

Human Resources Legislative Update

Federal Government Publishes Draft Regulations Relating to Pay Transparency

Date: August 20, 2019

On August 10, 2019, the federal government [released proposed amendments](#) to the *Employment Equity Regulations* made under the federal *Employment Equity Act* (Act). The amendments are in support of an amendment to the Act made by Bill C-97, the *Budget Implementation Act, 2019, No. 1* to include new pay transparency requirements.

Once proclaimed into force, this amendment will require federally regulated private sector employers to provide, in addition to the existing reporting requirements under the Act, any other information relating to the salary of its employees as may be prescribed.

The proposed regulatory amendments set out the prescribed information required. They include, among other things, changes to the definition of “salary”, new definitions of “bonus pay”, “overtime hours” and “overtime pay”, and additional record keeping obligations for employers.

The federal Labour Program is inviting submissions from the public, including employers, on the proposed regulatory amendments. Submissions are due by September 9, 2019.