



Concordia

UNIVERSITY

November 7, 2000

To all members of the Concordia University
Part-Time Faculty Association (CUPFA)

Subject: Pay Equity

The Concordia University Part-Time Faculty Association (CUPFA) has requested in writing a pay equity plan applicable to CUPFA members as per article 11 of the *Pay Equity Act*.

The members of the Pay Equity Committee were Ms Liliana Berzowsky, Ms Angela Ford-Rosenthal and Ms. Valérie Gagnon. A consultant from Aon Consulting, Mr. Serge De Gagné seconded the Committee.

Two meetings were held on May 9th and May 24th. In the first meeting, a formal training was provided on the *Pay Equity Act* and its obligations. The training also covered the role and responsibilities of the Committee and the review of the documentation issued by the Pay Equity Commission.

A brief historical review was made and general discussions on compensation took place. The conclusion of the Committee was that all employees were covered by the collective agreement and receive the same pay for work performed. Compensation is pro-rated on hours worked.

An analysis pertaining to the statistical distribution of employees took place. A study of the information assessing the gender predominance showed that there is no gender predominance in this group of employees. In fact, 316 are males and 266 are females giving a 54% male and 46% female gender distribution.

The Committee members discussed if employees have similar duties and responsibilities. The conclusion of the discussion was yes, employees have similar duties or responsibilities.


The Committee members reviewed the second requirement to identify job class, which entails similar required qualifications. The Committee concluded that those jobs require similar qualifications.

The Committee concluded that there is only one job class because of similar duties or responsibilities, similar qualifications and same remuneration. Because there is no gender predominance, the work of the Pay Equity Committee was completed.

The second meeting was held on May 24th to review the minutes and determine how the information would be transmitted to CUPFA members. Minutes of the meeting were corrected and approved. It was thus reiterated that the work of the Committee was completed.

It was agreed that the union representatives will bring this issue to their union executive for feedback/consultation and would get back to Ms Gagnon afterwards. The Committee also decided that a mail transmission of the information would reach each member of CUPFA as duly registered on the seniority list.

If CUPFA members have questions or comments on pay equity, they may contact in writing one of the following Committee representatives, or they can call Robert Lacasse at 848-3675 or e-mail rlacasse@alcor.concordia.ca.



Prof. Liliana Berzowsky
Pay Equity CUPFA member



Mr. Robert Lacasse
Management Representative



Prof. Angela Ford-Rosenthal
Pay Equity CUPFA member

Concordia University
CUPFA Office
1455 De Maisonneuve Blvd. West
S K 340
Montreal, QC, Canada, H3G 1M8

Concordia University
Human Resources
1455 De Maisonneuve Blvd. West
ER 503 21
Montreal, QC, Canada, H3G 1M8