
Rules and exemptions for job postings

On **January 1, 2026**, new requirements and a new regulation ([O. Reg. 476/24](#)) under the ESA will come into effect for employers who advertise publicly advertised job postings, including the following requirements.

The requirements with respect to publicly advertised job postings will not apply to employers that employ less than 25 employees on the day the posting is posted.

Requirement to include expected compensation

Employers will have to include in a publicly advertised job posting information about the expected compensation or range of expected compensation for the position. In the case of a range, the range is limited to an amount equivalent to \$50,000 per year or less.

This requirement does not apply if the expected compensation is equivalent to more than \$200,000 per year, or the range of the expected compensation ends at an amount equivalent to more than \$200,000 per year.

Requirement to disclose use of artificial intelligence

Employers will be required to disclose in a publicly advertised job posting the use of artificial intelligence during the hiring process.

Prohibition against including Canadian experience requirement

Employers will be prohibited from including in a publicly advertised job posting or any associated application form any requirements related to Canadian experience.

Requirement to disclose if a vacancy exists

Employers will be required to disclose in a publicly advertised job posting if the posting is for an existing vacancy or not.

Requirement to provide information to applicants interviewed

If an employer interviews an applicant for a publicly advertised job posting, they will be required to provide information to that applicant about whether a hiring decision has been made for that posting.

The information must be provided:

- within 45 days after the date of the interview or, if the applicant is interviewed more than once, then within 45 days after the date of the last interview
- in person, in writing or using technology.

[O. Reg. 476/24](#) also defines the following key terms:

- artificial intelligence
- publicly advertised job posting
- compensation
- interview