

April 30, 2026

Via Email: [minister@cic.gc.ca](mailto:minister@cic.gc.ca)

The Honourable Lena Metlege Diab  
Minister of Immigration, Refugees and Citizenship  
365 Laurier Avenue West  
Ottawa, Ontario K1A 1L1

## **Re: Minimum Requirements for a Fair TR-to-PR Pathway**

Dear Minister Diab,

We write on behalf of the 38 member organizations in the Migrant Rights Network.

Millions of temporary residents, workers, students, refugees, and undocumented people are living, working, paying taxes, and building communities in Canada - without permanent resident status. The government has promised a TR-to-PR pathway. At minimum, it must include the requirements we set out below. Beyond any single program, we call for permanent resident status for all migrants in Canada.

The federal government has committed to accelerating the transition of up to 33,000 temporary workers to permanent residency in 2026 and 2027. The Minister announced that the program would launch in April. Today is the last day of April. No criteria have been published, no application process has been announced, and migrants are still making life-altering decisions based on rumour, speculation, and consultant advertising. We urge you to immediately publish clear, complete, and multilingual details through official channels.

While we encourage any expansion of permanent residency - Canada does not need another program that divides migrants by occupation, region, education, language level, employer, or immigration status. Every attempt to draw those lines has produced exploitation, panic, and exclusion. Migrants are not temporary to their communities. They work here, pay taxes here, raise families here, and sustain essential industries. They deserve fairness and equal treatment.

### **Minimum Requirements for a Fair TR-to-PR Program**

At minimum, any TR-to-PR pathway must meet the following requirements:

**1. Include low-waged and low-TEER workers.** A fair program must include workers in all TEER categories, including TEER 4 and TEER 5 workers. Canada cannot call workers essential and then

deny them permanent residency because their jobs are classified as "low-skilled," or "low-waged". Farm workers, fish and seafood workers, food processing workers, cleaners, care workers, cashiers, delivery workers, service workers, construction labourers and other low-waged workers sustain communities and essential industries. Their work, residence and community ties must count.

**2. Include seasonal workers.** Seasonal workers must be included, especially agricultural, food, seafood and other rural workers. If this program is meant to support rural communities and in-demand sectors, then seasonal workers must be at the centre of it. They have deep ties to rural economies but are often excluded because of seasonal contracts, employer-tied permits and restrictive immigration rules.

**3. No language, education or credential exclusions.** Permanent residency must not depend on expensive language tests, high language scores, degrees, diplomas or foreign credential assessments. Many migrants have been denied access to English or French classes, time off, stable schedules, affordable preparation or opportunities to study while on temporary permits. A fair pathway must recognize work, residence and community ties, not exclude people because they were denied access to formal education, language training or credential recognition.

**4. No income, savings or settlement-fund exclusions.** A TR-to-PR program must not exclude migrants because they cannot show savings, settlement funds, minimum income or a high-wage job offer. Migrants are already living, working, paying taxes and sustaining communities here. A fair pathway must not screen people out because they are low-waged, underpaid, supporting family abroad, unemployed between permits, working seasonally, paid in cash or unable to maintain large bank balances.

**5. No exclusions based on city, region or postal code.** Migrants should not be excluded because they live in Toronto, Vancouver, Montreal, Calgary, Edmonton, Ottawa, Winnipeg, Halifax, Hamilton, Niagara or any other major urban centre. Workers in big cities and rural communities are both essential. A fair program must not divide migrants by geography.

**6. No exclusions based on permit type or previous immigration status.** The program must include people on employer-tied permits, open work permits, post-graduate work permits, study permits, visitor records, maintained status, refugee claimants and those without status. No one should be excluded because an employer failed to support them, because they changed jobs, because they escaped abuse, because their permit expired, or because the immigration system gave them the wrong type of permit.

**7. No employer-controlled requirements, and flexible proof of work and residence.** The program must not require job offer letters, employer forms, employer endorsements or employer support.

Many migrants cannot safely ask employers for documents because of fear of retaliation, firing, deportation threats or blacklisting. The program must allow flexible proof of work and residence, including for people who are undocumented, paid in cash, misclassified, working seasonally, missing paystubs or fleeing abuse.

**8. Include families.** Permanent residency must include spouses, partners, children and dependants, whether they are in Canada or abroad. Migrant families have already endured years of separation and uncertainty. A fair pathway must support family unity.

**9. Protect applicants while files are processed.** Everyone who applies should receive open work authorization and protection from removal while their application is processed, including family members. No applicant should face deportation, employer retaliation, loss of income or loss of housing because they applied for permanent residency. Applicants and their families should have access to public services, including health care and education.

**10. Make the process simple, low-cost and accessible.** The application process must be simple, low-cost, multilingual and accessible without needing a lawyer or consultant. IRCC must provide clear public instructions, plain-language guides, multilingual resources and community-based support. Migrants should not be pushed toward paid representatives because the process is confusing.

### **The Federal Government Must Not Repeat Past Mistakes**

A program designed to exclude cannot solve a crisis of exclusion. Millions of people have been brought to Canada to work, study, pay taxes and build communities, but are denied equal rights and permanent resident status.

We have already seen what happens when the government launches small, complicated programs with too few spots. When the Home Care Worker Immigration Pilots opened in 2025, over 40,000 care workers tried to apply for 5,500 spots - the website crashed and thousands were devastated. Today, they remain in limbo. Since then, more than 2.3 million people on study and work permits have faced permit expiry in 2025 and 2026. Many have maintained status in Canada, holding on in the hope that this TR-to-PR pathway will be their chance at stability. At the same time, the Agri-Food Immigration Pilot - one of the only permanent residency routes for agricultural workers - has been closed, leaving rural workers with even fewer options, and thus all eyes are turned to the TR to PR promise.

Another narrow, complicated program will only produce panic, confusion, and exploitation. Migrants will be pushed to pay consultants, chase documents, beg employers for support, relocate based on rumour, or remain in abusive work situations in hopes of qualifying.

The real solution is permanent resident status for all migrants. Going forward, it means permanent status on arrival.

We would welcome a meeting with you and your officials to discuss these requirements directly. Please contact Syed Hussan at [hussan@migrantworkersalliance.org](mailto:hussan@migrantworkersalliance.org).

Sincerely,



Syed Hussan

Migrant Rights Network Secretariat

**Migrant Rights Network** consists of Butterfly - Asian and Migrant Sex Workers Project; CCESO - Careworker Connections and Educational Support Organization; Centre for Migrant Worker Rights Nova Scotia; Chinese Canadian National Council Toronto Chapter (CCNCTO); Collaborative Network to End Exploitation; Cooper Institute (PEI); Downtown Legal Services; FCJ Refugee Centre; GABRIELA-Ontario; IAVGO Community Legal Clinic; Immigrant Workers Centre - Montreal; Income Security Advocacy Centre; Labour Community Services of Peel; Madhu Verma Migrant Justice Centre; Migrant Resource Centre Canada; Migrant Students United Vancouver; Migrant Workers Alliance for Change; Migrant Workers Centre BC; Migrante Alberta; Migrante BC; Migrante Ontario; Niagara African Caribbean Culture Organization; Niagara Community Legal Clinic; Niagara Workers Welcome; OCASI - Ontario Council of Agencies Serving Immigrants; Parkdale Community Legal Services; Radical Action with Migrants in Agriculture (RAMA); Sanctuary Health Vancouver; Sanctuary Students Solidarity & Support Collective (S4); Solidarity Across Borders; South Asian Women's and Immigrants' Services Inc; SWAN Vancouver; Unifor; Unity Hopeful Organization; Vancouver Committee for Domestic Workers and Caregivers Rights; Vivimos Juntxs, Comemos Juntxs; Workers' Action Centre; Workers Solidarity Network.