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Pay equity: STEPS FORWARD FOR SOME, WORK NEEDED FOR OTHERS

Looks good, but we need the full details is how the New Brunswick Coalition for Pay Equity reacts to all the good news about pay equity in the province lately.

"The provincial government is making major strides forward with public sector pay equity legislation and a commitment to provide financial support for pay equity adjustments in certain private sector groups" states Marilyn MacCormack, Chair of the NB Coalition for Pay Equity.

The government announced recently that it would begin funding pay equity adjustments in 2010-2011, for home support workers and workers in child-care, nursing homes, transition homes, and community residences. Also recently, the government introduced pay equity legislation for all the public sector.

Details are still needed about the job evaluation process undertaken in the five target groups and about the time over which the adjustments will take place. "These details can make a big difference in women's lives. Which male jobs will theirs be compared to? Will the adjustments be made over one, two or five years? Some of these workers have been underpaid for years considering the required level of responsibilities, qualifications, efforts and working conditions and the full adjustments should be completed as soon as possible," says Marilyn MacCormack.

Ms. MacCormack says that the main step remains to be done. "All workers are entitled to pay equity – it is a human right! We need a commitment to adopt pay equity legislation for all the private sector, not only for the public sector."

The Charter for Change promised to bring stakeholders together in order to legislate in the private sector, but there is no indication that work has begun towards legislation yet.

The NB Coalition for Pay Equity is a group of over 600 individuals and 76 organizations that actively advocates for pay equity legislation in both the

public and private sectors. It envisions a society in which the value of jobs traditionally or predominantly held by women, is recognized and remunerated equitably.

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