

**PAY EQUITY ACT  
NEW POSTING  
MAINTENANCE EXERCISE  
Concordia University  
June 27, 2016**

The present posting replaces the posting of June 27, 2016 and is the result of a conciliation administered by the Commission des normes, de l'équité et de la santé et sécurité du travail, following the filing of complaints.

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

The first posting of the Pay Equity Maintenance for the above mentioned employee groups was on March 31, 2016.

The Pay Equity Act allows salaried employees to ask for either additional information or make comments to the employer within 60 days following the posting of the pay equity maintenance exercise. Then the employer has 30 days maximum to analyze comments received and proceed to a new posting specifying the modifications or no modifications are necessary.

All concerned employees are eligible to the full percentage of adjustment up to the new maximum of the Pay Equity job class.

This second posting reflects all pay equity job classes eligible for an adjustment

**Results of the pay equity audit:**

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	2016 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	LEV7	0.9%
1125	MANAGER, BUSINESS DEVELOPMENT	LEV9	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	LEV8	0.8%

**Rights and Remedies**

An employee or a certified association representing such employees who thinks that the employer did not assess the pay equity according to the Act may file a complaint with the Pay Equity Commission within 60 days of the new posting.

**Question or comments must be addressed in writing to the attention of Paul Martineau at:** [payequity@concordia.ca](mailto:payequity@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 :**

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