

# Shannon M. Houston

## Partner

### Calgary

#### OFFICE

403.298.2492

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## Industries & Expertise

#### INDUSTRIES

Agribusiness & Food Production | Major Projects  
| Oil and Gas | Manufacturing | Technology

#### EXPERTISE

Immigration

## Biography

#### BAR ADMISSION

Massachusetts, 2025

Alberta, 2013

#### EDUCATION

- Juris Doctor, University of Calgary, 2012
- Bachelor of Management – Human Resource Management & Labour Relations and International Business (with distinction), University of Lethbridge, 2008

#### LANGUAGES SPOKEN

English

Shannon Houston is a dedicated immigration lawyer at Miller Thomson, specializing in the intricacies of corporate-based immigration matters for Miller Thomson's corporate clients. She skillfully manages Business Visitor submissions, Labour Market Impact Assessments, and temporary work permits, including CUSMA Professionals, intracompany transfers, religious workers and other programs like the Francophone Mobility Program and Significant Benefits categories. In addition, Shannon has extensive experience with the family and economic class Permanent Residence Programs, including Express Entry, Permanent Residence Card renewals and Canadian citizenship applications. Her background in human resources within Calgary's oilfield sector enriches her client-focused approach, allowing her to navigate complex immigration processes with ease. Shannon's commitment to understanding her clients' unique situations ensures they receive the highest level of service and support in their immigration needs.

In addition to her contributions as a speaker and author on various immigration law and business travel topics, Shannon has also demonstrated a commitment to both the legal community, as a mentor with the Law Society of Alberta, and the wider community by raising money for various types of cancer research via a number of different initiatives.

Shannon proudly holds memberships with the Law Society of Alberta, the Canadian Bar Association, and the Calgary Bar Association.

## Industry involvement

### Thought leadership

- Speaker, "Navigating COVID-19: Your Employment Questions Answered," Miller Thomson Labour & Employment Webinar, May 7, 2020
- Co-author, "COVID-19 Canadian travel and immigration update," Labour & Regulatory Services, April 22, 2020
- Co-author, "A word of caution for employers: human rights in the hiring process," Labour and Employment Communiqué, December 10, 2019
- Author, "News Flash: Express Entry Immigration Bulletin," Labour & Regulatory Services, November 15, 2016
- Author, "To Comply or Not To Comply? The Dangers of Non-Compliance Under the New Regulations for the Temporary Foreign Worker Program and International Mobility Program," Canadian Labour & Employment Law Blog, August 20, 2015
- Author, "Employer Obligations in Terminations of Temporary Foreign Workers," Canadian Labour & Employment Law Blog, March 23, 2015
- Speaker, "New Developments, Categories and Challenges to the Hire and Retention of Foreign Workers," Human Resource Institute of Alberta, Edmonton, 2015

- Co-author, “Express Entry—The New Reality for Economic Immigration to Canada,” Labour & Regulatory Services, December 4, 2014
- Co-author, “Employment and Social Development Announces Moratorium on Processing of Labour Market Opinions and Work Permits for Food Service, Retail and Other Service Industries,” 2014
- Co-author, “Alberta Court of Appeal: Employees Responsible for Employer’s Money may be Fiduciaries,” Canadian Labour & Employment Law Blog, December 10, 2013
- Co-author, “Section 91 of the Immigration and Refugee Protection Act: Clarification From CIC Regarding Human Resources Personnel,” Labour & Regulatory Services, October 21, 2013

### **Community roles**

- Caseworker, Student Legal Assistance (2009-2010)
- Fundraising for breast cancer research through the Rocky Mountain Soap Company Women’s Run & Walk (2012, 2013, 2016) and the Weekend to End Breast Cancer (2006, 2007)

### **Memberships & affiliations**

- Member, Law Society of Alberta
- Member, Canadian Bar Association
- Member, Calgary Bar Association