



## Initial Pay Equity Exercise CARE

### NEW POSTING

March 31, 2016

To: All employees represented by the Concordia Association of Research Employees (CARE) on March 31, 2016: Research associates, assistants, professionals, and technicians.

Posting date: July 13, 2026

In accordance with the Pay Equity Act, the results of steps 3 and 4 of the Pay Equity Plan were posted on April 24, 2026.

Under the *Pay Equity Act*, employees are entitled to request additional information or submit comments to the Pay Equity Committee within 60 days following the posting of the results of the pay equity plan. The Committee then has up to 30 days to review the comments received and to issue a new posting indicating either the modifications required or that no modifications are necessary.

As this period has now expired, this new posting informs you that all questions received have been addressed individually. No changes have been made to the initial posting.

### Rights

An employer, a certified association, or a member of the Pay Equity Committee may not act in bad faith, in an arbitrary or discriminatory manner, or display gross negligence. If an employee observes any of these prohibited practices, they may file a complaint within 60 days of the occurrence or within 60 days of becoming aware of it.

An employee or a certified association that believes the pay equity work has not been carried out in accordance with the *Pay Equity Act* may exercise the recourses provided under the Act with the CNESST within the prescribed time limits.

If you would like additional information or have any comments to make to the Pay Equity Committee regarding this posting, please send your request in writing, before September 13, 2026, to Mr. Dario Diaz at the following address: [payequity@concordia.ca](mailto:payequity@concordia.ca). The latter will submit your request to the Pay Equity Committee. Anyone who has submitted a request to the Pay Equity Committee will receive a response no later than 30 days after the end of the posting.

### Confidentiality Obligation

Pursuant to the *Pay Equity Act*, members of the Pay Equity Committee are required to protect the confidentiality of the information and data obtained in the course of their work.

Thank you for your attention.

### Members of the Pay Equity Committee

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Dario Diaz, Concordia University Representative

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France Filion, PSAC, CARE Representative

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Guénolé Choné, CARE Representative