliance and as a deterrent to non-compliance in prescribed provisions of the *Act* and its regulations.

### **Employers are prohibited from:**

- requiring foreign workers to use and pay an immigration consultant;
- recovering ineligible recruitment and transportation costs from the foreign worker;
- misrepresenting employment opportunities;
- supplying false information about employer and employee rights and responsibilities;
- preventing workers to vacate employer-provided accommodations for private accommodations;
- reducing wages or changing any other terms or conditions of employment undertaken in the recruitment of a foreign worker;
- threatening deportation; and
- taking possession of a foreign worker's identity documents (e.g., passport) and work permit.

**TOLL FREE INFORMATION**

**1 888 452-2687**

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*Outside New Brunswick, Fredericton*

**(506) 453-2725**

**[www.gnb.ca/labour](http://www.gnb.ca/labour)**

Employers and employees may enter into an agreement for greater benefits than provided for in the *Employment Standards Act*. Such agreements shall be respected and enforced by the Employment Standards Branch.

This is a guide only. For interpretation and application purposes, please refer to the *Employment Standards Act*, its regulations and amendments.