

Noah Burshtein

Partner

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Labour & Employment
Business Immigration
Employment Disputes

Noah maintains a two-sided practice, that marries management-side labour and employment litigation and advisory work with business immigration and citizenship law. His practice includes labour, employment, transactional, human rights, sports, workplace safety, and immigration issues.

Noah's hybrid practice comprises both advice-based solicitor work and advocacy-based litigation work. He regularly advises and represents both private and public sector employers on a wide range of issues, including:

- work authorization and entry to Canada
- intra-company and cross-border transfers
- share purchase and asset transactional issues pertaining to employment
- employee terminations
- contracts and policies
- employment standards
- health and safety
- union grievances
- unfair labour practice complaints
- collective bargaining
- human rights applications

He frequently represents large TV and film studios, professional sports organizations, and high-profile entertainers in the transfer and acquisition of key foreign personnel into Canada. He has also worked with professional sports teams, hospitals, and large employers on arbitration issues.

Experience

- MCA Dental Group Limited, backed by healthcare private equity firm Persistence Capital Partners, on its acquisition by 123Dentist, one of Canada's fastest growing dental support organizations.
- Loblaw Companies Limited, in its wholly-owned subsidiary Shoppers Drug Mart's acquisition of Lifemark Health Group.
- US Clean Energy, a clean energy platform and holding company, in its acquisition of Eneon ES, a leading North American battery energy storage system solutions provider.
- Trive Capital, in it and 808 Capital Partners' strategic investment into Crunch Canada Holdings Inc.
- Broad Sky, in the acquisition of Frontline Managed Services, a premier global provider of outsourced solutions serving firms in the legal and professional services sectors.
- IFS in its acquisition of Clevest Solutions Inc., a provider of mobile workforce management and advanced network deployment solutions in the utilities vertical.

Insights & Events

- Author, "Canada expands Electronic Travel Authorization (eTA) Program to include 13 additional countries", BLG Article, July 2023
- Author, "Canada launches its first-ever Tech Talent Strategy", BLG Article, July 2023
- Author, "New category-based selection in Canada's Express Entry program addresses labour needs and targets French speakers", BLG Article, June 2023
- Author, "New changes to LMIA exemption codes and eligible occupations for employers", BLG Article, January 2023
- Author, "4 ways to avoid bias when your HR agency uses AI recruitment tools", BLG Article, December 2022
- Author, "Federal government looking to international students to help address Canada’s labour shortage", BLG Article, October 2022
- Author, "The Government of Canada rescinds COVID-19 travel restrictions", BLG Article, October 2022
- Author, "Amendments to the Immigration and Refugee Protection Regulations increase protections for foreign workers", BLG Article, September 2022
- Author, "Russia-Ukraine war: Canada announces new immigration streams for Ukrainian nationals", BLG Article, March 2022
- Author, "Game On: Reopening sports and recreation during COVID-19", BLG Article, June 2020
- Author, "Federal Government encouraging provinces to recognize 10-Day paid sick leave", BLG Article, May 2020
- Author, "Review board criticizes school's investigation report", BLG Article, March 2020
- Author, "Foodora workers found to be “dependent contractors” in labour board decision", BLG Article, February 2020
- Author, "Ambiguous termination clauses: saving provisions", BLG Article, February 2020
- Author, "Ontario Court Upholds Return to 2010 Sex Education Curriculum", BLG Article, June 2019
- Author, "WSIB Begins Providing Coverage For Medicinal Cannabis", BLG Article, June 2019
- Co-author, "The Foreign Fighter Crisis: A Renewed Canadian Approach," University of Toronto Faculty of Law Review, Spring 2019, Vol. 77 Issue 2, p108-136. 29p.
- Author, "HRTO Finds Denial of Coverage For Medical Cannabis Under Employer’s Benefit Plan Non-discriminatory", BLG Article, March 2019

Awards & Recognition

- Recognized in the 2027 edition (and since 2025) of *Chambers Canada* (Associates to watch: Employment & Labour (Nationwide - Canada))

Bar Admission & Education

- Ontario, 2019

- JD, University of Calgary, 2018
- BA (Hons), English Language and Literature, University of Western Ontario, 2015

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