

WAGE OR SALARY INFORMATION ON JOB POSTINGS

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SECTION 2 OF THE PAY TRANSPARENCY ACT OF BRITISH COLUMBIA

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EMPLOYERS MUST INCLUDE:

- salary or wage information must be included on all publicly advertised job postings

EMPLOYERS DO NOT NEED TO INCLUDE:

- Bonus pay, overtime pay, tips, or benefits

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EMPLOYERS MUST INCLUDE:

- Expected wage or salary or expected wage or salary range must be included within the job posting

FOR EXAMPLE:

- \$20 per hour
- \$20-\$30 per hour
- \$40,000 per year
- \$40,000 - \$60,000 per year

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WAGE RANGE MUST BE SPECIFIC:

- "\$20 per hour and up" or "up to \$30 per hour" does not meet the requirement
- "\$20-\$30 per hour" does meet the requirement

WAGE OR SALARY RANGE IS AT THE EMPLOYER'S DISCRETION:

- Salary information should be the employer's reasonable expectation of pay at the time of posting the job

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THIS REQUIREMENT DOES NOT PREVENT:

- The applicant requesting a higher salary
- The employer agreeing to pay a higher wage or salary

These requirements apply to jobs advertised in other jurisdictions if the position is open to B.C. residents and may ever be filled by someone living in B.C., either in-person or remotely.