

# Tim Hortons Must Stand Trial for Franchisee's Alleged Violations



The union claimed that a Tim Hortons in Fernie, BC, discriminated against temporary foreign workers from the Philippines because of their nationality. What makes the case national news is that it names not only the local franchisee but the national Tim's operation. Tim's denied the charges and claimed that any violations were the sole responsibility of the franchisee. But the Human Rights Tribunal refused to let national Tim's out of the case. Franchisors are responsible for employment and discrimination violations committed by their franchisees, especially when, as in this case, they have and exercise the power to audit the franchisee's HR records