

Pay equity

Amended Posting May 23, 2012

Pay equity program – Concordia University

Pursuant to the Québec Pay Equity Act (the Act), Concordia had the obligation to establish a Pay Equity program for positions that were in the following employee groups on February 1, 2009:

- Support Staff (CUSSU)
- Professional Staff (CUPEU)
- Non-unionized employees including ACUMAE(management & administrative staff) teaching assistants, research assistants, casual (timesheet) and contractual employees

Please note that as per the Pay Equity Act, employees working in jobs normally held by students working at the university in their field of study are excluded.

As per the modified Pay Equity Act of 2009, the Pay Equity Committee determined salary gaps on February 1st 2009.

The identified salary gaps were as follows:

Second Posting/Deuxième affichage

PE Code / Code générique	2009 PE Generic title / Titre générique	Gender / Predominance (PM=Male/Masculine, PF=Female/Féminine, Mixte=Neutral/Neutre)	Annualized PE Adjustment / Ajustement équité salariale annualisé (%)
100	ACCOUNTS PAYABLEG07	PF	0,7%
115	ADMINISTRATIVE ASSISTANTG08	PF	5,5%
130	ADMISSION ASSISTANTG07	PF	13,8%
155	ASSISTANT TO THE CHAIRG08	PF	5,5%
160	ASSISTANT TO THE CHAIRG09	PF	9,3%
175	ASSISTANT TO THE DEANG10	PF	1,1%
180	ASSISTANT TO THE DIRECTORG09	PF	9,3%
182	ASSISTANT TO THE DIRECTORG10	PF	1,1%
187	BUYERG07	PF	0,7%
192	CASHIERG05	PF	2,3%
194	CLERKG05	PF	2,3%
196	CLERKG07	PF	0,7%
200	COORDINATORG07	PF	0,7%
207	DEPARTMENT ASSISTANTG07	PF	0,7%

225	OFFICE ASSISTANTG07	PF	0,7%
228	OFFICE SUPPORTG06	PF	8,6%
234	PROGRAM ASSISTANTG06	PF	8,6%
235	PROGRAM ASSISTANTG07	PF	0,7%
236	PROGRAM ASSISTANTG08	PF	5,5%
243	RECEPTIONISTG05	PF	2,3%
244	RECEPTIONISTG06	PF	8,6%
245	RECEPTIONISTG07	PF	0,7%
247	RECORDS ASSISTANTG07	PF	0,7%
248	RECORDS ASSISTANTG08	PF	18,1%
249	RECORDS ASSISTANTG09	PF	9,3%
254	SECRETARYG05	PF	2,3%
255	SECRETARYG06	PF	8,6%
256	SECRETARYG07	PF	0,7%
260	SERVICEASSISTANTG05	PF	2,3%
261	SERVICEASSISTANTG06	PF	8,6%
262	SERVICE ASSISTANTG07	PF	13,8%
270	SUPERVISORG07	PF	0,7%
275	SWITCHBOARD OPERATORG06	PF	8,6%
310	COORDINATOR_SERVICE9	PF	3,5%
332	COORDINATOR_SERVICE10	PF	6,5%
364	INSTRUCTOR11	PF	8,0%
394	NURSE12	PF	9,7%
410	CONSULTANT13	PF	1,2%
411	CONSULTANT_SENIOR13	PF	10,5%
418	NURSE_BACHELOR13	PF	10,5%
428	CONSULTANT_SENIOR14	PF	1,0%
430	CONSULTANT_SENIOR14	PF	1,0%
438	COUNSELLOR14	PF	1,0%
518	DIRECTOR ADMINISTRATIONG15	PF	1,7%
534	ASSIST DIR/MANAGER ADMINISTRATIONG14	PF	1,0%
538	DEPARTMENT ADMINISTRATIONG13	PF	10,5%
544	ASSIST DIR/MANAGER ADMINISTRATIONG11	PF	8,0%
563	MANAGER CLINICAL/ENVIRONMENTAL SERVICESG15	PF	1,7%
564	SUPERVISOR CLINICAL/ENVIRONMENTAL SERVICESG14	PF	9,8%
574	SUPERVISOR ADMINISTRATIONG13	PF	10,5%
608	COORDINATOR ADMINISTRATIONG13	PF	1,2%
628	PROFESSIONAL ADMINISTRATIONG13	PF	1,2%
670	ADMIN ASSIST ADMINISTRATIONG11	PF	8,0%

780	ADVISORG13	PF	1,2%
782	ASSISTANT OMBUDSG13	PF	1,2%
787	MANAGER_PRODUCTIONG12	PF	9,7%
791	DIRECTOR, HEALTH SERVICESG18	PF	1,4%
1055	GALLERY ADMINISTRATORG12	PF	9,7%
1059	DIRECTOR,O.PETERSON & DB CLARKG14	PF	1,0%
1064	DEPARTMENT SUPERVISORG13	PF	1,2%
1077	SENIOR FINANCIAL ANALYSTG13	PF	1,2%
1086	ACTING MANAGER STUDENT RECRUITMENTG14	PF	1,0%
1091	COMMUNICATIONS OFFICERG13	PF	1,2%
1100	DIRECTOR HOSPITALITY SERVICES16	PF	1,9%
1102	COORDINATOR WORK STUDY PROGRAMG11	PF	8,0%
1125	MANAGER, BUSINESS DEVELOPMENTG14	PF	1,0%
1132	ASSOCIATE GENERAL COUNSELG15	PF	1,7%
1133	DIRECTOR, RECREATION & ATHLETG17	PF	1,9%
1142	DIRECTOR ART GALLERY15	PF	1,7%
1144	DEPT & INTERNSHIP ADMINISTRATG11	PF	8,0%

The identified salary gaps, based on the February 1st 2009 information, are applicable on all hours worked of the above stated job classes, from November 21st 2001 to December 31st 2010. The adjustment is applicable to the scale maximums, hence applicable pay equity adjustment may differ from one employee to another. In the event that an employee's salary is greater than the pay equity maximum applicable value, no adjustment would apply.

An interest rate of 5% annually is applicable on the pay equity adjustments until payment of the amounts.

As a follow-up to the second posting made in March 2011 and the salary adjustments made in December 2011 and April 2012, on June 1, 2012, the salary gaps for those individuals who were in positions matched to some of the above existing job classes from February 2, 2009 to December 31, 2011 will be addressed. In addition, on June 1, 2012, adjustments may be made for a few positions, that matched the existing job classes but where the position was not captured in the initial exercise. Note that since January 2012, the new adjusted Pay Equity scales have been in place for new hires and for newly created positions matching existing Pay Equity adjusted job classes

If you have any questions please write to the Compensation Department by emailing at the following address:

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