

BY DECEMBER 31

As an employer, must you have implemented a pay equity exercise?

December 31, 2016 is another deadline for application of the Act by some enterprises in Québec. It is the time limit by which a number of employers must have implemented a pay equity exercise in their enterprises and have posted the results.

YOUR ENTERPRISE HAD AN AVERAGE OF 10 EMPLOYEES OR MORE IN 2011

The deadline of December 31, 2016 is for all employers whose enterprise became subject to the *Pay Equity Act* as of January 1, 2013.

- An employer whose enterprise had an average of 10 employees or more during the 2012 calendar year must have implemented a pay equity exercise and posted the results no later than December 31, 2016.

YOU IMPLEMENTED A PAY EQUITY EXERCISE IN YOUR ENTERPRISE BEFORE THE ACT APPLIED TO THE ENTERPRISE

If the deadline pertains to your enterprise, but you implemented a pay equity exercise before January 1, 2013, you should know that the work done cannot be recognized for the purposes of the application of the Act, since, prior to that date, you could not know the nature of your obligations under the Act.

You have an obligation to implement a pay equity exercise and post the results no later than December 31, 2016.

SERVICES AND TOOLS ADAPTED TO YOUR NEEDS

The Commission makes available different tools to enable you to know and comply with your obligations under the Act. The obligations vary according to the number of employees you counted in your enterprise during the 2012 calendar year.

You can consult the website of the Commission at www.cnesst.gouv.qc.ca or call the phone information service at 1 844-838-0808, **and select option 4.**

The report is a rendering of account that a number of Québec employers must submit every year. In it, the employers indicate the progress made in their pay equity work in the enterprise.

Submitting your report makes it possible for the Commission to send you, if need be, personalized information about your obligations. To submit your report, go to www.demes.gouv.qc.ca.

Once you have implemented a pay equity exercise in your enterprise, you are invited to update the information in your report. That way, the Commission will know that you have complied with your obligations.