

# Central 1 Credit Union Pay transparency report

Nov 26, 2025



Central 1 Credit Union cooperatively empowers credit unions and other financial institutions to deliver banking choice to Canadians. Central 1 provides critical services at scale to enable a thriving credit union system. We do this by collaborating with our clients, developing strategies, products and services to support the financial wellbeing of their more than 5 million diverse customers in communities across Canada.

Central 1 pay transparency report was prepared in accordance with the reporting requirements set out in the BC Pay Transparency Regulations. Central 1 is committed to pay transparency and helping close the gender pay gap. For the purposes of this year’s report, it is important to note that the data set is based on employees reporting to the Vancouver, British Columbia office.

## Employer details

<b>Employer:</b>	Central 1 Credit Union
<b>Address:</b>	1441 Creekside Drive, Vancouver, BC
<b>Reporting Year:</b>	2025
<b>Time Period:</b>	July 1, 2024 - June 30, 2025
<b>NAICS Code:</b>	52 - Finance & Insurance
<b>Number of Employees:</b>	300-999



# Hourly pay

**Mean hourly pay gap<sup>1</sup>**



In this organization women’s average hourly wages are 9% less than men’s. For every dollar men earn in average hourly wages, women earn 91 cents in average hourly wages.\*

**Median hourly pay gap<sup>2</sup>**



In this organization women’s median hourly wages are 11% less than men’s. For every dollar men earn in median hourly wages, women earn 89 cents in median hourly wages.\*

**Explanatory notes**

1. “Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
  2. “Median hourly pay gap” refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.
- Data set is based on employees reporting to the Vancouver, British Columbia office.



In this organization, 28.15% of employees are eligible for overtime, and 20.8% of those eligible worked and were paid overtime during the reporting period. Eligible employees may also choose to bank overtime hours as time off, which reduces the amount reflected as paid overtime. In addition, compressed-scheduled roles consistently generate overtime pay, these positions are held majority by men (80%). These factors contribute to the differences observed in overtime compensation.

Mean overtime pay<sup>3</sup>



In this organization women’s average overtime pay is 68% less than men’s. For every dollar men earn in average overtime pay, women earn 32 cents in average overtime pay.\*

Median overtime pay<sup>4</sup>



In this organization women’s median overtime pay is 88% less than men’s. For every dollar men earn in median overtime pay, women earn 12 cents in median overtime pay.\*

Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-89
-------	-----

In this organization the average number of overtime hours worked by women was 89 less than by men.\*

Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-102
-------	------

In this organization the median number of overtime hours worked by women was 102 less than by men.\*

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
  4. "Median overtime pay" refers to the middle point of overtime pay for each group.
  5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
  6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
- Data set is based on employees reporting to the Vancouver, British Columbia office.



## Bonus pay

### Mean bonus pay<sup>7</sup>



In this organization women’s average bonus pay is 3% less than men’s. For every dollar men earn in average bonus pay, women earn 97 cents in average bonus pay.\*

### Median bonus pay<sup>8</sup>



In this organization women’s median bonus pay is 19% less than men’s. For every dollar men earn in median bonus pay, women earn 81 cents in median bonus pay.\*

### Percentage of employees in each gender category receiving bonus pay



#### Explanatory notes

- 7. “Mean bonus pay” refers to bonus pay when averaged for each group.
- 8. “Median bonus pay” refers to the middle point of bonus pay for each group.
- Data set is based on employees reporting to the Vancouver, British Columbia office.



# Percentage of each gender in each pay quartile<sup>9</sup>

Men Women

## Upper hourly pay quartile (highest paid)<sup>†</sup>



## Upper middle hourly pay quartile<sup>†</sup>



## Lower middle hourly pay quartile<sup>†</sup>



## Lowest hourly pay quartile (lowest paid)<sup>†</sup>



In this organization, women occupy 37% of the highest paid jobs and 58% of the lowest paid jobs.

<sup>†</sup> This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

### Explanatory notes

9. “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.
- Data set is based on employees reporting to the Vancouver, British Columbia office.

<sup>\*</sup>In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.