Human Resources Legislative Update

Reminder: Deadline for Posting Final Federal Pay Equity Plan is Approaching

Date: March 11, 2024

For those federally regulated employers which became subject to the *Pay Equity Act* (*Act*) as of August 31, 2021 (the day the *Act* came into force), final versions of their pay equity plans and notices of pay increases must be posted no later than September 3, 2024 (the deadline specified by the Pay Equity Unit of the Canadian Human Rights Commission).

Note that there are requirements as well for posting the draft pay equity plan. Employers must post a draft pay equity plan in a format that is accessible to all employees along with a notice to employees advising of their right to provide comments on the draft pay equity plan. The *Act* provides that employees to whom the pay equity plan relates have at least 60 days from the time a draft pay equity plan is posted to provide written comments on the plan to the employer or the pay equity committee, where one has been established.

Practically, this means employers must have their draft pay equity plans posted by the end of June 2024. This would allow time for the 60-day comment window as well as time to revise the draft plan, if needed, in light of any comments received, before the deadline for posting the final plan on September 3, 2024.