

Canadian Corporate Immigration – Regulatory Requirements in a New World

written by Tina Tsonis | February 16, 2022



Date: March 9

Time: 9:00 AM – 10:30 AM PST

Speaker: Benjamin Kranc

This presentation will begin with a brief background to help attendees understand the underlying issues and considerations with work permits including the work permit system, labour market impact assessments, exemptions and legal factors. We will then dive into compliance issues related to work permits including corporate obligations, recruitment requirements, transition plans, record keeping requirements, audits, consequences and COVID-related issues.

The Work Permit System summarized:

- The Overall Structure
- Labour Market Impact Assessments (LMIAs) & Legal Factors
- LMIA Exempt Work Permits & Overview of Categories
- Work Permit Exempt Work Permits & Overview of Categories

Compliance Issues:

- I) Corporate Obligations at Time of Seeking Work Permit
 - Veracity of LMIA or IMP Representations/Misrepresentation Form the Basis of Later Audits
 - Recruitment Requirements
- II) Ongoing obligations
 - Transition Plan
 - Meeting Terms of LMIA or IMP 'Employer Compliance' What if terms/conditions change
 - Record Keeping Requirements
 - Due Diligence Re Authorization to Work
- III) Audits
 - What Triggers
 - What You Need to Have/How to be Prepared
 - Conduct Your Own Audit Now, to Make Sure You're Ready
- IV) Conclusion
 - Consequences of Non-Compliance
- V) COVID-related Audits
 - Requirements

- Consequences