

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Employment terms</b>		
<b>Job Specifications</b>	<p>Employers are required to state the working conditions of a role to job seekers when recruiting. The Employment Security Act (“ESA”), which regulates this, has been amended twofold:</p> <p>(1) If the working conditions change during negotiations, the employer must highlight the changes to the candidate; and</p> <p>(2) The types of condition, which must be flagged to a candidate, have been expanded to include terms relating to probation periods, discretionary work arrangements, and fixed overtime payment systems.</p> <p>Effective date: January 1, 2018</p>	<p>Review your recruitment practices and documentation, to check whether the requirements under the amended ESA are satisfied.</p>
<b>Disability</b>		
<b>Promotion of Employment of Persons with Disabilities (the “APEPD”)</b>	<p>Under the APEPD, employers are required to hire a specified percentage of persons with disabilities (called the statutory employment rate or “SER”). The current SER for private sector employers is 2.0%, and under the amended APEPD, the SER will increase to 2.2%.</p> <p>Effective Date: April 1, 2018</p>	<p>Check whether you satisfy the amended statutory employment rate.</p>
<b>Childcare</b>		
<b>Extension of Childcare Leave Period</b>	<p>Under the previous Childcare Leave Act, an employee was entitled to childcare leave if the child was less than one year old. Childcare leave can now be extended until the child is two if certain requirements are met, e.g. the extension is needed because childcare arrangements fall through.</p> <p>This change was introduced on October 1, 2017, but due to its importance to employers, is restated in this year’s 2018 update.</p>	<p>Review your family leave practices and policies, and amend to ensure compliance.</p>