Brian Portas

Partner

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Labour & Employment
Business Immigration

Brian works with clients to fulfill their **business immigration** needs.

He helps clients obtain Canadian **work permits** (including applications that require Labour Market Impact Assessments/Labour Market Opinions from Service Canada). He also assists with preparing permanent residence applications, citizenship applications, and other immigration issues such as temporary entry into Canada as a business visitor.

In his **employment law** practice, Brian has assisted both employers and employees with the negotiation of severance packages, wrongful dismissal lawsuits, Employment Standards Code and Human Rights complaints, disability and accommodation, progressive discipline and other employment-related matters.

Brian is also a Chartered Professional in Human Resources (CPHR).

Experience

- Captionmax, a US-based close captioning company, in its acquisition of Calgary, Alberta-based National Captioning Canada (NCC). CaptionMax is one of North America's largest closed captioning and media accessibility companies. Captionmax serves a variety of industries including: Media and Entertainment, Corporate, Education, and Government.
- Provides ongoing counsel to human resource managers and other employer representatives on termination issues, progressive discipline, human resource policies, disability and accommodation, privacy, drug and alcohol, and other employment-related matters.
- Assists clients with the preparation of offer letters and employment agreements.

- Represents primarily employers in wrongful dismissal lawsuits, employment standards, human rights and privacy complaints.
- Assists large construction companies with foreign worker new hires and international employee transfers.
- Assists international oil & gas companies to develop immigration processes for international recruitment purposes and intra-company transferees.
- Assists major multi-national corporations in establishing Canadian operations and advised on strategies to transfer experienced employees from other locations of the corporations to the new operations.

Insights & Events

- Author, "Business Immigration Update: Citizenship Eligibility, AINP Changes, National Immigration Levels and NAFTA", BLG Article, February 2018
- Author, "Immigration Update Changes to the Express Entry System and Electronic Travel Authorization Reminder", BLG Article, June 2017
- Author, "The Historic 2016 United States Elections: Canada And The United States — Forward Together", BLG Article, November 2016
- Author, "Immigration Update — New Labour Market Impact Assessment Exemption", BLG Article, March 2016

Beyond Our Walls

Professional Involvement

- Member, American Immigration Lawyers Association (AILA)
- Member, Human Resources Institute of Alberta
- Member, Calgary Bar Association
- Member, Canadian Bar Association, Employment & Labour Law and Citizenship & Immigration Law Sections

Awards & Recognition

- Recognized in the 2027 (and since 2014) edition of *The Best Lawyers in Canada* (Immigration Law) and since 2021 (Labour and Employment Law).
- Recognized in the 2026 edition (and since 2023) of *The Legal 500 Canada* as a "Leading individual" (Business immigration)
- Recognized in the 2026 edition (and since 2024) of *Benchmark Litigation – The Definitive Guide to Canada's Leading Litigation Firms & Attorneys* as a Litigation Star and in the 2017-2021 editions as "Future Star" (Labour and Employment).
- Recommended in the 2017 edition of the *Legal 500 Canada* (Business Immigration).

Bar Admission & Education

- Alberta, 2001

- LLB, University of Calgary, 2000
- BComm. (with Distinction), Co-op Program, University of Alberta, 1997

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