Covid19 Frequently asked questions

1. Can I still recruit internationally during the COVID19 pandemic?
   a. Yes, international recruitment is still possible during the COVID19 pandemic. However, we encourage you to contact HR Immigration (hrimmigration@ucalgary.ca) should you wish to recruit a non-academic position. There are current restrictions placed on LMIAs, which may impact your ability to recruit internationally for non-academic positions. Academic positions, in regard to immigration requirements, encompass all professor and instructor ranks, research associates, and postdocs.

2. Can I still invite international visiting professors/researchers to the UCalgary campus during the COVID19 pandemic?
   a. Yes, assuming there is an essential need for them to be in Canada at this time (e.g. visitor/worker is required to be physically in Canada to perform their duties or conduct research. That is, they cannot work remotely). Please complete the International Visitor Category Assessment Form: https://live-hr.ucalgary.ca/hr/hiring-managing/recruiting-and-hiring/hiring-foreign-workers/international-visitor-assessment

   HR Immigration will contact you with instructions on if and how the visit can proceed.

3. Can I still invite short-term researchers (ie: visit is less than 120-days) to campus, without needing to support them with a work permit?
   a. Short term visitors, who previously were exempted from the requirement to hold a work permit, are no longer eligible to enter into Canada. All foreign workers therefore require a work permit, regardless of the duration of their stay, and need to provide evidence of the essential reason for entering Canada during the COVID19 pandemic (e.g. visitor/worker is required to be physically in Canada to perform their duties or conduct research. That is, they cannot work remotely).

4. Can I still invite visiting research-only international students?
   a. Kindly email our colleagues in International Student Services at issimmigration@ucalgary.ca for assistance with inviting visiting students to the University of Calgary campus.

5. Are all foreign workers required to quarantine for 14 days upon entering Canada?
   a. Yes. Only an extremely rare few individuals are exempted from the requirement to quarantine upon entering Canada. HR Immigration will provide guidance to all incoming foreign workers on entrance and quarantine requirements, prior to their arrival. Please note that it’s imperative that HR Immigration be alerted in advance of travel plans.

Please see the following information from the Public Health Agency of Canada for more information on quarantine requirements: https://www.canada.ca/en/public-
6. Are all foreign workers required to stay in a government-authorized hotel for 3 days upon entering Canada?
   a. Anyone (including foreign workers, international students, Canadian citizens and Permanent Residents) who fly into Canada, are required to stay in a government-authorized hotel for 3 days upon arriving into Canada, while they await the results of the COVID19 test they received upon entering Canada. Only extremely select few are exempted from this requirement. HR Immigration will be able to provide guidance on this requirement prior to the foreign worker entering Canada, so long as HR Immigration is alerted in advance of their travel plans.

   Individuals who drive into Canada are not required to participate in the 3-day mandatory hotel stay.


7. What are my obligations as an employer during my foreign workers mandatory quarantine?
   a. The University of Calgary is legally obligated to begin paying foreign workers their wages starting on the date that they enter into Canada. Therefore, it’s imperative that foreign workers notify HR Immigration of their travel plans in advance, and alert HR Immigration immediately upon entering. Their appointment start date will be the same date that they enter into Canada.

8. What type of support does HR Immigration provide to hiring managers, and incoming foreign workers, during the COVID19 pandemic?
   a. HR Immigration will provide guidance on if, and how, we can invite a foreign national to our campus during the COVID19 pandemic. Assuming we can support them with a work permit, and we are notified of their dates of travel, we will also provide all incoming foreign workers with guidance and support on the current requirements on entering Canada and undergoing quarantine.

9. How COVID-19 is affecting business at IRCC?