

## FEDERAL ELECTIONS: MAKING WOMEN'S VOTE COUNT!

Federal politics have an impact on women and pay equity! The NB Coalition for Pay Equity invites you to visit <http://www.womensequality.ca/#.html>, website of the Ad Hoc Coalition for women's equality and human rights, a group working on issues affecting women on the Federal political front.

The Ad Hoc Coalition will prepare an analysis of each Federal party's platform on several issues including pay equity, child care, funding for democracy (court challenges and funding for claims), etc. This analysis will be distributed to our members as soon as it becomes available.

In the meantime, discuss these issues with Federal elections candidates ... *A woman's vote matters!*

## AGM 2008: THE COALITION IS GETTING RESULTS



**New President: Huberte Gautreau.** Huberte Gautreau is making a comeback as President of the Coalition for Pay Equity, a position which she occupied from 2001 to 2003, after having co-chaired the New Brunswick Women's World March 2000. As a community health nurse she had worked abroad for several years. Returning to l'Université de Moncton, she was on the faculty of the School of Nursing Science, coordinator for an education project on international solidarity, and counsellor in the field of sexual and sexist harassment. Since her retirement, she has devoted her efforts to advocate for pay equity legislation, and as part of Conscience Canada. In 2004 she received the Governor General's Award in commemoration of the Persons Case.

**Anne-Marie Gammon's term brought progress.** Calling attention to the May 2008 AGM theme, "Pay Equity Legislation - Nothing Less!", Coalition for Pay Equity's Past President Anne-Marie Gammon gave a positive overview of the organization's achievements during her term as President. She stated in part: "During the last provincial elections, pressure from the Coalition forced the Liberal Party to promise that it would adopt legislation on pay equity in the public sector and initiate the legislative process for equity in the public sector. Since then, the Coalition has constantly reminded the government of its promises, but there's still much work to be done to make it a reality."

**New Board** The new Board of Directors for 2008-2009 includes Huberte Gautreau (President), Anne-Marie Gammon (Past President), Denise Savoie (francophone Vice-President), Marilyn MacCormack (anglophone Vice-President), Audrey McKeen (Secretary-Treasurer), Anne Roussel (Northwest representative), Édith Brideau (Northeast representative), Roberte Léger (Kent-Miramichi representative), Lydia Jaillet (Southeast representative), Gail Taylor (Southwest representative), Elizabeth Blaney (Center representative) and Elizabeth Coburn (First Nations representative)



Guest speaker Michelle Dagnino, (left) and Coalition Past President Anne-Marie Gammon (right)

**PILOT PROJECT:  
WORKSHOPS**

This fall, the Coalition for Pay Equity will coordinate **Workshops on Pay Equity**. This pilot project is intended for women now working in jobs that are traditionally or predominantly feminine.

Two free workshops will be offered **in English** in Moncton on **November 1<sup>st</sup> and November 22<sup>nd</sup>**.

The purpose of these workshops is to provide tools for women who work at traditionally or predominantly feminine occupations so as to improve their ability to work towards the implementation of pay equity in their work place.

Women who wish to participate can register at no cost by calling the Coalition office.



**HONOURING MARYLEA MACDONALD  
AND ROSE-AIMÉE HACHÉ**

A great friend and ally of the Coalition, **Marylea McDonald** passed away on May 17, 2008. She played a leading role as an active member of the Coalition for Pay Equity, notably by serving as its president in 2003-2004. She was very concerned by the condition of women living on a meagre income and strongly supported the principle that a law on pay equity would significantly reduce poverty amongst women.

**Rose-Aimée Haché** passed away on August 29, 2008. Involved in many women's organisations, Rose-Aimée was a pioneer of the Coalition for Pay Equity and was one of its board members in the Coalition's first years. Her determination was a source of inspiration.

**THE CITY OF MONCTON SUPPORTS  
LEGISLATION!**

**March 17, 2008: BE IT THEREFORE RESOLVED THAT** the City of Moncton urge the New Brunswick and Canadian governments to enact, without delay, pay equity legislation that would apply not only to government jobs but to public and private corporations as well. Moved by Councillor Boudreau, seconded by Councillor Henderson. Carried.

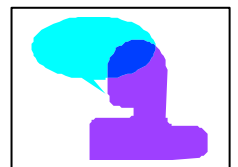


**THE COALITION HAS A BRAND NEW BROCHURE!**

Help us distribute our new brochure. Its message, "With your help, we can do it", targets the general public and the information it contains underlines the importance of adopting a law on pay equity that applies to both the private and the public sectors. Contact us to obtain copies for distribution.

In 1998, Steven Harper described our current pay equity laws as follows:  
"For taxpayers, however, it's a rip-off. And it has nothing to do with gender. Both men and women taxpayers will pay additional money to both men and women in the civil service. That's why the federal government should scrap its ridiculous pay equity law"

He also said:  
"Now "pay equity" has everything to do with pay and nothing to do with equity. It's based on the vague notion of "equal pay for work of equal value", which is not the same as equal pay for the same job. "



**2<sup>ND</sup> ANNUAL PROGRESS REPORT ON THE WAGE GAP ACTION PLAN.**

On June 6, the Minister responsible for the Status of Women Mary Schryer tabled the 2<sup>nd</sup> annual progress report on New Brunswick's Wage Gap Action Plan. However the report does not include a timeframe for action on key promises for pay equity outlined in the electoral platform *Charter for Change*, which referred to ensuring that "pay equity legislation applies to all parts of the public service" and bringing together all stakeholders in order to respond to questions raised during public hearings on legislation applying to the private sector.

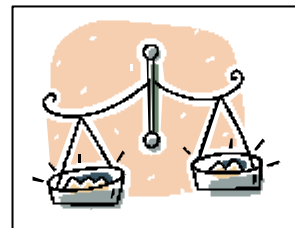
## **WE NEED YOU, AND WE NEED YOU NOW! YOU CAN MAKE A REAL IMPACT!**

On behalf of the Coalition, its president Huberte Gautreau urges you to help our cause move forward by meeting with your MLAs or taking advantage of every opportunity to speak with him or her about legislation on pay equity.

The provincial government reached the half-way point of its mandate, in mid-September. Will it keep its promises about pay equity? Let's make sure that it does! Meet with your MLA as soon as you can!

To help you with your approach, material that will help you in this action has been posted on our web site at [www.equite-equity.com](http://www.equite-equity.com) under the heading "What's New?"

Call us at the office at (506) 855-0002 to share the results of your meetings!



### ***WHAT ABOUT WOMEN'S SHARE IN NB'S TAX SYSTEM?***

In April 2008, the provincial Government released "A Discussion Paper on New Brunswick's Tax System". In July, the Coalition for Pay Equity submitted its paper entitled "What About Women's Share In NB's Tax System?" to the Select Committee on Tax Review, calling attention to and deploring, in particular, the absence of any analysis or accounting for the impact of tax changes on women as compared to men.

#### **Highlights of the Coalition's Paper**

- Summer consultations do not allow for a real social debate.
- The proposed tax changes will make low-income individuals pay out a greater percentage of their "hard-earned money" in taxes and reduce the percentage of richer individuals' and corporations' contribution
- The proposed tax changes will have a greater negative impact on women than on men. In 2005, women working full-time at a year-round job earned only 73 % of men's earnings, an average of \$32,000 versus \$43,000.
- With the proposed changes comes a predicted shortfall ranging between 50 and 150 million dollars. Assuming that government wants a balanced budget, this can only mean that social programs and services will be cut. However, to ensure pay equity and equality for women, we need more services. Not fewer.
- If women achieve pay equity, they will be taxed more heavily and the government will then be able to provide more quality services.

#### **The next steps**

Faced with the huge impact of the proposed changes to NB's tax system, the Coalition for Pay Equity will put pressure on the government to revise its positions and ensure that the principles of social justice are applied in any new tax system. Do you want to get involved? Get in touch with us!

**BRING THE PLAY**  
**“ON NE TRAVAILLE PAS POUR DES PINOTTES!”**  
**TO YOUR AREA**

The play engages the audience in observing and commenting on scenes about pay equity. The game plays out in the world of “parrottes”, a fictional world where parrottes are paid less than parrots and where traditional female occupations are perceived as less important, less demanding and are thus paid in peanuts. The play is an initiative of the Moncton Sable collective in co-operation with the NB Coalition for Pay Equity.

*To bring the play to your area, contact Johanne Perron, at 855-0002.*



**MYTHS AND REALITY**

**MYTH:** If we provided education to employers, the need for legislation would disappear.

**REALITY:** Education was not enough to reduce drinking and driving or cigarette smoking in public places. Laws had to be passed. The same applies to pay equity.

**ELSEWHERE IN THE  
WORLD**

“The Commission urges Government and/or, as appropriate, the relevant funds, programmes and specialized agencies of the United Nations system within their respective mandates, and invites the international financial institutions, civil society and non-governmental organizations, and the private sector, bearing in mind national priorities, to (...) allocate adequate resources form the elimination of all forms of discrimination against women in the workplace including unequal access to labour market participation and wage inequalities, as well as reconciliation of work and private life for both women and men.” UN Commission on the Status of Women –Fifty-second session (Feb. 25– March 7, 2008)

**THE COALITION OFFERS INFORMATION  
SESSIONS!**

The Coalition for Pay Equity can travel to your area to make presentations on the importance of adopting pay equity legislation in New Brunswick!

For more information, please contact Johanne Perron at the Coalition office.

**ACKNOWLEDGEMENTS**

Our sincere thanks go out to our volunteers Catherine Boucher and Rachel Arsenault. Distribute our newsletter to your women friends and invite them to put their name on our mailing list by emailing us at [coalitio@nb.sympatico.ca](mailto:coalitio@nb.sympatico.ca).

**WELCOME TO OUR NEW  
MEMBER ORGANIZATIONS**

Canadian Federation of  
University Women –Fredericton, Moncton  
and Kent chapters  
Regroupement féministe du Nouveau-  
Brunswick