

POSTING – PAY EQUITY MAINTENANCE RESULTS
The Concordia University Faculty Association (CUFA)

Concordia University
March 8, 2018

Institution Responsibilities

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

Summary of the pay equity maintenance process:

For reference, the University used the list of the employees part of CUFA as of June 21, 2017.

The findings were as follows:

List of predominant female job classes:

- Assistant Librarian;
- Associate Librarian;
- Senior Librarian

List of predominant male job classes:

- Probationary Lecturer;
- Probationary Assistant Professor
- Associate Professor
- Professor.

No modifications were made to the job class evaluation plan;

The University has proceeded with the job evaluation of the new job class of Assistant Librarian following the merger of the job classes of Librarian I and Librarian II

The salary gap estimation method chosen was the individual one.

Results of the pay equity audit:

Following the comparison of the female predominant job classes with the male predominant job classes the pay equity audit demonstrates that no salary 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 Commission des normes, de l'équité, de la santé et de la sécurité du travail 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 Paul Martineau, Manager, Compensation: payequity@concordia.ca ,on May 6th at the latest

To obtain information on the Pay Equity Act, the rights and remedies that includes, please contact the Commission des normes, de l'équité de la santé et de la sécurité du travail or visit their website at section "Équité salariale":

Téléphone : 1-844-838-0808

Website : www.cnesst.gouv.qc.ca