

## **PREPARE FOR ACTION**

**1. Turn your experience into a clear public claim by locking in your message; you must keep your message simple and repeatable:**

*“Canadian citizens and permanent residents are being offered lower wages and fewer opportunities, while higher-wage roles on the federal Job Bank appear structured to support temporary foreign worker pipelines.”*

This framing:

- avoids attacking workers themselves
- targets policy and platform design
- makes it possible for journalists and MPs to engage

What You Are Trying to Convey From Your Experience and Observation

### **An Evidence Summary – Abbotsford / Fraser Valley Job Bank Postings**

#### **Role Types Observed:**

Office Administrator, Office Receptionist, Administration Officer, Dental Receptionist

#### **Region:**

Abbotsford, Surrey, White Rock, Fraser Valley (BC)

#### **Date Range:**

October 2025 – January 2026

#### **Findings:**

- Federal Job Bank postings frequently list wages between \$36–\$40/hour for office/admin roles.
- Local job postings for comparable roles in the same region list \$18–\$22/hour, occasionally up to \$27.
- Many Job Bank postings explicitly allow temporary residents with valid work permits to apply.
- Some postings include language preferences (e.g., Punjabi preferred).
- Despite applying to multiple high-wage postings and meeting qualifications, the applicant received no responses.
- This suggests Job Bank postings may be serving purposes other than genuine local recruitment.

#### **Concern:**

Whether publicly funded job platforms are being used primarily to satisfy LMIA or immigration-related requirements rather than to hire Canadian workers at advertised wages.

INSERT SCREENSHOT HERE

## **What You Must Understand: LMIA (Labour Market Impact Assessment)**

### **Why LMIA Matters:**

To get a positive LMIA, an employer must show:

- They advertised the job properly in Canada (often on Job Bank)
- They offered a realistic, competitive wage
- They tried and failed to hire Canadians or PRs
- Hiring a foreign worker won't hurt Canadian workers' wages or jobs

If approved, the foreign worker can then apply for a work permit tied to that employer.

### **Why This Connects To What You're Seeing**

Here's the key part, aka LMIA abuse red flags

- Same job titles posted at wildly different wages
- Jobs posted at very high wages (to "check the box") but not genuinely filled
- Jobs posted at very low wages (because a worker on a tied permit has little leverage)
- Language requirements that aren't truly necessary
- Repeated postings for the same role over and over

Job Bank is often used because LMIA advertising requires it.

*Important clarity (this matters legally)*

- Not every Job Bank job = LMIA
- But LMIA-required jobs must be advertised, and Job Bank is the easiest way
- Employers are not allowed to design postings just to exclude Canadians

Wanting Punjabi, Cantonese, Mandarin etc. languages (preferred) is not illegal by itself, but combined with low wages and repeated postings, it can raise concerns.

### **Why People Are Angry About LMIA**

Because when it's abused:

- Canadians can't get jobs they're qualified for
- Wages get pushed down
- Workers on permits can be exploited
- Employers gain unfair advantage

That's why:

- MPs care
- ATIP requests exist
- ESDC investigates patterns, not just single ads

Here's an example of a one-sentence summary you can use publicly:

“An LMIA is supposed to prove no Canadians are available for a job — but when postings show unrealistic wages, low pay, or repeat patterns, it raises serious questions about whether the system is being misused.”

## **2. File formal complaints that create a paper trail (see pdf templates for wording).**

Send your complaint to:

- Job Bank feedback / complaint
- Employment and Social Development Canada (ESDC)
- Your MP (and opposition MPs if you want heat)

Once a complaint exists, officials can't say “we were unaware.”

## **3. Use Access to Information (ATIP) to force transparency**

Submit a formal request to access government records under the Access to Information Act. ATIP = Access to Information and Privacy - In Canada, ATIP refers to the laws and process that let the public request government records, ATIP is short for two federal laws:

- Access to Information Act
- Privacy Act

What ATIP lets you do; for \$5, you can legally request:

- Internal emails and reports
- Policy documents
- Statistics and analyses
- Complaints received by a department
- Records about how a program (like Job Bank or LMIA) actually operates

The government is required to respond (usually within ~30 days, though they can extend).

Why ATIP is powerful:

- Creates a legal obligation to search records
- Triggers internal reviews
- Produces documents journalists and MPs can use
- Can expose gaps between policy and practice

### **What to ask for in your request (see pdf template for wording):**

- Number of Job Bank postings used for LMIA support
- Wage distributions by applicant status (citizen vs temporary resident)
- Employer compliance audits tied to these postings

The Access to Information Act lets you request government records like:

- Job Bank statistics on job postings tied to LMIA applications (last 24 months)
- Wage levels by applicant eligibility categories

- Internal criteria used to approve postings

Submit it here:

<https://www.canada.ca/en/treasury-board-secretariat/services/access-information-privacy.html>

Sample ATIP request wording, again, tailor to your specific situation:

“Under the Access to Information Act, I request the following records:

1. All records showing the number of federal Job Bank postings used to support Labour Market Impact Assessments (LMIA) in 2024 and 2025.
2. Internal criteria for posting wages and eligibility options for temporary residents.
3. Any analyses or complaints received regarding differential wages and candidate responses on Job Bank.

Please provide the records in electronic format.

(You will be asked to pay ~\$5 and provide your contact info.)”

#### **4. Take it to local media**

Don’t aim national first, keep it local to start. Who to contact:

- CBC local newsroom
- Global / CTV regional investigative reporters
- Community papers (they LOVE accountability stories)

Try a simple pitch statement like:

*“Local residents applying for \$18–\$22/hr admin roles are competing against \$35–\$37/hr postings on the federal Job Bank that appear inaccessible to them.”*

Attach:

- screenshots (compare job bank and indeed or LinkedIn postings)
- your written complaint
- a summary (1–2 paragraphs)

#### **Tips for Sending to Media**

Subject lines that work are clear, and use neutral subject lines like:

“Federal Job Bank postings show large wage gaps”

“Local job seeker documents wage discrepancies on federal job board”

Attachments:

- Include the screenshots you already have
- Rename them with dates and job title (e.g., JobBank-Admin-Surrey-40hr-012026.jpg)
- Add your one-page evidence brief (see pdf template)

What to include in the first sentence:

“I have documented multiple federal Job Bank postings in the Fraser Valley showing administrative positions advertised at exceptionally high wages compared to local equivalents, with broad eligibility including temporary work permit holders.”

### **5. Go public — strategically, not ranty:**

Best platforms:

- X (tag MPs, journalists, ESDC)
- LinkedIn (powerful for policy issues)
- Reddit (r/CanadaPolitics, r/PersonalFinanceCanada)

What to share in post:

- side-by-side screenshots
- short captions
- questions, not accusations

Example:

*“Why are Canadian citizens applying for admin roles at \$20/hr while \$37/hr versions appear on Job Bank and accept temporary foreign workers? Who benefits from this wage gap?”*

You want to invite engagement.

### **6. Build numbers; 10–20 people with similar experiences:**

- strengthens media interest
- gives MPs cover to speak up
- makes officials respond faster

You can:

- ask in local Facebook job groups
- Reddit threads
- LinkedIn comments under Job Bank posts

You’re almost guaranteed you’re not alone, already proven this with initial posts on subject.

### **7. What not to do (protect your credibility), avoid:**

- blaming foreign workers directly
- emotional or insulting language
- claims you can’t back with screenshots or facts

**NOTE:** Highlight policy failure, not personal fault.

## SHOW PATTERNS

A reasonable third party would observe:

A. Two-tier wage pattern for similar roles

Same or very similar roles (Office Administrator / Receptionist / Admin Officer):

*High-wage Job Bank postings*

- \$36.60 – \$40.00/hour
- Posted on Job Bank (federal platform)
- Many in Abbotsford / Surrey / Fraser Valley
- Employers often trucking, construction, small service firms

*Lower-wage local/Indeed-linked postings*

- \$18.00 – \$19.50/hour (sometimes up to \$27)
- Often without the Canadian flag emphasis
- Same geographic area
- Similar duties and experience requirements

You point highlights the wage gap of nearly 100% for the same type of work.

B. Eligibility wording that expands applicant pool beyond citizens

Your screenshots (and Job Bank standard wording) show eligibility includes:

- Canadian citizens
- Permanent residents
- Temporary residents with valid work permits

Why this matters because:

- Job Bank is a publicly funded federal service
- It is also used to support LMIA recruitment requirements
- The postings appear designed to show “high wages” while receiving few or no Canadian responses

C. Language preferences that can indirectly screen applicants

While not illegal on its own, when combined with:

- Low response to Canadian applicants
- Use of Job Bank
- LMIA-linked industries (labour market impact assessment)

...it raises fair access and transparency concerns.

## WHAT YOU ARE TRYING TO HIGHLIGHT

Your Key Findings

- Job Bank postings frequently advertise \$35–\$40/hour for office/admin roles
- Comparable local roles advertise \$18–\$22/hour
- Many Job Bank postings allow temporary residents with work permits
- Repeated applications by qualified Canadian applicants receive no response

#### Share Documented Examples

- Office Administrator – Abbotsford – \$36.60/hour
- Office Administrator – Abbotsford – \$36.00/hour
- Office Administrator – Surrey – \$40.00/hour
- Dental Receptionist – Delta – \$37.50/hour

#### Your Concerns:

- Transparency of wage-setting practices
- Effectiveness of local recruitment
- Appropriate use of publicly funded employment platforms

#### Your Request For Action:

- Review Job Bank oversight mechanisms
- Clarify public reporting on hiring outcomes
- Ensure Job Bank serves Canadian job seekers as intended

Time to push back!

If you take action and want to connect, feel free to share with us at:

[standunitedbccanada@gmail.com](mailto:standunitedbccanada@gmail.com)