



**Ward & Uptigrove**  
Human Resources Solutions

**Clarity. Direction. Results.**

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**On May 7, 2018 Ontario passed the Pay Transparency Act, 2018.**

What does this mean to you as an employer?

Starting 2020, an employer with 250 or more employees will be required to submit a pay transparency report.

Starting 2021, an employer with 100 or more will be required to submit a pay transparency report.

This report will be an annual report that needs to be submitted to the Ministry no later than May 15th of each year and posted in the workplace.

Purpose of the Act:

- a) to promote gender equality and equal opportunity in employment and in the workplace, including equality of compensation between women and men, through increased transparency of pay and workforce composition;
- b) to increase disclosure of inequities related to employment and compensation that women and other Ontarians may experience in the workplace to encourage the removal of such inequities to promote the full and equal participation of women and other groups in the workplace;
- c) to promote, amongst employers, the elimination of gender and other biases in hiring, promotion, employment status and pay practices;
- d) to support open dialogue and workplace consultation between employers and employees on issues concerning employment, compensation and equal opportunity; and
- e) to support economic growth through the advancement of equity in employment and in the workplace for women and other groups.

Learn more: [http://www.ontla.on.ca/bills/bills-files/41\\_Parliament/Session3/b003ra\\_e.pdf](http://www.ontla.on.ca/bills/bills-files/41_Parliament/Session3/b003ra_e.pdf)