

## ***Are your walls bare? New Ontario Posting Requirement will change that!***

As of May 20, 2015, Ontario employers are required to post the most recent version (6.0) of the Employment Standards Poster (“Poster”) published by the Ontario Ministry of Labour. The Poster must be posted in the workplace where it is likely to come to the attention of the employees. In addition to posting the Poster, employers must provide employees with a copy of the most recent version.

There are also some language requirements to be mindful of. In particular, the poster must be displayed in English. Further, if the majority language of a workplace is not English, and the Ministry has a version of the Poster in that language, the employer is required to post a copy of the non-English version next to the English version. Also, if an employee requests a copy of the Poster in another (available) language, the employer must provide the translated version along with the English version to that particular employee.

Employers who fail to comply with the posting requirements of the Ontario *Employment Standards Act, 2000*, as amended, may be subject to Ministry orders and fines. To assist your organization with its compliance, you can find more information about the Ministry Poster (and obtain copies of the Ministry Poster in English and other languages) here: <http://www.labour.gov.on.ca/english/es/pubs/poster.php#who>

If you have any questions about the Poster or any other minimum employment standards requirements please contact an e2r Advisor.