Human Resources Legislative Update

Ontario Announces Proposed Changes to Employment Requirements, Including Disclosure of Salary Ranges in Job Postings

Date: November 6, 2023

On November 6, 2023, the Ontario government announced it will introduce legislation to require Ontario employers to disclose salary ranges in job postings. The legislation would also require employers to disclose whether they used artificial intelligence during the hiring process.

Other proposed changes include:

- clarifying that an employee's written agreement is necessary if they are to receive vacation pay in a format other than a lump sum prior to their vacation
- amending the *Digital Platform Workers' Rights Act, 2022* to "create a regulatory authority to provide greater flexibility on how pay based on minimum wage must be determined"

Further, the government announced that it will be conducting consultations on ending the use of non-disclosure agreements in the settlement of cases where there are allegations of "workplace sexual harassment, misconduct or violence."

We will be monitoring for the legislation referred to in this announcement and will provide further updates once they become available.