

[Open For Comment: Consultation On New Job Posting Rules In Ontario](#)



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

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

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The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.

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