

# New Brunswick COALITION FOR PAY EQUITY

Annual Report  
2007-2008



51, Williams Street, Moncton, New Brunswick E1C 2G6  
(506) 855-0002  
coalitio@nb.sympatico.ca  
[www.equite-equity.com](http://www.equite-equity.com)



**NEW BRUNSWICK  
COALITION FOR PAY EQUITY**

**ANNUAL REPORT 2007-2008**

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## MESSAGE FROM THE CHAIR

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Since its foundation, the New Brunswick Coalition for Pay Equity has been committed to defending women's rights in our province and has been at the forefront of efforts to address this issue.

In a democratic society, the advocacy role played by community organizations is crucial to ensuring equality and equity for all. Unfortunately, this role is still widely undervalued, both at the provincial and federal levels. At the federal level, the current government is even moving completely in the opposite direction! It has stopped funding advocacy activities. While in the past, the funding program administered by Status of Women Canada was available only to non-profit organizations, it is now open to the private sector. However, unions and universities are excluded! On the provincial scene, the government recently tabled its action plan for the community sector. Despite our efforts, it will not provide financial support to advocacy organizations but says it intends to maintain an ongoing dialog.

Advocacy activities are key to obtaining pay equity legislation and eliminating pay discrimination! The Coalition will therefore pursue these objectives through volunteer efforts, partnerships and other funding sources.

A lot of work remains to be accomplished! The Coalition is still concerned with the slow progress of the program implemented by the provincial government and by the latter's apparent lack of commitment in keeping its promises with regards to legislation.

For now, everything is at a standstill in the private sector, regardless of the information provided to employers. **It is obvious that legislation is required to finally achieve pay equity!**

However, there is some hope for two categories of employees from the parapublic sector: early childhood educators and home support workers. The government has initiated a pay equity process with these workers and their employers. Once agreements are reached, the government will need to commit to the long-term investments that will cover adjustments resulting from this process.

As for the public sector, the government has confirmed the launch of its pay equity efforts. The issue of the day: **"Why not start by enacting a law that would provide a framework for the process and ensure transparency?"** The previous minister responsible for Status of Women New Brunswick, Carmel Robichaud, had told us things would be done "as though there were a law". As far as we know, the government still hasn't formed a pay equity committee, on which employee representatives would sit. This is very unfortunate, as therein lay the key principle to pay equity legislation. Moreover, a pay equity committee would guarantee the integrity of the process.

Over the coming year, we must remain alert and pursue our efforts to convince the government that it is their duty to enact legislation and ensure pay equity for everyone in New Brunswick. **It is a matter of justice!**

It is with sadness that I am leaving my position as Chair. For three years, I have carried the torch with pride. Although my role will now be more subdued, my heart and positive thoughts will be with you in this fight for pay equity legislation. **I believe that we will succeed... together!**

Anne-Marie Gammon

## MESSAGE FROM THE COORDINATOR

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The past year (2007-2008) will have been a difficult one, but also one of renewal for the Coalition. Indeed, the Coalition has become incorporated. As several women's advocacy groups, it went through many weeks of financial insecurity over the summer. The Coalition finally obtained funding for a period of 30 months, more specifically until March 2010. The object of the proposed project is to inform New Brunswick women and provide tools to those in predominantly female jobs so that they can achieve pay equity in their workplace.

In 2007-2008, we developed innovative tools that have helped us reach out to new audiences. "On travaille pas pour des pinottes" ("We don't work for peanuts") is a collective work of the Moncton-Sable theatre company that will finally enable us to touch young people on the verge of entering the job market. In addition, we have made a compilation of information on pay equity tools in preparing for workshops directed at employees in traditionally female trades and professions.

As always, communication and strategy committees have played an essential role in guiding our activities.

Our regional committees have also been very busy this year. Members met with their MLAs across the province. They also raised awareness with other individuals and organizations in their communities. Over the upcoming year, regional committees will need to be renewed and others formed. Our members' assistance will be greatly appreciated! Concerted efforts will no doubt be fundamental over the next years, particularly in the context where funding of advocacy activities will no longer be available. Volunteer work will become a cornerstone of our future accomplishments.

Sadly, the Coalition recently lost a dedicated ally: Marylea MacDonald, who passed away May 17, 2008. We honour her for her passion and confidence. We will miss her dearly.

I would like to extend sincere thanks to Anne-Marie Gammon, who did a wonderful job as Chair of the Coalition for the past three years. Her excellent communication skills and strong spirit of collaboration were greatly appreciated. Anne-Marie, it's been a pleasure working with you. Best of luck with your future responsibilities and endeavours!

Finally, I would like to thank all of the volunteers who contribute to the Coalition. You are a wonderful source of inspiration, and it is thanks to your continued support that the Coalition keeps moving forward!

Johanne Perron

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## WHO WE ARE

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The New Brunswick Coalition for Pay Equity consists of a group of individuals and organizations that actively advocates for pay equity legislation in both public and private sectors. Pay equity means equal pay for work of equal value.

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## BOARD OF DIRECTORS

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|                                |                    |
|--------------------------------|--------------------|
| Chairperson:                   | Anne-Marie Gammon  |
| Anglophone Vice-Chairperson:   | Marilyn MacCormack |
| Francophone Vice-Chairperson:  | Denyse Mazerolle   |
| Secretary-Treasurer:           | Audrey McKeen      |
| North-East Representative:     | Édith Brideau      |
| Kent-Miramichi Representative: | Robertte Léger     |
| South-East Representative:     | Denise Savoie      |
| Centre Representative:         | Elizabeth Blaney   |
| South-East Representative:     | Jackie Matthews    |
| North-West Representative:     | Élyse Guérette     |
| Aboriginal Representative:     | Elizabeth Coburn   |

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## FINANCIAL PARTNERS

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We would like to thank Status of Women Canada for its financial support throughout the year. Many thanks also to the following organizations for their financial support to specific projects:

- ArtsNB
- New Brunswick Advisory Council on the Status of Women
- New Brunswick Department of Post-Secondary Education, Training and Labour
- Human Resources and Skills Development Canada
- New Brunswick Union of Public and Private Employees

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## VOLUNTEERS

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The Coalition is first and foremost an agent of social change. Several individuals generously provide volunteer hours. Our sincere thanks to everyone who sat on our board of directors, and standing or regional committees as well as to all members who requested the support of their political leaders for pay equity legislation. We would also like to thank everyone who provides valuable advice and technical support: Thérèse Gautreau, Irene Kohr, Catherine Boucher, Huberte Gautreau, Noëlla Richard, Corinne Gallant, Cynthia Kirkby and Caroline Duclos. As the Coalition often calls upon volunteers, please accept our sincere apologies for any omission.

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## EMPLOYEES

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|   |                |
|---|----------------|
| Coordinator:  | Johanne Perron |
| Community Development Officer (summer) and Intern (fall): | Janice Gray    |
| Communications Officer (summer):                          | Laurie Lanctil |

### Provincial

The provincial government still has not carried out its electoral promises on pay equity, as presented in the "Charter for Change". The pay equity issue falls under the responsibility of the minister in charge of Status of Women. Carmel Robichaud and Mary Schryer succeeded each other in this position over the past year. Here is where we stand with regards to each of these promises:

➤ **Ensure that the *Pay Equity Act* applies to all parts of the public service**

No new bill has been introduced at the Legislative Assembly. The government reports having launched job evaluations in order to implement pay equity in the public sector. However, it would enact legislation only after this process is complete, which means near the end of its mandate. Unfortunately, they have yet to announce clear steps toward achieving pay equity in this sector. Above all, no joint committees have been formed – with representation from employees, certified associations and employers – to initiate and maintain the pay equity program. However, this is one of the fundamental principles supported by numerous organizations and unions during public hearings on Bill 77, the Pay Equity Act. It should be noted that this bill was introduced to the Legislative Assembly in 2004 by Elizabeth Weir, with the support of Carmel Robichaud, but rejected by the Law Amendments Committee.

➤ **Establish clear and measurable benchmarks and targets for the achievement of pay equity supported by yearly progress updates**

*Private sector:* The government still haven't provided clear benchmarks for the level of pay equity to be achieved in the private sector. They did insert a question on pay equity in a survey to private sector employers to determine the current state of affairs, but will reveal the results only on the third anniversary of the Plan for Pay Equity (around June 2, 2008).

*Public sector:* The Liberals, as did the previous leadership, contend that they will eliminate pay inequity in the public sector by 2010.

➤ **Bring together all stakeholders to further address issues raised at recent public hearings with the goal of extending pay equity to the private sector through legislation.**

The government says they will address this issue in the final stages of their mandate. Ensuring fair representation to those in predominantly female jobs will be a major concern for the Coalition.

➤ **Extend pay equity to workers providing contracted services to government .**

We must acknowledge the efforts put forth over the past year to inform early childhood educators and home support workers and their employees about the pay equity process. Committees were formed to supervise the pay equity process in each of these professions. These committees were composed of three representatives from each of the following parties: employers, government and employees.

## Federal

*Pay equity:* Steven Harper's government still upholds that the Canadian Human Rights Act is sufficient to ensure pay equity for public sector employees.

*Funding for women's rights advocacy groups:* The Coalition will no longer be eligible for funding from Status of Women for its advocacy activities. In fact, the mandate and criteria of the Women's Program – which, in the past, provided funding to groups advocating gender equality – were changed:

- The program no longer covers advocacy and lobbying activities;
- The program now accepts funding requests from the private sector, but not from unions or universities.

Following these criteria changes, the Coalition secured funding for its awareness-raising activities and for the development and provision of pay equity tools in New Brunswick – work already underway. However, the Coalition considers that its advocacy activities have a broader impact and are fundamental to obtaining policies and legislation that will ensure pay equity for all. It will therefore pursue its activities by calling upon other funding sources, volunteer efforts and partnerships.

## International

The 52<sup>nd</sup> United Nations Commission on the Status of Women (CSW) took place February 25 to March 7, 2008 at the United Nations Headquarters, in New York City. Elizabeth Blaney attended as spokesperson for the New Brunswick Coalition for Pay Equity, as part of a Canadian delegation formed for the occasion by the Canadian Feminist Alliance for International Action (FAFIA). Huberte Gautreau also joined the group.

The theme for this year's session was "Financing for gender equality and the empowerment of women". Our participation in the FAFIA delegation showed our support toward advocates and community leaders in the hope of furthering women's income security in their communities. As such, in addition to their participation in the FAFIA delegation, participants were invited to take part in follow-up meetings where they would develop and implement a community action plan on income security for women.

Elizabeth and Huberte took this opportunity to request that "equal pay for equal work" be included in the conclusions of the United Nations Commission on the Status of Women. They also reiterated to Clare Beckton, coordinator for Status of Women Canada, the importance of pay equity and research funding.

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## GOVERNANCE AND STRATEGIC PLANNING

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During its last meetings, the board discussed strategic governance principles and launched a review of the Coalition's operating mode. They also reviewed and adjusted its strategic objectives as follows:

- increase understanding of pay equity and relevant tools;
- broaden our support base, and increase lobbying in favour of a Pay Equity Act;
- improve our organizational skills;
- achieve legislation that meets our objectives and criteria for both the public and private sectors.

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## COMMUNICATIONS

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### Communications Committee

**Members:** *Andrée Cormier, Janice Gray, Danielle Savoie, Anne-Marie Gammon.*

This year, the Communications Committee studied the Coalition's needs in terms of communications tools, developed a communication strategy for 2008-2010, designed a new promotional pamphlet, adjusted our outreach activities and reviewed our news releases as well as our newsletters.



### Media appearances

The Coalition issued six news releases and two editorials. It also organized a press conference in collaboration with the New Brunswick Federation of Labour, the Regroupement féministe du Nouveau-Brunswick and the Association acadienne et francophone des aînées et aînés du N.-B. Through this press conference, we underscored the regrettable inactivity with respect to pay equity in the private sector. The Coalition also took part in the "Discours du peuple", a media event referring to the

"Speech from the Throne" and designed to attract the government's attention to issues of concern for the population, among which pay equity. Finally, the Coalition joined forces with 10 other organizations to issue a joint news release requesting funding for advocacy and lobbying activities, as part of the provincial action plan for the community sector. A favourable decision would promote a healthy democracy. The Coalition for Pay Equity and/or pay equity were mentioned in the media at least 175 times.

### Electronic communications and newsletter

This year, thanks to the creativity of Laurie Anctil, we innovated by creating a PowerPoint presentation that was sent out to a broad audience. "Clementine in the land of pay inequity", presented as a summer book, sheds light on pay discrimination as it we know it in New Brunswick and the necessity of legislating pay equity. Our website still provides access to relevant information for those who wish to keep up to date on this issue.

In 2007-2008, the Coalition published three newsletters thanks to the contribution of Catherine Boucher – writing and layout -, Janice Gray and Corrine Gallant – translation – and Thérèse Gautreau and Irene Kohr – mailouts. We continued to send our press releases and copies of relevant features to our members by e-mail on a regular basis.

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## AWARENESS ACTIVITIES

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### Presentations and conferences

Thanks to various partners, the Coalition had the opportunity to invite key speakers on pay equity:

- Martha Friendly toured the province and spoke about pay equity in the Ontario child care sector, thanks to a joint effort with the New Brunswick Child Care Coalition.

- H el ene Mass e, from the Commission de l' equit e salariale, in Qu ebec, described the outcome of the Pay Equity Act, in Edmundston, during a conference lunch hosted in cooperation with the New Brunswick Advisory Council on the Status of Women.
- Some time later, at our AGM 2007, H el ene Mass e took part in a round table with Andr e Marcotte and Carole Bissonnette, who shared their experience with a pay equity process.
- Andr e Marcotte described his experience with pay equity as a child care center director, during a meeting with early childhood educators, in Miramichi.

In 2007-2008, Coalition members, staff and guests made at least 26 presentations, thus reaching out to approximately 1100 individuals. Many thanks to our volunteers who generously gave their time: Elizabeth Blaney, Madeleine Delaney-LeBlanc, Anne-Marie Gammon, Huberte Gautreau, Janice Gray, Louise Guerrette, Jackie Matthews and Denyse Mazerolle.

## Theatre

The Moncton Sable theatre company and the Coalition worked closely to raise awareness about pay equity by putting together a play. A collective work under the direction of Louise Lemieux, "On travaille pas pour des pinottes" ("We don't work for peanuts") features three young comedians: Janie Mallet, Annik Landry and Annie Laplante.



The play is intended primarily for a young public, from high school to college or university level. It is intended primarily for those interested in or entering traditionally or predominantly female trades and professions, such as cashiers, early childhood educators, secretaries, social workers, etc. A tour will be scheduled across francophone community colleges and universities in the fall 2008. The second phase of the project will extend to anglophone colleges and universities.

## STRATEGY AND POLITICAL ACTIVITIES

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### **Mobilization Committee**

**Members:** Chantal Abord-Hugon, Madeleine Delaney-Leblanc, Anne-Marie Gammon, Huberte Gautreau, Lise Rodrigue.

The Mobilization Committee has played a crucial role in defining priorities with regards to the Coalition's political activities for the past year. It continuously monitored and analyzed the latest political developments.

### **Political meetings**

The Coalition met with the two ministers who were consecutively responsible for Status of Women (Carmel Robichaud and Mary Schryer). Coalition members also met several MPs and ministers to sensitize them to the importance of legislating as soon as possible. We would like to mention the work of our regional committees and particularly of Elizabeth Blaney, Simone Savoie, Michelle Lafrance, Julia Maillet, Roberte Léger, Janice Gray, Annie Maltais, Liz Coburn, Huberte Gautreau, Guy Lebouthillier and, of course, of our Chair, Anne-Marie Gammon. The Coalition regularly forwarded written communications on pay equity to all MLAs to assist them in this task.

## REGIONAL ACTIVITIES

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### **Aboriginal Communities**

**Active member:** Elizabeth Coburn

**Activities:**

- Representation of the Coalition with various organizations: Gignoo Transition House, August 18, 2007; New Brunswick Aboriginal Women's Council Inc., September 22, 2007; CNIB, February 16, 2008, Advisory Committee on Violence Against Aboriginal Women, February 2008;
- Participation in a meeting with Minister Schryer, February 14, 2008;
- Meeting with Chris Baker, Deputy Minister responsible for policies and priorities, February 28;
- Participation in a meeting of the NB PC Women's Association, February 23, 2008
- Meetings with the New Brunswick Advisory Council on the Condition of Women

### **Bathurst**

**Active members:** Simone Savoie, Anne-Marie Gammon, Vivianne Boudreau, Marie-Ange Bertin, Mélanie David, Adrienne Deveau, Elizabeth Doucet Morrison, Donna Hicks, Carole Imbeault, Marie Lavigne, Huguette LeFrançois, Sr. Vitaline McGraw, Sr Adèle Morin, Julie Spence.

**Activities:**

- Meeting with Roland Haché, Minister of Environment and MLA – Nigadoo-Chaleur
- Meeting with Cheryl Lavoie, MLA - Nepisiguit
- Meeting with Brian Kenny, MLA - Bathurst
- PowerPoint presentation "Clementine in the land of pay inequity" during an event held March 8.

### **Fredericton**

**Active members:**

Elizabeth Blaney, Elizabeth Coburn, Margaret Conrad, Tracy Glynn, Michelle N. Lafrance, Raymond Léger, Joan McFarland, Wendy Robbins.

### **Activities:**

- Meetings with MLA T.J. Burke (Minister of Justice and Consumer Affaires) and with Kelly Lamrock (Minister of Education);
- Two committee meetings with new members in attendance;
- Meeting with the Minister in charge of Status of Women and Social Development, Mary Schryer;
- Participation of Elizabeth Blaney to the Discours du peuple (People's Tribune) (as opposed to the Speech from the Throne), as spokesperson for the Coalition, November 26, 2007;
- Distribution of "Bad Fortune Cookies" to members of the Legislative Assembly on Pay Equity Day;
- Participation of Elizabeth Blaney in the Day of Action for Women, December 6;
- Communication with Len Falkenstein, from UNB's English department to discuss possibility of developing an English version of the play "On travaille pas pour des pinottes!";
- Presentation of a sketch on pay equity at the NBFL's women's conference by Tracy Glynn, Alex Corey, Charles Fournier, Julie Michaud and Matthew Abbott.
- Sketch (Tracy Glynn, Alex Corey, Charles Fournier, Julie Michaud et Marie Christine Allard) and presentation (Elizabeth Blaney) during a fund raising night for RAWA, UNB, April 2008.
- Before municipal elections, Tracy Glynn and Elizabeth Blaney sent letters to the candidates; Meeting with councillor Nora Davidson;
- Participation of Elizabeth Blaney in training on funding for gender equality, presented by the FAFIA;
- Communications with the Fredericton chapter of the Canadian Federation of University Women.

### **Kent**

**Active members:** Julia Maillet (president), Margot Boucher, Docile Cormier, Régina Cormier, Ginette Gallant, Roberte Léger, Alma Richard.

### **Activities:**

- Meeting with Shawn Graham, in Rexton, in October (Roberte Léger and Julia Maillet);
- Breakfast - March 8, Women's Day - under the theme "Pay Equity and Inequity for Women". Member recruitment by Roberte Léger;
- Editorial on Pay Equity in *l'Étoile*, March 8;
- Meeting with Rogersville-Kouchibouguac MLA, Rose-May Poirier (Julia Maillet).

### **Moncton**

**Active members:** Huberte Gautreau (regional committee president), Enid Dixon, Lydia Jaillet, Serge Landry, Guy LeBouthillier, Lise Lévesque, Annie Maltais, Céline Poitras, Anne Robichaud, Denise M. Savoie, Yollaine Thériault, Charline Vautour.

### **Activities:**

- Meeting with Bernard Leblanc, MLA for Memramcook-Lakeville-Dieppe;
- Meeting with Mike Murphy, MLA for Moncton-North, April 7, 2008;
- Brunch, March 8, as part of International Women's Week, in collaboration with Greater Moncton community groups;
- Discussion with a consultant leading to the adoption of a resolution in support of a pay equity law by Moncton city;
- Networking with community women, including councillors;
- Recruitment of corporate members;
- Presentation of a sketch on pay equity at an evening hosted by the Moncton and District Labour Council in celebration of International Workers' Day (May Day).

## **North West**

**Active members:** Denyse Mazerolle, Louise Guerrette, Nicole Lang, Cécile Nadeau, Paryse Lapointe, Edith Bourget, Lise Lévesque, Anne Roussel, Lucienne Bellavance, Sylvie Lavoie, Céline Poitras, Margot Albert, Doris Cuffley, Élyse Guérette.

### **Activities:**

- Preparation of an information session on pay equity in collaboration with Nicole Lang's Groupe de recherche du travail (Work Research Group), from UMCE, February 26, 2008, as part of International Women's Week;
- Contacts for possible presentation of the play "On travaille pas pour des pinottes!" ("We don't work for peanuts!") in the fall 2008.

## **Acadian Peninsula**

**Active member:** Edith Brideau.

### **Activities:**

- Contact with officials from Tracadie-Sheila, to ensure follow-up on the pay equity process initiated as part of a pilot project with the government.

## **St. Stephen**

**Active member:** Jackie Matthews

### **Activities:**

- Meeting with Margaret - Ann Blaney, Opposition critic for the status of women, October 22, 2007;
- Presentation to the Saint John and District Labour Council, November 1, 2007.

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## **PARTNERS**

### **Joint Committee with the New Brunswick Federation of Labour (NBFL)**

The NBFL and the Coalition's joint committee was formed to strengthen the ties between the New Brunswick Coalition for Pay Equity, unions and the New Brunswick Federation of Labour and develop common strategic approaches to push the pay equity process forward and achieve legislation for both the public and private sectors. This year, the committee has set goals that would help it reach out to private sector union members and promote employee involvement in the private sector pay equity process. The joint committee includes representatives from the New Brunswick Union of Public and Private Employees (Debbie Lacelle, Susie Proulx-Daigle), the Canadian Union of Public Employees – New Brunswick (Raymond Léger), the Public Service Alliance Commission (Monique Plante), the Canadian Labour Congress (Dee-dee Daigle) and the Coalition for Pay Equity (Huberte Gautreau and Johanne Perron).

### **New Brunswick Advisory Council on the Status of Women (NBACSW)**

The New Brunswick Advisory Council on the Status of Women provides ongoing support to the Coalition, more specifically by distributing information about our activities and the pay equity issue in its electronic newsletter "NouvElles". NBACSW has also joined us in organizing awareness events such as our conference lunch with Hélène Massé on the impact of the Québec Pay Equity Act in Québec and our meeting with Martha Friendly, where we learned more about the impact of the Ontario Pay Equity Act on the wages of early childhood educators.

### **New Brunswick Child Care Coalition**

The New Brunswick Child Care Coalition supports pay equity for early childhood educators, knowing wage and child care quality levels go hand in hand. In a joint initiative, the two coalitions invited Martha Friendly to speak on the impact of the Ontario Pay Equity Act on the wages of early childhood educators. They also joined forces in promoting advocacy with the Community Non-Profit Task Force and the provincial government.

### **Mouvement des femmes acadiennes et francophones**

The Coalition for Pay Equity sat on the organizing committee for the États généraux des femmes en Acadie du Nouveau-Brunswick, along with other women's and community groups. The organizing meeting for the Regroupement féministe du N.-B. took place in June 2007 and participants reiterated that pay equity was a priority issue. Michèle Caron now sits on the group's board of directors as Coalition representative.

### **Pay Equity Network**

In May 2007, the Coalition took part in national consciousness-raising efforts for the Conservative government and federal political leaders. Organized by the Pay Equity Network, this joint effort gave several groups a stronger voice in promoting pay equity legislation. The Coalition for Pay Equity became affiliated with the Pay Equity Network in 2004.

### **Femmes Équité Atlantique**

Huberte Gautreau sits on the Femmes Équité Atlantique (FÉA) committee as representative for the Coalition for Pay Equity. This group's primary purpose is to increase the capacity of Acadian and francophone women in the Atlantic Provinces to influence policies linked to socio-economic equity for women in minority settings. It helps forge links between francophone women's groups in the Atlantic Provinces, promote work instruments that may help them disseminate relevant information in their respective communities – such as the comparative gender analysis – and tools designed to increase their intervention capability on issues linked to socio-economic inequities faced by women.

### **Common Front for Social Justice**

The Coalition for Pay Equity is a member of Common Front for Social Justice and informs its members on the progress of the pay equity file. Huberte Gautreau and Johanne Perron served as Coalition representatives over the past year. The Coalition joined in on a Common Front initiative, asking the government to develop an action plan to eliminate poverty. A meeting is scheduled with Minister Schryer.

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## **FINANCIAL STATEMENTS**

As expenses remained below \$100 000, the Coalition's 2007-2008 financial statements were verified by a committee of three individual members on the Board of Directors; Huberte Gautreau, Jeannette Marcoux and Irène Haché. As of February 29<sup>th</sup>, 2008, the account balance was of \$56 475, which essentially represents the amount to be brought forward to the year 2008-2009.

## MEMBERS

**The Coalition now has approximately 600 individual members and 64 member organizations. Our member organizations are:**

Student Alliance of New Brunswick  
Annabel Gay Women's Institute  
Association acadienne des artistes  
professionnel.le.s du N.-B.  
Association acadienne et francophone des  
aînées et aînés du N.-B.  
Association des bibliothécaires, professeures  
et professeurs de l'Université de Moncton  
Association des employés de l'Université de  
Moncton  
Association des juristes d'expression française  
du N.-B.  
Association du personnel administratif et  
professionnel de l'Université de Moncton  
Association francophone des municipalités du  
Nouveau-Brunswick  
Association francophone des municipalités du  
Nouveau-Brunswick  
Bakery, Confectionary and Tobacco Workers  
and Grain Millers International Union, local  
406  
Fédération canadienne des femmes diplômées  
des universités - Fredericton  
Fédération canadienne des femmes diplômées  
des universités - Moncton  
Fédération canadienne des femmes diplômées  
des universités – Saint John  
Coalition of Transition Houses  
New Brunswick Child Care Coalition  
Coalition of Concerned Citizens, Unions and  
Business  
Canadian Labour Congress  
New Brunswick Advisory Council on the Status  
of Women  
New Brunswick Council Nursing Home Unions  
Bathurst & District Labour Council  
Fredericton & District Labour Council  
Acadian Peninsula Labour Council  
Miramichi & District Labour Council  
Moncton & District Labour Council  
Restigouche & District Labour Council  
Saint John & District Labour Council  
Edmundston & District Labour Council  
Dames d'Acadie de Dieppe  
Fédération d'alphabétisation du N.-B.  
Fédération des enseignants du N.-B.  
Fédération des étudiants et étudiantes du  
Centre universitaire de Moncton  
Fédération des femmes acadiennes et  
francophones du N.-B.

New Brunswick Federation of Labour  
Femmes acadiennes et francophones  
(FAF) de Caraquet  
FAF - Bathurst  
FAF - Bertrand  
FAF - Buctouche  
FAF - Cocagne  
FAF - Lamèque  
FAF - Shippagan  
Common Front for Social Justice  
Homeless Women's Shelter Service  
Inc.  
Institut féminin de Grande-Digue  
Institut féminin de Rivière du Portage  
Maison de passage  
New Brunswick Voices of Women for  
Peace  
Services à la famille Népissiguit  
Société des Acadiens et Acadiennes du  
N.-B.  
Société des enseignantes et des  
enseignants retraités francophones du  
Nouveau-Brunswick  
SERFNB – Cercle Alcide-F.-LeBlanc  
Support to Single Parents  
Canadian Union of Public Employees  
(CUPE), Maritimes Regional Office  
CUPE, Local 813  
CUPE, Local 1159  
CUPE, Local 2116  
CUPE, Local 2745-3  
Canadian Union of Postal Workers,  
Fundy-105 Women's Committee  
New Brunswick Union of Public and  
Private Employees  
New Brunswick Nurses' Union  
Union of the Municipalities of New  
Brunswick  
Urban Core Support Network  
MensWork  
YWCA of Moncton

