



## Initial Pay Equity Exercise CARE

### SECOND POSTING

March 31, 2016

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

Posting date: April 24, 2026

#### Employer Obligations

To comply with the Act, a pay equity program must be carried out by a committee composed of representatives of the employer and representatives of the employees.

The four steps of the program are as follows:

- Step 1 The identification of job categories with female predominance and job categories with male predominance within the University
- Step 2 The description of the method and evaluation tools for these job categories and the development of an evaluation approach.
- Step 3 Evaluation of job categories, their comparison, estimation of salary gaps, and calculation of salary adjustments.
- Step 4 Terms and conditions for payment of the salary adjustments.

The Pay Equity Committee (PEC) has agreed to group the remaining obligations for the first posting (steps 1 and 2) with those for the second posting (steps 3 and 4) in this posting in order to close this exercise as quickly as possible. Steps 1 and 2 were first posted on January 12, 2026.

Only one question was received, which was answered individually. This first posting did not require any changes.

The Pay Equity Committee made some changes to the evaluation plan that was presented at the time of the first posting:

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

### Results of steps 3 et 4 :

### 3. Evaluation of job categories, their comparison, estimation of salary gaps and calculation of salary adjustments.

#### 3.1 Evaluation of the four identified job categories

All job categories withing each grouping are deemed to have the same value.

#### 3.2 Estimating salary gaps

As of March 31, 2016, salary gaps are estimated on an individual basis, i.e., by calculating the difference between the average salary rates of the predominantly male job categories and the salary rates of the predominantly female job categories that are below this average, within each of the four identified job grouping.

<b>Job</b>	<b>Average salary rates of male job categories as of March 31, 2016</b>
Technical Support	\$24.42
Professional Support	\$24.25
Research Assistant	\$20.99
Research Associate	\$29.88

### 3.3 Calculation of salary adjustments

Since the pay equity maintenance exercise for the period from April 1, 2016, to March 31, 2021, is also due, the calculation of all salary adjustments will be made as part of the pay equity maintenance exercise for the period from April 1, 2016, to March 31, 2021.

### 4. Terms and conditions for payment of the salary adjustments

The PEC approved the payment of the salary adjustments identified as of March 31, 2016, at the same time as those that would be identified as part of the pay equity maintenance exercise for the period from April 1, 2016, to March 31, 2021. If there is a salary adjustment, that amount will earn interest at the legal rate until it is paid.

### Rights

If you would like additional information or have any comments to make to the PEC regarding this posting, please send your request in writing, before June 24, 2026, to Mr. Dario Diaz at the following address: [payequity@concordia.ca](mailto:payequity@concordia.ca). The latter will submit your request to the PEC. Anyone who has submitted a request to the PEC will receive a response no later than 30 days after the end of the posting.

A new posting will follow by July 24, 2026, at the latest. This new posting will indicate the changes, if required, as well as the remedies provided by the Act.

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 Fillion, PSAC, CARE Representative

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