Briefing on Immigration

Oscar Castillo
Regulated Canadian Immigration Consultant,
Academic Personnel Office

Academic Leadership Forum
28 October 2015
## Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:30 am</td>
<td>Welcome &amp; Opening Remarks - <strong>Prof. Angela Campbell</strong>, Associate Provost (Policies, Procedures and Equity)</td>
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<tr>
<td>8:40 am</td>
<td>Introduction – <strong>Prof. Angela Campbell</strong></td>
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<td>8:50 am</td>
<td>Briefing on Immigration – <strong>Mr. Oscar Castillo</strong>, Regulated Canadian Immigration Consultant, Academic Personnel Office</td>
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<tr>
<td>9:20 am</td>
<td>Overview of Immigration services provided by International Student Services (ISS) – <strong>Me. Leyda-Melissa Paulmier</strong>, Immigration Advisor, and <strong>Me. Katerina Knize</strong>, Immigration Consultant, International Student Services</td>
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<tr>
<td>9:25 am</td>
<td>Overview of Mon Français (French instruction program) – <strong>Me. Manon Gadbois</strong>, Program Coordinator &amp; Project leader for the Vivre McGill en français initiative and <strong>Mr. Johnny Martuccio</strong>, Client Services Manager, School of Continuing Studies</td>
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<td>9:30 am</td>
<td>Q&amp;A Session</td>
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<tr>
<td>9:55 am</td>
<td>Closing remarks - <strong>Prof. Ghyslaine McClure</strong>, Associate Provost (Budget and Resources)</td>
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Outline of Immigration Briefing

- Introduction
- Temporary Work Permit (TWP) Process
- Permanent Residency (PR) Process
- Updates on Immigration Procedures
- Compliance
- Support from APO
Terminology

- CAQ  Certificat d’acceptation du Québec
- CBSA  Canada Border Services Agency
- CIC  Citizenship and Immigration Canada
- CSQ  Certificat de Sélection du Québec
- ETA  Electronic Travel Authorization
- ESDC  Employment and Social Development Canada
- IMP  International Mobility Program
- LMIA  Labor Market Impact Assessment
- MIDI  Ministère de l’Immigration, de la Diversité et de l’Inclusion
- NAFTA  North American Free Trade Agreement
- PEQ  Programme de l’expérience québécoise
- PR  Permanent residency
- QSW  Quebec Skilled Worker
- SC  Service Canada (Administers ESDC Programs)
- TFWP  Temporary Foreign Worker Program
- TWP  Temporary Work Permit
Introduction

• Some numbers by Faculty
• When to reference the immigration process when hiring foreign nationals
• Where to find information on immigration at McGill
Reference to permanent residency in BoG

Dear «Honorific» «LastName»:

On behalf of the Board of Governors of McGill University, I write to confirm that you are appointed full-time «Rank» (tenure track) in the Department of «Department» of the Faculty of «Faculty», for a term beginning «StartDate» and ending «EndDate».

This letter of appointment is issued in accordance with the Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff. The regulations of the University, as modified by the Board of Governors from time to time, and this letter form your contract with the University.

(For Temporary Workers) As you are neither a permanent resident nor a Canadian citizen, this appointment is conditional on your obtaining appropriate authorization to work in Canada from both Citizenship and Immigration Canada and Immigration Québec, and maintaining a valid work permit for the entire duration of your appointment. You are strongly advised to apply for permanent residency as soon as possible.

(For Canadian PR) This appointment is conditional on your maintaining appropriate authorization to work in Canada from Citizenship and Immigration Canada and Immigration Québec for the entire duration of your appointment.

I welcome you to your new position and hope that you will enjoy your responsibilities at the University.

Sincerely,

Professor Christopher P. Manfredi
Provost and Vice-Principal (Academic)

CPM/

cc: Dean, Faculty of «Faculty»
Chair, Department of «Department»
HR Shared Services

All relevant regulations are available at www.mcgill.ca/secretariat/policies/academic/
Responsibility Centers for information on immigration at McGill

**APO:**
- LMIA and LMIA-exempt
- Permanent Residency

**Department/Faculty HR representatives:**
- LMIA and LMIA-exempt for CAS
- Other International Mobility Program categories (including Visiting Professors and Visiting Scholars)

**International Student Services:**
- **Students** (including post graduate academic trainees and post doctoral fellows)
Temporary Work Permit (TWP) Process

A Labour Market Impact Assessment (LMIA) & Certificat d’acceptation du Québec (CAQ)

LMIA Exempt (NAFTA: United States, Canada, and Mexico)

Processing time: 3 months

Electronic Travel Authorization (eTA)

Application for Canadian VISA

Additional processing time: 1-2 months

Temporarily Permit (TWP)

Valid: Up to 3 Years

McGill Professor
Main Considerations

• Labor Market Impact Assessment (LMIA)
  – Advertisement and recruitment processes
  – Processing times
  – Vigilance of future modifications to LMIA forms

• Temporary Work Permit (TWP)
  – Renewal means restarting the LMIA process
  – Reappointment and TWP
## Work permit and LMIA exemptions

<table>
<thead>
<tr>
<th>Category</th>
<th>Work Permit</th>
<th>ESDC LMIA</th>
<th>Remarks/Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada Research Chairs and Canada Excellence Research Chairs</td>
<td>Required</td>
<td>Exempt</td>
<td></td>
</tr>
<tr>
<td>NAFTA/Canada Chile Free Trade Agreement</td>
<td>Required</td>
<td>Exempt</td>
<td></td>
</tr>
<tr>
<td>Guest speakers or Seminar Leaders</td>
<td>Exempt</td>
<td>Exempt</td>
<td>Seminar does not last longer than 5 days</td>
</tr>
<tr>
<td>Visiting Professors</td>
<td>Required</td>
<td>Exempt</td>
<td>Not more than 2 academic years</td>
</tr>
<tr>
<td>Guest Lecturers</td>
<td>Required</td>
<td>Exempt</td>
<td>Period of less than 1 academic term/semester</td>
</tr>
<tr>
<td>Graduate Assistants</td>
<td>Exempt</td>
<td>N/A</td>
<td>On-campus work</td>
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<tr>
<td>Post-doctoral Fellows &amp; Award Recipients</td>
<td>Required</td>
<td>Exempt</td>
<td></td>
</tr>
<tr>
<td>Self-funded Researchers</td>
<td>Exempt</td>
<td>N/A</td>
<td>Must not displace Canadian or PR workers</td>
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</table>
Permanent Residency (PR) Process

Programme de l'expérience québécoise (PEQ)
- Processing time: 1 month

Quebec Skilled Worker Program (QSW)
- Processing time: 7-12 months

Temporary Work Permit (TWP)
- Valid: Up to 3 Years

Article 40: Ministerial Derogation
- Processing time: 7-12 months

Permanent Residency (PR)
- Additional processing time: 10-20 months
Main Considerations

Programme de l’expérience québécoise (PEQ)
✓ French proficiency required
✓ Minimum 1 year of employment experience in Quebec
✓ Employed at the time of application

Quebec Skilled Worker (QSW) The point system

- Level of Education
- Area of training
- Work experience
- Age
- Language proficiency in both English and French
- Permanent Job Validation
- Resident in Quebec
- Children and Spousal considerations if applicable
- Family in Quebec if applicable
Updates on Immigration Procedures

- LMIA exempt – Employer Portal to replace form 5802 which expired on 26 Oct 2015
  http://www.cic.gc.ca/francais/services-e/portail-employeur.asp

- Entry Visa Exempt – eTA
  (http://www.cic.gc.ca/english/visit/visas.asp)
Find out if you need an Electronic Travel Authorization (eTA) or a visitor visa

Starting March 15, 2016, visa-exempt foreign nationals who fly to or transit through Canada will need an Electronic Travel Authorization (eTA). Exceptions include U.S. citizens and foreign nationals with a valid visa.

Note: U.S. citizens do not need an eTA or a visa. However, proper identification must be presented at the border.

Find out if your need an eTA or a visitor visa

* Select your country/territory: (required)
Make your selection based on the passport that you plan to travel with to Canada.

Argentina

* Are you a permanent resident of the United States and have an alien registration card (Green Card)? (required)

No

GO

Argentina

You need a visa to visit or transit Canada.

If you know what kind of visa you need, get the forms and steps to:

- Apply as a tourist (or for a transit visa)
- Apply as a parent or grandparent or
- Apply as a business visitor
Compliance

- Service Canada (SC) Compliance Review
- International Mobility Program (IMP) Audit
Support from APO

• Mon Français
• Information sessions
• Individual meetings for CSQ and PR
• Periodical notification to Chairs, Deans and other stakeholders
Services provided by ISS

1. Immigration advising on a drop-in basis – temporary residence only
2. International Health Insurance plan
3. International Buddy Program
4. International Student Leadership Program
5. Workshops and Webinars
6. Presentations by Immigration Quebec and the US consulate

https://www.mcgill.ca/internationalstudents/
Manon Gadbois, Program Coordinator & Project leader for the Vivre McGill en français initiative

Portal: http://vivreenfrancais.mcgill.ca/

Information and resources available for students, staff and academic members, including tips for integration
Questions?
Next ALF is **24 November**

**Managing Staff Performance**

(Administrative)