

Kate Kalmykov ([00:10](#)):

Hi, everyone and welcome to the Immigration Insights podcast. My name is Kate Kalmykov, I am your host for the podcast, and I co-chair the Global Immigration and Compliance Group at Greenberg Traurig. Our immigration group frequently works with council across the world to facilitate the transfer of personnel for companies as small as startups, as big as Fortune 500 companies. And of course, there is a big need and big demand to transfer employees to our neighbors up north in Canada. So, I am delighted today to discuss Canadian immigration options and with my very good friend and colleague from afar, Sergio Karas. Hi, Sergio. Can you introduce yourself and tell us a little bit about your practice?

Sergio Karas ([01:03](#)):

Thank you, Kate. Hello, everyone. My name is Sergio Karas, I am an attorney, a barrister and solicitor, as we call it over here, based in Toronto, Canada. And I am the past chair of the International Bar Association Immigration and Nationality Committee. And I am also the past chair of the Ontario Bar Association Citizenship and Immigration Section, and currently co-chair of the Immigration and Naturalization Committee of the American Bar Association, in the section of international law. I'm a certified specialist in Canadian citizenship and immigration law, and have been practicing for many years in this area. And my area of expertise is corporate immigration. We at our firm do all types of immigration, except for asylum. So we also do inadmissibility issues, sponsorship application, and family based applications.

([02:13](#)):

So as you may know, there are a lot of problems right now in the US border, and I think that this podcast is very timely, because there are a lot of misconceptions and also there's a lot of misinformation and hyperbole. And I think that people need to have the right information in order to plan their business and to make sure that they comply with all existing regulations. And just as much as Canadians need to comply with US law, US companies and US applicants also need to comply with Canadian law when they enter Canada. So, hopefully we give you a taste of the basics of Canadian immigration and the problems and pitfalls and how to avoid them, today.

Kate Kalmykov ([03:10](#)):

Wonderful, and I'm lucky to work very closely with you, Sergio, so I'm delighted to have you today on the podcast. And let's get right into it.

([03:20](#)):

So one of the most frequent questions that we get as American immigration lawyers is, how can I bring in my employees and allow them to work as a visitor, or do I need a work visa? What if they're visiting for a short-term stay versus actually performing work? And I'm sure our immigration laws are very strict on this. If you're doing constructive work, you need a work visa. If you're coming in for meetings or short-term assignments where you're getting paid abroad and you're not really employed here but you're doing a training, in the US, you can enter as a business visitor. So, what are the rules in Canada?

Sergio Karas ([04:11](#)):

All right, that question is very important, because it's one of the biggest areas of misinformation and misconception. There are two large categories of entry in Canada for employees who come in to do a job in Canada. So, you can be a business visitor or you can be a worker. Now, everybody who is going to engage in any kind of activity that is competitive in the labor market requires a work permit. That is the

general regulatory criteria. But there are some people who can enter Canada as business visitors and still carry on certain activities.

[\(05:11\)](#):

So, what's the difference, right? The difference is that business visitors usually engage in short-term activities. They are not engaging in anything that's hands-on, and they are attached to a foreign company. But also they just come in, for example, for a sales call, for a meeting with a client, they can come in for a board meeting, for example, and things of that nature. So the key here is not whether or not the person is being paid, but the key is if the person is engaging in an activity that is competitive in the labor market, and therefore Canadians should have an opportunity to do that particular job.

[\(06:02\)](#):

Now having said that, everybody else needs a work permit, and that's the gravel road. Now, there are some loopholes, I should call it, or ways around it that we will explore a little bit later. But foreign workers, generally speaking, need a work permit. And how do you get work permit, is through either a regulatory exemption, a treaty, or what we call a labor market impact assessment, which is very similar to your labor certification process. And of course, that is very lengthy and very costly and time-intensive. So, the key is, anybody who has an expectation of remuneration and is engaging in an activity that is competitive in the labor market needs a work permit. There is a lot of litigation in this particular area with respect to, what is work and what is not work under their regulations? So when we assist the client, the first question is, what is the client coming to do here, and whether or not they require a work permit. And sometimes, it is easier to get a work permit than to argue that the person is a business visitor. So, that is the grand scheme of things.

[\(07:37\)](#):

Now, there are multiple routes to obtain work permits, it's not just one. So you will see in the slide, there is a list of the four major ones. Number one are international treaties, and many of you may be very familiar with what we call CUSMA, but the Americans call USMCA, it's United States, Mexico and Canada Treaty. And of course, we reversed it and call it CUSMA, which is Canada, US, Mexico Treaty. And that is wonderful because there are several categories of entries such as professionals, what you call TNs in the USMCA, intra-company transferees, which will be equivalent to your L-visas, and also traders and investors.

[\(08:40\)](#):

The USMCA, CUSMA has also a list of 50 professions that are listed in the appendix for entry under the TN category or professional category, as we call it. And those 50 unfortunately in the last revision of the treaty were not revised. So we still have something like computer systems analysts and things like that, things that are cake right now. And on the other hand, we don't have certain professions that we should have because remember, that treaty is more than 30 years old right now, and the original NAFTA, that's when the original list was prepared. And unfortunately, the last revision was not updated.

[\(09:28\)](#):

Now having said all that, there is now a lot of misinformation concerning the professional category, because the rumor mill is that President Trump does not like the professional category. He feels that he is competitive with American workers and therefore the rumor mill is busy speculating whether or not next year in 2026 the professional category will be eliminated. And I get a lot of phone calls asking me whether or not this will be eliminated. For the time being though, there is nothing to fear until the treaty is renegotiated and we see what the result of the renegotiation is. I personally think that the professional category will stay. It may be updated or modified, perhaps it will be shortened, but I think it's here to stay.

[\(10:26\)](#):

Now, other than the USMCA, there are a lot of treaties that Canada has in our free trade agreements with various countries. For example, we have a treaty that mirrors the USMCA with Chile. We have a treaty with Colombia, we have a treaty with Peru, we have a treaty with South Korea. And we are also part of the France Pacific Partnership, which the United States is not. And that includes countries such as Australia, Vietnam, New Zealand, and Japan. Some of them have taken exemption to certain of the categories on those treaties, but generally speaking, that's what it is. We also have a treaty with the European Union, that opens up a lot of countries.

[\(11:20\)](#):

The treaty is more limited than the USMCA unfortunately, and I don't want to get too deep into the width of the CETA as we call it, the Canada European Union Free Trade Agreement, because the categories are fairly strict and it requires different level of knowledge and degrees. And also, unfortunately, the entry for the profession is only one year, as opposed to three years in the USMCA. So we use it when we have to, but also, we have other ways to get into Canada, and this is the LMIA, as we call it, Labor Market Impact Assessment, and that's pretty much similar to the labor certification in the United States. It's not something we like to use unless we have to because it's very time intensive for the client, it's very costly. And what happens is that the company has to advertise the position and demonstrate that Canadian residents have not come forward in order to do that particular job and therefore, a foreign worker can be hired.

[\(12:37\)](#):

And last but not least, we have a category that I like to use for certain types of activities. It's a little bit more high risk, but if the activity is one that is in the public interest, then we use it, which is a significant benefit to Canada. Significant benefit to Canada is the perfect category for people who are involved in research, people who are in the medical fields, people who are engaged in infrastructure projects that are in the interest of the public, and things along those lines. I wouldn't use it for just anyone, because the important thing is to show that there is a benefit that will accrue to the public. And of course, if you are talking about medical research or you are talking about any other kind of research, we can easily argue that it accrues to the public. Infrastructure is the same, right?

[\(13:29\)](#):

So those are the basic ways in which we get people work permits. And of course, the devil is in the details. Each person is a world in itself. And what we do is we analyze the particulars of the position and which part of the treaty will be or other type of entry will be the most adequate.

[\(13:58\)](#):

So here you have, for example, a list of international treaties that Canada has. The CUSMA, which also applies to Mexico, that is something that people sometimes forget. Although the process is a little bit different because Mexican citizens require a visa to come to Canada now. They didn't use to until 2023, but now they do. The Comprehensive and Progressive Agreement for Trans-Pacific Partnership, I guess they couldn't find the shorter name for that. CPTPP, and that is the treaty that would include for example, Australia. There is the CETA, which is the Canada-European Union. There is the agreement with the countries that are not members, the European Union, for example, Norway, which is the free trade agreement. And then as I mentioned before, we have treaties with Colombia, Peru, Chile, South Korea and the UK, because they used to be part of CETA but since Brexit, they're no longer. So that's in a nutshell the number of treaties.

[\(15:15\)](#):

Now, we are getting to the juicy part here, and the juicy part is the mistakes that people make. When you make an application for any type of entry to Canada, be it business visitor or work permit entry, you need to document the person appropriately. I can tell you lots of stories about people calling me and said, "Well, so-and-so employee was stopped at the board of entry and is now sitting at immigration." And they say that he misrepresented [inaudible 00:16:04]. Why? Because unfortunately a lot of people are being sent by companies to do certain types of jobs and they say, "Oh, I'm just coming to visit a customer." Well, visiting a customer is not the same as engaging in any kind of hands-on work for a customer. That's very different. And this is especially true for a lot of companies that are doing cross-border work.

(16:34):

I have a lot of clients that are based in the United States and close to northern border, for example, Michigan, New York State, and they are sending workers here to do a service for equipment. And those individuals need to be properly documented, either with work permit, which is ideal, or with the type of entry that will allow them to perform their duties.

(17:04):

So, what are the biggest mistakes that people make? Mistake number one is the inappropriate type of application that people make. So if you are going to send someone through the port of entry and you are going to give them what they call invitation letters. And I just love it because invitation letters is not a term of art, and it's something that harkens back to the days of Eastern Europe and the Soviet Union when people needed an invitation letter in order to get out. This is not like that. So they need to be properly documented and they need to obtain the appropriate permit for the activity that they will be carrying out.

(18:00):

So, there are other mistakes such as providing improper documentation with respect to the details of the project, with respect to the details of the company. Also, if we are talking about trying to obtain intra-company transferee status, which will be equivalent to an L-visa, a lot of people do not document appropriately the relationship between the companies, and Canada tends to be much more flexible with those requirements than the United States. So, preparation is everything and a lot of people sometimes just improvise and that is a recipe for disaster.

(18:50):

Also, every employee that you're going to have to send to Canada and needs to obtain a work permit, needs to obtain something that is called an Offer of Employment to a Foreign Worker. Now, this doesn't mean that the employee is transferring to Canada on a permanent basis, it's just an unfortunate nomenclature that they gave to this particular form. There is something called an Employer Portal. Every company that intends to send someone to Canada and obtain a work permit needs to create what is called an Employer Portal. We assist the clients to prepare that Employer Portal, which is set up once, and then each time you have a new employee coming for a work permit, we add the particulars of that employee to the company portal.

(19:48):

The portals are run by Immigration, Canada Immigration Refugees and Citizenship Canada, IRCC. But the client becomes the administrator, and this is a compliance mechanism because from time to time, and quite often, I should say, the people who are the administrators of the portal will receive a letter saying that, "Lucky you, you've been selected for a random compliance review." And of course, what did I do? What did I do? And it's random most of the time, unless there's been a specific complaint about an employee. And they need to call counsel and prepare that because they need to make sure that they

provide the documentation, usually within 30 days to IRCC to demonstrate that they have paid the employee as agreed, that they have employed the employee as agreed. And this applies even for people who work intermittently in Canada.

(20:56):

So one of the points actually I should make here is that obtaining a work permit for Canada doesn't mean that the employee is going to be here permanently or on a long-term basis. Most of the work that we do relate to people coming into Canada intermittently, meaning once a month, twice a month. They're here maybe for a short-term project for four weeks, five weeks, and then they go home, and then they return six months later. Those people still need a permit. What governs whether or not you need a permit is not the length of your stay, but rather, the type of activity you will be engaged in. So anyway, so these are the list of top issues.

(21:49):

We also find issues with people who apply for the wrong type of visa. They come to the port of entry and of course they get turned around if they're driving, or if they're at the airport it can get a lot worse, because one of the consequences of misrepresenting is a five-year bar. So, you better not misrepresent the purpose of your entry. Also, they can put you in a plane right back to where you came from and let me tell you, that's not a pleasant experience. Usually they take your passport and you have to return the next day. They issue what is called a Section 44 report if things get really serious. Section 44 report under the immigration legislation is a document that contains allegations that the person has basically broken the law, immigration law, and it can trigger a hearing as well. So, you don't want any employee to be put in that position because they will not be happy. So planning ahead is critical.

(23:00):

So there's one more thing [inaudible 00:23:03]... Yes.

Kate Kalmykov (23:03):

[inaudible 00:23:03], a couple of questions that I have before we move on. Is there a time limit on the different visa categories? In the US we have, for example, on the intra-company transfer category, there's a limit of seven years for a manager or executive, or a specialized knowledge employee of five years, our H-1B visas for six years. Some of the treaty ones don't have limits, so is it the same in Canada?

Sergio Karas (23:32):

Yeah, very similar. We don't have H-1B visas in Canada or an equivalent category. So, let me run through most of the limits here.

(23:44):

So, intra-company transferees in the senior manager or executive capacity are limited to seven years. The initial entry that I can obtain at the port of entry will be three years. Okay? And for specialized knowledge, the maximum entry is five years, and the initial entry I can obtain also three years. So that means, let's suppose that you want to send a specialized knowledge worker here and park them here. I can get three years at the outset, and then I can renew for two more.

(24:23):

Now having said that, under those categories we have a provision for time recapture. So in the case of people who come in intermittently to Canada, let's say I have a lot of clients who are CFOs or CEOs of companies. So what they do is that they come here for a couple of weeks and then they disappear for two months, and the permit will expire. So if they keep a good record of their entries to Canada and the

time they have spent in Canada, I can then argue at the end that they should be allotted two more years, based on the fact that they really didn't use the work permit as intra-company transfers for a full term. So this is a time recapture mechanism, but I have to document it and it's quite a bit of work, so preparation is key. You have to keep the records while you're doing it because just remember, for a CEO or a CFO that travels 30 or 40 times a year, that's not an easy task to remember where they've been three years ago. Right?

Kate Kalmykov ([25:34](#)):

And that's similar to what we have in the US.

Sergio Karas ([25:37](#)):

Right.

Kate Kalmykov ([25:37](#)):

Now, one of the things that a lot of our companies try to take advantage of is many use the H-1B category in the US to sponsor employees because it's the most common type of work visa, it doesn't require an employment relationship with a foreign company. And for many people starting their careers, the H-1B makes sense. But of course in the US we have a quota, and it's 65,000 given in the general pool with an extra 20,000 if somebody has a US master's degree or higher. And this past year we had about six times the demand as available visas, so many of our companies have begun to now move personnel to Canada. And so the question is, do you have any of these visa categories? Do they have a similar quota, or can companies sponsor as many people as can qualify?

Sergio Karas ([26:32](#)):

All right, so let's take each part of your question one by one because there's a lot there. Number one, we generally do not have quotas, numerical quotas. There is an immigration plan that is presented to Parliament every year, but it's more of a guideline than anything else. And there are no quotas on the number of temporary entries right now for foreign workers.

([27:04](#)):

Having said that, there is discussion right now that there may be something akin to limits of some kind, because the government wishes to reduce the number of foreign workers in Canada as a percentage of the total labor force, and that has to do with the internal dynamics of Canada and the housing crisis, etc. However, the treaty based ones they cannot touch, because they will only be able to act upon say, labor market impact assessments or other categories that are regulatory base. The treaties are international treaties and they will have to renegotiate the treaty in order to do that. So, that is not a problem.

([27:57](#)):

Now the second part of your question, it relates to the H-1B category. We don't have a similar category in Canada, but what we do for a lot of American clients is that if they have operations in Canada, what we do, and we see this all the time with the typical case of the Indian computer programmer whose H-1B is about to run out and they have six months left, and they want to park them somewhere so they don't lose this employee, so eventually maybe they can bring them back to the US. So what we do is that in that case, if the company has Canadian operations, we do an intra-company transferee specialized knowledge application. If the person has a computer science degree or engineering degree, that's perfect. I mean, we can just do it, no problem.

([28:51](#)):

Now, having said that also, Indians need a visa to enter Canada. And this is something I didn't touch upon because just as much as very similar to the United States, we have categories of people that are visa exempt. For example, people, not just Americans, but citizens of the European Union or Australians, I can process those at the port of entry really quickly. But also we have people who require visas like Mexicans now, Brazilians and India, not to mention China obviously, and Russia, which is a whole different ballgame right now because of the sanctions. So, that's one thing. Now, so that's what we do. We transfer them over here and I can park them here for three years, up to five maybe, and maybe they get lucky enough to be selected for a H-1 afterwards, right? So, that's another way.

(29:59):

Also, I can use the Significant Benefit to Canada category in some cases. If for example, they have a PhD or they have a master's degree and they have some sort of, they're engaged in, say medical research or something like that. That is a very difficult category to use, especially consular processing, because the one thing that I have learned over the many years that I practice is that at the port of entry, the officers obviously have to make a quick decision. When they see a person and then present an application, they have to decide whether they accept them or they refuse them. And luckily so far we haven't had any problems, except when people lie and they had a criminal conviction, a DUI and they didn't tell us about. But at the consular processing stage, for example, Indians, Chinese, Russians, Mexicans, that is a little bit different because the officer can spend a lot more time scrutinizing the application. And also, some visa posts are harder than others. You have same issue in the United States. So, processing in New Delhi and Manila is not the same as processing in Mexico City or Dubai.

(31:30):

I just had a couple months ago, two applications processed in the same visa post in Islamabad. I got one accepted and one refused. Exact same position, exact same knowledge, exact same salary level, everything was almost identical. Just the officer didn't think he was sufficient for the category that was applying. Now, we managed to reverse that, but it takes a lot of work to get [inaudible 00:32:09], that's for sure.

Kate Kalmykov (32:12):

That sounds very familiar. We deal with a lot of those issues too, and probably delays. You mentioned India for consular processing. For us, that's one of the slowest posts in the world, right? If you're processing people on the Indian Post, there's so many talented, educated people looking to come to the US, it takes a very long time. And part and parcel of that is then counseling employers on, should this employee travel if they need a new visa, because they may get stuck outside the country for a while.

Sergio Karas (32:43):

Right. We don't have that problem. We have a different kind of problem. We have processing delays when we have to extend in land. So being lawyers, we play this system sometimes to the client's advantage. And if the client comes from a visa-exempt country, I have the ability to tell the client, "Okay, listen, send him on a vacation home," and when the person comes back to Canada, apply at the port of entry. And it's better to do it actually as a new application, rather an extension because if I do an extension, they're taking over 200 days now, which is ridiculous.

(33:31):

So, what they're doing because of the delays here, when I don't have that choice, for example with Indians, I don't have that choice because they need visas. So, any Indian employee that... Or for example, I have a company that employs a lot of people who are joining from the Middle East, they



work in an infrastructure program. So those people, I tell the employer, the client, "We need to file six months in advance, this application, the extension application because it takes like 200 days to process." And what happens is that when I file that application, now since after the pandemic, the government is issuing letters saying, "You can continue to work even if your visa expires, until a decision is made. But if you leave the country, you lose your status." So they can't travel after that, after let's say the visa expires, they can still work in Canada, but the extension hasn't been processed, so they can't leave. If they leave, they will have to sit outside until I get the new permit. So, it's a bit of a chess game. The delays are horrible and this is a constant problem.

[\(34:55\)](#):

And last but not least, having said that about work permits and business visitors, there is a regulation in the immigration legislation that allows for some people to work without a permit, and they enter as visitors. You will see here the list, some may sound familiar to you, others are a little bit more arcane. For example, clergy, I know in the United States it's a religious worker visa. We don't have that, we have just an exemption for that. Entertainers, I know that. Now of course, anyone who applies under any of these categories has to be properly documented. It's just not possible to come into the port of entry unprepared. Military personnel visiting, obviously they're exempt. And there are things like judges for competitions and amateur and professional sports, hockey players, football players, they're all exempt from obtaining a work permit if they are working for foreign teams.

[\(36:14\)](#):

However, some of them are a little bit more difficult, such as, for example, foreign news crews, we have to document that because they have some differences, and entertainers is another category. So if people come in, for example, for a film production in Canada, there are a lot of rules associated with that. Who is visa exempt, who is work permit exempt and who's not? So for example, the actors will be exempt, the directors will be visa exempt or permit exempt, but if you engage people to do makeup and lighting and sound, they may not be, because those are controlled by unions. So we may have to do something else for them. So these are the categories of people.

[\(37:09\)](#):

And there's one category, which is my final point that I would like to zero in, which is the first one, it's called after-sales service. So just a few words about this very, very difficult category. And it's difficult not conceptually, but it's difficult at the port of entry. Many clients manufacture equipment outside of Canada and they sell it to Canadian customers. And it's not just industrial equipment, but it could be anything of commercial use, or software as well, software installations as well. They need to send their technical personnel to install or repair or set up or service a warranty. Those individuals are work permit exempt in the after sales service category, meaning that there is a contract between a Canadian company that is a customer, and a foreign supplier. And these individuals have been designated to install, setup, repair, or perform warranty to work.

[\(38:23\)](#):

Now, there are rules associated with that. The individuals cannot engage in day-to-day operations of the company or hands-on work. Their mission is to just set up equipment, get it up and running. And also, they can instruct the Canadian workers that will operate it, for example. In the case of software, they can install it, they can tweak it, they can do all kinds of things with that software because it's proprietary. This is a difficult category in the port of entry because, and here's another mistake that people make. They send employees with tools to the port of entry. Sending somebody with tools to the port of entry or sending somebody with a U-Haul truck or with a large piece of equipment tailgating a



truck, it's like waving a red flag in front of a bull for Canada Border Services Agency. Those individuals will have issues unless this is properly documented.

[\(39:33\)](#):

So what we do is that we work with the clients in order to set this up properly. Many times if the equipment is large enough, they can ship it in advance and obtain custom clearances in advance. And as far as the technicians, we can also explain to them and meet with them in advance so they can understand if questioned how to approach the port of entry. And of course, everything has to be properly documented. I cannot emphasize enough the merits and the need for preparation of all these types of application. I'm sure, Kate, it's the same in the US. Going to the port of entry without proper documentation is like asking for trouble. So, this after sales category can also be extended to lease equipment. Again, a lot of clients lease equipment to Canadian companies and somebody needs to repair it and somebody needs to service it. So, this is a good category for that.

[\(40:40\)](#):

The entries are relatively short, although I have done very lengthy entries for many, many months for people. Sometimes they don't give them a proper documentation, so we always ask, especially with Americans to just, they read the submission that they're just waving through. We don't want that. We want them to have something, a piece of paper for the duration so they can reenter without any issues. Otherwise, we have to make a new application.

[\(41:16\)](#):

This is the nuts and bolts of what the main categories of entry for corporate employees are, and I hope everybody's still awake. And-

Kate Kalmykov [\(41:32\)](#):

Sergio, so do you think, we've been reading a lot about the elections in Canada and the change in government that you're having, and certainly, we have a change in immigration policy with each administration that we sort of elect. And in particular with our new administration, there has been a lot of change in who's authorized to work, not yet in our employment-based categories, but potentially. And so I was wondering, what do you anticipate, if anything, with the employment-based visas with the new government?

Sergio Karas [\(42:09\)](#):

All right, so, many of you have heard that a couple of weeks ago a new government has been elected in Canada. We have a parliamentary system, so the current government is what is called a minority government, meaning that they want the majority of the seats in the election, but they did not win 50 plus one. So, they are short three or four seats. So that allows them to form the government, and it's very similar to the UK, but the other parties combined can bring down the government if there a vote of no confidence. Both main parties, liberals and conservatives, before the election, ran on the platform that they will limit immigration because after the pandemic, immigration was out of control. And it's not business immigration that is the problem.

[\(43:19\)](#):

The previous government created a very difficult situation, with respect to international students. In Canada just as very similar to the United States, when international students graduate, they qualify for a work permit, same as OPT, practical training. The difference is that under our system, somebody who graduated university can get up to three years in a work permit, in the hope that they will apply for permanent residency and then become Canadian permanent residents.

(43:54):

The problem is that the government brought so many international students, mostly from India but not exclusively, that the system is basically cratering by the numbers that they brought. There are currently approximately more than one million international students in Canada, which is an enormous number, considering the population of Canada is 41 million. That would be equivalent to 10 million international students in the United States. It's like, I don't know, New York and Chicago combined, perhaps. It's just too much. And every single one of them wants to be a permanent resident, and most of them will not be, unfortunately. And it's not so much the universities that were the culprits, but the colleges. So, we call colleges the kind of city colleges, community colleges. And people came in to take short courses for one or two years to try to get the work permit, and then residency. And of course, the parents mortgaged the farm back in India and it's a whole tragic story.

(45:05):

And with respect to corporate immigration, I don't think that they can do very much. The only area that they probably could tweak will be the labor market impact assessment, and they already have. So for low skilled workers, there is an issue. If the employer is located in an area where the unemployment rate is over 6%, there is a refusal to process the application by Service Canada, which is our equivalent to the Department of Labor. So, they would not process the application if there's more than 6% unemployment in that area. So this is the problem.

(45:49):

I should also mention that for employers that have operations in Quebec, you may know that Quebec has a very different system, they control their own immigration. When the application is made through a treaty, they don't have input. So for example, under USMCA, I can bring anybody to Quebec without issues. I have actually one client that employs a lot of Mexican engineers because they have a gold mine in Mexico and they bring them to Canada to their Canadian operations. But if we need a labor certification, a LMIA, then unfortunately, Quebec has something called the Certificate of Acceptance of Quebec, and that is a whole different ballgame that employers need to keep in mind. Yeah.

Kate Kalmykov (46:43):

Thank you so much, Sergio, for your insight and for joining us today. We really appreciate it.

Sergio Karas (46:49):

Well, thank you for the invitation. It's been a pleasure, and I hope that people take something positive from this and make sure that they don't make any mistake at a port of entry, because they are costly.

Kate Kalmykov (47:04):

Thank you.