

HUNTER-LIBERATORE-LAW

New Federal Employment Equity Transparency Requirements



The Federal Government has proclaimed amendments to the Employment Equity Act and Regulation to address wage gaps by implementing new transparency requirements.



New Salary Data Requirement

Employers will be required to record new salary data including aggregate wage gap information in their annual reporting on employment equity.



Definition of Salary

The definitions have also been amended to include a definition for bonus and for overtime pay. Also, the definition of salary will include overtime pay.



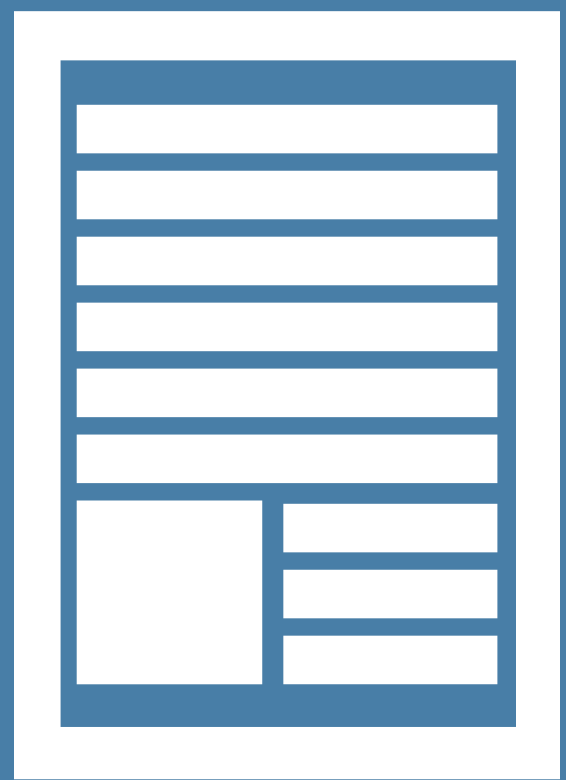
Increase in Range of Salary Sections

The salary levels available for employers for determining salary ranges now include options for higher salaries (top level has been increased from \$100,000+ to \$250,000+)



Record-Keeping Requirements

New record keeping requirements, including records relating to overtime and bonus pay.



Aggregate Wage Data

Aggregated wage gap information will be published annually and will provide comparable data on representation rates and designated group wage gaps. The first release of wage gap information is the fall/winter 2022/2023.



Coming into Force

Beginning January 1, 2021, employers covered under the Act will be required to record new salary data and to include wage gap information in their annual reporting by June 1, 2022.

These new reporting requirements apply to federally regulated private sector employers and provincially regulated employers participating in the Federal Contractors' Program (FCP)



Employers Participating in the Federal Contractors' Program (FCP)

Provincially regulated employers with 100 or more employees bidding on federal contracts of \$1,000,000 or more.



Interprovincial/
international
transportation



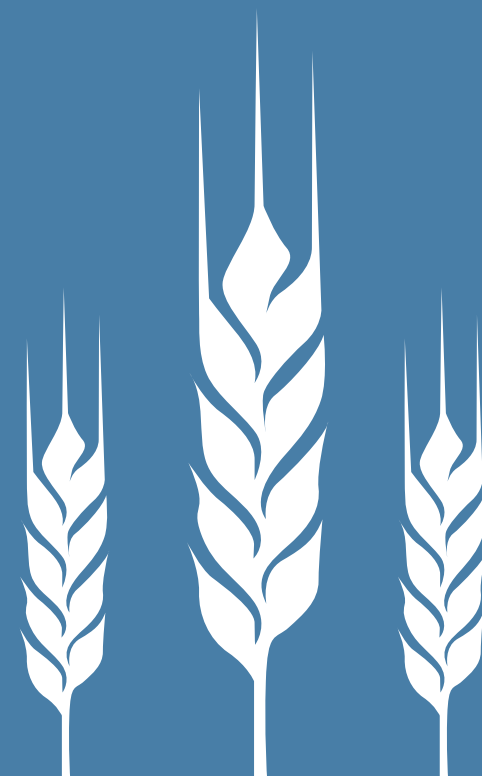
Banks



Nuclear



Telecommunications
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Grain



First Nations
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