

## NOTE 1:

# Federal vs Provincially Regulated Employers

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### Federally regulated employers are:

- [federal departments, agencies and Crown corporations](#)
- chartered banks
- airlines
- television and radio stations
- interprovincial communications and telephone companies
- buses and railways that travel between provinces
- First Nations
- other federally regulated industries, such as certain mining operations

If none of the above applies, your company is likely a provincially regulated employer.

A number of the other provinces have pay equity laws. While only Ontario and Quebec have laws that require private sector employers do pay equity, more jurisdictions are encouraging employers to establish pay equity as a good business practice.

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### How do I get more help?

The Pay Equity Commission offers free services to guide employers through the pay equity process.

We are here to help. We can answer your questions by e-mail at [pecinfo@mol.gov.on.ca](mailto:pecinfo@mol.gov.on.ca) or by phone at (416) 314-1896, or toll-free at 1-800-387-8813. [Publications](#) and [seminars](#) are available free of charge. Request these by contacting us at [pecseminars@mol.gov.on.ca](mailto:pecseminars@mol.gov.on.ca)

All communications are confidential.

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## The Pay Equity Commission

This fact sheet is for information only, and is not intended to restrict Review Officers or the Pay Equity Hearings Tribunal in their determination of matters. Refer to the *Pay Equity Act* for exact interpretation.

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Last modified: October 22, 2006