

IMPORTANT DEADLINES

Complying with the Pay Equity Act

January 1, 2014	Maximum deadline to complete initial pay equity requirements for businesses with 10 salaried staff or more as of the 2008 or 2009 calendar years
January 1, 2015	Maximum deadline to complete initial pay equity requirements for businesses with 10 salaried staff or more as of the 2010 calendar year
December 31, 2015	Anniversary date for completing compliance audit for businesses having completed an initial compliance audit as of December 31, 2010 (for businesses having initiated pay equity procedures before March 12, 2009)
January 1, 2016	Maximum deadline to complete initial pay equity requirements for businesses with 10 salaried staff or more as of the 2011 calendar year
March 30, 2016	Maximum deadline to complete the 1st compliance audit for businesses required to comply by December 31, 2010 (based on data from February 1, 2009)
December 31, 2016	Anniversary date for completing compliance audit for businesses that have carried out an initial compliance audit as of December 31, 2011
January 1, 2017	Maximum deadline to complete initial pay equity requirements for businesses with 10 salaried staff or more as of the 2012 calendar year.

Note: All businesses that began operating between March 13, 2004 and March 12, 2008 are not subject to any provisional statutes and as such they are not subject to the same general deadlines. For example, a business which began operating on April 1, 2004, with an average of 10 salaried staff or more, had until April 1, 2009 to complete all requirements relating to pay equity legislation.

Submitting Pay Equity Employer Declaration (DEMES)

Every Year	Within six months of a company's financial year end.
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Source: Commission de l'équité salariale (CES)