



Pay Equity Notice

In August of this year, new proactive, pay equity legislation came into force. All federally regulated employers, including Staff of the Non-Public Funds, Canadian Forces, with 10 or more employees, must comply with the legislation by September 2024. Pay equity is equal pay for work of equal value.

The legislation requires that a committee is formed to support the work needed to reach compliance and develop a pay equity plan. This committee must include:

- a minimum of 3 members, 2/3 of which must represent the employees who are covered by the plan;
- a minimum of 50% of the members must be women;
- minimum of one member selected by the employer or to represent it;
- minimum of one member selected by each of the bargaining agents (note – bargaining agents will be responsible for determining representation on the committee); and,
- minimum of one member selected by non-unionized employees to represent them (note - Employees are entitled to designate the employees who will represent them – additional information related to this process will be forthcoming).

The project to ensure compliance with the new federal pay equity act is in its early stages and as there is greater clarity on process and timing, further information will be shared with you.

For additional information, the Canadian Human Rights Commission's website for pay equity can be found at the following link: www.payequitychrc.ca.