

SECOND POSTING – PAY EQUITY MAINTENANCE RESULTS

CUCEPTFU

Concordia University

August 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

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
Dimitra Kofitsa: 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

200, chemin Sainte-Foy, 4^e étage

Québec (Québec) G1R 6A1

Téléphone : (418) 528-8765 ou sans frais 1-888-528-8765

Website : www.ces.gouv.qc.ca