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What's New?

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The Gender Wage Gap Strategy

Have your say! Share your experiences and feedback to help close the gender wage gap in Ontario. Join the Gender Wage Gap Steering Committee at one of the three remaining public town halls:

London: Monday, January 25, 2016

St. Catharines: Tuesday, February 16, 2016

Brampton: Monday, February 22, 2016

Can't make it? Our 10 minute survey is a quick way to share your thoughts. This survey closes on Monday, February 29, 2016.

[Visit the website](#)

[Access the survey](#)

Upcoming Events

The Pay Equity Office will have representatives at the 2016 Human Resources Professionals Association (HRPA) Annual Conference and Trade Show from January 20 to 22 at the Metro Toronto Convention Centre. Come visit us at the Trade Show in Hall E!

As well, two Senior Review Officers will be speaking at the HRPA – West Toronto Chapter on February 24.

Monitoring

The New Employer Monitoring Program continues in 2016. Have questions? Contact us!

[Contact us](#)

New Employers – Getting Started

To get started on understanding Ontario's Pay Equity Act and meeting your obligations, we recommend that you download the following three documents:

- [A Guide to Interpreting Ontario's Pay Equity Act](#)
 - [Step-by-Step to Pay Equity \(Mini-Kit\)](#)
 - [E-Learning Modules: Pay Equity for Small Businesses](#)
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Did you know?

The Pay Equity Act does not provide a specific definition of “employee” except by two exclusions:

- First, [1. (1)] states: "employee" does not include a student employed for his or her vacation period.
- Second, under limited circumstances, it may be possible to exclude casual workers [8. (3–4)] from pay equity.

In the absence of a specific definition, employers should interpret "employee" broadly for the purpose of pay equity.

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