

# POSTING – PAY EQUITY AUDIT RESULTS

CUCEPTFU

Concordia University

June 21, 2012

## Company Responsibilities

Under the Pay Equity Act, an employer shall periodically conduct a pay equity audit in his/her enterprise 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 decided to conduct alone the pay equity audit.

## Summary of the pay equity audit process:

The University took a snapshot of the population covered by the Concordia University Continuing education part-time faculty union on December 31, 2010. The findings were as follows:

- English Intensive class was determined to be female predominant
- Non intensive Non English class was determined to be male predominant and
- Non-Teaching contracts class was determined to be neutral.

## Results of the pay equity audit:

No adjustments are required.

## 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 or 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 Dimitra Kofitsa: [pequity@alcor.concordia.ca](mailto:pequity@alcor.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 de l'équité salariale

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