

POSTING – PAY EQUITY MAINTENANCE RESULTS

CUFA

Concordia University

July 16, 2012

Company Responsibilities

Under the Pay Equity Act, an employer shall periodically conduct a pay equity maintenance 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 independently conduct the pay equity maintenance.

Summary of the pay equity maintenance process:

The University took a snapshot of the population covered by the Concordia University faculty Association on December 31, 2010. The findings were as follows:

- There are two classes:
 - Faculty which is male predominant and
 - Librarians which is female predominant.
- The compensation adjustments identified in the second posting (August 2001) have been applied and maintained since that posting.

Results of the pay equity audit:

No further 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

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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Québec (Québec) G1R 6A1

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

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