



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

s.21(1)(a)

Deputy Minister

Sous-ministre

s.21(1)(b)

Ottawa K1A 1L1

F-1268104

PROTECTED B

MEMORANDUM TO THE MINISTER

LANGUAGE BENCHMARKS FOR THE FRANCOPHONE MOBILITY STREAM

FOR DECISION

SUMMARY

- The purpose of this memorandum is to obtain your decision on lowering the language level requirements and introducing a requirement for upfront language testing for the Francophone Mobility stream of the International Mobility Program.
- Lowering the language requirements would respond to stakeholder requests, expand the pool of eligible French-speaking foreign nationals who could access permanent resident pathways in the future, and promote francophone immigration outside Quebec. The requirement for upfront testing would also be supporting fair and consistent decision-making and program integrity.
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BACKGROUND:

- The Department introduced the Francophone Mobility stream in 2016 to promote Francophone immigration in official language minority communities (OLMCs). French language tests are currently not mandatory under this stream, but processing officers should be satisfied the foreign national's habitual language of daily use is French.
- When language tests are requested by a processing officer for this stream, a *Niveaux de compétence linguistique canadiens* (NCLC) level 7 (adequate intermediate level French) or higher is required. The NCLC, and its English equivalent the Canadian Language Benchmarks (CLB), are national standards in French and English to measure second

language proficiency of adult immigrants living and working in Canada. A NCLC level 7 means that the individual has an effective command of the language despite some inaccuracies, inappropriate usage and misunderstandings, and can use and understand fairly complex language, particularly in familiar situations. Obtaining a NCLC level 7 has been established as an indicator that incoming French-speaking workers have the ability to readily interact in French and contribute to maintaining the vitality of OLMCs outside of Quebec.

- On February 16, 2023, you signed a memorandum approving the expansion of the Francophone Mobility stream to additional occupations for an initial period of two years (Annex A). We committed to return to you with options to lower the language level requirements for this stream.

CURRENT STATUS:

- Establishing a testing requirement is expected to yield more consistent decision-making by processing officers and fewer refusals, as well as reduce processing times as interviews for the purposes of assessing language would no longer be required.
- All options would increase the number of individuals who could meet the proficiency standard for the Francophone Mobility stream. Options 1 in particular, would enhance the vitality of French-speaking minority communities outside of Quebec and strengthen the presence of the French language across Canada.
- Valid test results would be required for speaking and listening only – and not for reading or writing. This approach maximizes the number of individuals who could meet the proficiency standard while also focusing on the language skills most likely to facilitate daily activities in French.
- All options would result in Francophone Mobility stream participants who may be unable to meet certain PR requirements or to enter the Express Entry (EE) pool. EE manages applications for federal high skilled programs and a portion of the Provincial Nominee Program (PNP). Each program has their own language requirements (see Annex B).
 - As only candidates with a strong French proficiency (NCLC 7) in all four abilities are eligible for bonus CRS points, and will be eligible for the Francophone category-based selection draws beginning in spring 2023 (pending Ministerial approval), all options would add individuals to the pool who are unlikely to receive an Invitation To Apply.
 - Stakeholders may also question why there is a higher threshold to be considered Francophone for Express Entry than there is for the Francophone Mobility stream.
 - Prospective applicants may still qualify for PR programs outside of EE, or within EE if they meet the English language threshold requirements of the program. Furthermore, living in Canada may enable these foreign nationals to improve their language skills, and pursue language training after their arrival should they wish to upskill their French proficiency.

- For all options, it is expected that most participants will settle or work in or near an OLMC given the inclusive definition (see Annex C for a list of all OLMCs). The majority of these foreign nationals are choosing to settle in cities, with the top five destinations over the past 5 years being Toronto (14%), Vancouver (11%), Calgary (6%), Ottawa (4%) and Edmonton (4%).

Option 1 – Impose mandatory, upfront French language evaluation results with a benchmark of NCLC level 6:

- Maintains a strong French language proficiency requirement. NCLC level 6 is a modest-to-competent user of the language. An individual who holds a NCLC level 6 has partial command of the language and copes with overall meaning in most situations, although they are likely to make many mistakes. They should be able to handle basic communication in their own field. and as such, increases the likelihood that participants will interact in French and contribute to the vitality of Francophone minority communities.
- Of all the options, meets the language benchmarks for the most permanent resident streams (see Annex B), and therefore increases the population of French-speaking foreign nationals with Canadian work experience who may seek permanent residence, which would contribute to the Department's target for French-speaking immigrants settling outside Quebec.
- Stakeholders may view the change as not going far enough, as most are requesting a NCLC level 5 (Option 2), especially for base-skilled workers.

Option 3 - Impose mandatory, upfront French language evaluation results with a benchmark of NCLC level 4:

- Maximizes the number of temporary workers that could be facilitated via this stream.
- NCLC level 4 is the lowest language threshold for which IRCC-approved tests can be used. Under the CLB/NCLC, basic proficiency is limited to familiar situations. Individuals convey and understand only the general meaning of exchanges in very familiar situations. There are frequent breakdowns in communication.

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- Stakeholders are unlikely to support this option as foreign nationals may not be able to adequately communicate in French and contribute to the vitality of OLMCs.
- A language threshold below a NCLC level 5 would have limited impact in supporting francophone immigration targets since NCLC 4 meets the language requirements for only a select few PR pathways (see Annex B).
- Since CLB/NCLC 5 is the lowest level of proficiency accepted for speaking and listening in Express Entry, Option 3 would not add any individuals to the Express Entry pool. This would mean that, with the current economic PR programs, Category Based Selection could not be used to select individuals added under Option 3, relative to the recommended option.

CONSIDERATIONS

- Replacing subjective language screening with a language test for initial applications within this stream would support fair and consistent decision-making and increased program integrity. However, it is possible that this could deter some potential applicants due to the additional cost (approximately \$175) and steps needed to obtain testing. Tests are valid for a period of two years.
- Language equivalencies (such as country of origin, previous education in French, etc.) are not being considered as they raise concerns over discrimination, fairness, lack of transparency, and processing inefficiencies. These are the same reasons why PR applicants are similarly not granted exemptions to language testing. Further, establishing equivalencies and applying them to the C16 stream would significantly delay implementing proposed changes.
- The further the language threshold is reduced, the further the stream would stray from its primary purpose of promoting the vitality of OLMCs outside of Quebec as individuals will be less likely to use French in their daily activities. A lower language threshold may also increase the risk of poor labour market integration and outcomes. Language proficiency has been shown to have a direct impact on the incidence of employment, increased earnings, and finding suitable employment. Requiring official language proficiency also ensures workers remain resilient to changing economic circumstances should they need to find a new job if an initial employer-employee relationship breaks down.
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- While IRCC accepts submissions for designation from all interested testing organizations, no

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submissions to develop a French test have been received in recent years from Canadian-based entities. These organizations have previously indicated that the market for additional tests in French is too small and hence not profitable. Furthermore, the proposed measures are intended to last only for a period of two years, while the Francophone Mobility stream also does not require work permit renewal applications (i.e. from a worker already in Canada) to demonstrate proof of French proficiency, as this is assessed during the initial application. It is therefore recommended to utilize tests that are widely available around the world to reduce inequitable access.

CONSULTATIONS:

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LEGAL CONSIDERATIONS:

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COMMUNICATIONS IMPLICATIONS:

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- Achieving IRCC's goals for the landing of French-speaking permanent residents outside of Quebec and prioritizing Francophone immigration has generated moderate to significant media coverage and some interest on social media channels for the Department.
- A mixed reaction from Francophone stakeholders and other partners can be expected. While some stakeholders engaged on this issue have had a positive reaction, others may see a reduction in French proficiency among applicants as potentially having negative demographic and cultural impacts on Francophone communities. Responsive messaging will address some of this criticism by noting that a NCLC level 5 aligns with requirements for TEER 2 occupations under the Canadian Experience Class, as well as Federal Skilled Trades Program and some PNP streams.
- If these changes are approved, a high-profile communications approach is recommended. A news release should be issued to announce these changes, as well as the inclusion of TEER 4 and 5 workers under this exemption (Memo F-1258120 – Annex A). An issue note would be developed, along with social media messaging, appropriate website updates and outreach to Franco-immigration stakeholders.

RECOMMENDATION:

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NEXT STEPS:

- All options would be implemented using your authority to designate work for reasons of public policy relating to the competitiveness of Canada's economy as per R205(c)(ii) of the IRPR, which would be operationalized by an update to the Designated Work Memo.
- Following your decision, the Department will inform relevant stakeholders and partners, including provinces and territories. The Department will update the policy guidance, external facing communications, and the Designated Work Memo.

Scott Harris
Associate Deputy Minister

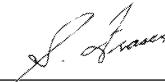

DM Approved April 27
Christiane Fox
Deputy Minister

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The Hon. Sean Fraser, P.C., M.P.
Minister of Immigration, Refugees and Citizenship

Annexes (3):

A: F-01258120 - Approval Memo - Expanding the Scope of the Francophone Mobility Stream

B: PR Skill, Language and Work Experience Requirements

C: OLMCs Across Canada



Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada

Deputy Minister

Sous-ministre

Ottawa K1A 1L1

F-1258120

PROTECTED B

MEMORANDUM TO THE MINISTER

EXPANDING THE SCOPE OF THE FRANCOPHONE MOBILITY STREAM

FOR APPROVAL

SUMMARY

- The purpose of this memorandum is to obtain your approval to expand the scope of the Francophone Mobility stream of the International Mobility Program (IMP) to include French-speaking foreign nationals applying to work in base-skilled positions (National Occupational Classification [NOC] skill levels C and D). This will be done by way of an update to existing policy guidance.
- Expansion will support Immigration, Refugees and Citizenship Canada (IRCC)'s efforts to promote Francophone migration to ensure the vitality of Francophone minority communities outside of Quebec, and help address labour shortages. This change would be accompanied by a clear communications strategy to increase understanding and awareness of the stream by Canadian employers.
- We recommend that you approve the proposed policy guidance that would expand the scope of the Francophone Mobility stream for an initial period of two years, as well as the accompanying communications strategy, by checking the "I concur" box and signing this memorandum as soon as possible.

BACKGROUND:

- On June 1, 2016, the Department launched the Francophone Mobility (C16) stream under the International Mobility Program (IMP), exempting employers from the Temporary Foreign Worker Program's (TFWP) labour market impact assessment (LMIA) requirement when hiring French-speaking temporary foreign workers to fill managerial, professional, and technical occupations (NOC skill type 0 or skill levels A and B) outside Quebec. While the position itself does not have to be in French, participants must demonstrate that French is their habitual language of daily use. If an officer is not satisfied that the foreign national's habitual language is French, the officer may request language results demonstrating a Canadian Language Benchmarks (CLB) of level 7 or higher.

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- The presence of high-skilled French-speaking or bilingual foreign nationals in Canada serves to create or maintain significant social, cultural or economic benefits for Canadian citizens or permanent residents. It also supports and assists the development of official language minority communities (OLMCs), an objective identified in paragraph 3(1)(b.1) of the *Immigration and Refugee Protection Act* (IRPA).
- This stream has had relatively low uptake since its inception. In 2019, 1,912 work permits (including extensions) were issued under the Francophone Mobility stream and volumes remained steady in 2020 and 2021. This may be due to a lack of awareness and understanding of the stream. According to public opinion research conducted by the Department in 2022, 82% of the 500 Canadian employers surveyed were unaware of its existence, despite promotional efforts conducted by IRCC at in-Canada and overseas events. Furthermore, the survey found that many employers did not fully understand that foreign nationals were not required to perform their work duties in French. The survey found that while there appears to be an interest in using the Francophone Mobility stream to fill labour needs, the lack of understanding and awareness present a significant barrier to uptake.
- This stream also has a high rate of refusal: from 2016 to 2018, an average of 13% of overseas applications were refused; however, from 2019 to 2021, this rose to 23% compared to 13% over the same period for all IMP work permits. The top reason for refusal was due to language (i.e. applicants who did not meet the language threshold), followed by genuineness of applicants' job offers. In some cases, foreign nationals were given a job offer within NOC 0, A and B occupations but were destined for positions in lower occupations.
- The Department is simultaneously routing a memorandum (F-1236961) to expand open work permit eligibility to spouses and dependent children of some temporary foreign workers. If both memoranda are approved, dependent children of eligible Francophone NOC C/D workers (with potential exceptions, e.g. seasonal occupations) would become eligible to obtain work permits.
- From May to August 2022, several pan-Canadian consultations on official languages and parliamentary hearings related to Bill C-13 afforded stakeholders from Francophone minority communities the opportunity to express their concerns and put forward possible areas of solutions to support Francophone immigration. Levers were subsequently identified to fulfill this objective, in particular through the establishment of a Francophone immigration policy that includes objectives, targets and indicators. Quebec Members of Parliament have also demonstrated support for strengthening francophone immigration in Canada at the Standing Committee on Official Languages. Expectations are therefore high among Francophone stakeholders, particularly to leverage tools for hiring Francophone TFWs, such as the Francophone Mobility stream.

CONSIDERATIONS:

- Expanding the policy guidance for the Francophone Mobility stream to include French-speaking foreign nationals in NOC skill levels C and D may help employers outside Quebec fill vacancies in entry-level and semi-skilled occupations, while also promoting the use of French

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outside Quebec, thereby contributing significantly to Canada's economic and cultural prosperity.

- Although NOC C and D workers typically have fewer pathways to permanent residence, this measure could expand the pool of French-speaking temporary residents with Canadian work experience, thereby increasing their potential for becoming permanent residents. Furthermore, the initiatives in the Action Plan on Official Languages (F-1251704)

- Transitions to permanent residence for Francophone Mobility work permit holders has traditionally been low. From June 2016 to December 2020, only 1,080 of 5,700 transitioned to permanent residence. This may be due in part to federal economic permanent resident programs allotting more points in the Comprehensive Ranking System according to level of education (i.e.: degree holders are granted more points than trade school certificate holders). Almost two thirds of Francophone Mobility applicants work within NOC B occupations.

- Expanding the policy guidance for the Francophone Mobility stream to include NOC C and D workers presents some risks, which we would seek to mitigate:
 - **Potential refusals rates to increase**, as some foreign nationals may not be able to prove sufficient ties to their home country to demonstrate that they would leave Canada at the end of their stay. Refusals could increase further if the concurrent proposal to expand access to open work permits for family members of work permit holders (F-1236961) is approved, as having one's family unit in Canada, an officer could reasonably conclude that a family may not leave Canada at the end of their authorized stay. This is a reputational risk for the Department since high refusal rates for this stream (even if based on well-founded reasons) could lead to criticism of IRCC having an anti-Francophone bias. To mitigate this risk, guidance to officers would be revised to emphasize the policy intent of the initiative, exercise wide discretion, and encourage a holistic look at the risks to ensure *bona fides* are being met. In addition, refusal rates by country, program outcomes, and any information on asylum claim or immigration violation from this cohort will also be monitored via an internal dashboard to inform future changes to the program, as well as whether expansion of this stream to include NOC C/D workers should be made permanent.

 - **Increased worker vulnerability**, as workers who find themselves in poor conditions would have to apply for a new work permit to change jobs, which is seen as a significant barrier to labour mobility. Temporary foreign workers at lower skill and wage levels or in remote work locations may also lack financial resources and face challenges accessing government services. The International Mobility Program's employer compliance regime mitigates this risk, as it ensures workers' rights are respected and holds employers accountable to a series of requirements and obligations, such as providing safe and abuse-free workplaces, which are assessed via inspection. Employers found to be non-compliant are subject to sanctions ranging from monetary penalties to being banned from hiring foreign workers. As a

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mitigation measure, foreign nationals who experience or are at risk of abuse may be eligible to receive an LMIA-exempt open work permit.

- All existing requirements, including those regarding language, medical, and biometric screening, would remain in place as they currently apply to already eligible applicants.
- The Department proposes that the measure exclude primary agriculture positions/occupations, including those under the Seasonal Agricultural Worker Program, to prevent employers from circumventing specific employer requirements under the TFWP, and in certain cases, would require substantial consultations with source countries and potential renegotiation of international agreements with foreign governments.

Stakeholder perspectives

- Stakeholders are expected to support this proposal.

These organizations have specifically requested a more strategic use of the Francophone Mobility stream as a pathway to permanent residence.

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CONSULTATIONS:

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If the Department moves forward with this update, the Department will engage provinces and territories, including Quebec, to discuss the introduction of this facilitation measure.

LEGAL CONSIDERATIONS:

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RESOURCE IMPLICATIONS:

- Uptake as a result of this proposal is expected to be low and therefore not expected to have a large nor immediate impact on departmental resources.

COMMUNICATIONS IMPLICATIONS:

- Mainstream media and social media coverage on IRCC's Francophone immigration target surfaces intermittently. The Census 2021 data on languages recently generated some media attention on the finding that while more Canadians are speaking French, the proportion fell from 22.2% in 2016 to 21.4% in 2021. However, there has been no recent media coverage on Francophone Mobility.
- The update to the Francophone Mobility stream is expected to be well received by media and Francophone stakeholders, as this is an opportunity to help address labour shortages and enhance the vitality of Francophone minority communities outside Quebec. A high profile communications approach is recommended with a news release, key messages and supporting social media messages to raise awareness of the program and updated policy guidance.

RECOMMENDATION:

- We recommend that you approve the proposed policy guidance that would expand the scope of the Francophone Mobility stream for an initial period of two years, as well as the accompanying communications strategy, by checking the "I concur" box and signing this memorandum as soon as possible.

NEXT STEPS:

- Should you not approve, the Department will move forward with developing a communications strategy to increase understanding and awareness of the existing stream among Canadian employers outside of Quebec in order to encourage greater uptake.
- Should you approve, the Department will consult with relevant stakeholders and partners, including the provinces and territories, and subsequently update the policy guidance by issuing program delivery instructions for officers, to include workers in NOC C and D occupations under the Francophone Mobility stream.
- Separate from this initiative, the Department is developing advice as requested by your office on the advisability of lowering the language requirement for the Francophone Mobility Stream from CLB level 7 to a CLB level 5.

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DMA e-approved

Arun Thangaraj

Associate Deputy Minister

Scott Harris
Associate Deputy Minister



DM e-approved November 30, 2022

Christiane Fox

Deputy Minister

I concur

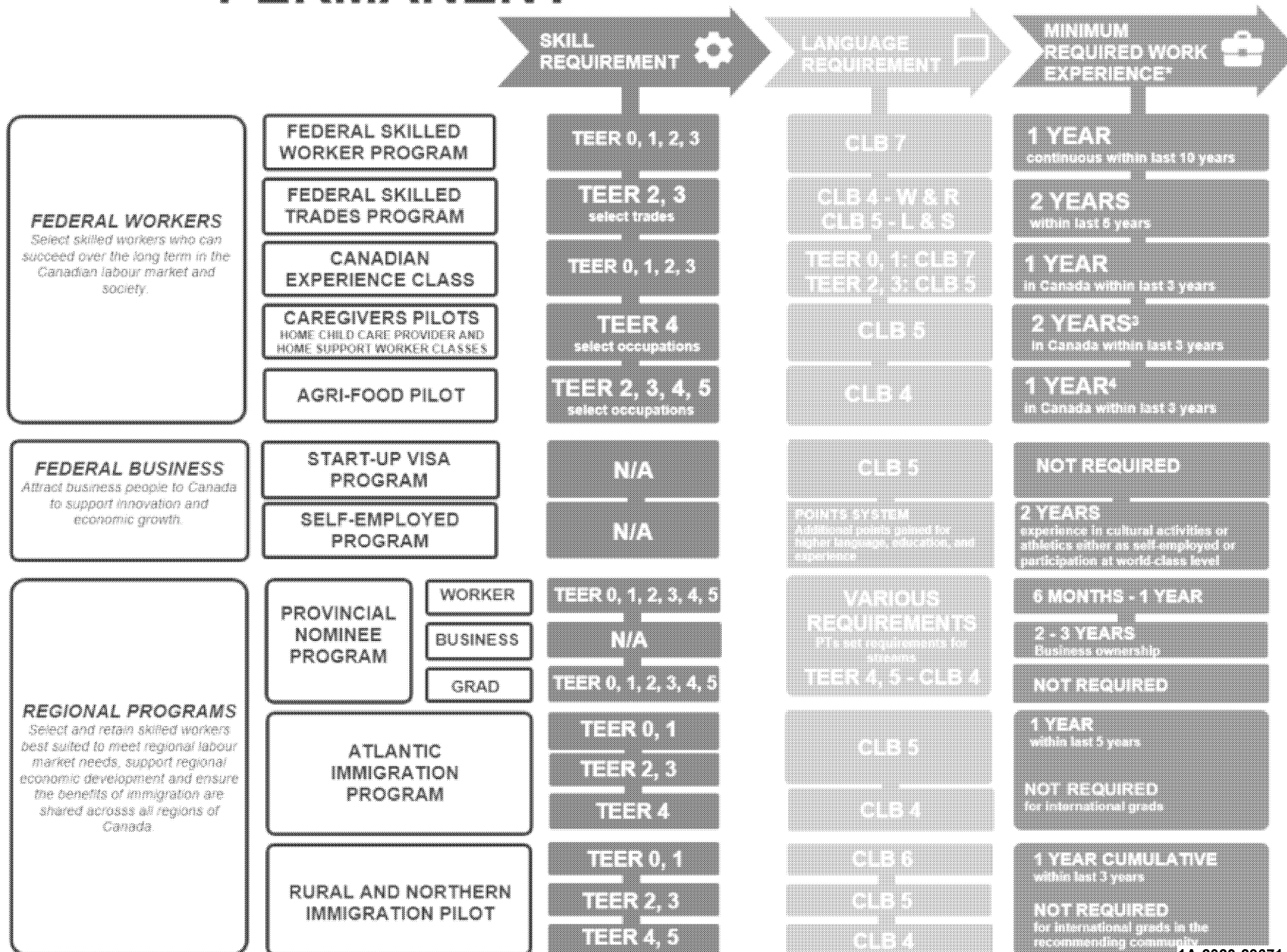
I do not concur



The Hon. Sean Fraser, P.C., M.P.

Minister of Immigration, Refugees and Citizenship

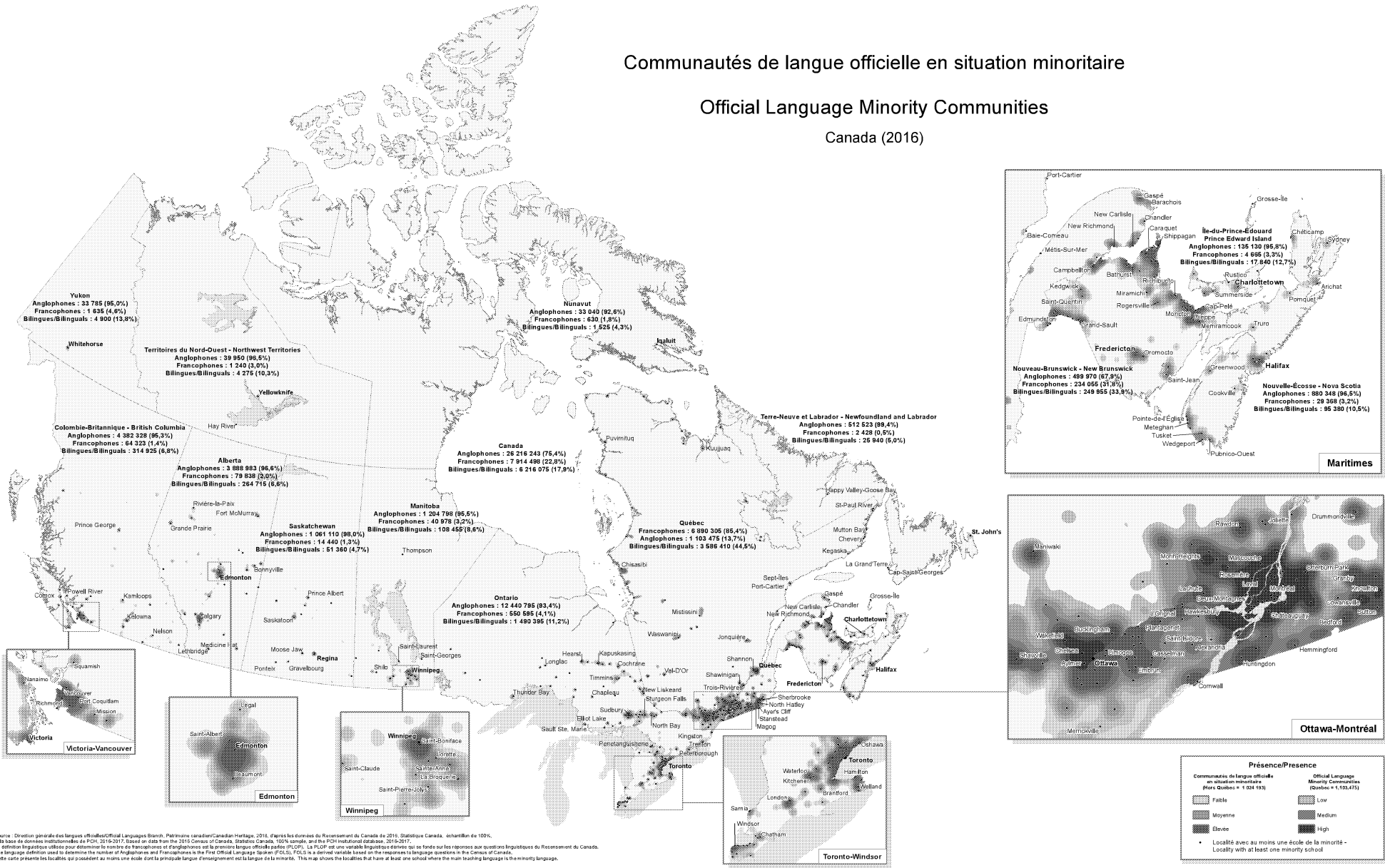
PERMANENT ECONOMIC IMMIGRATION PROGRAMS



Communautés de langue officielle en situation minoritaire

Official Language Minority Communities

Canada (2016)



Source : Direction générale des langues officielles/Official Languages Branch, Patrimoine canadien/Canadian Heritage, 2016, d'après les données du Recensement du Canada de 2016. Statistique Canada, échelle de 100%, à la base de données institutionnelles de PCN/2016/2017. Based on data from the 2016 Census of Canada, Statistics Canada, 100% Canada, and the PCN institutional database, 2016/2017. La définition linguistique utilisée pour déterminer le nombre de francophones et d'anglophones est la première langue officielle parlée (PLPOP). La PLPOP est une variable linguistique d'origine qui se fonde sur les réponses aux questions linguistiques du Recensement du Canada. The language definition used to determine the number of anglophones and francophones is the first official language spoken (FOLS). FOLS is a derived variable based on the responses to language questions in the Census of Canada. Cette carte présente les localités qui possèdent au moins une école de la principale langue d'enseignement ou la langue de la minorité. This map shows the localities that have at least one school where the main teaching language is the minority language.

Note : À des fins de représentation visuelle, certaines localités n'ont pas été représentées sur la carte. For display purposes some localities are not represented on this map.

Présence/Presence

Communautés de langue officielle en situation minoritaire (hors Québec = 1 024 193)

Official Language Minority Communities (Quebec = 1 193 475)

Faible	Low
Moyenne	Medium
Élevée	High

• Localité avec au moins une école de la minorité - Locality with at least one minority school



Communautés de langue officielle en situation minoritaire qui possèdent au moins une école de la minorité / Official Language Minority Communities with at least one minority language school

Newfoundland and Labrador - Terre-Neuve et Labrador

1010 - Avalon Peninsula
 Saint-John's

1030 - West Coast - Northern Peninsula - Labrador Côte-ouest - Northern Peninsula - Labrador
 Cap Saint-Georges
 Happy Valley-Goose Bay
 La Grand-Terre
 Labrador City

Prince Edward Island - Île-du-Prince-Édouard

1110 - Prince Edward Island - Île-du-Prince-Édouard
 Abrams Village
 Charlottetown
 Deblois
 Fortune Bridge
 Rustico
 Summerside

Nova Scotia - Nouvelle-Écosse

1210 - Cape Breton
 Arichat
 Chéticamp
 Sydney

1220 - North Shore - Côte-Nord
 Pomquet
 Truro

1230 - Annapolis Valley
 Greenwood

1240 - Southern / Sud
 Cookville
 La Butte
 Meteghan
 Pointe-de-l'Église
 Pubnico-Ouest
 Rivière-aux-Saumons
 Saulnierville
 Tusket
 Wedgeport

1250 - Halifax
 Dartmouth
 Halifax
 Lower Sackville
 Porters Lake

New Brunswick - Nouveau-Brunswick

1310 - Campbellton - Miramichi
 Allardville
 Atholville
 Baie-Sainte-Anne
 Balmoral
 Bas-Caraquet
 Bathurst
 Beresford
 Bertrand
 Campbellton
 Caraquet
 Dalhousie
 Grande-Anse
 Kedgwick
 Lagacéville
 Lamèque
 Miramichi
 Négouac
 Paquetville
 Petit-Rocher
 Pokemouche
 Pont-Landry
 Robertville

Rogersville
 Sainte-Marie-Saint-Raphael
 Saint-Isidore
 Saint-Quentin
 Shippagan
 Tracadie Beach
 Tracadie-Sheila

1320 - Moncton - Richibucto

Boucotoche
 Cap-Pelé
 Cocagne
 Dieppe
 Grand-Barachois
 Grande-Digue
 Memramcook
 Moncton
 Notre-Dame-de-Kent
 Richibucto
 Saint-Antoine-de-Kent
 Sainte-Anne-de-Kent
 Sainte-Marie-de-Kent
 Saint-Louis-de-Kent
 Shédiac

1330 - Saint John - St. Stephen

Quispamsis
 Saint-Jean

1340 - Fredericton - Oromocto

Fredericton
 Oromocto

1350 - Edmundston - Woodstock

Clair
 Drummond
 Edmundston
 Grand-Sault
 Rivière-Verte
 Saint-André
 Saint-Basile
 Sainte-Anne-de-Madawaska
 Saint-François-de-Madawaska
 Saint-Jacques
 Saint-Joseph-de-Madawaska
 Saint-Léonard

Quebec - Québec

2410 - Gaspésie - Îles-de-la-Madeleine

Barachois
 Chandler
 Escuminac
 Gaspé
 New Carlisle
 New Richmond
 Shigawake

2415 - Bas-Saint-Laurent

Métis-sur-Mer

2420 - Capitale-Nationale

Cap-Santé
 Québec
 Saint-Gabriel-de-Valcartier
 Shannon

2425 - Chaudière - Appalaches

Thetford Mines

2430 - Estrie

Ayer's Cliff
 Bury
 Cookshire-Eaton
 Danville
 Magog
 Mansonville
 North Hatley
 Richmond
 Sawyerville
 Sherbrooke
 Stanstead

2433 - Centre-du-Québec

Drummondville

2435 - Montérégie

Bedford
 Beauceville
 Brossard
 Candiac
 Chambly
 Châteauguay
 Cowansville
 D'Elson
 Farnham
 Franklin
 Granby
 Greenfield Park
 Hemmingford
 Howick
 Hudson
 Huntingdon
 Knowlton
 Longueuil
 Ormstown
 Otterburn Park
 Pincourt
 Saint-Bruno-de-Montarville
 Saint-Hubert
 Saint-Jean-sur-Richelieu
 Saint-Lambert
 Saint-Lazare
 Saint-Télesphore
 Sorel-Tracy
 Sutton
 Salaberry-de-Valleyfield
 Vaudreuil-Dorion
 Waterloo

2440 - Montréal

Anjou
 Baie-d'Urfé
 Beaconsfield
 Côte Saint-Luc
 Dollard-des-Ormeaux
 Dorval
 Hampstead
 Kirkland
 Lachine
 Lasalle
 Montréal
 Montréal-Nord
 Montréal-Ouest
 Mont-Royal
 Pierrefonds
 Pointe-Claire
 Rivière-des-Prairies
 Sainte-Anne-de-Bellevue
 Saint-Léonard
 Verdun
 Ville-Saint-Laurent
 Westmount

2445 - Laval

Laval

2450 - Lanaudière

Joliette
 Mascouche
 Rawdon
 Repentigny
 Saint-Charles-Boromé

2455 - Laurentides

Arundel
 Alexandria
 Alfred
 Barrhaven
 Bourget
 Brockville
 Carleton Place
 Casselman
 Clarence Creek
 Cornwall
 Crysler

Saint-Jérôme

2460 - Outaouais

Aylmer
 Buckingham
 Campbell's Bay
 Chapeau
 Chelsea
 Gatineau
 Kazabazua
 Low
 Maniwaki
 Namur
 Quyon
 Shawville
 Val-des-Monts
 Wakefield

2465 - Abitibi - Témiscamingue

Rouyn-Noranda
 Témiscaming
 Val-d'Or

2470 - Mauricie

La Tuque
 Shawinigan
 Trois-Rivières

2475 - Saguenay - Lac-Saint-Jean

Jonquière

2480 - Côte-Nord

Baie-Comeau
 Cheryn
 Fermont
 Harrington Harbour
 Kawawachikamach
 Kegaska
 La Tabatière
 Mutton Bay
 Old Fort Bay
 Port-Cartier
 Sept-Îles
 St-Augustine River
 St-Paul River

2490 - Nord-du-Québec

Akulivik
 Aupaluk
 Chibougamau
 Chisasibi
 Eastmain
 Inukjuak
 Ivvujivik
 Kangiqsualujuaq
 Kangiqsujaq
 Kangirsuk
 Kuujuaq
 Kuujuaqapik
 Mistissini
 Nemiscau
 Ouje-Bougoumou
 Puvirnituq
 Quaqtaq
 Salluit
 Tasiujaq
 Umiujuaq
 Wasaganish
 Waswanipi
 Wemindji

Ontario

3510 - Ottawa

Alexandria
 Alfred
 Barrhaven
 Bourget
 Brockville
 Carleton Place
 Casselman
 Clarence Creek
 Cornwall
 Crysler

Embrun

Gloucester
 Hammond
 Hawkesbury
 Kanata
 Kemptville
 Limoges
 Long Sault
 L'Original
 Marionville
 Merrickville
 Moose Creek
 Nepean
 North Lancaster
 Orléans
 Ottawa
 Plantagenet
 Rockland
 Russell
 Saint-Albert
 Saint-Eugène
 Saint-Isidore
 Saint-Pascal-Baylon
 Stittsville
 Vanier
 Van Kirk
 Wakefield
 Wendover

3515 - Kingston - Pembroke

Kingston
 Pembroke
 Trenton

3520 - Muskoka - Kawartha

Peterborough

3530 - Toronto

Ajax
 Aurora
 Brampton
 East Gwillimbury
 Etobicoke
 Georgetown
 Kleinburg
 Markham
 Milton
 Mississauga
 North York
 Oakville
 Oshawa
 Pickering
 Richmond Hill
 Scarborough
 Stouffville
 Toronto
 Vaughan
 Whitby

3540 - Kitchener - Waterloo - Barrie

Barrie
 Borden
 Cambridge
 Collingwood
 Guelph
 Kitchener
 Orangeville
 Orillia
 Pemetangishene
 Tiny
 Waterloo

3550 - Hamilton - Niagara Peninsula

Brantford
 Burlington
 Hamilton
 Niagara Falls
 Port Colborne
 Simcoe
 St. Catharines
 Welland

3560 - London

London

Woodstock

3570 - Windsor - Sarnia
 Amherstburg
 Belle River
 Chatham
 Grande Pointe
 Lasalle
 Leamington
 Leamington
 McGregor
 Pain Court
 Pointe-aux-Roches
 Saint-Joachim
 Sarnia
 Tecumseh
 Tilbury
 Windsor

3580 - Stratford - Bruce Peninsula

Owen Sound

3590 - Northeast - Nord-est

Astorville
 Azilda
 Blind River
 Bonfield
 Chappleau
 Chelmsford
 Cochrane
 Coniston
 Dowling
 Dubreuilville
 Earleton
 Elliot Lake
 Espanola
 Foleyet
 Garson
 Gogama
 Haileybury
 Hamner
 Hearst
 Homepayne
 Iroquois Falls
 Kapuskasing
 Kirkland Lake
 Lively
 Markstay
 Mattawa
 Mattice
 Moonbeam
 Moosonee
 New Liskeard
 Noelville
 North Bay
 Porcupine
 Ramore
 River Valley
 Sault Ste. Marie
 Smooth Rock Falls
 Spanish
 St-Charles
 Sturgeon Falls
 Sudbury
 Thorne
 Timmins
 Val Caron
 Val-Rita
 Val Thérèse
 Verner
 Virginiatown
 Warren
 Wawa

Saskatchewan

4710 - Regina - Moose Mountain

Bellegarde
 Regina

4720 - Swift Current - Moose Jaw

Gravelbourg
 Moose Jaw
 Ponteix

4730 - Saskatoon - Biggar

Saskatoon

4750 - Prince Albert

Bellevue
 North Battleford
 Prince Albert
 Vonda
 Zenon Park

Alberta

4810 - Lethbridge - Medicine Hat

Brooks
 Lethbridge
 Medicine Hat

4820 - Camrose - Drumheller

Camrose
 Lloydminster
 Wainwright

4830 - Calgary

Airdrie
 Calgary
 Cochrane
 Okotoks

4840 - Banff - Jasper - Rocky Mountain House

Canmore
 Jasper

4850 - Red Deer

Red Deer

Manitoba

4610 - Southeast - Sud-est

Île-des-Chênes
 La Broquerie
 Lorette
 Sainte-Agathe
 Sainte-Anne
 Saint-Georges
 Saint-Pierre-Jolys

4620 - South Central - Centre sud

Notre-Dame-de-Lourdes
 Saint-Jean-Baptiste

4630 - Southwest - Sud-ouest

Saint-Lazare
 Shilo

4640 - North Central - Centre nord

Saint-Claude

4650 - Winnipeg

Saint-Boniface
 Sainte-Anne
 Winnipeg

4660 - Interlake

Saint-Laurent

4670 - Parklands

Laurier

4680 - North / Nord

Thompson

4700 - Regina - Moose Mountain

Bellegarde
 Regina

4720 - Swift Current - Moose Jaw

Gravelbourg
 Moose Jaw
 Ponteix

4730 - Saskatoon - Biggar

Saskatoon

4750 - Prince Albert

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Camrose
 Lloydminster
 Wainwright

4830 - Calgary

Airdrie
 Calgary
 Cochrane
 Okotoks

4840 - Banff - Jasper - Rocky Mountain House

Canmore
 Jasper

4850 - Red Deer

Red Deer

4860 - Edmonton

Beaumont
 Edmonton
 Legal
 Saint-Albert

4870 - Athabasca - Grande Prairie - Peace River

Falher
 Grande Prairie
 Rivière-la-Paix

4880 - Wood Buffalo - Cold Lake

Bonnyville
 Cold Lake
 Fort McMurray
 Lac La Biche
 Plamondon
 Saint-Paul

British Columbia - Colombie-Britannique

5910 - Vancouver Island and Coast - Île de Vancouver et la côte

Campbell River
 Comox
 Nanaimo
 Port Alberni
 Powell River
 Victoria

5920 - Lower Mainland - Southwest

Chilliwack
 Langley
 Mission
 North Vancouver
 Pemberton
 Port Coquitlam
 Richmond
 Sechelt
 Squamish
 Surrey
 Tsawwassen
 Vancouver
 Whistler

5930 - Thompson - Okanagan

Kamloops
 Kelowna
 Peniticon
 Revelstoke

5940 - Kootenay

Fernie
 Nelson
 Rossland

5950 - Cariboo

Prince George

5960 - North Shore - Côte-Nord

Terrace

Yukon

6010 - Yukon Territory - Territoire du Yukon

Whitehorse

Northwest Territories - Territoires du Nord-Ouest

Whitehorse

6110 - Northwest Territories - Territoires du Nord-Ouest

Hay River
 Yellowknife

Nunavut

6210 - Nunavut

Iqaluit