



**PAY EQUITY ACT**  
**Pay Equity Maintenance Evaluation**  
**General Program from April 1, 2016, to March 31, 2021**  
**NEW POSTING**

To: All employees represented by ACUMAE, CUPEU, CUSSU, TRAC and employees not governed by a collective agreement or other agreement

Date: September 22, 2025

On July 7, 2025, the posting of the results of the pay Equity maintenance evaluation was made. This posting was for a period of sixty days. During this period, employees were given the opportunity to request additional information and provide comments.

We wish to inform you that during the 60-day posting period, a few employees and bargaining agents submitted questions. These questions addressed the following aspects:

- The employee groups included in the General Program;
- The representation of the various employee groups in the employee participation process;
- The job categories and employees excluded from the application of the Act;
- The job categories and their gender predominance;
- The job evaluation tool used;
- The method used to estimate pay gaps;
- The compensation components included in the calculation of total compensation.

These questions were carefully reviewed by the University and were addressed individually. However, they did not warrant any changes to the posting, which therefore remains unchanged.

If an employee believes that the pay equity maintenance evaluation was not carried out in accordance with the provisions of the Act, they may file a complaint with the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) within 60 days of the new posting using the form prescribed by the Pay Equity Act.

<https://www.cnesst.gouv.qc.ca/en/forms-and-publications/pay-equity-work-complaint-form>

An employer cannot act in in bad faith, in an arbitrary or discriminatory manner, nor show gross negligence. An employee who observes one of these behaviors may file a complaint within 60 days of such behavior or within 60 days of the date on which they become aware of such behavior.

Thank you for your attention,

Jean-Sébastien Senécal  
Director, Compensation, Benefits and Pension