

FEBRUARY 2008

MEETINGS WITH OUR PROVINCIAL MINISTERS AND MLAS

MEETING WITH MARY SCHRYER

A delegation from the Coalition for Pay Equity met with the Minister responsible for the Advisory Council on the Status of Women and Minister of Social Development, Mary Schryer (photo), on February 14, 2008. We used this first meeting with the newly nominated minister to get information about recent developments regarding the government's commitments and the Wage Gap Action Plan.



MEETINGS ACROSS THE PROVINCE

Thanks to the dedication of its volunteers, the Coalition also managed to meet many of our MLAs and Ministers since September 2007:

- Shawn Graham, Premier and MLA for Kent
- Carmel Robichaud, Minister of Local Governments, Minister responsible for Community Non-Profit Organizations and MLA for Miramichi-Bay - Neguac
- TJ Burke, Minister of Justice and MLA for Fredericton-Nashwaaksis
- Ed Doherty, Minister of Post-Secondary Education, Training and Labour, Minister responsible for Aboriginal Affairs and MLA for Saint John Harbour
- Roly MacIntyre, Minister of Supply and Services and MLA for Saint John East
- Roland Haché, Minister of Environment and MLA for Nigadoo-Chaleur
- Kelly Lamrock, Minister of Education and MLA for Fredericton-Fort Nashwaak
- Jack Keir, Minister of Energy and MLA for Fundy-River Valley
- Cheryl Lavoie, MLA for Nepisiguit
- Brian Kenny, MLA for Bathurst
- Chris Collins, MLA for Moncton East
- Margaret-Ann Blaney, Opposition critic for the Status of Women and MLA for Rothesay
- Rose-May Poirier, MLA for Rogersville-Kouchibouguac

For their help with these meetings, we wish to acknowledge Elizabeth Blaney, Simone Savoie, Michelle Lafrance, Julia Maillet, Roberte Léger, Janice Gray, Annie Maltais, Liz Coburn, Huberte Gautreau, Guy Lebouthillier and of course our Chair, Anne-Marie Gammon.

OLIVIA IN THE LAND OF PAY INEQUITY!



International Women's Day and its celebrations are fast approaching. The Coalition invites you to participate in your own community. Why not organise and present a short sketch with friends, inspired by the "Adventures of Olivia in the land of Pay Inequity"? Why not use the PowerPoint at a lunch to discuss this issue? If interested, contact Johanne Perron at 855-0002.

A story to be shared with your circle of friends...for a happy ending!

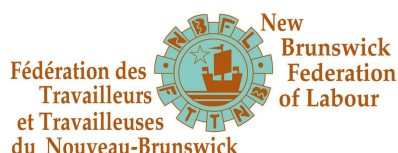
NB GOVERNMENT: INFORMATION SESSIONS FOR HOME SUPPORT WORKERS

During the month of February, the provincial government is holding a series of information sessions to provide an overview of the job evaluation process being conducted with workers in the home support sector.

At present there are more than 3,000 home support workers employed by 48 agencies under government contract in all regions of New Brunswick. The Department of Social Development currently pays \$13.13 per hour to agencies contracted by the government for their home support services, plus transportation allowances. Home support workers earn around \$8 an hour.

After the information sessions, two committees will be formed: a steering committee will be appointed to provide strategic focus to the evaluation process, and a joint job evaluation committee will evaluate the positions. Workers, owners and government officials will be equally represented on these committees. Following the evaluations, the steering committee will provide information to the government and make recommendations to senior management. For more information, visit <http://www.gnb.ca/cnb/news/sw/2008e0115sw.htm>.

PAY EQUITY AT THE *WOMEN MATTER* CONFERENCE



Pay Equity will be discussed at the *Women Matter* conference on March 7-9, 2008 in Fredericton. A sketch on pay equity will be presented by one of our members, Tracy Glynn, and her friends. Our Chair, Anne-Marie Gammon, will participate in a panel discussion. The conference is organised by the NB Federation of Labour (NBFL) and destined for unionized women.

NEW NB PAY EQUITY BLOG

Participate in the pay equity blog set up by the Research Group on Labour History in NB. Comment and share your experience: www.lhtnb.ca, click on "our blog" in the left menu and select "Fair Pay?"

"EQUALITY: ONCE AND FOR ALL!" CAMPAIGN

The Coalition is proud to be associated with the Canadian Labour Congress (CLC) in its next campaign: "**Equality! Once and for all!**" The CLC hopes this campaign will raise awareness, especially among women, workers, and their families, of the economic inequality of Canadian women and thereby increase their involvement. It also wishes to draw the attention of all levels of government and of the media on this often neglected question. The Campaign will be launched on March 7, 2008 all over the country. In NB, the launch will be held in Fredericton.

DID YOU KNOW?

N.B. women earned on average 87.4% of what men did in 2007, a pay gap of 12.6% (women: \$15.80 per hour; men: \$18.07), when the average hourly wages for all New Brunswickers aged 15 years and over working full or part-time are compared. Canadian women earned on average 84% of what men earned in 2007 (Canada, 2007: \$18.62 per hour for women and \$22.17 for men). The figures below illustrate the evolution of the average hourly wages of men and women during the last 10 years in NB (source: ACSW, based on Statistics Canada, CANSIM table 282-0072).

1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
F: \$11.40	F: \$11.73	F: \$11.88	F: \$12.18	F: \$12.51	F: \$12.94	F: \$13.39	F: \$13.95	F: \$14.43	F: \$15.18	F: \$15.80
M: \$14.25	M: \$14.41	M: \$14.69	M: \$15.71	M: \$15.84	M: \$15.94	M: \$16.20	M: \$16.48	M: \$16.84	M: \$17.25	M: \$18.07
80%	81.4%	80.9%	77.5%	79%	81.2%	82.7%	84.6%	85.7%	88%	87.4%

ELSEWHERE IN THE COUNTRY



PAY EQUITY AT THE FEDERAL LEVEL. In the House of Commons last November 1st, Opposition day focused on the following motion, introduced by the Liberal Party of Canada: “*That, taking into account the reports produced by the Standing Committee on Status of Women on the need for pay equity and the lack of economic security for women, the House call upon the government to develop a strategy to improve the economic security of all women in Canada and present this strategy to the House by February 1, 2008.*”

During the debate the Liberal Party, the New Democratic Party and the Bloc Québécois all insisted on the necessity of adopting a proactive pay equity law at the federal level, such as the ones in Quebec and Ontario. Jean-Pierre Blackburn, Labour Minister, answered that the *Canadian Human Rights Act* is sufficient and that the conservative government will work on increasing awareness among employers. The members of the opposition retorted that the existing system did not work, citing the examples of present cases that have been dragging for decades in the courts of law in spite of complaints and inquiries by the Commission. Sectors such as telecommunications, banks, inter-provincial transportation and the federal government are under federal jurisdiction.



PAY EQUITY IN ONTARIO. Ontario celebrates this year the 20th anniversary of its proactive Pay Equity Act which covers the public sector and employers of 10 employees and more in the private sector.



PAY EQUITY IN QUEBEC. The *Commission de l'Économie et du Travail* received a mandate from the Quebec government to organise a general consultation on the Minister of Labour's Report concerning the application of the Pay Equity Act. The opening of the Commission's public hearings is set for February 19, 2008. They will likely discuss adopting measures against the businesses that have not yet abided by the law.

ELSEWHERE IN THE WORLD

THE EU PROPOSES POLICIES TO ELIMINATE PERSISTING DISCRIMINATION IN THE WORKPLACE.

Women earn less than men – 15% less (...) “This is an absurd situation and needs to change,” declared employment commissioner Vladimír Špidla, on the release of a new report (http://ec.europa.eu/employment_social/news/2007/jul/genderpaygap_en.pdf) outlining ways the EU can bridge the gender gap. Redressing the situation is not straightforward - the causes are multiple, complex and often hidden, he explained. (...) Skills typically associated with women are frequently less valued than those associated with men. Jobs requiring similar qualifications tend to pay less when dominated by women rather than men. Nannies earn less than car mechanics, shop cashiers less than warehouse workers, and nurses less than the police. (Full text: http://ec.europa.eu/news/employment/070718_1_en.htm).

WHAT DID THEY SAY?

“Legislation helps bridge market failures. Market forces do not solve all problems, which is why legislative and landmark legal decisions are necessary to help promote gender wage equality. (...) The long time lags and associated legal costs could deter women from bringing cases to the court's attention, especially given that pay equity [at the federal level] is largely a complaint-driven system. Faster resolution of these disputes is necessary to ensure that the letter and spirit of pay equity laws are applied in a just and timely manner”. TD Bank, *Markets are a Women's Best Friend*, p. 10, Sept. 25, 2007.



EVENTS CALENDAR

February 26, 2008

PAY EQUITY WORKSHOP ON IN EDMUNDSTON.



(French). Edmundston's Regional Committee of the Coalition for Pay Equity and the Research Group on Labour History in NB invite you to a pay equity workshop. It will be held on Tuesday February 26 at **7 pm** in PSL-528 (Pavillon Simon-Larouche), Edmundston Campus, Université de Moncton. A discussion period and the launching of a pay equity blog will follow the presentations.

This workshop is organised as part of International Women's Day 2008. All are welcome.

For further information contact Louise Guerrette: lquerette@cupe.ca / Nicole Lang: 737-5191 or nlang@umce.ca .

MARCH 8 2008

INTERNATIONAL WOMEN'S DAY



Moncton: A Brunch will be held at the Delta Beauséjour, Moncton, from **9:30 am to 11 am**. Theme: *Equality: Once and for All!* Tickets are \$10. Buy yours in advance by calling 855-0002, 855-8977, 851-7086.

St-Louis-de-Kent: A Breakfast will be held at the Café 2000, from **8:30 am to 10 am**, with a presentation of Olivia's adventures in the land of Pay Inequity, followed by a discussion. Free coffee. Organised by the Kent Regional Committee of the Coalition for Pay Equity.

MARCH 14 2008

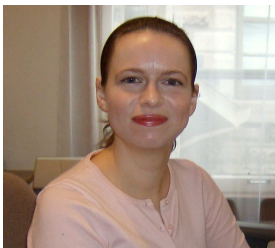
OPENING OF "ON TRAVAILLE PAS POUR DES PINOTTES!", INTERACTIVE THEATRE PLAY ON PAY EQUITY (French only). Presented by the theatre company Moncton Sable, in collaboration with the NB Coalition for Pay Equity and the Advisory Council on the Status of Women. Empress, Moncton. **At noon.** Meal included. FREE but pre-register: email your name, phone & group/work affiliation to acswcccf@gnb.ca or call 1-800-332-3087. *Built as a televised game show, the play invites the spectators to observe and comment on scenes regarding pay equity. The game takes place in a fictitious world where female parrots earn less than males ones and where traditionally female jobs are perceived as less important and less demanding, therefore being paid only in... peanuts!* The French version will be played at Community Colleges and Universities in the coming months. An English version will eventually be developed. For more information: Johanne Perron, at 855-0002. **** On the picture, the organizing committee, from left to right: Louise Lemieux, Janie Mallet and Annie Laplante (from Moncton Sable) and Huberte Gautreau (from the Coalition). Absent: Annick Landry (Moncton Sable), Johanne Perron (Coalition).**



MAY 31 2008

*****NEW DATE FOR THE NEXT ANNUAL GENERAL MEETING!** The Coalition for Pay Equity will hold its Annual General Meeting (AGM) on May 31, 2008 at the Best Western Hotel - Manoir Adelaide, Dalhousie. The following board positions will be open: Francophone Vice-Chair, Secretary-Treasurer, Aboriginal Representative, Southeast Representative and Northwest Representative. To register for the AGM, contact Johanne Perron, at 855-0002.

THANKS



A special thank you to **Janice Gray** (left), fifth year Social Work student at the Université de Moncton, who was an intern with the Coalition in the autumn of 2007. Her ideas, her dedication and her professionalism enriched our work at the Coalition. Our thanks go to the volunteers who prepared this edition of the newsletter: **Catherine Boucher** (right) who wrote the text and prepared the layout, **Corinne Gallant** who did most of the translation, **Thérèse Gautreau** and **Irene Kohr** who took care of the mail-out.

