

## PAY EQUITY PLAN CONTINUING EDUCATION

### SECOND POSTING (STAGES 3 AND 4)

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#### INTRODUCTION

The following document provides CUCEPTFU members the conclusion of the work of the Pay Equity Committee.

As you know, the objective of the *Pay Equity Act* is to redress differences in compensation due to the systemic gender discrimination concerning the persons who occupy positions in predominantly female job classes.

#### THE PROCESS

Following the first two steps of the Pay Equity Plan and the first posting, the Committee had four (4) meetings from July to November to do the following work:

- Evaluate the three (3) job classes at Continuing Education
- Determine if there are differences in job values between the three (3) job classes
- Determine if there are any pay equity adjustments required
- Be informed how the employer will make pay equity adjustments.

#### CONCLUSION OF THE WORK OF THE COMMITTEE

The evaluation of predominantly male job class (\$54.65) and of the first predominantly female job class (\$49.29) demonstrated clearly that almost no job factors or sub-factors are different. A consensus was reached by members of the Committee that those two job classes have equivalent responsibilities and should receive the same hourly compensation in the manner prescribed by the *Pay Equity Act*.

The evaluation of the second predominantly female job class (\$65.37) concluded that it is significantly different from the two previous job classes mentioned above. While the teaching responsibilities are similar, there are a number of factors and sub-factors which were evaluated higher than the two previous job classes.

The conclusion of the work of the Committee is that a pay equity issue exists between the job classes with a female predominance at \$49.29 and the male job class with a male predominance at \$54.65. Consequently, the Committee acknowledges that pay adjustments must occur to bring the hourly compensation of the female job class to the same level as the male job class in the manner prescribed by the *Pay Equity Act*.

## PAY EQUITY ADJUSTMENTS

The employer confirmed that Pay Equity adjustments will occur as specified in article 70 of the *Pay Equity Act*. The first adjustment will be in November 21, 2001 and the last adjustment will be on November 21, 2005 to bring hourly salaries from \$49.29 to \$54.65 over the period. Adjustments will be starting on November 21 2001, each year at the same until November 21, 2005.

The following table details the pay equity adjustments:

On November 21, 2001	from \$49.29 to \$50.37
On November 21, 2002	from \$50.37 to \$51.44
On November 21, 2003	from \$51.44 to \$52.51
On November 21, 2004	from \$52.51 to \$53.58
On November 21, 2005	from \$53.58 to \$54.65

The work of the Committee is completed and a review of the second posting was done.

## ADDITIONNAL INFORMATION

Should you require additionnal information from the Pay Equity Committee or wish to make comments to the Pay Equity Committee, you must forward your request in writing within 60 days of the present posting (by ..., January 2001) to:

Ms Joanne Spinelli, Centre for Continuing Education  
1455, De Maisonneuve Blvd West  
Montreal (Québec)  
H3G 1M8  
Tel. : (514) 848-3602  
E-mail : [spinj@alcor.concordia.ca](mailto:spinj@alcor.concordia.ca)

Who will submit your request on your comments to the Pay Equity Committee.

A French version of this posting is included.

The Pay Equity Committee