

Pay Equity Compliance Checklist

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The Ontario *Pay Equity Act* came into effect in 1987 and required all public sector employers, and private sector employers with more than 10 employees, to develop pay equity plans for their non-union employees and for each bargaining unit, if any. New employers are similarly be required to achieve pay equity after coming into existence in Ontario.

However, achieving pay equity was only the beginning. Once established, maintaining pay equity is an ongoing challenge that can lead to significant – and often unexpected – liability, particularly since there is no time limit under the legislation. This Client Toolkit is intended to help employers monitor pay equity compliance within their organization by providing a checklist of key compliance benchmarks that must be monitored regularly.

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