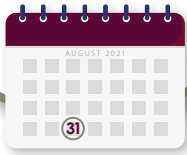




THE PAY EQUITY ACT

IS IN EFFECT
August 31, 2021



Federally **regulated** employers with **an average of 10 or more employees** are covered.

Milestone
1

2021

ESTABLISH THE FOUNDATION



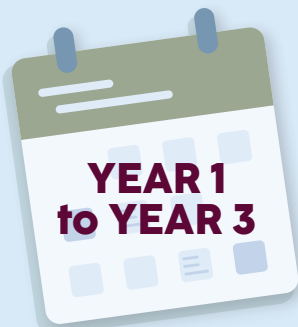
Notify employees that the pay equity process is taking place by **November 1, 2021**.

Establish a pay equity committee.

Milestone
2

2021-2024

CREATE A PAY EQUITY PLAN

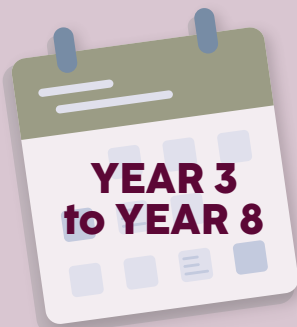


Post the final pay equity plan and notice of increases by **September 3, 2024**.

Milestone
3

2024-2029

INCREASE EMPLOYEE COMPENSATION



Increases in compensation starting **September 4, 2024**.

Phase in these increases between **2024 and 2029** (if applicable).

Milestone
4

2025

FILE YOUR ANNUAL STATEMENT



File first annual statement with the Pay Equity Commissioner by **June 30, 2025**.

Milestone
5

2024-2029

UPDATE YOUR PAY EQUITY PLAN



Collect workplace information on the last day of **each fiscal year**.

Post the updated pay equity plan by **September 4, 2029**.



EMPLOYERS MUST **PROACTIVELY** ACHIEVE PAY EQUITY BY DEVELOPING A **PAY EQUITY PLAN**.

