



# Navigating the International Assignment Maze: Immigration, Employment and Taxation Issues in Foreign Worker Transfers

Tuesday, February 16, 2010 | 2:00 pm to 5:00 pm

Did you ever consider the myriad of issues that you need to tackle when transferring foreign workers to Canada? Or when transferring Canadians to assignments overseas? Did you ever wonder how you can deal with all the international assignment aspects thoroughly and efficiently? How do you structure international employee transfers to prevent costly mistakes? Join a panel of experts in the fields of immigration, employment and taxation law to learn how to identify potential areas of concern and take proactive steps to avoid unpleasant surprises.

Program Chairs: **Sergio R. Karas**, Karas & Associates  
**John W. Boscaroli**, McCarthy Tétrault LLP



## 2:00 pm The Immigration Maze and the New Economic Reality

- Getting the right visas and work permits for employees and dependants: using NAFTA and other international treaties to your advantage
- Labour market opinions and the new economic reality
- Setting up the corporate structure to accommodate employee transfers
- New employer compliance requirements: the fallout of the economic downturn

**Naseem Malik**, McCarthy Tétrault LLP

**Althea Williams**, Director, Temporary Foreign Workers Directorate, Human Resources and Skills Development Canada - Gatineau

**Rima Shouli**, Senior Legal Counsel, Magna International Inc.

## 2:40 pm The Taxman Cometh: Costly Mistakes for Employers and Employees

- Taxation issues for international employees and employers
- Structuring compensation to minimize tax liability
- Tax compliance obligations for employers

**Dean T. Smith**, Cadesky and Associates LLP

**Robert G. Kepes**, Morris & Morris LLP

## 3:20 pm Break

## 3:30 pm Avoiding Employment Pitfalls and What to Do in Terminations

- Employment issues related to hiring and termination of foreign workers
- Avoiding liability: structuring employment contracts to prevent pitfalls
- Employment insurance: can foreign workers collect?

**Christine Thomlinson**, Rubin Thomlinson LLP

**Rima Shouli**, Senior Legal Counsel, Magna International Inc.

## 4:10 pm Can I Bring My Pricy Wine Collection? Customs Issues from The Mundane to the Unusual

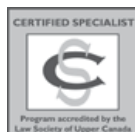
- What employees can and cannot bring to Canada
- The most common pitfalls in customs law and how to avoid them
- From motor vehicles to unusual items

**Greg Kanargelidis**, Blake, Cassels & Graydon LLP

## 4:35 pm International Assignment Roundtable

- Advising clients and corporate counsel
- Implementing the lessons learned
- The role of counsel: common ethical dilemmas
- Questions from the audience

## 5:00 pm Program Concludes



**Citizenship and Immigration Law**  
2.5 hours





CLE Programs		Fees			Print Materials	Total Fees
Date	Title	Member	Student Member	Non Member	*with Program	
Feb. 16	Administrative (Morning)	\$295	\$175	\$345	<input type="checkbox"/> \$35	
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Feb. 16	Civil Litigation (Full Day)	\$395	\$210	\$445	<input type="checkbox"/> \$35	
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<input type="checkbox"/> Keynote address: Dr. Samantha Nutt Founder, War Child Canada		Deduct 20% if booking 2 or more programs <b>OR</b>				
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### What's included:

Registration fees include keynote address, continental breakfast, lunch, refreshments, reception and Electronic Materials for ALL programs. If you would like to receive the hard copy publication(s), please select Print Materials Option (additional charge of \$35 for each publication).

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### SPECIAL REQUIREMENTS

- I require a vegetarian meal
- Other \_\_\_\_\_

### REGISTRATION, REFUND & CANCELLATION POLICY

REGISTRATIONS MUST BE PREPAID and will be processed only with payment. A credit card number must accompany all faxed registrations. Walk-in registrations will be accommodated if space permits and if accompanied by a credit card or cheque. Seating and meal preference, if applicable, will be given to pre-paid registrants. Please note any special dietary requirements when registering. Special meal requirements received after February 5th cannot be guaranteed. Registrations are accepted on a first-come, first-served basis. Registrations can be cancelled and course fees refunded if OBA receives notice in writing by **Friday February 5, 2010**. An administrative fee of \$50 plus \$2.50 GST will be charged. No refunds will be made if notification is received after the cancellation date. If you are unable to attend on the day of the program, you may send a delegate in your place. If the delegate is not in the same membership category, a surcharge will apply. OBA reserves the right to cancel or reschedule courses, refuse admission, or change speakers, location or content at any time and without prior notice.

