

# SECOND POSTING – PAY EQUITY MAINTENANCE RESULTS

CUPFA

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 part-time faculty Association on December 31, 2010. The findings were as follows:

- There is one class and was determined to be gender 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](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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Québec (Québec) G1R 6A1

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