

# POSTING – PAY EQUITY MAINTENANCE RESULTS

## Concordia University

September 19, 2012

CULEU - Concordia University Library Employees Union  
CUUSS-TS - Concordia University Union of Support Staff - Technical Sector  
United Steel Workers (local 9538), SGW campus  
Unites Steel Workers (local 9538), Loyola campus

### 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 December 31, 2010 for the following groups: Concordia University Library Employees Union, the Concordia University Union of Support Staff-Technical Sector, the Unites Steel Workers (local 9538), SGW and Loyola campuses. The findings were as follows:

- Library predominantly female classes were compared to the male line composed of predominantly male technician and trade jobs.
- The findings are consistent with the initial pay equity exercise completed in 2002.

### Results of the pay equity audit:

Adjustments are required to two of the female predominant library classes, namely classes four and five. The adjustments will be made on the first pay of October 2012.

Female classes eligible for adjustments	Pay Equity Adjustment rate	Date of retroactive payment
Class 4	.26\$/hour	October 5th, 2012
Class 5	1,28\$/hour	October 5th, 2012

A 5% annual interest rate will be added to the pay equity adjustment.

### 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 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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