

ADDENDUM TO THE EMPLOYMENT CONTRACT (Direct Hires)

The following provisions shall form part of the Employment Contract:

1. The Employer/s shall bear the cost of transportation from the place of origin to the destination and back, during the period of employment;
2. The termination of the contract of the Employee shall only be for just/valid/authorized cause/s, taking into consideration the customs, traditions, norms, mores, practices, company policies, labor laws and social legislations of the host country;
3. The Employer shall be solely responsible for the medical and dental treatment of the Employee;
4. The Employer shall be solely responsible for the repatriation of the remains and personal effects of the Employee in the event of death, serious injury or disability during the term of employment, war, calamity and other analogous circumstances at the expense of the employer;
5. The Employer shall be responsible in providing the Direct Hire OFW with a compulsory insurance coverage and immigration fines/penalties.
6. The Employer agrees to pay the Employee for his/her work by cheque or alternate means if mutually agreed upon and supported with appropriate receipts, the gross wages before deductions in the amount of:

\$ _____ per hour worked, equivalent to \$ _____ per week.

The Employer further agrees to pay the Employee for the overtime hours of \$ _____ (e.g. 1.5 x regular rate) after _____ (e.g. after 40/44 hours a week).

7. The Employer shall provide free food and accommodation or its monetary equivalent which shall be commensurate to the cost of living in Canada;
8. The Employer shall permit the employee to go on a sick leave as the need arises.
9. The Employer further agrees to comply faithfully with existing ESDC guidelines on COVID19.

This addendum supplements, revokes and/or supersedes inconsistent provisions of the Employment Agreement/Contract dated _____.

Conformity

Printed name and signature
EMPLOYER

Printed name and signature
EMPLOYEE

Date: _____

Date: _____
LMIA No./NC No. _____