

POSTING – PAY EQUITY MAINTENANCE RESULTS

Concordia University

March 31, 2016

- Support Staff (CUSSU)
- Professional Staff (CUPEU)
- ACUMAE(management & administrative staff)
- And employees not governed by a collective of other agreement

Company Responsibilities

Under the Pay Equity Act, an employer shall periodically conduct pay equity maintenance in his/her organization to determine if differences in compensation were recreated between predominantly female job classes and predominantly male job classes.

This evaluation shall be conducted every five years.

As permitted by the Law, the employer conducted the pay equity maintenance as required by the Pay Equity Act.

Summary of the pay equity maintenance process:

The University review was conducted on positions as at March 31, 2016 for the following groups: Concordia University Support Staff Union (CUSSU), Concordia University Professional Employee Union (CUPEU), The Association of Concordia University Management and Administrative Employees (ACUMAE) And employees not governed by a collective of other agreement.

As in the initial process of the Pay Equity, the University has utilized the same process, procedures and programs and updated the file with the changes occurred during the last five years to reflect an accurate situation as at March 31, 2016.

Results of the pay equity audit:

Adjustments are required for the following classes. The adjustments are effective March 31, 2016 and a 5% annual interest rate will be added to the pay equity adjustment if payment made after that date.

Female classes eligible for adjustments	Generic title	Grade	Annualized PE Adjustment /
130	ADMISSION ASSISTANT	G07	0.4%
236	PROGRAM ASSISTANT	G08	0.4%
262	SERVICE ASSISTANT	G07	0.4%
310	COORDINATOR_SERVICE	G09	0.2%
1055	GALLERY ADMINISTRATOR	LEV9	0.9%
1125	MANAGER, BUSINESS DEVELOPMENT	LEV7A	0.5%
1173	SUPERVISOR	LEV9	0.9%
1201	MANAGER	LEV7	1.4%
1209	MANAGER	LEV8	1.9%
1231	ADMINISTRATOR	LEV9	0.9%
2023	DIRECTOR	LEV7	1.4%
2030	SUPERVISOR	LEV9	0.9%
2031	ASSISTANT OMBUDS	LEV8A	0.8%

Rights and Remedies

Within 60 days of the date of the posting, the employees may, in writing, request additional information or make observations to the employer.

Within 30 days following the posting 60th day, the employer shall make a new 60 day posting, with any amendments clearly indicated or with an indication that no amendments are needed.

An employee or a certified association representing such employees, may file a complaint with the Pay Equity Commission within 60 days of the expiry of the time limit for the new posting if the employee of the association is of the opinion that the employer has not conducted the pay equity audit in accordance with the Pay Equity Act.

Question or comments must be addressed in writing to the attention of Paul Martineau:

payequitymaintenance@concordia.ca

To obtain information on the Pay Equity Act, the rights and remedies that includes, please contact the Pay equity Commission or visit their website :

Commission des normes, de l'équité, de la santé et de la sécurité du travail

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