

MESSAGE FROM THE NEW CHAIR

Hello Members,

It is with great pleasure that I address you this first message as Chairperson of the New Brunswick Coalition for Pay Equity. I was very honoured and pleased to have been elected at the 2011 AGM, and I am looking forward to working with you over the next two years!

A number of challenges face us on the road to pay equity. The most pressing is legislation covering the private sector in New Brunswick. The so-called "voluntary measures" are not working. The government is already behind schedule: home support workers and early childhood educators completed their pay equity evaluation over a year ago, but they are still waiting for their wage adjustments. In the last provincial budget, the government justified their delay by saying that pay equity evaluations for group home and transition house workers would have to be completed first – and we are still waiting for those. This period leading up to the next provincial budget is critical. We need to give the message loud and clear: Enough is enough, no more delays and excuses!

The Coalition will also have to watch closely the implementation of the *2009 Pay Equity Act*, which applies only to the public sector, so that job evaluations and pay equity calculations are completed adequately and within the timeframe anticipated in the Act - before March 2012, after which necessary adjustments should be started.

Because present subsidy programs don't allow us to do advocacy work, we will need your help this year as we carry out a second fundraising campaign. Stay tuned – we will be kicking it off this fall!

I am looking forward to working with all of you in the upcoming year to ensure fair pay for all.

Vallie Stearns,
Chair



NEW BOARD OF DIRECTORS



For a copy of the Coalition's **2010-2011 Annual Report**, you can contact us by phone, fax or email and we will gladly send you a copy. The report is also available on our [Web site](#).

The Coalition has elected a new Board of Directors at its AGM on June 11, 2011. From left to right, on the photo: Gail Taylor (Southwest), Lydia Jaillet (Southeast Rep.), Vallie Stearns (Chair), Linda Richardson (Centre Rep.), Thérèse Duguay (Northeast Rep.), Marilyn McCormack (Past Chair), Roberte Léger (Kent-Miramichi Rep.), Elizabeth Coburn (Aboriginal Rep.), Elizabeth Blaney (Anglophone Co-Chair), Huberte Gautreau (Francophone Co-Chair). Top, inset: Elizabeth LeBlanc (Secretary-Treasurer); bottom, inset: Anne Roussel (Northwest Rep.).

DAYCARE WORKERS AND HOMECARE WORKERS STILL WAITING

The last government was to announce the results of the pay equity processes for daycare and home care workers in 2010 and start payments in 2010-2011. Unfortunately, it hasn't done so.

The new Minister responsible for the Status of Women, Margaret-Ann Blaney, is stalling as well. She explains: "Rather than doing things piecemeal, we would like to take the big picture and deal with the four sectors when all the evaluations have been completed" (Oral questions, Hansard, 2011-05-11).

But the workers of these sectors have waited long enough!

The Coalition has begun putting pressure on government in order to accelerate the process, in collaboration with workers from the sectors involved. It will soon kick off a campaign to this effect.



PETITION For workers of the home support sector

Local 4598 of the Canadian Union of Public Employees (CUPE), which represents home support workers with Red Cross, is organizing a petition asking the government:

1. To adequately subsidize the services of home support workers so that the workers receive wages and benefits worthy of the value of their work ;
2. That these services become an accessible public service and of equal quality in the entire province.

You can print the petition from our [Web site](#). Let's help home support workers in their claim for fair wages!

2009 PAY EQUITY ACT

We are following very closely the application of the *2009 Pay Equity Act* and its regulations since they became effective on April 1st, 2010.

Now, the government and bargaining agents must complete job evaluations and the adjustments should begin in April 2012.

However, we fear there may be delays. The government still hasn't appointed a permanent director for the Pay Equity Bureau. What is more, we are concerned with the spreading out of adjustments. The regulations foresee that the adjustments be completed after 4 years. However, employers can request an extension of six more years – which is unreasonable, given that pay equity is a human right!

Regulations on the maintenance of pay equity remain to be adopted. After consulting with legal experts, we prepared a document proposing a framework for maintenance regulations and have presented it to the responsible government employees. We are still waiting for news about this.

NB Advisory Council on the Status of Women

At the unveiling of the provincial budget in March, the Alward government's decision to abolish the Advisory Council on the Status of Women was made public. It was a big blow for the women in New Brunswick. Over the years, the Advisory Council has been an important ally for the Coalition.

We will continue to partner with other organizations and unions in the province to ask the Minister responsible for the Status of Women, Margaret-Ann Blaney, to review the decision. The Coalition is a part of the Ad hoc Committee for a Council on the Status of Women, which has produced a lobbying and petition kit – the kit is available on the blog [Save Our Advisory Council](#).



2010 PROVINCIAL ELECTIONS AND A PRIVATE SECTOR LAW



During the last provincial elections, only the New Democratic Party and the Green Party had promised a law for the private sector. The Liberal Party promised to put forth pay equity programs in new sectors that offer services mandated by the government, and the Progressive

Conservative Party assured it would increase wages in sectors where many jobs are predominantly female – without, however, talking about pay equity. It goes to show the work we'll have to do with our MLA's ... The Coalition took every opportunity to ask the political parties to take a position in favor of pay equity legislation in the months leading up to the provincial elections. For instance, seven women's groups from New Brunswick participated in a joint press conference with the Coalition to support legislation for the private sector. What is more, before and during the provincial electoral campaign in September 2010, the Fredericton, Moncton and Saint John regional committees invited candidates to discuss pay equity with members in their region. Their invitation was widely accepted and a large number of politicians participated.

Project on Women's Leadership in the Community Sector

The large majority of jobs in the community sector are held predominantly by women. However, these jobs are often underpaid. That is why the New Brunswick Coalition for Pay Equity is interested in women's leadership in the community sector. How can we support women workers in non-profits to identify their issues and increase their collective capacity to achieve positive change? How can women work and learn together to become effective change agents?

This project enables the Coalition for Pay Equity to explore the best possible mentorship models and mechanisms for making social and economic improvements for women where they work and live. One of the goals of the project is to increase women's full involvement as leaders and decision-makers in community-based organizations. Through mentorship and support, women will be empowered to identify obstacles to full leadership, and to explore applied solutions within their own organizations. The mentorship model will be determined using gender-based analysis.

Emmanuelle Chapados will be joining our team to coordinate this project. She was our Communications Officer in 2009-2010.

More details are to come, but don't hesitate to contact us if you are interested in being mentored or becoming a mentor by sending your name and contact information to Emmanuelle at comleader@nb.aibn.com or by phone at 855-0002.

ECONOMY AND PROVINCIAL BUDGET

In the months preceding the unveiling of the 2010-2011 Provincial Budget, a number of Coalition members participated in the pre-budget consultations to point out the value of pay equity to the economy. The Coalition also participated actively in the Economic Equity Working Group to propose alternatives to budget cuts in order to reestablish fiscal balance while favoring as much equity as possible, including better capability to ensure pay equity. The Working Group organized the forum "**It's Our Economy Too!**", inviting economists and stakeholders to present their vision of New Brunswick's economic situation and of possible choices. It also organized two conferences in collaboration with the Advisory Council on the Status of Women with two economists who analyzed the tax reduction plan introduced by the last provincial government in 2009-2010. The Committee then prepared a brief and distributed it at a press conference (this brief is available on our [Web site](#)).





« TOGETHER FOR PAY EQUITY » OUR FIRST FUNDRAISER!

Let's celebrate our first Fundraising Committee! Under the theme "Together for Pay Equity", it managed to raise \$76,850 with the help of our Regional Committees and other devoted people. Individuals, religious communities, unions and organizations generously donated to the campaign.

Fundraising Committee - Co-chairs: Marie-Linda Lord et Ginette Petitpas-Taylor. **Members:** Chantal Abord-Hugon, Elizabeth Blaney, Lydia Jailliet, Rachel LeBlanc, Denise Savoie and Johanne Perron.

Regional Committees

The Coalition's Regional Committees have done quite some work during the last year. Here are a few examples of activities:

- Participation at events with other organizations to promote pay equity
- Meetings with candidates during pre-election months in 2010
- Meetings with MLAs and Ministers
- Participation at the World March of Women
- Contribution to the progression of the fundraiser
- Presentations at the pre-budget consultations
- Participation at protests against the abolition of the Advisory Council on the Status of Women
- Etc.

Contact us if you wish to join a Regional Committee (Aboriginal, Greater Moncton, Kent, Madawaska and Saint John) or to start a new one in your region!

THE 2010 WORLD MARCH OF WOMEN'S REPORT IS OUT!

The Coalition is part of the Organizing Committee for the March, which will soon meet with the Minister responsible for the Status of Women, Margaret-Ann Blaney, to discuss the essence of the report and its recommendations. Evidently, the need for pay equity legislation for the private sector is included in these recommendations, among others.

Find the report online on our [Web site](#) or contact us and we will send you a copy!



SUMMER EMPLOYEES

The Coalition for Pay Equity would like to thank Jessica Haché and Joannie LeBlanc for their work over the course of the summer. Both are students in social work at l'Université de Moncton.

Jessica will also be interning at the Coalition during the Fall!

THE COALITION OFFERS PRESENTATIONS

The Coalition for Pay Equity can travel to your region to offer a presentation on the importance of adopting pay equity legislation for the private sector in New Brunswick and on the development of the case in the province!

To find out more, contact Johanne Perron at the Coalition.

