



Human Resources Legislative Update

Employers Take Note: Incoming Changes to *Competition Act*

Date: October 25, 2022

Employers should take note of recent amendments made to the *Competition Act* (*Act*) by Bill C-19, [Budget Implementation Act, 2022, No. 1](#) which will come into force on June 23, 2023.

The amendments make it a criminal offence for an employer to conspire, agree or arrange with an unaffiliated employer to fix, maintain, decrease or control wages or terms of employment ("wage-fixing agreements") or to refrain from hiring or trying to hire one another's employees ("no-poach agreements") (see the [Guide to the 2022 amendments to the *Competition Act*](#), published by the federal government). This is a new provision within the existing criminal conspiracy provisions of the *Act*.

The penalty for violating this provision is imprisonment for up to fourteen years or a fine to be set at the discretion of the court, or both.

If you have any questions about these amendments, please contact your regular Hicks Morley lawyer.