

Government Presses Pause on Pay Transparency

If your head has been spinning with all the legislative changes lately, now you have one less thing to worry about as the Ontario government has stalled the *Pay Transparency Act*, which had been set to take effect January 2019.

The Act, which was passed in the spring, was aimed to help close the wage gap between men and women in the workplace by having employers impose the following:

- review and update policies and practices relating to pay rates;
- identify compensation gaps based on gender; and
- make any upward adjustments needed to compensation

While the Act hasn't been fully taken off the table, the delay suggests that changes may be made before anything takes effect.

We'll be sure to keep you apprised of any changes to this Act, or of if/when they choose a new date for the Act to move forward. In the meantime, if you have any questions, please do not hesitate to contact us to speak with an Advisor.