



Housing Services Notice

Date: January 24, 2018

HSN 2018-03

This applicable legislation/policy is to be implemented effective this date by the housing provider(s) under the following programs:

Please note, if your program is **not checked**, this change is **not applicable** to your project.

- Federal Non-Profit Housing Program
- Federal Section 26/27 Housing Program
- Federal Urban Native Non-Profit Housing Program
- Private Non-Profit Housing Program
- Municipal Non-Profit Housing Program (Pre-1986)
- Local Housing Corporation
- Rent Supplement Programs
- Nipissing District Housing Registry

Subject: Employment Standards Poster, version 7.0

Reference:

- Ontario Ministry of Labour Employment Standards Poster
 - o <https://www.labour.gov.on.ca/english/es/pubs/poster.php>
- Summary of the Fair Workplaces, Better Jobs Act, 2017
 - o <https://www.ontario.ca/page/plan-fair-workplaces-and-better-jobs-bill-148>

Background:

To help ensure that employers understand their obligations and that employees know their rights, the Ontario Ministry of Labour has prepared and published an Employment Standards Poster entitled "Employment Standards in Ontario".

The Fair Workplaces, Better Jobs Act, 2017, that came into force on January 1, 2018, resulted in changes to the Employment Standards Act, 2000, the Labour Relations Act, 1995, and the Occupational Health and Safety Act.

As a result of these changes, version 6.0 of the poster has gone out of date. Accordingly, the Ministry has published a new streamlined version 7.0 of the poster designed to direct readers to the Ministry's website for more detailed information.

This poster describes important rights and requirements under the Employment Standards Act, 2000 and must be posted in the workplace where it is likely that employees will see it.

Employers are also required to give every employee a copy of the poster. If an employee requests a copy of the poster in a language other than English and the Ministry has published a version of the poster in that language, the employer must provide the translated version in addition to the English copy.

An employer may provide the poster as a printed copy, or as an attachment in an email to the employee, or via a link to the document on an internet database provided the employee has reasonable access to that database.

Attached, is a copy of new version 7.0 of the "Employment Standards in Ontario" poster in both English and French (other languages are available on the Ministry of Labour website noted above).

Action: Housing providers shall post the new version 7.0 of the "Employment Standards in Ontario" poster in their workplaces where it is likely to come to the attention of employees.

Housing providers will also provide copies of the poster to all employees covered by the Employment Standards Act, 2000.

We also encourage housing providers to become familiar with all the changes to labour legislation due to the Fair Workplaces, Better Jobs Act, 2017 which came into effect January 1, 2018. A summary of those changes can be found at the website noted above.

If you have any questions or concerns regarding this or any Housing Services Notice, please contact the Housing Services Administrator assigned to your portfolio.

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