

## **PAY EQUITY** TIMELINE



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







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2024-2029

2021-2024

2024-2029

2025

2021

**UPDATE YOUR PAY EQUITY FILE YOUR PLAN** ANNUAL

## **ESTABLISH THE FOUNDATION**



employees that

the pay equity

taking place by

November 1,

process is

Establish a

pay equity

committee.

**Notify** 

2021.

**CREATE A PAY EQUITY** PLAN



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

**INCREASE EMPLOYEE COMPENSATION** 



Increases in compensation starting September 4, 2024.

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



**STATEMENT** 

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



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**.

