

## **PAY EQUITY HEARINGS TRIBUNAL INFORMATION BULLETIN NO. 6**

### **Research and Resources for Parties Before the Pay Equity Hearings Tribunal**

#### **GENERAL**

The Pay Equity Hearings Tribunal is a quasi-judicial administrative tribunal with final and exclusive responsibility for hearing and determining all disputes arising under the *Pay Equity Act*. The Tribunal's processes and decisions are completely independent of the Pay Equity Office.

This Information Bulletin provides information about researching your case before the Pay Equity Hearings Tribunal and legal resources for unrepresented employees or employers.

#### **Three Ways to Get Tribunal Decisions**

Decisions of the Pay Equity Hearings Tribunal are available from a number of sources:

- Decisions released after January 1, 2000 can be accessed free of charge through the [Canadian Legal Information Institute](#). Selected earlier decisions are also available on this site.
- Paper copies are available from the [Ontario Workplace Tribunals Library](#), which is open to the public at 505 University Avenue, 7th floor, Toronto.
- Decisions are also available from: [Quicklaw](#) for a fee or subscription.

#### **The Ontario Workplace Tribunals Library**

This is a specialised library which serves the staff and clients of four different agencies: the Pay Equity Hearings Tribunal, the Ontario Labour Relations Board, the Human Rights Tribunal of Ontario, and the Workplace Safety and Insurance Appeals Tribunal. The Library has a unique collection of materials on pay equity and related issues as well as extensive materials on all aspects of labour and employment law, workplace safety/workers' compensation, human rights, administrative law, and general legal texts.

The Library is located at 505 University Avenue, Toronto on the 7<sup>th</sup>Floor. It is wheelchair accessible and available for use by the public between 9:00 and 5:00 (416-314-3700). The librarians can help you with any research problems

and provide reference assistance. You are not permitted to borrow materials but a photocopier is available.

### **Do You Need a Lawyer?**

It is not necessary to be represented by a lawyer or an agent. The Tribunal has considerable experience with self-represented individuals in proceedings before it and many do an excellent job.

However, if you chose to represent yourself you must understand that, Tribunal staff can provide you with information, but cannot advise you or give you an opinion about your case. Further, while the panel hearing the case may assist you by ensuring that its rulings and directions are expressed in layperson's language, it cannot give you legal advice and must always conduct the hearing in a way that is fair to all the parties.

### **Finding a Lawyer**

For the most part, the lawyers who appear regularly before the Tribunal are from law firms that specialise in labour and employment law. These firms act on behalf of either employers or employees/ trade unions. Contact your local county law association, [check the blue pages of your telephone directory or call your local courthouse for the name and number] to identify labour and employment law specialists in your area. Tribunal staff cannot recommend a lawyer to you.

Most cities in Ontario have a Legal Aid Ontario office as well as a community legal clinic. Check the blue pages of your telephone directory for the name and location of the clinic or office nearest you. Depending on your financial circumstances and the nature of your case you may be able to obtain a certificate for legal services from Legal Aid Ontario. Community legal clinics may also take on pay equity cases. Again, the decision will depend on the nature of your case and your financial circumstances.