

**PAY EQUITY ACT
NEW POSTING
MAINTENANCE EXERCISE
Concordia University**
June 27, 2016

- ACUMAE(management & administrative staff)
- Professional Staff (CUPEU)
- Support Staff (CUSSU)
- And employees not governed by a collective of other agreement

The first posting of the Pay Equity Maintenance for the above mentioned employee groups was on March 31, 2016.

The Pay Equity Act allows salaried employees to ask for either additional information or make comments to the employer within 60 days following the posting of the pay equity maintenance exercise. Then the employer has 30 days maximum to analyze comments received and proceed to a new posting specifying the modifications or no modifications are necessary.

This delay is now expired, the new posting informs you that following additional analyses, further adjustments will be made to employees whose jobs were associated to a lower maximum scale than it was in 2011.

All concerned employees are eligible to the full percentage of adjustment up to the new maximum of the Pay Equity job class.

This second posting reflects all pay equity job classes eligible for an adjustment. The percentages in parentheses represent the difference in percentage versus the initial process in 2011.

Results of the pay equity audit:

Adjustments are required for the following classes. The adjustments are effective March 31, 2016 and a 5% annual interest rate will be added to the pay equity adjustment if payment made after that date.

Female classes eligible for adjustments	Generic title	Grade	Annualized PE Adjustment 2016 (<i>difference from original exercise in 2011</i>)
100	ACCOUNTS PAYABLE	G07	0.5% (-0.2%) ³
130	ADMISSION ASSISTANT	G07	14.2% (0.4%) ²
160	ASSISTANT TO THE CHAIR	G09	8.6% (-0.7%) ³
175	ASSISTANT TO THE DEAN	G10	0.5% (-0.6%) ³
180	ASSISTANT TO THE DIRECTOR	G09	8.6% (-0.7%) ³
182	ASSISTANT TO THE DIRECTOR	G10	0.5% (-0.6%) ³
200	COORDINATOR	G07	0.5% (-0.2%) ³
207	DEPARTMENT ASSISTANT	G07	0.5% (-0.2%) ³
225	OFFICE ASSISTANT	G07	0.5% (-0.2%) ³
235	PROGRAM ASSISTANT	G07	0.5% (-0.2%) ³
236	PROGRAM ASSISTANT	G08	5.9% (0.4%) ²
244	RECEPTIONIST	G06	8.4% (-0.2%) ³
247	RECORDS ASSISTANT	G07	0.5% (-0.2%) ³
248	RECORDS ASSISTANT	G08	17.4% (-0.7%) ³
255	SECRETARY	G06	8.4% (-0.2%) ³
256	SECRETARY	G07	0.5% (-0.2%) ³
261	SERVICE ASSISTANT	G06	8.4% (-0.2%) ³
262	SERVICE ASSISTANT	G07	14.2% (0.2%) ²
270	SUPERVISOR	G07	0.5% (-0.2%) ³

310	COORDINATOR SERVICE	G09	3.7% (0.2%) ²
332	COORDINATOR SERVICE	10	6.4% (-0.1%) ³
364	INSTRUCTOR	11	7.7% (-0.3) ³
394	NURSE	12	9.2% (-0.5%) ³
410	CONSULTANT	13	0.6% (-0.6%) ³
411	CONSULTANT SENIOR	13	9.6% (-0.9%) ³
418	NURSE BACHELOR	13	9.6% (-0.9%) ³
430	CONSULTANT SENIOR	14	0.2% (-0.8%) ³
438	COUNSELLOR	14	0.2% (0.8%) ³
538	DEPARTMENT ADMINISTRATION	13	8.5% (-2.0%) ³
564	SUPVSR CLINICAL/ENVIRONMENTAL SERVICES	14	7.6% (2.2%) ³
574	SUPERVISOR ADMINISTRATION	13	8.5% (-2.0%) ³
670	ADMIN ASSIST ADMINISTRATION	11	6.6% (-1.4%) ³
1055	GALLERY ADMINISTRATOR	LEV9	9.7% (0.9%) ²
1125	MANAGER, BUSINESS DEVELOPMENT	LEV7A	1.0% (0.5%) ²
1173	SUPERVISOR	LEV9	0.9% ¹
1201	MANAGER	LEV7	1.4% ¹
1209	MANAGER	LEV8	1.9% ¹
1231	ADMINISTRATOR	LEV9	0.9% ¹
2023	DIRECTOR	LEV7	1.4% ¹
2030	SUPERVISOR	LEV9	0.9% ¹
2031	ASSISTANT OMBUDS	LEV8A	0.8% ¹

¹ New PE classes

² PE classes identified in higher adjusted scales in comparison to the original 2011 exercise

³ PE classes identified in a lower adjusted scale in comparison to the original 2011 exercise

Rights and Remedies

An employee or a certified association representing such employees who thinks that the employer did not assess the pay equity according to the Act may file a complaint with the Pay Equity Commission within 60 days of the new posting.

Question or comments must be addressed in writing to the attention of Paul Martineau at: payequity@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 :

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