



**Canadian Employee Relocation Council**

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The Honourable Jason Kenney, P.C., M.P.  
Minister of Employment and Social Development Canada  
140, Promenade du Portage, Phase IV  
Gatineau, Quebec KIA OJ9

Dear Minister Kenney,

It was a pleasure to meet you again today at the Canadian Club of Toronto. I enjoyed your speech and applaud all that you do to find solutions to the high levels of unemployment among youth and other minority groups and the growing skills gap in Canada's labour market.

I am pleased to provide you with a copy of our written submission in response to the Temporary Foreign Worker Program and the International Mobility Program compliance framework discussion paper. As we briefly discussed, while we are pleased to see that a structure is being developed for the operation of the compliance framework, we are concerned that some of the proposed penalties are much too punitive on employers found to be in non-compliance, particularly arising from good faith and administrative errors.

I have discussed these issues with your staff and I am confident that some recognition of our concerns will be taken into account in the final development of the regulations.

Sincerely,

Stephen Cryne  
President and CEO, Canadian Employee Relocation Council