

**DECEMBER 2007**

## THE COALITION WORRIES ABOUT PAY EQUITY IN THE PRIVATE SECTOR

Two and a half years after the five-year Wage Gap Action Plan was initiated, the provincial government must step up its actions to ensure pay equity in the private sector, stressed provincial community groups and unions at a joint press conference today.

"We are urging Shawn Graham's government to adopt pay equity legislation as soon as possible and to increase the resources made available for the implementation of pay equity programs in the private sector," stated Anne-Marie Gammon, Chair of the Coalition for Pay Equity.

Released in June 2005, the government's five-year Action Plan on the Wage Gap has reached its mid-point. Increasing pay equity was one of the plan's four objectives.



In short, the groups are asking the government to:

- Give information on the number of private employers that have implemented pay equity.
- Unveil benchmarks for pay equity in the private sector (ex. targeted number of employers and employees).
- Invest more resources in the promotion of pay equity among private sector employers and workers.
- Adopt pay equity legislation as soon as possible.

The press conference is organized by the Coalition for Pay Equity in collaboration with the NB Federation of Labour, the Regroupement féministe du N.-B. and the Association acadienne et francophone des aînées et aînés du N.-B.

## CHILD CARE FACILITIES TO BEGIN THE PAY EQUITY PROCESS

The government is initiating a pay equity process in child care facilities. First, as part of the wage gap reduction initiative, child care staff who work in provincially registered daycares are invited to attend an information session to learn about the pay equity program. A steering committee and an evaluation committee will be established. These two committees will be composed of government representatives, child educators, and employers. At the end of the process, the steering committee will make recommendations to the government on what adjustments are needed and how to implement them. The main issue? Who will pay for the adjustments! The Coalition for Pay Equity is of the opinion that it should be the government. Note: the process only targets educators, and not other child care workers (such as kitchen staff).



For more information, call 1-888-576-4444 or write to [nbwagegap@qnb.ca](mailto:nbwagegap@qnb.ca).

**NEW MINISTER RESPONSIBLE FOR THE ADVISORY COUNCIL ON THE STATUS OF WOMEN:  
MARY SCHRYER**



On September 6, 2007, Mary Schryer was named Minister of Family and Community Services and Minister Responsible for the Status of Women. Elected to the Legislative Assembly on September 18, 2006, she represents the electoral district of Quispamsis.

Mrs. Schryer has over a dozen years of experience as a self-employed financial advisor. She has also spent more than seven years as a member of the Quispamsis Town Council, and three years as a member of the board of directors of the Atlantic Health Sciences Corporation.

**COMMUNITY NON-PROFIT TASK FORCE**

The Premier's Community Non-Profit Task Force has submitted its report, *Building a Foundation for Self-Sufficiency*. It recommended the creation of an agency linking the government and the non-profit sector, the stabilization of funding, and the promotion of a culture of volunteering.

Following the Task Force's recommendations, Premier Shawn Graham created the position of Minister Responsible for Community Non-Profit Organizations and appointed Carmel Robichaud.

Several members of the Coalition participated in the Non-Profit Task Force's consultations. They recommended that pay equity legislation be passed, in order to improve the low wages of this female-dominated sector. They also asked for funding for advocacy groups, which are essential to a thriving, participatory democracy.

What will the minister do with these recommendations? Stay tuned...

**WORKING TOGETHER REGIONALLY  
TO MOVE THE ISSUE OF PAY EQUITY FORWARD IN NB**

We know that to move the issue of pay equity forward, we have to increase awareness amongst members of the Legislative Assembly and members of the public across the province. Since the Coalition only has one employee, we're counting on you, our volunteers, to succeed!

As a result, we're re-establishing our regional committees and forming new ones. Janice Gray, the summer student we hired this year, developed a manual for regional committees. In it, you'll find information on pay equity and the Coalition, as well as suggestions for activities you can do in your region.

Join us as we work to advance this cause that we all care so much about. You will be personally rewarded by the experience, while also contributing to your community. To get involved with an existing committee or to create one in your region, contact one of the individuals below or the Coordinator of the Coalition, Johanne Perron, at 855-0002!

Bathurst: Simone Savoie, [simsavoie@rogers.com](mailto:simsavoie@rogers.com), 546-3773

Edmundston: Denyse Mazerolle, [denyse.mazerolle2@gnb.ca](mailto:denyse.mazerolle2@gnb.ca), 739-9489, 736-6847

Fredericton: Elizabeth Blaney, [E.Blaney@unb.ca](mailto:E.Blaney@unb.ca), 458-7378

Kent: Roberte Léger, [roberte@nbnet.nb.ca](mailto:roberte@nbnet.nb.ca), 523-8906

Miramichi: Brenda Hachey, [brenda\\_hachey@hotmail.com](mailto:brenda_hachey@hotmail.com), 624-8351

Moncton: Annie Maltais, [annie.maltais@gmail.com](mailto:annie.maltais@gmail.com), 389-3840

Saint John: \*\*\*To be created a.s.a.p.!!! Interested? Contact us!

## PAY EQUITY: WE NEED TO TALK!

What do women know about pay equity? What are the challenges, the obstacles? How do we find a solution?

The Coalition for Pay Equity wants to know! The Coalition is organizing community consultations for women who occupy, or have occupied, a job traditionally or predominantly held by women, in order to better understand their perspectives and experiences with respect to pay equity.

A new round of discussion groups will be organized in regions across the province at the start of the new year.

## PAY EQUITY ON STAGE!

Theatre group Moncton Sable and the Coalition are working together to raise awareness about pay equity through forum theatre, a type of theatre that invites the audience to actively participate as the play develops.

The first phase is aimed at francophone community colleges and universities. The second phase will involve anglophone colleges and universities.

Ultimately, we hope to be able to offer this experience to other groups in exchange for a donation. Contact the Coalition for more details.

## Olivia in the Land of Pay Inequity!



Once upon a time, a woman named Olivia dreamed of seeing the country. She left for New Brunswick, an unknown and far-away land, to find work... To see how the story ends, visit the Coalition's website and click on "What's New?"

<http://www.equite-equity.com/frameen.htm>

A story to share with your friends... Pass it on for a happy ending!

## MYTH & REALITY

**MYTH** Increasing the minimum wage would solve a large part of the problem.

**RÉALITY** Increasing the minimum wage would help people working on the minimum wage. It is a very important measure to reduce poverty.

**Pay equity, on the other hand, is about paying jobs predominantly held by women at their fair value. After all, these jobs deserve more than the minimum wage!**

## Elsewhere in the country



***Pay equity has a positive impact on the economy.*** “The Quebec public service pay equity settlement was a key factor in May's retail sales. Sales in this province surged 4.9% in May, the strongest monthly sales growth since February 1998. Excluding Quebec, retail sales rose 2.2%,” says a press release issued by Statistics Canada on July 24th, 2007. Read the press release: <http://www.statcan.ca/Daily/English/070724/d070724a.htm>



## WHAT DID THEY SAY?

*Here are some quotes from known personalities.*

We are also asking that pay equity be adopted. Gilles LePage, press conference held May 7, 2007 for the release of the Self Sufficiency Task Force final report.

“One teacher spoke to us about her experience in the literacy sector since 1984. Initially, literacy education came under the community colleges. At that time, she was making between \$17.50 and \$22.50 per hour. In 1994, literacy education was transferred to the community, and her wages suddenly dropped to \$13.13 for the same work, and they are now \$14.14 per hour.” *Building a foundation for self sufficiency*. Premier's Community Non-Profit Task Force report, p. 40.

## EVENTS CALENDAR

The New Brunswick Coalition for Pay Equity's  
Annual General Meeting  
June 7, 2008  
at the **Best Western Manoir Adelaide** in Dalhousie.

We hope to see you there!

## THANKS

We would like to thank our volunteers: Catherine Boucher (writing and layout) as well as Thérèse Gautreau and Irène Khor, who prepared the mailout.

Forward our newsletter to your friends, and invite them to add their names to our distribution list by sending an email to [coalitio@nb.sympatico.ca](mailto:coalitio@nb.sympatico.ca).