



**APRIL 2010**

**QUÉBEC PAY EQUITY deadline**

- The Commission de l'équité salariale (CES) sent a letter to all Québec entities on March 11, 2010 reminding them that they **must be in compliance with Pay Equity legislation no later than Dec 31, 2010 !!!**
- The amendments to the law passed last year on May 28, 2009, create new compliance rules, procedures and related deadlines to be adhered to by companies with more than 10 employees in their specific "reference period". This "reference period" is a function of a company's incorporation date.
- There are new rules for companies that have never prepared a Pay Equity plan and, there are new "maintenance" rules for companies that did previously complete a Pay Equity plan.
- **The first step** is for us to quickly determine if a company is subject to the law and its related obligations. Then, if required, we can determine the required process to achieving Pay Equity compliance. In certain cases, we can get government grants to help reduce our professional fees.
- We have been preparing formal Pay Equity plans for Québec entities since the inception of the law (1996) and many of our clients have been audited by the CES with flawless results!

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***The time to act is NOW before you under the CES microscope!***

**Please contact Morrie Weinberg** as soon as possible to assess your situation at 514-941-6299 or by e-mail at [morrie@consultMWA.com](mailto:morrie@consultMWA.com)