

# Pay Transparency and Compensation Risk for Canadian Employers – October 28th, 2026



**Date:** October 28, 2026

**Time:** 09:00 AM – 10:00 AM (PT)

**Speaker:** Rick Tobin

## About This Webinar

Compensation used to be one of the least visible parts of the employment relationship. That's changing. Employees compare pay more openly. Job candidates expect salary ranges. Some jurisdictions have moved toward pay transparency rules. Pay equity obligations remain a major compliance issue for many employers. Remote and cross-jurisdictional hiring have also made compensation practices harder to manage consistently.

For HR, the risk is no longer limited to payroll accuracy. Compensation decisions can raise questions about discrimination, gender equity, job classification, promotion practices, hiring ranges, internal compression, and inconsistent manager discretion. A salary decision that seemed reasonable in isolation may look much weaker when compared across roles, locations, or protected grounds.

This HR Insider webinar will help employers prepare for pay transparency and compensation risk before budget planning locks in another year of exposure. We'll cover the practical issues HR should review, including salary range practices, pay equity readiness, job posting language, compensation documentation, manager communication, and how to identify problem areas before employees, candidates, or regulators do.

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