

INDEX

academics, 65

Access to Information Act

- deterrent effect, 191
- future of, 201, 205
- generally, 187, 188, 195

Access to Information requests, 124

administrative monetary penalties (AMPs)

- generally, 162
- penalty amounts, App. D
- scope and effect, 211

agricultural stream, 71

arranged employment

- defined, s. 82(1) of IRPR, 488
- generally, 2

assessment, basis of – factors in s. 203(3)

- conjunctive nature, 27
- factor 1: job creation or job retention
 - general direction, 28
 - questions, 29
 - Table of Options, 29
- conjunctive nature, 27
- factor 2: creation or transfer of skills
 - general direction, 30
 - questions, 31
 - Table with Questions, 31
- factor 3: labour shortage, 32
- factor 4: prevailing wage
 - advertised wages, 45
 - directions, 43
 - exceptions for median wage, 45
 - internal policy: Directive on Wage Assessment, 44
 - Labour Force Survey (LFS), primary source of wage data, 44
 - other sources of wage data, 47

- • working conditions, 50
- factor 5: labour disputes
 - • guidance to officers: Directive on Labour Dispute, 51
- factor 6: efforts to fulfill commitments, 52

Babic v. Canada (Minister of Employment and Social Development), 113

Baker v. Canada (Minister of Citizenship & Immigration), duty of fairness, 233

Bob Likes Thai Food Inc. v. Canada (Minister of Employment and Social Development), 105

Brocor Construction Ltd. v. Canada (Minister of Employment and Social Development), 119

calls by officers, 120

camp counselors (Ontario only), 66

Canada Border Services Agency (CBSA), information sharing with, 191

Canadian Reformed Church of Cloverdale B.C. v. Canada (Minister of Employment and Social Development), 110

caregivers, 69

Certificate of Selection (CSQ), 66

Charger Logistics Ltd. v. Canada (Minister of Employment and Social Development), 109

clients, written instructions to, 125

- sample LMIA instructions, 125
- sample submission letter, 131

compliance history, App. B

compliance strategy, 183, *see also* employer compliance regime

CRA schedule 100 (Balance Sheet), 13

CRA schedule 125 (Income Statement), 13

CSWU, Local 1611 v. Canada (Minister of Citizenship and Immigration), 112

Department of Employment and Social Development Act (DESDA), 220, 221, 226, 227, 238

Departmental Plan, 95

Directive on Wage Assessment, 44

employer associations, 68

employer compliance regime

- audits, recent developments, 164
- employer, defined, 146
- evolution of regime, 2011-2017, 144

- expanded enforcement powers, December 1, 2015
 - administrative monetary penalties (AMPs), 162
 - generally, 161
 - period of ineligibility, 164, App. E
 - publication of employer's information, 163
 - voluntary disclosure, 163
- foreign talent, leveraging over the long term, 166
- generally, 143
- international comparisons
 - Australia, 167
 - New Zealand, 177
 - United States, 180
- reviewing compliance, legal means to
 - Employer Compliance Review, 150
 - inspections, 157
 - Ministerial Instruction, under, 155

Employer Compliance Review (ECR)

- factors reviewed, 23
- frequency, 23
- generally, 150
- legal authority to conduct, 237
- non-compliance, consequences, 24

employer conditions, App. A

Employment and Social Development Canada (ESDC)

- administrative monetary penalties (AMPs), scope and effect , 211
- collateral provincial proceedings, 217
- defined, 1
- enforcement measures, legal scope of, 212
- generally, 231
- LMIA fees, legal implications of
 - ESDC authority to compel employers to disclose payor information
 - LMIA application processing fee and recruitment fee, 226
 - LMIA representative fees, 226
 - ESDC authority to compel employers to pay processing fees
 - ESDC forms, 220
 - federal legislation, 221
 - executive summary, 220
 - generally, 219
 - representatives disclosure obligations
 - generally, 227
 - recruitment, 231
- policy, legal scope of, 209
- relationship between Service Canada, and, 98

entertainment industry, 69

Euro Railings Ltd. v. Canada (Minister of Employment and Social Development), 110

Federal Court cases, implementation of Regulations re LMIAs

- *Babic v. Canada (Minister of Employment and Social Development)*, 113
- *Bob Likes Thai Food Inc. v. Canada (Minister of Employment and Social Development)*, 105
- *Brocor Construction Ltd. v. Canada (Minister of Employment and Social Development)*, 119
- *Canadian Reformed Church of Cloverdale B.C. v. Canada (Minister of Employment and Social Development)*, 110
- *Charger Logistics Ltd. v. Canada (Minister of Employment and Social Development)*, 109
- *CSWU, Local 1611 v. Canada (Minister of Citizenship and Immigration)*, 112
- *Euro Railings Ltd. v. Canada (Minister of Employment and Social Development)*, 110
- *Frankie's Burgers Lougheed Inc. v. Canada (Minister of Employment and Social Development)*, 111
- *Fredy's Welding Inc. v. Canada (Minister of Employment and Social Development)*, 107
- *Henriksen v. Canada (Minister of Employment and Social Development)*, 116
- *Hepfner v. Canada (Minister of Human Resources and Skills Development)*, 115
- *Horne Canada Inc. v. Canada (Minister of Employment and Social Development)*, 114
- *Integrated Solutions Services Inc. v. Canada (Minister of Employment and Social Development)*, 104
- *Kozul v. Canada (Minister of Employment and Social Development)*, 108
- *Maple Ridge Enterprises Limited dba Subway v. Canada (Minister of Employment and Social Development)*, 106
- *Obeid Farms v. Canada (Minister of Employment and Social Development)*, 106
- *Paturel International Co. v. Canada (Minister of Employment and Social Development)*, 111
- *Seven Valleys Transportation Inc. v. Canada (Minister of Employment and Social Development)*, 113
- *Tavora Sea Products Co. Ltd. v. Canada (Minister of Employment and Social Development)*, 107

foreign governments, hiring by, 69

Frankie's Burgers Lougheed Inc. v. Canada (Minister of Employment and Social Development), 111

Fredy's Welding Inc. v. Canada (Minister of Employment and Social Development), 107

genuineness factors

- defined, 9

- factor 1: actively engaged, 10
- factor 2: reasonable needs, 11
- factor 3: able to fulfill, 11
 - analysis of profit and retained earnings from tax returns, shortcomings, 14
 - challenges in using profit and retained earnings, 16
 - employers' Canada Revenue Agency (CRA) documents, 12
 - guidance provided to employers, 11
 - guidelines for officers, 12
 - T4 Summary of Remuneration Paid, 18
 - understanding CRA schedule 100 (Balance Sheet), 13
 - understanding CRA schedule 125 (Income Statement), 13
- factor 4: past compliance, 19
 - Employer Compliance Review (ECR), 23
 - ESDC authority to review, 19
 - inspections, 19
 - responsibilities of employers, 19
 - review under ministerial instruction, 24

global talent stream

- Category A: unique and specialized talent, 82
- Category B: highly skilled, 84
- complementary benefits, examples, 88
- Labour Market Benefits Plan, 87
- process, step by step, 91
- progress reviews, 90
- referral partners, 86

Henriksen v. Canada (Minister of Employment and Social Development), 116

Hepfner v. Canada (Minister of Human Resources and Skills Development), 115

Horizontal Initiative, 96

Horne Canada Inc. v. Canada (Minister of Employment and Social Development), 114

Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA), Parliamentary Standing Committee on, 2, 95, 98

Immigration and Refugee Protection Act

- full text, 271
- s. 30(1.43), 155
- s. 91, authorized representatives, 199, 200, 216, 234

Immigration and Refugee Protection Regulations

- full text, 421
- s. 10(2), disclosure of representatives, 200, 235
- s. 203, 147

- s. 200(5), 6, 221
- s. 203(1), criteria for assessment of LMIA compliance, 183, 221
- s. 203(3), 6, 27, 222
- s. 315.2(1), LMIA fees, 214, 216, 222

Immigration, Refugees and Citizenship Canada (IRCC), information sharing with, 187

information sharing

- authorized representatives, 199
- Canada Border Services Agency (CBSA), with, 191
- future impact of *Access to Information Act*, 201
- future impact of *Privacy Act*, 205
- Immigration, Refugees and Citizenship Canada (IRCC), with, 187
- provinces, 195

Integrated Solutions Services Inc. v. Canada (Minister of Human Resources and Social Development), 104

Kozul v. Canada (Minister of Employment and Social Development), 108

Labour Force Survey (LFS), primary source of wage data, 44

labour market impact assessment (LMIA), generally

- defined, 1
- genuineness factors, 9
- history, 3
- instructions, sample, 125
- internal policies of Department of Employment and Social Development, 7
- jurisdiction, 6
- permanent residence, and, 2
- purpose, 1
- statistics and trends, 4
- transparency, lack of in LMIA rules, 121
- types, 5

Labour Market Opinion (LMO), 4, 143, 150, 221, 222

legal remedies

- administrative law
 - • duty of fairness, *Baker test*, 233
 - • rights, entitlement, 233
- court remedies
 - • duty to give reasons, 245
 - • generally, 241
 - • right to be heard, 243
 - • standard of review, 241
- employer compliance reviews, legal authority to conduct
 - • generally, 237
 - • review under Ministerial Instructions, 239

- key definitions in compliance regime remain undefined, 240
 - legal authority: Act and regulations, 234
 - Ministerial revocations, suspensions and refusals going forward, 240
 - non-compliance justifications, 236
 - notice of preliminary finding, 237
 - notice of final determination, 237
 - sample Federal Court pleading, 246
- LMIA instructions**, sample, 125
- Mandate Letter**, 95
- Maple Ridge Enterprises Limited dba Subway v. Canada (Minister of Employment and Social Development)*, 106
- National Occupation Classification (NOC)**, 2, 49, 66
- Notices, Directives, or Policies of Department of Employment and Social Development**, 7
- Obeid Farms v. Canada (Minister of Employment and Social Development)*, 106
- owner/operator**, 79
- Patuel International Co. v. Canada (Minister of Employment and Social Development)*, 111, 210
- Personal Information Protection and Electronic Documents Act (PIPEDA)*, 187, 188
- Privacy Act**
- future of, 201
 - generally, 187, 188, 194, 197
 - s. 4, 195
 - s. 33, availability of information, 199, 227
 - s. 68, offence, 191
- procedural fairness**, 99
- Quebec**
- Certificate of Selection, 66
 - seasonal agricultural workers program, 81
- reasons, providing**, 103
- recruitment efforts and LMIA special cases**
- academics, 65
 - agricultural stream, 71
 - • housing, 73
 - • mixed farms, 76
 - • wages, 74
 - best practices, 63
 - camp counselors (Ontario only), 66
 - collective bargaining agreements (CBA), 68

- employer associations, 68
- entertainment industry, 69
- foreign governments, 69
- global talent stream, 82
 - • Category A: unique and specialized talent, 82
 - • Category B: highly skilled, 84
 - • complementary benefits, examples, 88
 - • Labour Market Benefits Plan, 87
 - • process, step by step, 91
 - • progress reviews, 90
 - • referral partners, 86
- low-wage/high-wage streams, 64
- low-wage LMIAs, additional requirements for, 57
- owner/operator, 79
- permanent residence, 93
- *Policy: Recruitment Efforts*, extra guidance for officers, 58
- Quebec only
 - • Certificate of Selection, 66
 - • seasonal agricultural workers program, 81
- religious instructors, 81
- requirements, 55
- short duration positions, 80
- specialized service technicians, 81
- Transition Plan for hiring temporary foreign workers in high-wage positions, 59
 - • *Directive: Transition Plans for High Wage Occupations*, 60
 - • exemptions, 60
- variations in advertisement requirements, 58
- variations in LMIA process, 64
- warranty work, 82

Regulatory Impact Analysis Statement (RIAS), 223

Regulatory Impact Assessment (RIA), 1

religious instructors, 81

sample documents

- Federal Court pleading, 246
- LMIA instructions, 125
- submission letter, 131

***Seven Valleys Transportation Inc. v. Canada (Minister of Employment and Social Development)*, 113**

short duration positions, 80

special cases, *see* recruitment efforts and LMIA special cases

- submission letter, 131

specialized service technicians, 81

T4 Summary of Remuneration Paid, 18

Tables

- administrative monetary penalty amounts, App. D
- compliance history, App. B
- period of ineligibility, App. E
- severity of the violation, App. C

***Tavora Sea Products Co. Ltd. v. Canada (Minister of Employment and Social Development)*, 107**

Temporary Foreign Worker Program (TFWP), 76, 143, 144, 149, 150, 161, 166, 231

Transition Plan for hiring temporary foreign workers in high-wage positions, 59

transparency, lack of in LMIA rules, 121

warranty work, 82

