

Amendments to the Pay Equity Act

January 1, 2010

The *Pay Equity Act* (hereinafter the “Act”) celebrated its 10th anniversary in 2006. To mark the occasion, the Commission de l’équité salariale took stock of what had been achieved. After completing this analysis, on May 27, 2009, the National Assembly passed Bill 25, which made several amendments to the Act. These amendments came into force on May 28, 2009.

The most important changes made by Bill 25 were: (i) the extension of the Act’s coverage to businesses that reach an average of ten or more employees during a calendar year, (ii) the imposition of pay equity audits, and (iii) the adoption of measures to require employers to implement pay equity who have not yet done so.