

## Temporary Foreign Worker Program

# Policy: Compensation – Annex A: Prevailing Wage Rates for Ski and Snowboard Instructors in the Western Provinces

### Policy Statement

The purpose of this annex is to provide guidance to staff when assessing prevailing wage rates for Ski and Snowboard Instructors (National Occupational Classification (NOC) code 5254) as part of the Labour Market Impact Assessment (LMIA) application process.

### Scope

This policy applies to Ski and Snowboard Instructions in the provinces of British Columbia, Alberta, Saskatchewan and Manitoba for the 2018-2019 season.

### Exemptions

There are no exemptions to this policy annex.

### Authority (Acts, regulations and other legislation)

The Temporary Foreign Worker (TFW) Program operates under the authority of the *Immigration and Refugee Protection Act* (IRPA) and the *Immigration and Refugee Protection Regulations* (IRPR).

Section 203 of the IRPR indicates that upon reviewing a work permit application, Immigration, Refugees, and Citizenship Canada (IRCC) officers are to determine, on the basis of the LMIA provided by Employment and Social Development Canada (ESDC) whether the job offer is genuine and the employment of the temporary foreign worker (TFW) is likely to have a neutral or positive impact on the Canadian labour market.

ESDC is mandated to base an opinion on the following factor as stated under section 203(3) of the IRPR:

- (d) whether the wages offered to the foreign national are consistent with the prevailing wage rate for the occupation and whether the working conditions meet generally acceptable Canadian standards

## Policy

### Background

The prevailing wage rates for ski and snowboard instructor positions are based on the Canada West Ski Areas Association (CWSAA) wage survey and other labour market information (e.g. Statistics Canada's Labour Force Survey, provincial/territorial surveys, administrative data or other recognized sources).

This prevailing wage rate is the minimum wage paid to a temporary foreign worker (TFW) for each hour employed, regardless if the worker is teaching or performing some other duty associated with the ski and snowboard school (e.g. registering clients for classes, working in the ski shop, etc.).

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### Guideline

Employers must agree to pay at least the hourly base wage rates for the corresponding certification levels as indicated in the table below:

Ski and Snowboard Instructor Certification	Vancouver Island	BC Coast	BC Interior	Alberta	Saskatchewan/ Manitoba
Level 1 CSIA/CASI	\$13.30	\$13.30	\$12.83	\$15.50	\$12.71
Level 2 CSIA/CASI	\$16.49	\$16.49	\$14.73	\$16.75	\$13.73
Level 3 CSIA/CASI	\$18.93	\$19.83	\$17.97	\$20.50	\$14.75
Level 4 CSIA/CASI	\$28.80	\$28.80	\$22.97	\$24.00	\$16.27

CSIA – Canadian Ski Instructor's Association

CASI – Canadian Association of Snowboard Instructors

When assessing wage offers, Service Canada only assesses the base wage offer that is guaranteed income to the TFW. For the purposes of establishing the guaranteed income, the TFW Program does not consider overtime hours, tips, benefits, profit shares, bonuses, commissions and other forms of compensation when assessing the prevailing wage. Where employers pay commissions, the commission scheme should be the same for TFWs as for Canadian and permanent resident workers doing the same work in the same work location.

### Other Occupations under NOC code 5254

Service Canada staff should use labour market information data for wages, such as the Job Bank website when assessing LMIA applications from employers requesting to hire a TFW under NOC code 5254 - Program Leaders and Instructors in Recreation, Sport and fitness, in positions other than as a ski or snowboard instructor.