

## Low Wage Position – LMIA Application Scenario

### **Business Information:**

**Employer:** Employer: 9999 Alberta Ltd. o/a My Coffee Place

**CRA BN:** 111222333

**Business Contact:** (you – the owner)

**Business and Mailing Address; and Restaurant Location:** 1234-main street, Big City, AB

**Business Information:** You operate a “My Coffee Place” franchise in the west end of Big City, Alberta. You incorporated 5 years ago. The shop (the only business operated under your corporation) has been open for the same amount of time. You employ a supervisor in the establishment, who reports to you (the manager, and only shareholder of the corporation) so that you can make informed business decisions. The coffee shop is open 5 days per week, from 6 am to 9 pm. As the owner, you receive income from your company’s business operations in the form of dividends. Word of your excellent coffee and pastries continues to spread throughout the neighborhood, and your coffee shop is getting busier.

**Labour Market Information:** There is significant employment in high-wage jobs in various industries operating in your area (increasing your clientele), and an overall low unemployment rate (under 6%). As a result, it is challenging to find available Canadians to staff the coffee shop and serve customers.

**Employees:** In total, you have 5 employees, including 1 supervisor (a Canadian), and 4 Baristas (3 of which are TFWs you hired through the TFWP, and 1 who is a permanent resident). Based on the wages you are paying, and according to the TFWP information you’ve read on the website, your current employees are all in low wage positions. Each employee works 40 hours per week, and you fill in as needed to keep the shop running. Your current TFW’s work permits are valid for the next 9 to 12 months.

**Layoffs:** none in the last year.

**Your Current Request:** 1 Barista

**Reason for applying now:** the coffee shop is short-staffed; an additional Barista is needed to meet operational requirements and customer demand. You have received no response to your recent job postings/advertisements.

**Your last (previous) LMIA application:** was also for 1 Barista. Unfortunately, that LMIA application was refused due to insufficient advertising/recruitment efforts. You’ve since revisited the TFWP website to ensure you understand the advertising requirements and are confident this requirement will now be met as you reapply to the TFWP to fill the position of Barista.

**Revocations:** none

**Third Party:** None. You are not appointing a representative, and have done all advertising/recruiting yourself, with no assistance.