

# Federal Pay Equity Act

written by Conner Lantz | January 15, 2021

When the Federal Pay Equity Act comes into force, do we need to include executives in the plan?

The definition of employee looks to be as follows:

a person employed in the public service, other than

- (i) a person appointed by the Governor in Council under an Act of Parliament to a statutory position described in that Act,
- (ii) a person locally engaged outside Canada, or
- (iii) a person employed under a program designated by the employer as a student employment program;

However, the definition of non-union employee means an employee who is not a member of a bargaining unit, other than an employee who occupies a position declared to be a managerial or confidential position as defined in subsection 2(1) of the [Federal Public Sector Labour Relations Act](#) or an employee who performs management functions or is employed in a confidential capacity in matters relating to industrial relations. (non syndiqué)