



# What's New in HR Law

## New *ESA* Poster Published

September 25, 2020

The Ontario Ministry of Labour has published a new version of its employment standards poster. The newest version of the poster, Version 9.0, is available for download in multiple languages [here](#).

Although it used to be the case that employers were required to post the poster in a conspicuous place in the workplace, this is no longer necessary. The *Employment Standards Act, 2000* was previously amended to remove the workplace posting provision. However, employers are still required to: (i) provide a copy of the most recent poster to current employees; and (ii) provide a copy of the most recent poster to new employees within 30 days of their hire.

The *ESA* does not prescribe the manner in which a copy of the poster must be provided. As such, employers have the flexibility to attain compliance with these requirements in a manner that fits best with their usual internal communications protocols.

### Need more information?

For more information regarding employment standards compliance or related litigation, contact any member of our [legal team](#).

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management labour and employment law

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This update is for general discussion purposes and does not constitute legal advice or an opinion.

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