

HR Insider Newsletters – 2019 Year



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Federal Compliance Alert

BSE C-86: Feds Hop on the Employment Standards Before Train

The federal government is set to become the fourth jurisdiction in the past 2 years to adopt a major employment standards reform bill. Ontario, Quebec and Quebec are the others. In fact, BSE C-86, the guest 2018 budget implementation bill working its way through Parliament, is the most sweeping piece of federal employment legislation in decades. Here's an overview of its key provisions and impact on federally regulated employers.

Pay Equity—Gender

Fulfilling a Liberal Party campaign promise, BSE C-86 makes equal pay for men and women doing substantially equivalent work at the same establishment as not just a human right but also an employment duty. **Essential Impact:** Employers that fail to provide pay equity will now be subject to the full force and power of the Canada Labour

Code enforcement system. Highlights of the BSE C-86 pay equity provisions:

- To be enforced by the new Pay Equity Commission to be established within the Canadian Human Rights Commission.
- Requires employers to create and implement pay equity plans.
- Also requires employer to establish a workplace pay equity committee, at least 3 members of whom must be female, to support implementation of the plan.

Pay Equity—Employment Status

While gender-based pay equity is an employment standards obligation in 7 other jurisdictions (NB, NS, ON, QC, SK and YT), **BSE C-86** also takes things one step further by having pay differential on the basis of employment status, i.e., equal pay for substantially equivalent work between

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Landscape: Scope of ESA Pay Equity Protection by Jurisdiction

