



Initial Pay Equity exercise CARE

FIRST POSTING

March 31, 2016

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

Posting date: January 12, 2026

Employer Obligations

The purpose of the Pay Equity Act is to correct wage gaps caused by systemic gender-based discrimination affecting individuals in female-dominated job categories within the university.

The pay equity program must be carried out by a committee composed of representatives of the employer and representatives of the employees covered by the program.

Committee Members:

Name	Represented Party
Dario Diaz	Employer
France Filion (AFPC)	Employees
Guénolé Choné	Employees
Dimitra Kofitsa	Employer (observer)
Liam Devitt	Employees (observer)
Geneviève Moisan	Employees (observer)

This posting is intended to inform you that we have completed the initial pay equity exercise on March 31, 2016, for the group of employees represented by CARE.

This posting presents the first two steps in the implementation of the program:

1° the identification of job categories with female predominance and job categories with male predominance within the University,

2° the description of the method and evaluation tools for these job categories and the development of an evaluation approach.

Summary of Steps of the Initial Pay Equity Exercise on March 31, 2016

1. Identification of Job Categories

Four job groupings were identified on March 31, 2016.

1. Research Associate
2. Research Assistant
3. Support-Professional
4. Support-Technical

Based on compensation, different job categories are identified within the four groupings.

A job category may consist of a single job.

The determination of gender predominance is carried out, for each job category, according to the gender of the incumbents.

2. Description of the Method and the Tools used for the Job Categories Evaluation

As required by law, the job category evaluation method selected takes into account the following four main factors:

- Required Qualifications
- Responsibilities Assumed
- Effort Required
- Working Conditions

The evaluation method used in this exercise is a point-factor method. The four main factors set out in the Pay Equity Act have been divided into sub-factors, to ensure that all aspects of the work in the job categories are considered.

Factors	Sub-factors
Qualifications	Knowledge and skills <ul style="list-style-type: none">• Academic training• Knowledge and skills• Certification• Experience Continuing education Communication skills
Responsibilities	Dexterity Impact of work Responsibility for the work of others
Effort	Applied reasoning and problem-solving Mental effort Physical effort
Working conditions	Unpleasant psychological and physical conditions Health and safety

Rights and Resources

If you would like additional information or have comments for the Pay Equity Committee regarding this first posting, please submit your request in writing within 60 days of the date of this posting, addressed to Mr. Dario Diaz at the following email: payequity@concordia.ca. He will ensure your request is forwarded 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 first posting.

Confidentiality Obligation

Members of the Pay Equity Committee, under the Pay Equity Act, are required to maintain the confidentiality of the information and data obtained in the course of their work.

Members of the Pay Equity Committee

Dario Diaz, Concordia University Representative

France Filion, PSAC, CARE Representative

Guénolé Choné, CARE Representative