From: Mojtehedzadeh, Sara Sent: Thursday, July 13, 2017 1:49 PM To: 'Ziggy Romick' Subject: RE: your inquiry

Hi Ziggy, I apologize for the delay.

We are researching a series of stories about temporary employment agencies across Ontario and in particular at your North York facilities, which are important employers in the GTA. We are committed to presenting the facts in a fair and balanced way, and your input is vital to that. As you may be aware, the government is taking some legislative action on temp agency work, and we believe it is in the public interest to understand the phenomenon better.

Some of the information provided to us to date includes:

There have been 3 deaths of temporary agency employees on the premises of Fiera Foods or its alliance partners, and that in two of these deaths Fiera or Fiera alliance partners were convicted under the Occupational Health and Safety Act

Workers at your companies are predominantly hired through temp agencies and that Minimal safety training is provided to temporary agency employees.

Since 2006, there have been approximately 140 health and safety orders issued against Fiera Foods or alliance partners, including repeated orders for improper machine guarding, according to Ministry of Labour records

Some workers have been instructed or encouraged to not file workers' compensation claims if they are injured at work, and are instead paid by temp agencies to stay home, in violation of Ontario law

At least one of these temp agencies pays in cash without making statutory deductions or providing pay stubs, and that cash is delivered through pay day lenders.

Temporary employees are not paid if they are sick, and gloves and face masks are not routinely used on the production line.

Employees are paid at or ten cents above the minimum wage

An employment standards inspection in 2012 found the following violations: Vacation Time, Record Keeping – Vacation Records, Public Holiday Pay, Hours of Work – Excess Daily & Excess Weekly, Hours of Work – Daily Rest, Eating Periods, Written

## Agreements – Working on Public Holidays. A self audit conducted by your company found 20 employees were owed a total of \$3000, according to the Ministry of Labour

Again, in the interests of fairness, we would like sit down with Mr. Serebryany and/or Mr Garber for an interview to help us better understand your business and some of the claims made here. Please let me know at your earliest convenience when this can be arranged.

Thanks so much and I look forward to hearing from you,

Sara Mojtehedzadeh 416 869 4195