

PAY EQUITY PLAN

CUFA

Second Posting (Steps 3 and 4)

Introduction

In compliance with the Pay Equity Act, this document is intended to provide CUFA members with the final work accomplished by the Pay Equity Committee.

The objective of the Pay Equity Act, R.S.Q, chapter E-12.001 (<http://www.ces.gouv.qc.ca>) is to redress differences in compensation (if any) due to the systemic gender discrimination concerning persons who occupy positions in predominantly female job classes (Pay Equity Act, section 1).

Evaluation method and conclusion of the work of the Committee

The Pay Equity Committee evaluated the two job classes, Faculty and Librarians, on each factor and sub-factors within its job evaluation plan. The procedure consisted of evaluating the two job classes factor by factor, and of rigorously reviewing the overall evaluation that had been done. After reaching a consensus on the evaluation of both job classes, the Pay Equity Committee prepared a weight table to convert the evaluation of factors into a point-factor rating. The weight table agreed to by the Committee takes into consideration the University's mission, values and culture. The point-factor rating was necessary in order to identify the value of each job class.

The Pay Equity Committee is satisfied that (i) it has applied all the validation necessary to ensure detection of any gender-related biases, and (ii) it has every reason to believe that no systemic gender-related biases apply in regard to compensation of Librarians.

Comparison method

A non-gender biased comparison method was used to evaluate the two job classes. Job evaluation ratings were given to the two job classes based on the following matrix:

<u>Factors</u>		<u>Sub-Factors</u>	
Qualifications	(40%)	Professional knowledge	(30%)
		Experience	(10%)
Responsibility	(36%)	Autonomy	(12%)
		Communication (including bilingualism)	(12%)
		Accountability	(12%)
Effort	(17%)	Sensory	(5%)
		Mental	(10%)
		Physical	(2%)
Working conditions	(7%)	Physical environment	(2%)
		Human environment	(5%)

Results of the comparison

The Pay Equity Committee concluded that, based on its comparison described above, the present salary index in the collective agreement does not need to be modified for Pay Equity purposes, as it already reflects an equitable differential in value between both job classes.

Pay adjustments

Several of the comments submitted by CUFA Members following the Pay Equity Committee's First Posting indicated a perceived problem with Faculty v.s. Librarian salaries at the time of hire, and claimed that salary floors were not being applied equitably. Taking these comments into account, the Committee undertook an analysis of the compensation given to Assistant Professors and Librarian II's at the time of hire. The study covered the years 1997, 1998, 1999, 2000 and the beginning of 2001.

In conducting the study described above, the Pay Equity Committee was bound to comply with the stipulation of section 67 of the Pay Equity Act, i.e., differences in compensation based on seniority, shortage of skilled workers (market pressure on compensation), as well as other elements, must be excluded from evaluation.

To ensure a thorough and proper analysis, the Committee looked at all newly hired Assistant Professors and Librarians II's for the period of time under study. It decided to exclude cases of compensation where departments were experiencing shortages of candidates for the rank

of Assistant Professor. The Committee also decided to exclude all Faculty LTA's/ETA's and Librarian LTA's.

Based on its findings the Committee has concluded that, even though a large number of Assistant Professors are hired at or close to the salary floor, others are hired above the salary floor. In view of this fact, the Pay Equity Committee has decided that a Pay Equity adjustment was indeed needed:

The compensation adjustment is to apply to all Librarians, and is to consist of a 2.7% Pay Equity adjustment.

The University as Employer has confirmed that Pay Equity adjustments will be made as specified in section 70 of the Pay Equity Act. The first of five adjustments will take effect on November 21, 2001, and the last adjustment will take effect on November 21, 2005. All five adjustments will be of equal amounts, and will take effect on November 21 of each year, starting in 2001 and ending in 2005.

The Committee wrote the Second Posting. The work of the Pay Equity Committee is now completed. Note that the First Posting can be consulted on the CUFA Web Site.

ADDITIONAL INFORMATION

Should you require additional information from the Pay Equity Committee or wish to make comments to the Pay Equity Committee, you must forward your request in writing within 60 days of the present posting by October 22, 2001 to:

Mr. Robert Lacasse
Manager, Compensation and Benefits
Concordia University
1455, de Maisonneuve Blvd West
E.R. 500
Montreal, QC H3G 1M8
E-mail: rlacasse@alcor.concordia.ca

who will submit your request on your comments to the Pay Equity Committee.

A French version of this Posting is included.

The Pay Equity Committee