

## Business Immigration Law

Local. National. Legal Services for Employers.



In a global economy, many employers seek to attract talent or resources from around the world. The employment of foreign workers raises unique legal and practical issues that encompass both immigration law and workplace law. Our workplace law expertise sets us apart from firms that only practice in immigration law.

Mathews Dinsdale takes pride in our ability to provide comprehensive assistance for employers in obtaining legal work authorizations for foreign workers. We work with employers to obtain work authorizations for their foreign employees efficiently and in a cost effective manner.

Unlike immigration firms that only provide immigration law services, we provide assistance to employers with workplace law matters after a foreign worker starts working in Canada, including but not limited to, drafting employment contracts and addressing unique workplace law challenges associated with employing a foreign national.

### Applications for Canada

Employers will sometimes find themselves without the right person for a specific job. In some cases, this is a perfect opportunity to look at hiring a foreign worker who may have the

exact expertise the employer requires for their project or long-term plan.

Our lawyers work with both domestic and international employers to facilitate various immigration applications, including:

- Labour Market Impact Assessments ('LMIAs')
- Intra-company transfers
- Professionals
- CUSMA, CETA and GATS and other free trade agreements
- Business visitor exemptions
- Emergency service
- Temporary Resident Visas
- Temporary Resident Permits
- Rehabilitation for employees facing inadmissibility concerns, such as prior criminal convictions

We routinely advise clients on strategies to bring foreign workers into Canada and the options and timelines of each.

### After Approval – Looking Ahead

After approval for work in Canada, employers are required to remain compliant with the Canadian immigration program. We provide advisory services with respect to immigration compliance and help employers successfully prepare for and navigate Inspections and Employer Compliance Reviews.

## Permanent Residence and Citizenship

After spending time working in Canada, many employees find they would like to remain in Canada permanently. This is typically helpful for employers as well, since it means their employee will no longer require a work permit to continue working in Canada. When that time comes, our lawyers advise and assist both employers and employees with the technical application process involved under the available PR programs, and eventually Citizenship.

## Employment Law Services

We also provide practical workplace law advice on the employment of a foreign worker including but not limited to:

- Drafting employment contracts that address issues related to the employment of a foreign national
- Advising employers on labour standards related to the employment of a foreign national
- Negotiating with trade unions regarding the employment of foreign nationals
- Providing Human Rights advice
- Advising on termination of employment
- Litigating any issues that may arise with the employment of a foreign national

## Connect with us

For more information about how we can serve you in Business Immigration Law, please contact your Mathews Dinsdale lawyer or visit our website at [mathewsdinsdale.com](http://mathewsdinsdale.com).

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Canada's only national labour and employment employer side law firm. **Face to Face. Coast to Coast**