

Don't Read This Article. Post the New *Employment Standards Act* Poster!

Sandeep K. Tatla and Greg McGinnis

The Ministry of Labour has published a new version of its *Employment Standards Act* poster, "What you should know about the Employment Standards Act" Version 4.0.

The new poster is updated to reflect recent changes to the *ESA* regarding Minimum Wage, Reservist Leave, Declared Emergency Leave, Family Day, and Family Medical Leave. There have been no other substantial changes.

Employers should ensure that they replace the old poster (version 3.0) with version 4.0 IMMEDIATELY. Employers can get version 4.0 online for free at www.labour.gov.on.ca/english/es/poster.html.

Version 4.0 of the poster is also available in 21 languages besides English and French.

Do I have a choice?

No. Posting the poster is a legal requirement. All employers that are subject to the *ESA* are required to post version 4.0 in at least one conspicuous place in every workplace where the poster is likely to come to the attention of the employees, regardless of the number of employees or the physical size of the workplace.

Breakfast Briefing

Hours of Work, Emergency Leave and Audits: How to Comply With The *ESA* and Still Manage Effectively

March 25, 2008 – Mississauga

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Employers can be subject to compliance orders or monetary penalties for failing to post.

Employers should be ready to field any employee questions about their rights under the ESA, because inevitably, a new posting in the workplace is going to come to the attention of employees and more than likely this will spark some employee discussion. The Ministry of Labour website has information about the ESA that you may find useful in helping you answer employee questions. Check out this link : http://www.labour.gov.on.ca/english/es/es_pubs.html. Be careful how you respond to any questions, making sure to check the facts and

law before responding or consult legal counsel if you are unsure.

Should you have any questions about your obligations under the ESA please contact Sandeep K. Tatla or Greg McGinnis.

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