

FTR Now

Employers Take Note: New ESA Poster Published by the Ministry of Labour

Date: January 8, 2018

In light of the changes to the *Employment Standards Act, 2000* (ESA) brought about by Bill 148, the *Fair Workplaces, Better Jobs Act, 2017*, the [Ministry of Labour has published](#) a revised version of the [ESA poster \(Version 7.0\)](#) which is required to be posted by employers in a conspicuous place in the workplace, among other things.

The poster summarizes certain standards under the ESA and directs readers to the MOL website for more information. Bill 148 did not change an employer's statutory obligations regarding the poster, which require an employer to:

- post the most recent copy of the ESA poster (Version 7.0) in a conspicuous place where it is likely to come to the attention of employees
- provide a copy of the poster to each new hire within 30 days of their hiring date
- provide a copy of the most recent poster to each employee
- post a copy of the poster in English, but if the majority language spoken in the workplace is other than English and the MOL has published a poster in that language, a copy of that poster is to be displayed alongside the English version.

Failure to replace older versions of the poster with the most current version, or failure to comply with these posting obligations, is a violation of the ESA.

Employers should therefore ensure that they comply with their posting requirements in light of the most recent poster published by the MOL.

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