



What's New in HR Law

Open for Comment: Consultation on New Job Posting Rules in Ontario

September 4, 2024 | By Emily Elder

Bottom Line

Until September 20, 2024, employers and other stakeholders can provide comments on the proposed new rules for job postings in Ontario. These proposed rules include the new Part III.1 (Job Postings) in the *Employment Standards Act, 2000* – which is not yet in force – and those further amendments in Bill 190, the *Working for Workers Five Act, 2024* – which has not yet passed. Key aspects of the new cyber security legislation contained in Bill 194 also form part of this consultation. We wrote about these developments previously (see [here](#) for the new Part III.1, [here](#) for Bill 190 and [here](#) for Bill 194).

The government requests input on, among other proposed changes:

- definitions of “artificial intelligence” (“AI”) and “publicly advertised job posting” and “interview”
- requirements to disclose the use of AI in hiring practices
- thresholds for the mandatory inclusion of salary ranges on job postings
- the prohibition against requiring Canadian experience
- disclosure of whether a job posting is for an existing vacancy
- whether businesses with less than 25 employees should be exempt from the requirement to disclose existing vacancies
- criteria for the obligation on employers to provide certain information to applicants whom they interviewed

This article is for the purposes of only general information and does not constitute legal advice or opinion.

Interested parties can access the [Consultation Paper](#) here or in [Ontario's Regulatory Registry](#). Submissions can be made via email.

Need More Information?

For more information or assistance with job postings or with making submissions on proposed new requirements, contact your [regular lawyer](#) at the firm.



Toronto
416.408.3221
toronto@filion.on.ca

London
519.433.7270
london@filion.on.ca

Hamilton
905.526.8904
hamilton@filion.on.ca

Kitchener-Waterloo
519.433.7270
kitchener-waterloo@filion.on.ca