

# COALITION FOR PAY EQUITY

## Annual Report 2003-2004



Coalition pour l'équité salariale  
Coalition for Pay Equity

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## SUPPORTERS IN 2003-2004

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We wish to thank Status of Women Canada, who provided financial and political support throughout the year. We also wish to acknowledge the financial and political support provided by New Brunswick Federation of Labour.

Furthermore, we wish to thank the following organizations for their financial and political support:

Acadian Peninsula Labour Council  
Association des bibliothécaires, professeures et professeurs de l'Université de Moncton  
Association des employés de l'université de Moncton (AEUM)  
Association du personnel administratif et professionnel de l'Université de Moncton (APAPUM)  
Association francophone des municipalités du Nouveau-Brunswick (AFMNB)  
Bakery, Confectionery, Tobacco Workers and Grain Millers International Union Local 406  
Bathurst & District Labour Council  
Canadian Labour Congress  
Canadian Union of Public Employees (CUPE)  
Communications, Energy and Paperworkers Union of Canada (CEP)  
Edmundston & District Labour Council  
Faculty Association of the University of St. Thomas (FAUST)  
Human Resources Development Canada (HRDC)  
Marche mondiale des femmes de l'an 2000  
Mount Allison Faculty Association (MAFA)  
New Brunswick Association of Social Workers (NBASW)  
New Brunswick Law Foundation  
New Brunswick Nurses Union (NBNU)  
Restigouche District Labour Council  
Saint John & District Labour Council  
Société des acadiens et acadiennes du Nouveau-Brunswick (SAANB)

**Pay equity is equal pay  
for  
work of equal or comparable value**

# MESSAGE FROM THE CHAIR

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## MESSAGE FROM THE COORDINATOR

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It has been a pleasure and a privilege to work with you over this past year. A lot of excellent work has been accomplished by the Coalition's members at the provincial level and in the regions. This annual report provides an overview of the Coalition's activities and campaigns in 2003-2004. It also provides an analysis of where the pay issue stands in the current political context. I hope you will enjoy its reading.

Among the successful campaigns of the year 2003-2004, it is important to mention Pay Equity Day (November 27, 2004) and International Women's Day (March 8, 2004). On these two occasions, the Coalition for Pay Equity received a lot of attention from the media, policy makers and the general public. Furthermore, on February 3, 2004, the Coalition for Pay Equity responded to the Final Report of the Wage Gap Roundtable by submitting independent pay equity recommendations to the New Brunswick government, in partnership with the New Brunswick Federation of Labour (NBFL). By doing so, the Coalition clearly reasserted that pay equity legislation is a tool that must absolutely be part of any governmental initiative aimed at addressing the under-valuation of traditional female occupations and its direct effects on women's wages.

In the coming year, mobilization of New Brunswick citizens and organizations will be crucial to create an incentive for our government to demonstrate political will by addressing the issue of pay equity with mandatory legislation in the private and public sectors. As many human rights battles, the fight for pay equity will not be won overnight and we must remember that human rights victories happen when advocacy efforts are backed by strong public support and when a consistent message is delivered to policy makers and stakeholders.

I wish you all the best,

Jade Duchesneau Bernier  
Coordinator

## WHO ARE WE?

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The Coalition is a group of New Brunswick organizations and individuals advocating for the enactment of pay equity legislation in New Brunswick private and public sectors.

The Coalition's objectives are:

- § to obtain a commitment from the provincial government to legislate *Pay Equity Act* in all parts of the public sector;
- § to ensure that pay equity legislation includes all employers of the private sector.

## BACKGROUND

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On May 23, 1998, the Fédération des dames d'Acadie created the Women's Union for Pay Equity. Underlying the creation of the Women's Union, was The Fédération des dames d'Acadie's concern with poverty amongst women – poverty partly resulting from a lack of pay equity.

In February 1999, the New-Brunswick Committee of the World March of Women 2000 was created. The Committee put forward two demands with regards to women's rights: pay equity and the elimination of violence against women. In the context of the World March of Women 2000 a petition in favour of pay equity legislation succeeded in gathering some 30 000 signatures. The petition was submitted to the provincial government on October 13, 2000.

The Coalition for Pay Equity is founded in the work of the Fédération des Dames d'Acadie, the Women's Union for Pay Equity and the New-Brunswick Committee of the World March of Women 2000. On June 16, 2001, the Women's Union became the Coalition for Pay Equity.

The Coalition has a current membership of 300 individuals. Its member organisations also represent an important number of New-Brunswick citizens. Since its creation, the Coalition has been active in lobbying the government, political parties and private sector and in raising public awareness on pay equity issues.

## BOARD

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Chairperson: Marylea MacDonald  
Past chairperson: Huberte Gautreau  
Anglophone Vice-Chair: Marilyn MacCormack  
Francophone Vice-Chair: Odette Robichaud  
Secretary-Treasurer: Christine Robichaud  
North-East Representative: Simone Savoie  
South-East Representative: Julia Maillet  
South Representative: Valerie Roy  
Center Representative: Nancy Janovicek  
South-West representative: Pam Coates  
North-West Representative: Denyse Mazerolle  
Interim Coordinator: Jade Duchesneau Bernier

## VOLUNTEERS

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This year, the Coalition has benefited from numerous hours of volunteer help. Several persons became involved in the Coalition's standing committees and regional committees.

Outside these committees, we wish to highlight the extraordinary job done by: Doris Cuffley who coordinated the creation of a pay equity pamphlet for the Coalition; Michèle Caron who put her expertise to work for the advisory committee preparing pay equity legislation; Anne Wery, who worked on the Coalition's database; Thérèse Gautreau and Irene Kohr who helped with mailing information to our members; Éliane Befekadu, who faithfully maintains our Documentation Centre; Michel Godin, who worked miracles with our computer system. We offer our sincere thanks to all these persons; Annie Maltais who helped organizing the Annual General Meeting. As the list is long, any omission is a mistake, and we apologize for it.

## MEMBERS

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The Coalition has 337 individual members and 40 member organizations.

Acadian Peninsula & District Labour Council  
Annabel Gay Women's Institute  
Association des aînées et aînés francophones du Nouveau-Brunswick (AAFNB)  
Association des employés de l'Université de Moncton (AEUM)  
Association du personnel administratif et professionnel de l'Université de Moncton  
Association francophone des municipalités du Nouveau-Brunswick  
Bathurst & District Labour Council

BCTGM Union Local 406  
Business and Professional Women's Club  
Canadian Labour Congress  
Canadian Union of Postal Workers Fundy-105 Women's Committee  
Cercle de Bathurst, Dames d'Acadie  
Cercle de Bouctouche, Dames d'Acadie  
Cercle de Caraquet, Dames d'Acadie  
Cercle de Lamèque, Dames d'Acadie  
Cercle de Shippagan, Dames d'Acadie  
Coalition of Transition Houses  
Common Front for Social Justice  
Conseil consultatif sur la condition de la femme  
Conseil du travail d'Edmundston et région  
CUPE Local 813  
Fédération d'alphabétisation de Nouveau-Brunswick  
Fédération des dames d'Acadie  
Fédération des travailleurs et des travailleuses du Nouveau-Brunswick  
Homeless Women's Shelter Service Inc.  
Institut Féminin de Rivière du Portage  
Maison de passage Inc.  
Moncton & District Labour Council  
NB Voices of Women for Peace  
New Brunswick Nurses Union  
New Brunswick Public Employees Association  
New Brunswick Teachers' Federation (NBTF)  
Réseau des femmes francophones du Nouveau-Brunswick  
Restigouche District Labour Council  
Services à la famille Népisiguit inc.  
Société des Acadiens et Acadiennes du Nouveau-Brunswick  
Student Alliance of New Brunswick Alliance étudiante du N.-B.  
Support for Single Parents  
Syndicat Canadien de la Fonction Publique 2745-3  
YWCA of Moncton

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## EMPLOYEES

Interim Coordinator: Jade Duchesneau Bernier  
Temporary staff: Annie Maltais (summer and autumn 2002)  
Consultant: Louise Aucoin

## PARTNERS

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### ***New Brunswick Federation of Labour (NBFL)***

In 2002, the NBFL and the Coalition formed a joint committee to work on pay equity issues. This committee brings together representatives of CUPE New Brunswick, Public Service Alliance of Canada, Canadian Labour Congress and the Coalition for Pay Equity. This year, the joint committee played an important role in coordinating unionized workers participation in Pay Equity Day activities across the province, and also in coordinating the Coalition's and NBFL's response to the final report of the Wage Gap Roundtable in the form of independent recommendations on Pay Equity submitted to the New Brunswick Government in February 2004.

Through the NBFL's involvement in pay equity issues, the Coalition also benefited from pay equity expertises developed by CUPE and the Fédération des travailleurs du Québec (FTQ) in the provinces of Québec and Ontario. In April 2004, the NBFL was closely involved in the completion of the Coalition's Pay Equity Bill. The NBFL also ensured the participation of pay equity experts from Quebec in a final consultation of the Pay Equity Bill.

As has been the case over the past years, the NBFL proved to be a key strategic partner for the Coalition for Pay Equity during the year 2003-2004.

### ***Local governments: Association francophone des municipalités du Nouveau-Brunswick (AFMNB) & the Union of Municipalities of New Brunswick (UMNB)***

The AFMNB is an association that unites 42 municipalities in New Brunswick. At its 2002 Annual General Meeting, the AFMNB passed a resolution supporting the adoption of Pay Equity legislation in New Brunswick. In the fall of 2003, the AFMNB invited the Coalition for Pay Equity to give a presentation to its members. The objectives of the presentation were to clarify what pay equity is, what the Coalition does and to discuss possible partnership between the AFMNB and the Coalition. This presentation led to the AFMNB joining the Coalition for Pay Equity at the end of January 2004.

In a public statement issued on January 30, 2004, Camille Belliveau, President of the AFMNB declared that "there is no doubt that wage discrimination towards women has to stop and that the elimination of this problem is a collective responsibility. The AFMNB esteems that it has an important role to play in advancing this issue and intends to be an active member of the Coalition for Pay Equity."

The Coalition for Pay Equity has also been working at developing further partnerships with local governments. Shortly after having contacted the Union of Municipalities of New Brunswick (UMNB), the Coalition was invited to give an information presentation to the UMNB's Board of Directors. As a

follow-up to this presentation, the Coalition is invited to offer an information presentation to UMNb members at the UMBN's Annual General Meeting, to be held in October 2004.

The AFMNB's leadership on the pay equity issue and the demonstrated interest of the UMNb in offering a pay equity information session to its members are very positive developments of this past year. In the coming year, the Coalition for Pay Equity definitely intends to pursue collaboration and partnership with these two organizations.

### ***STU/UNB Women's Collective***

In January 2004, a Women's Collective was created in Fredericton, on the campuses of St. Thomas University and University of New Brunswick. As one of its first events, the Collective organized a pay equity bake sale on the campus of St. Thomas University. As a way to illustrate the reality of the wage gap in New Brunswick, men were charged the full price when buying baked goods while women paid 81% of the price. This event received an excellent media coverage in the region of Fredericton and on CBC-Radio. It also had a very positive impact on the general public and on policy makers by conveying the message that young women are concerned by the fact that female workers earn less money than their male counterparts. The Women's Collective also participated in the Coalition's lobbying activities in Fredericton. Through partnership with the Women's Collective, the Coalition has been able to reach young women and bring the issue of pay equity to the attention of university student.

### ***National Association Women and the Law (NAWL)***

Through the development of a partnership with NAWL, the Coalition for Pay Equity issued a joint reaction to the report of the Federal Pay Equity Task Force, together with women's organizations from Quebec and Prince Edward Island. Partnerships with organizations from other provinces and with organizations active at the national level proved to be a great way for the Coalition to access information and research. These partnerships also increased the organization's visibility in and outside of New Brunswick.

### ***Non-member partner organizations***

In the course of campaigns surrounding Pay Equity Day (November 27, 2004) and the presentation of independent pay equity recommendations on pay equity to the New Brunswick government (February 3, 2004), the Coalition for Pay Equity successfully sought the support of the following organizations:

Association des bibliothécaires, professeur.e.s de l'U de M (ABPPUM)  
Association of UNB Teachers Status of Women Committee (AUNBTWC)  
Centre Muriel McQueen Ferguson  
Faculty Association of the University of St. Thomas (FAUST)

Mount Allison Faculty Association (MAFA)  
New Brunswick Association of Social Workers (NBASW)  
STU/UNB Women's Collective  
Communications, Energy and Paperworkers Union of Canada (CEP)

These non-member organizations provided financial contributions for pay equity advertisement in the Telegraph Journal and in the Acadie nouvelle and/or endorsed the Coalition's independent pay equity recommendations.

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## CAMPAIGNS

### ***Pay Equity Day***

On November 27, 2004, the Coalition marked Pay Equity Day by presenting, on the behalf of New Brunswick women, a 387 million dollars invoice to Minister Margaret Ann Blaney, to the attention of the New Brunswick Government. The invoice represented the total amount of money that New Brunswick Women did not earn in 2003, due to salary discrimination. All Regional Committees of the Coalition participated in this activity and visited their MLAs to present them the invoice and discuss their elected representatives' views on pay equity and pay equity legislation.

This activity received extensive media coverage at the provincial level and for the first time also at national level. In New Brunswick the Coalition made the first page of the Acadie Nouvelle. Radio-Canada television interviewed spokesperson of the Coalition during its national morning news show on November 27<sup>th</sup>. Twelve different radio stations of Radio-Canada also interviewed the Coalition's spokesperson on November 27<sup>th</sup> (Windsor, Edmonton, Charlottetown, Calgary, Halifax, Ottawa, Sidney, St. John's, Quebec City, Montreal, Whitehorse and Winnipeg). Overall, from November 24 to November 28, 2004, Pay Equity Day was discussed in 34 newspapers articles, radio and television interviews and news reports.

### ***Response to the Final report of the Wage Gap Roundtable***

Created in July 2002 through a government initiative and in response to pressure exerted by the Coalition for Pay Equity through their lobbying efforts for pay equity legislation, the New Brunswick Roundtable on the Wage Gap sat until the fall of 2003. Its Final Report was made public on December 5, 2003.

The Final Report of the Wage Gap Roundtable analyses the causes and effects of the wage gap in New Brunswick, with the objective of advising the New Brunswick government on solutions to close the wage gap. The report identifies three causes leading to the wage gap: the under-evaluation of work performed by women, the family responsibilities that women continue to

assume and the concentration of women in a limited number of traditionally female occupations (job clustering). The Report also clearly states that pay equity provides a solution to the problem of under-evaluation of women's work.

However, while recognizing that pay equity would contribute to closing the wage gap, the report fails to recommend the adoption of pay equity legislation. Instead, the report recommends that the wage gap be eliminated through voluntary measures implemented by public and private employers over an initial five-year period.

As members of the Wage Gap Roundtable, the Coalition for Pay Equity and the New Brunswick Federation of Labour (NBFL) refused to endorse this recommendation and chose to submit independent recommendations on pay equity to the New Brunswick government. With the support of 47 signatory organizations, the Coalition and the NBFL presented their pay equity recommendations to Minister Margaret Ann Blaney on February 3, 2004. We demanded that our recommendations be taken into consideration by the government when it develops the Five-Year Action Plan recommended by the Wage Gap Roundtable. Sixteen representatives of the signatory organizations were present when the recommendations were submitted to Minister Blaney. The Minister clearly stated that her government would not consider these recommendations when drafting its Wage Gap Action Plan.

The Coalition and the NBFL nevertheless succeeded in mobilizing an important number of organizations around three recommendations (see below). The Coalition also clearly indicated to Minister Margaret Ann Blaney its interest in partnership development, should the government decide to develop and launch an awareness and information campaign on pay equity.

1. That the New Brunswick government assume its proper responsibilities concerning the enforcement of human rights and guarantee that the right to equal pay for work of equal value can be exercised by all of its citizens, by committing to adopt a law on pay equity for both the public and the private sectors in New Brunswick as soon as pay equity legislation has been drafted and consultation on this legislation completed.
2. That the government of New Brunswick very shortly begin drafting pay equity legislation that meets the following minimum requirements: a proactive and inclusive law that makes provisions for the maintenance of pay equity and for the creation by the employer of a joint pay equity committee, and that creates an independent organization to implement and oversee the application of the law. The law will include a two-year preparation period, directed to both employers and employees, during which an education campaign would be conducted on the terms to be respected in implementing pay equity.

3. That, in the current context, an awareness and information campaign aimed at the general public be conducted as soon as possible on the subject of wage discrimination and that it contain a sufficiently developed component relating exclusively to pay equity.

### ***Pre-budget consultations***

During the first two weeks of February the New Brunswick held pre-budget consultations in various locations across the province. Regional Committees of the Coalition participated in these consultations in Edmunston and Dalhousie. They reminded the New Brunswick government of its human rights obligations and demanded that pay equity be taken into consideration in the province's budget.

### ***International Women's Day***

On the occasion on International Women's Day, March 8, 2004, the Coalition for Pay Equity announced that it had nearly completed the drafting of a pay equity bill for the province of New Brunswick. This announcement received a very good media coverage. A total of 19 newspaper articles and television and radio interviews as well as news reports discussed the content and type of pay equity legislation that the Coalition would like to see enacted in New Brunswick. Our message focused six minimal requirements stated in the independent recommendation that the Coalition submitted to the New Brunswick government on February 3, 2004. These minimal requirements are: a pro-active and inclusive law that makes provisions for the maintenance of pay equity and for the creation by the employer of a joint pay equity committee; a law that creates an independent organization to implement and oversee the application of the law; a law that includes a two-year preparation period, directed to both employers and employees, during which an education campaign would be conducted on the terms to be respected in implementing pay equity.

As part of its activities for International Women's Day, the Coalition for Pay Equity also requested individual meetings with all ministers of the New Brunswick government. Minister Rose-May Poirier (Human Resources Bureau), Minister Madeleine Dubé (Education), Minister Brenda Fowlie (Environment and Local Governments) and Minister Elvy Robichaud (Health) accepted to meet with the Coalition. These meetings gave the Coalition the opportunity to discuss the Ministers' views on pay equity as well as to present the Coalition's position with regards to ways of achieving pay equity in New Brunswick and to advocate for the need for pay equity legislation in our province's private and public sectors.

## POLITICAL SCENE

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### ***Post-election context***

At the June 9, 2003 elections, the Conservative Party won 28 seats at the Legislative Assembly, the Liberal Party 26 seats and the New Democratic Party (NDP) 1 seat. In the fall, the Liberal party lost one seat following the announcement made by liberal MLA Bernard Richard that he would leave political life to assume the responsibilities of New Brunswick Ombudsman. As a result, the conservative government currently has a majority of two seats at the Legislative Assembly (one of them being the Speaker of the Legislative Assembly) which leaves the two opposition parties with a strong voice.

With regards to pay equity, the three political parties have maintained the positions stated in their electoral platforms. Since the release of the Final Report of the Wage Gap Roundtable on December 5, 2003, the Conservative party consistently expressed its commitment to implementing the recommendations of Wage Gap Roundtable. Therefore, the conservative government does not consider, at this point in time, the option of enacting pay equity legislation. Rather, it favours an educational approach, relying for the next five years on employers' good will to implement pay equity. It is expected that the conservative government will develop a Five-Year Wage Gap Action Plan within this coming year.

The Liberal Party is officially committed to enact pay equity legislation in all parts of the public sector, and, in a second phase, to bring together all stakeholders with the goal of extending pay equity to the private sector through legislation. In March 2004, the Liberal Party issued a press release congratulating the Coalition for its work on a draft Pay Equity Bill that would apply to both the private and the public sector. On March 17, 2003, the leader of the Liberal Party Shawn Graham also participated in a Forum on women and politics in Fredericton during which he stated the importance of legislating pay equity in the private and public sectors. In the course of the year 2003-2004, the Coalition for Pay Equity lobbied the Liberal Party so that it would broaden its electoral platform's position by clearly endorsing the principle that pay equity legislation should apply to both the private and public sectors right from the start. A public statement revisiting and broadening the party's official pay equity position has yet to come.

The NDP fully endorses proactive pay equity legislation for the public and private sectors. The NDP leader Elizabeth Weir reiterated her support for pay equity legislation in a member's statement made at the Legislative Assembly on December 10, 2003.

## ***Release of the Federal Pay Equity Task Force report***

The Pay Equity Task Force was established on June 19, 2001, to undertake a complete review of the federal pay equity legislation. The Pay Equity Task Force has the mandate to “make recommendations as necessary and appropriate to clarify the way in which pay equity should be implemented in a modern society.” Based on extensive research and over 55 submissions received from interested parties across Canada, the Task Force released its final report on May 5, 2004.

The report recommends, among other things, the enactment of a stand-alone proactive pay equity legislation that would cover as many employees as possible. It also recommends that the legislation include provision for the maintenance of pay equity and the involvement of unionized and non-unionized workers in the process of achieving pay equity. A specialized agency should also be established to oversee the administration and interpretation of the legislation. The core pay equity principles that the Coalition promotes match these recommendations.

In partnership with the Ottawa based National Association of Women and the Law (NAWL), the Quebec based Centre d’intervention pour l’accès des femmes au travail (CIAFT) and the Prince Edward Island based Women’s Network PEI, the Coalition for Pay Equity issued a joint press release welcoming the recommendations put forward in the final report of the Pay Equity Task Force. The release of this report is very timely as the New Brunswick government is now in the position of taking into consideration the Pay Equity Task Force’s recommendations when developing a Five-Year Wage Gap Action Plan for New Brunswick.

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## **DRAFTING PAY EQUITY LEGISLATION**

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On the occasion of its Annual General Meeting (May 15, 2004), the Coalition for Pay Equity presented to its membership the final version of a Pay Equity Bill for New Brunswick. The Pay Equity Bill is based on the following six core principles, which are considered to be minimal requirements that New Brunswick Pay Equity Legislation has to meet:

1. **A pro-active law**, that is, a law under which employers are obligated to provide pay equity within their company and to show that they have complied with the requirements of the law. A law is said to be pro-active, rather than reactive, when implementation does not require the filing of complaints by employees.
2. **An inclusive law**, that is, a law to which all employers must comply, thus enabling all full-time and part-time employees in both the private

and the public sectors to exercise their right to equal pay for work of equal value.

3. **A law that provides for the maintenance of pay equity**, that is, a law that makes employers clearly responsible for the long-term maintenance of pay equity.
4. **A law that ensures that employees are involved** in the efforts to attain pay equity, by requiring the employer to create a joint committee for pay equity where employees, certified associations and the employer are represented. The committee for pay equity would be responsible for implementing and maintaining the pay equity program.
5. **A law that would provide for a two-year preparation period** during which an educational campaign on the means of pay equity implementation (job evaluation and salary adjustments) would be directed at employers and employees. This preparation period would begin immediately after the adoption of pay equity legislation.
6. **A law that is implemented by an independent organization**, that is, a law whose enforcement and implementation is facilitated and monitored by a Commission on Pay Equity especially created to do so. This Commission will be provided with sufficient financial and human resources and vested powers to fulfil its mandate.

Through the successful completion of this project, the Coalition for Pay Equity developed its expertise on the issue of pay equity and its knowledge of existing legislations in the provinces of Quebec and Ontario. The Pay Equity Bill also provides an excellent education and mobilization tool based on which the Coalition will be able to actively promote the six core pay equity principles identified above. Finally, the Coalition for Pay Equity now has something very concrete to work with when demanding that the government demonstrate political will by taking the leadership in addressing the issue of pay equity with mandatory legislation.

## **AWARENESS & COMMUNICATION ACTIVITIES**

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### ***Presentations***

This year, the Coalition for Pay Equity gave more 25 presentations, reaching over 800 persons. The presentations targeted women's organizations and workers organizations. As a result of these presentations, the following organizations joined the Coalition for Pay Equity:

Fédération d'alphabétisation de Nouveau-Brunswick

Association francophone des municipalités du Nouveau-Brunswick  
New Brunswick Nurses Union  
New Brunswick Teachers' Federation (NBTF)

### ***Media coverage***

The Coalition for Pay Equity and the issue of pay equity appeared in the media 168 times between March 31, 2003 and April 1<sup>st</sup>, 2004. The Coalition for Pay Equity issued 15 press releases in 2003-2004.

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## **STANDING COMMITTEES REPORTS**

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### ***Mobilization Committee***

Members: Madeleine Delaney-Leblanc, Huberte Gautreau and Louise Winchester.

Based on the results of the Coalition's strategic planning, the Mobilization Committee identified potential partner organizations and mobilization strategy for the regional committees.

### ***Communication Committee***

Members: Denyse Mazerolle, Marilyn MacCormack, Cynthia Kirkby, Valerie Roy, Annie Maltais, Madeleine Delaney-Leblanc.

The Communication Committee reviewed the Lobbying Kits and suggested changes and up-dates. It also reviewed and commented most of the Coalition's press releases.

### ***Research Committee***

Member: Joan MacFarland

The Research Committee has been inactive this year as the Coalition has not been involved in major research projects.

## REGIONAL COMMITTEES REPORTS

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### **Bathurst**

*Members: Simone Savoie (president), Marie-Ange Bertin, Sister Hectorine Boudreau, Sister Laurina Cormier, Chantal Gallant, Anne-Marie Gammon, Sister Adèle Morin, Jacqueline Savard, Marcelle Mersereau, Nathalie Boivin, Adrienne Devos, Charline Vautour.*

Activities ► On the Occasion of Pay Equity Day, November 27, 2003, the Bathurst Committee visited the following MLAs: Frank Branch (Bathurst), Brian Kenny (Bathurst), Roland Haché (Petit Rocher). The Committee President, Simone Savoie, also gave radio interviews during which she presented the MLAs positions on pay equity.

The Committee members also participated in International Women's Day activities in their region. Simone Savoie and Anne-Marie Gammon announced that the Pay Equity Bill was nearly completed and they also discussed the importance of pay equity legislation in relation to the current political context. Both of them were interviewed by the Acadie Nouvelle at the end of March to comment on Maritime Provinces Higher Education Commission findings according to which female university graduates earn only 84% of the hourly wages earned by their male counterparts.

### **Fredericton**

Members: Wendy Johnston, Marylea MacDonald, Joan McFarland, Nancy Janovicek, Bob Stranach, Marilee Reimer, Elizabeth Blaney, Margaret Conrad, Deborah Doherty, Lynda Erickson, Carol Ferguson, Lyndsey Gallant, Jennie Hornosty, Linda Kealey, Bev Lemire, Monica O'Donnell, Adele Mueller, Roxanna Reeves, Marilyn Reimer, Emma Robichaud, Heather Steele, Janet Stoppard, and Sharon Weaver

Activities ► The Central committee grew this year. We are excited by the fact that many young women have joined the committee. They learned about the committee doing research for their courses and through the coalition's promotion of Pay Equity Day.

On Pay Equity Day, members of the central committee and CUPE presented Margaret Ann Blaney with an invoice for the wages New Brunswick women lost because of the pay gap. The event received good coverage from the media.

In January, the STU/UNB Women's collective approached the coalition for information about pay equity. Nancy Janovicek made a presentation to the group about the coalition's work. The collective organized a Pay Equity Bake

Sale. Men paid full price for baked goods, and women paid 20% less; the difference in the prices represented the wage gap in New Brunswick. The event raised university women's awareness of the wage gap and attracted positive media attention. The collective donated the proceeds of the event (\$180) to Grace House, an emergency shelter for women in Fredericton.

In February, the committee organized a potluck to increase the committee membership. Each member invited friends who are interested in pay equity. Twenty women attended the event, and eleven women joined the coalition.

In February and March, members of the Fredericton committee lobbied the following Ministers: Bradley Green, Elizabeth Fowlie, Madelaine Dubé, and Rose-May Poirier.

### ***Kent***

### ***Miramichi***

Members: Docile Cormier (president until March), Julia Maillet (new president), Rose Richard, Margot Boucher, Ginette Gallant, Aline Richard, Alma Richard, Régina Cormier.

Activities ► The Kent Committee lobbied Liberal Party leader Shawn Graham as part of the Coalition's activities for Pay Equity Day, November 27, 2003. Committee members also discussed the issue of pay equity at an informal meeting with Minister Rose-May Poirier. At meeting organized in the region on International Women's Day, March 8, 2004, committee members talked about pay equity and women's poverty.

### ***North-West***

Members : Denyse Mazerolle (president), Louise Winchester, Cécile Nadeau, Paryse Lapointe, Edith Bourget, Lise Levesque, Huguette Roussel, Cécile Nadeau, Anne Roussel, Lucienne Bellavance, Claudette Thériault, Janet Kennedy, Sylvie Lavoie, Sister Jacqueline Poirier, Geneviève Emedi.

Activités ► Notre comité a été bien actif encore cette année. Voici un résumé des activités depuis la réunion annuelle 2003.

La Table ronde sur l'équité salariale a fait les manchettes en décembre à la sortie du rapport. La Coalition provinciale a présenté un rapport dissident puisque **nous** demeurons solidaires à la mission de la Coalition qui se veut une loi sur l'équité salariale.

Doris Cuffley, un membre de notre comité, a accepté de préparer, avec ses étudiantes en technique de bureau, un pamphlet qui explique l'équité salariale, basé sur les documents de la Coalition. Ce document (en français

et en anglais) est utilisé lors de notre lobbying et sert aussi à remettre un document concis expliquant l'équité salariale.

Le comité de la Coalition pour l'équité salariale région du nord-ouest a décidé de cibler des regroupements, d'abord pour faire une présentation sur l'équité salariale d'environ une à deux heures à leur bureau de direction et ensuite pour se faire inviter dans leur regroupement respectif pour une présentation plus élaborée. REFAM (Réseau des femmes en affaires du Madawaska) a été contacté et nous leur avons fait notre présentation. Malheureusement ces femmes venant du milieu des affaires ne supportent pas l'équité salariale.

Journée de l'équité salariale : À compter du 27 novembre 2003, les femmes du Nouveau-Brunswick travaillaient pour rien compte tenu de l'iniquité dans les salaires. Cette année, l'activité a été très intéressante soit de remettre une facture au gouvernement. Dans notre région, Louise Guerrette Winchester et Denyse Mazerolle ont présenté une facture aux Ministres Madeleine Dubé et Jeannot Volpé. Madame Dubé comprend bien le concept de l'équité salariale mais nous sommes convaincues que certains députés ont plus de difficultés à capter le concept. Nous avons pu leur jaser d'équité salariale et leur présenter une facture de près de 400 millions démontrant qu'à compter du 27 novembre 2003, les femmes travaillent pour rien. Nous leurs avons expliqué comment ce manque d'argent affecte l'économie de la région. Les médias d'information en avaient été informés et nous avons reçu la couverture de l'Info Weekend et de l'Acadie Nouvelle.

Consultations pré-budgétaires (2 février 2004 - Edmundston)– Le comité de la Coalition pour l'équité salariale a participé aux consultations et a présenté un rapport d'une durée de trois minutes (temps limite alloué pour faire une intervention). Nous avons tenté de faire le lien entre la pauvreté (équité salariale) et la santé.

Le Front Commun pour la justice sociale s'est réuni le 13 février 2004 - Le FCJS, filiale Madawaska supporte l'équité salariale et considère ce dossier prioritaire. Louise Guerrette Winchester et Denyse Mazerolle étaient présentes à cette réunion qui regroupe des gens de différentes organisations comme RADO, Institut féminin, le Conseil du travail d'Edmundston et région, la Fédération des aînés-es, la santé mentale, l'association des travailleuses sociaux, etc...

Dîner de l'Escale Madavic, le 20 février 2003 – Au nom du comité de la Coalition pour l'équité salariale, région du nord-ouest, trois membres de la Coalition ont participé au Dîner annuel de l'Escale Madavic, maison de transition pour femme violentée. La Ministre Margaret Ann Blaney était présente à ce dîner bénéfique. Elle a parlé de la violence, la santé et aussi de l'équité salariale. Les membres en ont profité pour lui jaser d'équité salariale. La Coalition continue de dénoncer le rapport de la table ronde qui propose de donner aux entreprises une période de cinq ans pour introduire volontairement l'équité salariale dans le milieu de travail.

Journée internationale de la femme le 8 mars 2004 – Le comité de la condition féminine de l'Université de Moncton Campus d'Edmundston a préparé une activité le mercredi 11 mars. Denyse Mazerolle et Margot Albert présentaient un sketch sur la condition féminine au Pavillon Louis A. Lebel.

### ***Restigouche***

Members: Marilyn MacCormack, Stacie MacCormack, Katie Oakes, Therese T. Philippe, Joel Hickey, Cecila Hickey.

Activities ► A Committee of the Coalition for Pay Equity is set up in Restigouche East. The Committee members participated in Pay Equity Day activities. On November 27, 2003, Members of the Restigouche Committee joined the Fredericton Committee and handed a 387 million dollars bill to Minister Margaret Ann Blaney. The following week, the Committee also met regional MLAs Ray Boudreau and Donald Arsenault. These two MLAs received the 387 million dollars' invoice and had the opportunity to state their respective position on pay equity.

Members of the Restigouche Committee also established a Pay Equity Committee with Provincial Local (Cupe Local 2745). The Committee President gave interviews to newspapers on the occasion on International Women's Day, on the occasion of the release of the Coalition's pay equity independent recommendations. Members of the Restigouche Committee also participated in the pre-budget consultations and spoke about the importance of Pay Equity being Legislated in New Brunswick.