



Pay Equity Act

Posting of the results of the 2010 pay equity maintenance

Second Posting date: June 29, 2016

The Pay Equity Act requires employers to periodically evaluate their pay equity maintenance. This evaluation aims to ensure that job classes considered feminine under the law receive a compensation equivalent to the compensation of masculine job classes of equivalent value. This evaluation must be done every five years.

In accordance with the Pay Equity Act, McGill University has completed the process of pay equity maintenance retroactive to December 21, 2010.

Also in accordance with Quebec's Pay Equity Act, employers must post the results of pay equity maintenance for a first period of 60 days, during which employees were invited to forward questions, comments and concerns to their employer. This period ended on May 30, 2016.

After a review of the questions or observations received, the employer may revise the results of the pay equity maintenance or maintain them. Based on the observations received, McGill will maintain the results of the pay equity maintenance as described in the first posting except for one change with respect to the calculation for the regular research assistants; we have added the value of Summer Fridays.

As required by the Pay Equity Act, this second posting extends for a period of 60 days ending on August 29, 2016. During that period, any employee, union or association who has reason to believe that the Pay Equity Act was not respected may file a complaint to the *Commission des Normes du Travail, de l'Équité et de la Santé et Sécurité au Travail (CNESST)*. You may find more information on their web site <http://www.cnesst.gouv.qc.ca/>.

2010 pay equity maintenance

In accordance with Quebec's Pay Equity Act, the University has now completed the 2010 pay equity maintenance, which covers the period after December 21, 2010. The text below describes:

- a) the process used to complete the pay equity maintenance;
- b) the causes of compensation adjustments;
- c) the list of job classes considered to be predominantly feminine under the law, and that are entitled to compensation adjustments (with the percentage adjustments to be paid); and
- d) posting dates, timing, and other information regarding employees' rights exercisable under the Pay Equity Act.

A) PAY EQUITY PROCESS

The University has respected the methodology described in the agreement on pay equity maintenance signed in 2013 with MUNACA and the CES (now the CNESST). This means that:

- The 2010 employee data was used for pay equity maintenance.
- The Hay Points methodology was used to determine the value of all job classes.
- The maximum hourly rates of each job class as of December 2010 were used for the regression analysis (taking into consideration adjustments that resulted from the 2001 and 2005 pay equity maintenance).
- The designations of job classes considered predominantly feminine, masculine or neutral under the law as of 2001 and 2005 were maintained. For new job classes, the predominance was determined as of December 2010.
- The exponential regression method was used to determine the pay equity curve of masculine positions as of December 2010.
- The maximum rates of feminine job classes were then compared with the pay equity curve to determine which job classes required further pay equity adjustments.

B) CAUSES OF COMPENSATION ADJUSTMENTS

There have been no significant events leading to compensation adjustments – the distribution of job classes that received various economic increases to their salary scales or rates during the period between 2005 and 2010 simply created new distortions requiring further adjustments. As a result, a few job classes required further adjustments.

C) THE LIST OF PREDOMINANTLY FEMININE JOB CLASSES WITH THE CORRESPONDING PAY EQUITY ADJUSTMENTS (IN PERCENTAGES)

EMPLOYEE GROUPS	JOB CLASSES	% ADJUSTMENTS
AMURE	REGULAR RESEARCH ASSISTANTS	30.11%*
MUNACA	PED 119	0.57%
MUNACA	PED 156	7.85%
MUNACA	PED 190	4.91%
MUNACA	PED 194	1.24%
AMUSE	CASUALS GROUP A	26.69%
SEU	LANDSCAPE GARDENER	6.0%
M AND EXCLUDED	ROLE PROFILE : ADM4C	0.15%
M AND EXCLUDED	ROLE PROFILE : SAF4A	0.86%
ACADEMIC	FULL LIBRARIAN	28.16%

Note: * McGill has already confirmed in writing to the president of AMURE that an adjustment for Summer Fridays will be included in the pay equity retroactive payments.

D) POSTING DATES, TIMING AND OTHER INFORMATION REGARDING EMPLOYEES' RIGHTS EXERCISABLE UNDER THE PAY EQUITY ACT

The first posting of the December 21, 2010 pay equity maintenance occurred on March 31, 2016 on McGill's Human Resources website at <http://www.mcgill.ca/hr/compensation/pay-equity> and on multiple physical message boards throughout the University, and was publicized by e-mail to all employees with McGill e-mail addresses. *This posting annulled and replaced the posting that was done by McGill on December 21, 2010.*

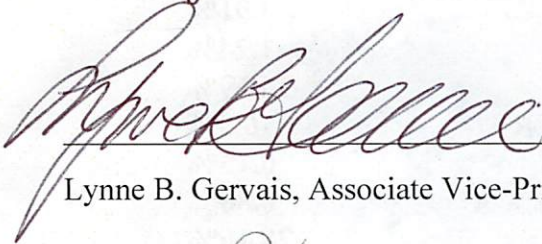
In accordance with the Pay Equity Act, all employees were invited, in writing, to request additional information from or provide observations to the employer at payequity.hr@mcgill.ca. This 60-day period ended May 30, 2016.

This second posting effective June 29, 2016 will end on August 29, 2016. As with the first posting, it will be posted on McGill's Human Resources website and on multiple physical message boards and sent by e-mail to employees. During this period, any employee, union or association who has reason to believe that the Pay Equity Act was not respected may file complaints with the *Commission des normes, de l'équité, de la santé et de la sécurité du travail*.

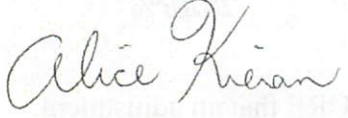
Additional information

When payments are made, they will be retroactive to December 21, 2010 and will include interest at the legal rate from that date.

Signed on June 29, 2011 by:



Lynne B. Gervais, Associate Vice-Principal Human Resources



Alice Kieran, Director, Total Compensation

To obtain more information on the Pay Equity Act, you may communicate with the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* at 1 888 528-8765 or visit their website: www.ces.gouv.qc.ca