

iGlobal Law 2024 Annual Alert : Canada

Legal Change	Effective Date	Action required
<p>Rule changes for Publicly Advertised Jobs (Ontario)</p> <p>A new Bill would require employers in Ontario to include the expected compensation or range of expected compensation for publicly advertised job postings.</p> <p>Additionally, the posting must disclose whether the employer uses artificial intelligence to screen, assess or select applicants for the position. Employers must not include any job requirements related to Canadian experience.</p>	<p>Not yet passed into law, but expected to in 2024.</p>	<p>If passed, employers who publicly advertise job postings in Ontario will need to meet the new legislative requirements. Employers should monitor the status of this Bill and consider compliance strategies.</p>
<p>Rules Governing Employment Agencies (Ontario)</p> <p>Temporary help agencies and recruiters will be required to obtain a license to operate in Ontario.</p>	<p>July 1st, 2024</p>	<p>Temporary help agencies and recruiters should ensure that they have obtained a license to operate in Ontario and are compliant with the new licensing regime and related requirements. Other employers should ensure that their temporary help agencies and recruiters are licensed.</p>
<p>Pay Transparency rules (British Columbia)</p> <p>Employers in B.C. will be required to complete and post pay transparency reports on their B.C. employees by November 1st of each year. This requirement will apply in stages, depending on the number of employees in B.C.</p>	<p>Employers with 1,000+ employees must comply by Nov. 1st, 2024.</p> <p>Employers with 300+ employees must comply by Nov. 1st, 2025.</p> <p>Employers with 50+ employees must comply by Nov. 1st, 2026.</p>	<p>Employers in B.C. with 50 or more employees will need to post annual pay transparency reports.</p> <p>Consult with the regulations and government guidance with respect to the reporting obligations.</p>