Pay Equity – 2023 Year in Review



FEDERAL

LAWS & ANNOUNCEMENTS

Nov 18: Newly proposed regulations allow the government to impose administrative monetary penalties (AMPs) of up to $50,000 on federally regulated employers for violating their obligations under the new pay equity laws and to align pay reporting rules with *Canada Labour Code* requirements.
Action Item: The 8 things you must know to comply with the new federal pay equity law

BRITISH COLUMBIA

LAWS & ANNOUNCEMENTS

Mar 7: Newly tabled Bill 13 would establish pay transparency in BC by requiring employers to, among other things, include pay information in job ads, refrain from asking job applicants about their pay history or taking reprisals against employees for discussing their pay and publishing annual pay transparency reports.
Action Point: Find out more about pay equity laws and their practical impact on operations

Apr 25: Bill 13 establishing pay transparency in BC is through Third Reading and just one step from passage. It requires employers to, among other things, include pay information in job ads, refrain from asking job applicants about their pay history or taking reprisals against employees for discussing their pay and publishing annual pay transparency reports.
Action Point: Find out more about pay equity laws and their practical impact on operations

May 11: Bill 13 establishing pay transparency in BC has received Royal Assent. It requires employers to, among other things, include pay information in job ads, refrain from asking job applicants about their pay history or taking reprisals against employees for discussing their pay and publishing annual pay transparency reports.
Action Point: Find out more about pay equity laws and their practical impact on operations

MANITOBA

LAWS & ANNOUNCEMENTS

Mar 13: Newly tabled Private Member Bill 228 would add new pay transparency requirements to the Employment Standards Code and Pay Equity Act similar to those that BC just adopted. The law would ban employers from asking applicants about pay history while requiring them to include pay information in public job ads and publish an annual pay audit report, including information on gender and diversity, with the Pay Equity Commissioner.
Action Point: Find out more about pay equity laws and their practical impact on operations

NEWFOUNDLAND & LABRADOR

LAWS & ANNOUNCEMENTS

Mar 13: From now through April 23, the government will be conducting online surveying on regulations to implement the new *Pay Equity and Pay Transparency Act*. Issues on the table include rules governing pay transparency reports, which employers should have to submit them and how often and which information they must include.
Action Point: Find out more about pay equity laws and their practical impact on operations

Apr 25: Newfoundland extended online surveying on regulations to implement the new *Pay Equity and Pay Transparency Act* another 2 weeks through May 7. Issues on the table include rules governing pay transparency reports, which employers should have to submit them and how often and which information they must include.
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PRINCE EDWARD ISLAND

LAWS & ANNOUNCEMENTS

May 24: PEI became the third jurisdiction in Canada to sign on to Equal by 30, an international initiative designed to ensure full equality of pay, employment and leadership responsibility between men and women in the clean energy sector by the year 2030. Nearly 200 jurisdictions, including all the G7 countries, have signed Equal by 30 since its launch 5 years ago.
Action Point: Find out more about pay equity laws and their practical impact on operations

QUÉBEC

LAWS & ANNOUNCEMENTS

Mar 8: Despite the progress of recent years, the average salary of women in Québec was 10% lower than that of men in 2022, according to a CNESST announcement made to recognize International Women’s Rights Day.
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