

# **New Brunswick COALITION FOR PAY EQUITY Inc.**

Annual Report  
2008-2009



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**NEW BRUNSWICK  
COALITION FOR PAY EQUITY**

**ANNUAL REPORT 2008-2009**

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## MESSAGE FROM THE CHAIR

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Eleven years have gone by since the World March of Women Committee began working to have a law passed to correct salary imbalances in New Brunswick. Today, a law covering public sector employees is working its way into reality.

For the Coalition, this is a major accomplishment, and we are thankful that the government is at last recognizing the existence of wage discrimination among its employees in such a public way. We will continue to follow the progress of this law and its implementation, in order to make sure that this legislation does what it needs to do, and goes as far as it needs to go.

Moreover, we are committed to pursuing our efforts to ensure the government finishes the work it has begun, and passes the law that we have worked so hard to bring into existence: an act that will cover the private sector as well as the public sector. A law that only applies to the public sector ignores thousands of women who will have to endure economic hardships resulting from the wage gap for many years to come. It is for these women that we are inviting you to take up your walking stick once more and begin your pilgrim's march towards our original objective, to make the wage adjustments necessary to put an end to the unfair and undignified situation in which women and men currently find themselves.

I would be remiss if I didn't acknowledge the countless hours of volunteer work you have generously offered already to carry our objective to term. I would like to express my sincere thanks to all of you, as well as my hope that your solidarity to this cause, to which you have so enthusiastically committed yourselves for so long, will remain strong.

None of us can or should ignore Johanne Perron's devoted efforts and her passion for this cause. We owe her much gratitude and appreciation for proudly carrying the flame forward.

As we are well aware, political changes that improve women's lives have historically been slow. Perhaps our elected officials need more than a decade to understand how important women's work is to the world. Without it, society would be much the poorer. We need to have the courage to believe that we will make this next step more quickly than the last one.



Huberte Gautreau  
Chairperson

## MESSAGE FROM THE EXECUTIVE DIRECTOR

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I'm writing these words with a feeling of accomplishment. We will very shortly have pay equity legislation for the public sector, and we can celebrate the work we have done together, and above all a first victory! I feel privileged to have a job that allows me to support so many women and men in the search for greater equality and for respect for the right to pay equity.

The road hasn't been easy, and it may not be in future either. We cannot give up until we get pay equity legislation for the private sector! However, the idea of pay equity is making progress. Women and men in female-dominated jobs are already finding that their work is valued more highly and receiving wages that better reflect this. Our efforts have already begun to have a real impact in the lives of our fellow citizens!

At the same time as it promotes legislation, the Coalition is continuing to inform people and to offer tools to obtain pay equity in various workplaces. Our play *On travaille pas pour des pinottes* has already been performed before almost 800 high school students! A teacher's guide is given to their teachers to increase awareness. We gave a "new look" to our Internet site and our communication tools in order to better reach young people who want to learn more about pay equity. We also prepared documentation and organized workshops to equip persons working in traditionally female trades and professions in the public and private sectors. Again, our Internet site complements our work.

Thanks to our committees, volunteerism is a cornerstone of the Coalition, compensating for the loss of funding for women's advocacy activities. Supported by our communication and strategy committees, our regional committees have surpassed themselves this year. A brand new committee has even been set up in Saint John. And it didn't waste any time before acting, either! Together, the regional committees ensure our presence all over the province. And what great work they have done in raising awareness among not only their fellow citizens but also political decision-makers to obtain good pay equity legislation! The bill as presented may not meet all of our expectations, but it promises to be a good tool to correct pay inequity in the public sector.

I am happy that it was introduced while Huberte Gautreau, who has devoted years to pay equity, was president. Her vision has guided us tirelessly! And I am sure it will continue to do so!!!

Let's celebrate! Then let's get back to work on the next step: legislation for everyone!



Johanne Perron  
Executive Director

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## ABOUT US

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

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## BOARD OF DIRECTORS

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Chairperson:	Huberte Gautreau
Past Chairperson:	Anne-Marie Gammon
Anglophone Vice-Chairperson	Marilyn MacCormack
Francophone Vice-Chairperson:	Denise Savoie
Secretary-Treasurer:	Audrey McKeen
Northeast Representative:	Édith Brideau
Kent-Miramichi Representative:	Roberte Léger
Southeast Representative:	Lydia Jaillet
Centre Representative:	Elizabeth Blaney
Southwest Representative:	Gail Taylor
Northwest Representative:	Anne Roussel
Aboriginal Representative:	Elizabeth Coburn

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## FINANCIAL PARTNERS

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We are grateful to **Status of Women Canada** for its financial support throughout the year. We would also like to thank the following organizations for their financial contributions to specific projects during the 2008-09 fiscal year:

- ArtsNB
- Association des employés de l'Université de Moncton (AEUM)
- New Brunswick Postsecondary Education, Training and Labour
- Human Resources and Skills Development Canada
- New Brunswick Union of Public and Private Employees (NBU)
- Canadian Union of Public Employees (CUPE / SCFP)

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## VOLUNTEERS

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The Coalition is, first and foremost, a forum for engagement for social change. Many people dedicate hours of their time as volunteers. We would like to express our sincere thanks to all those who serve on our Board of Directors, our standing committees and our regional committees, as well as all our members who have contributed to lobbying efforts for pay equity legislation. Thanks go to everyone who helped us with suggestions, advice and technical support. Thank you to Thérèse Gautreau, Irene Kohr, Catherine Boucher, Noëlla Richard and Corinne Gallant, to name a few of our devoted volunteers. The Coalition is fortunate enough to be able to count on a number of volunteers. Although they are too numerous to name, all are vital to our work.

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## EMPLOYEES

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Executive Director:	Johanne Perron
Development Officer (summer) intern (fall), Project Coordinator (Spring):	Rachel Arsenault
Project Officers (summer):	Estelle Lanteigne, Stéphanie Frenette
Administrative Assistant (Nov. 08-Jan. 09):	Mélissa Babineau
Administrative Assistant (since Feb. 09):	Sarah Valay-Nadeau

## **GOVERNANCE AND STRATEGIC PLANNING**

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The strategic goals of the Coalition, from now until 2010, are to:

- increase understanding of pay equity and the ways to achieve it,
- develop our support base and exert more pressure in order for pay equity legislation to be passed,
- improve our organizational capacity,
- work towards passing a law for the public and private sectors that meets our objectives and criteria.

In order to follow the principles of strategic governance, the Board of Directors of the Coalition reviewed the way the organization functioned, and decided to create four management committees, some of which are already working:

- By-laws and Constitution Committee
- Nominating Committee
- Executive Director Evaluation Committee
- Risk Management Committee

## **AWARENESS ACTIVITIES**

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### **Theatre**

Since the last AGM, the Moncton Sable theatre company presented a play, "On travaille pas pour des pinottes" (We won't work for peanuts) at École Sainte-Anne, in Fredericton, École Grande-Rivière, in Saint-Léonard, and the École régionale de Baie-Sainte-Anne. Approximately 790 young people had the opportunity to become more aware of the need for pay equity.

Moncton Sable worked in partnership with the Coalition to create this play. Directed by Louise Lemieux, three young actresses—Janie Mallet, Annik Landry and Annie Laplante— are people who live in the colourful world of "perroquettes" in a situation of unfair pay. The play is primarily directed towards young audiences of high-school, college and university age.

### **Workshops and Other Activities**

The Coalition has made a commitment to Status of Women Canada to offer information and suggest concrete methods to empower women in female-dominated job categories to take charge of pay equity initiatives.

Offering workshops is one of the ways of reaching this goal. During the past year, staff members and members of the Coalition reviewed existing material, consulted experts in the pay equity field, and took part in a conference organized by the Ontario Pay Equity Commission in November 2008. Afterwards, the Coalition developed a workshop format and a manual that can be given to people who work in female-dominated job categories, enabling them to understand pay equity and evaluate job classes. The tools were tested in two workshops held in November 2008. Feedback was positive, and arrangements have been made to offer workshops in French and in English throughout the province.

The Coalition also offered workshops geared to specific groups, encouraging action on pay equity issues. After consulting key stakeholders, a workshop was offered to a group of twelve

directors of not-for-profit organizations in the Greater Moncton Area, on March 20, 2009. Two other workshops were organized with union representatives on April 21 and April 27, 2009, to set out principles to be respected in applying pay equity to New Brunswick public sector employees.

Our experiences with these workshops have made the Coalition think about other workshops that could be tailored to meet the needs of specific groups and settings.

## **Talks, Presentations, and Displays**

In 2008-2009, the Coalition continued its work in promoting awareness of pay equity among New Brunswickers, and particularly among the young people of the province. Members and staff members of the Coalition gave no fewer than 34 presentations, speaking to more than 1200 people of whom about 35% were under 35 years of age; this represented 8 more presentations and about 100 more people than the previous year. Last May, the Coalition invited a very inspiring speaker: Michelle Dagnino, from the *Equal Pay Coalition*. She described the struggle for pay equity in Ontario. Afterwards, Norma Dubé, Assistant Deputy Minister responsible for Women's Issues on the Executive Council level, provided an update on the progress made by the government of New Brunswick. The Coalition also provided information by having its stand at a number of events held in the province last year.

We would like to thank the volunteers who gave presentations. They are: Huberte Gautreau, Denise Savoie, Roberte Léger, Elizabeth Blaney, Madeleine Delaney-LeBlanc, Sandy Harquail, Gail Taylor, Carmen Gill, Isabel Lanteigne and Rachel Arsenault.

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## **COMMUNICATION ACTIVITIES**

### **Communications Committee**

**Members :** *Andrée Cormier, Janice Gray, Danielle Savoie.*

A communications committee works to support the executive director of an organization. This year, our Communications Committee continued to update communications tools used by the Coalition and to follow the 2008-2010 Communications Plan. The new promotional flyer was distributed widely. Thanks to the skills and the financial contribution of the Canadian Union of Public Employees, the Coalition now has a banner stand for its display, giving it a more attractive and professional look. Similarly, the committee redesigned its Web image and continued to modify the content of the Web site to make it more dynamic.

### **Media Communications**

The Coalition issued eight press releases and two letters to the editor. It also joined other organizations to form a Coalition for Fair Taxes, which is mandated to raise awareness of issues related to tax policy. Along with other provincial and national women's organizations, the Coalition drew attention to the impact of budget and economic decisions made by the different levels of government on women. Over the 2008-09 fiscal year, the subject of pay equity or the Coalition for Pay Equity itself were mentioned at least 185 times in the media, compared to 175 times the previous year.

### **Internet Communications**

Our Web site was completely redesigned in order to offer people looking for tools to promote pay equity more of what they're looking for, and to reach more young people. Knowing that

electronic networking is valued by young women, another innovation was opening a Twitter account for those who want to follow us more regularly.

## Member Communications

Keeping our members up to date on current issues has always been of primary interest. We have sent our press releases by e-mail and copies of articles of interest to our members on a regular basis. During the 2008-09 fiscal year, we also published a newsletter.

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## POLITICAL STRATEGY AND ACTION

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### Strategy Committee

**Members:** Chantal Abord-Hugon, Madeleine Delaney-Leblanc, Huberte Gautreau, Marcelle Mersereau, Lise Rodrigue.

The Strategy Committee continued to steer the Coalition's involvement in political action. In 2008-2009, the committee's emphasis was on strategic consultations to move pay equity forward at the provincial level.

### Provincial Government

#### Follow-Up on the Charter for Change

Many of our volunteers met their MLAs to remind the provincial government of its campaign promises for pay equity in the New Brunswick government's Charter for Change, and for the application of sound, good faith principles to pay equity.

The determination of these members accomplished a great deal. Here is an update of our progress on each one of the promises, at the time of writing:

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

The Minister responsible for the Status of Women, Mary Schryer, tabled a law on pay equity in the public sector on May 29, 2009. The law respects a number of our recommendations, but other amendments would make it more effective.

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

*Private Sector:* Without a law, the government has no authority to monitor the level of pay equity in the private sector on the ground. It needs to rely on surveys. According to the Progress Report on New Brunswick's Five Year Wage Gap Action Plan, published in Spring 2008, "Results from the 2008 Employer Survey found that of the 5,501 New Brunswick employers who responded, 24.9 per cent have a written, formal gender-neutral process of evaluating jobs done by women and men based on things such as skill level, effort, responsibility and working conditions, to make sure that jobs of equal value earn equal pay."

*Public Sector:* The Liberal government, like the previous one, has stated their intention to abolish unfair wage gaps in the public sector in 2010. In reality, the law sets out a later date.

- ***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.***

We have not been told what the government intends to do in the future, but no new initiatives have been undertaken this year.

- ***Establish the government as a model employer by starting job evaluations to extend pay equity to workers providing contracted service to the government.***

The results of efforts to bring pay equity into effect for daycare workers, home service workers, and the staff of residences for women who are victims of spousal violence remain uncertain. Although some salaries have increased slightly, the amounts of pay equity adjustments have not yet been determined.

Three municipalities in New Brunswick (Memramcook, Tracadie-Sheila and Quispamsis) have begun (and in the case of Memramcook, completed) a pay equity program, with the help of the provincial government.

### **Tax Reform and the Provincial Budget**

In July 2008, the Coalition submitted a brief entitled "What About Women?" to the Special Committee on New Brunswick's Tax System. This paper presented a gender analysis comparing the impact of changes proposed in the *Discussion Paper on New Brunswick's Tax System* according to gender. The Coalition explained that it was particularly concerned about the impact of income tax reductions on women's lives, through the resulting cuts in services. In addition, a flat rate tax system, accompanied by an increase in consumer taxes, favours individuals with higher incomes. In a context where unfair wage gaps exist and where various conditions keep women's salaries lower than men's, women stand to lose even more. In 2005, women working full-time all year in New Brunswick earned an average of 73% of men's average earnings, or an average of \$32,000 compared to \$43,700 for men.<sup>1</sup>

The Coalition worked with various women's groups throughout the province and signed a declaration on women and the economy, released at a press conference on February 4, 2009. Essentially, what these women's groups were asking for was a gender analysis of the government's economic stimulus package.

Indeed, any economic stimulus plan needs to take into account the different between women's and men's economic situations. For one thing, since women are concentrated in the helping professions and in services, cuts in the public sector have a disproportionate effect on women, while jobs in construction tend to favour male-dominated job classes.

Demands presented by women's groups were clustered around three main themes:

- investment in the social infrastructure, i.e. social programs such as daycare, housing, education and health care,
- adequate income for all women and men, including equitable wages,
- an income tax system that would maintain and increase taxes on companies and individuals and maintain tax rates in effect at that time.

The Coalition, in collaboration with the New Brunswick Childcare Coalition, the Moncton and District Labour Council, and the Regroupement féministe du Nouveau-Brunswick, invited the

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<sup>1</sup> N.B. Advisory Council on the Status of Women, *Report Card 2008 on the Status of Women in New Brunswick*, p. 49.

Minister of Finance, Victor Boudreau, to give a speech on the theme of "Women and the Economy" at a brunch in Dieppe, as part of International Women's Day activities.

### **Poverty Reduction Plan**

Several members of the Coalition took part in regional consultations on poverty reduction organized by the Minister of Social Development, Mary Schryer. Our members explained the link between women's poverty and salary discrimination, as well as the importance of a gender analysis of government policy. The Coalition also joined several groups, under the leadership of the Common Front for Social Justice, to endorse the document *Working Together to Reduce Poverty in the Province of New Brunswick*. Organizations who signed this document urged the government to adopt an approach founded on the principles of social justice and gender analysis, and, among other recommendations, to pass a law on pay equity.

### **Principles of a Law on Pay Equity**

After the government announced it would be passing a law on pay equity for the public sector in the Throne Speech, in November 2008, the Coalition set out the principles it wished to see respected in pay equity legislation. Louise Aucoin and Michèle Caron, who are Law professors, helped write the document. The principles were revised and approved in February, at a workshop with representatives from the public sector and the Coalition. The principles were then distributed to all MLAs and all the leaders of all political parties in the province. A campaign led to meetings with 22 MLAs, the Progressive Conservative caucus (on its invitation) and the leader of the New Democratic Party. This action was interrupted as soon as the Pay Equity Bill was introduced at the Legislative Assembly.

### **Work with the Community Non-Profit Organizations Secretariat**

Three people participated in regional conferences organized by the Community Non-Profit Organizations Secretariat, in Moncton and in Edmundston. They addressed their concerns with the low salaries prevalent in the not-for-profit sector, as well as the importance of supporting community organizations working for social justice in their goal of fostering active citizenship in a democratic society.

On April 27, 2009, the Chair and the Executive Director of the Coalition met the Executive Director of the Secretariat to discuss some of the options for examining wages in the community sector.

## **Federal Government**

### **Pay Equity**

The Federal government passed a law that weakened pay equity. The *Public Sector Equitable Compensation Act*, enshrined in the *Budget Implementation Act*, goes against the recommendations of the Pay Equity Working Group tabled in 2004 par le Groupe de travail sur l'équité salariale, en 2004.

Instead of ensuring that female-dominated and male-dominated job classes would be remunerated on the basis of equal pay for work of equal value, the *Public Sector Equitable Compensation Act* makes pay equity subject to collective bargaining and market forces. This legislation goes as far as to impose fines of up to \$50,000 on unions that "dare" to encourage one of its members to make a pay equity complaint.

The Coalition for Pay Equity, like many others who support pay equity, continue to promote the recommendations of the Pay Equity Task Force.

## **Funding of Women's Rights Organizations**

Status of Women has still not restored funding to lobbying and research activities. Following protests against this decision, the government increased the budget of the Women's Funding Program, but only for activities closer to the area of services rather than systemic change.

Although the Coalition obtained funding from the government for its public awareness activities and for developing materials for promoting pay equity, it continues to ask the government to rethink the program.

Fortunately, thanks to our volunteers and partners as well as other sources of funding, the Coalition was able to carry out some of its lobbying efforts. On the other hand, the climate of political instability has translated into insecurity about future funding for women's organizations, even with the new criteria.

## **Federal Contribution to Poverty Reduction in Canada**

Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA) conducted a study on the federal contribution to poverty reduction in Canada. Through the work of Lee Chalmers and Gail Taylor, the Coalition made a presentation to the committee's hearings in Moncton, on May 12, 2009. The Coalition emphasized that pay equity legislation would be a partial solution to women's poverty. The Coalition also reminded the committee of the major recommendations made in 2004 by the Federal Pay Equity Task Force.

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## **REGIONAL ACTIVITIES**

### **First Nations**

**Membre active :** Elizabeth Coburn.

**Activités :**

- As a new aboriginal representative with the NB Multicultural Council, Elizabeth spoke about the Coalition on March 2009 at the Crowne Plaza.
- Meeting at STU, in April 2009 about violence against women.
- Meeting with Hon. Kelly Lamrock in May 2009.
- Invitation to support and join the Coalition at a CNIB meeting in April 2009.
- Mention of pay equity at various meetings with government leaders.

### **Bathurst**

**Active members:** Simone Savoie, Anne-Marie Gammon, Barbara Thibodeau, Marie-Ange Bertin, Mélanie David, Elizabeth Doucet Morrison, Donna Hicks, Carole Imbeault, Marie Lavigne, Huguette LeFrançois, Sr. Adèle Morin, Julie Spence, Gilberte Boudreau, Evangéline Babineau, Diane Jeffrey, Bibianne Desjardins, Lina Thibodeau, Charles-E. Boudreau, Louise Arsenault, Lucille Bernard, Patricia Doucey, Emélie Doucet.

**Activities:**

- Meeting with Roland Haché, Minister of the Environment and MLA for Nigadoo-Chaleur

- Meeting with Cheryl Lavoie, MLA for Nepisiguit
- Meeting with Brian Kenny, MLA for Bathurst
- Organization by Anne-Marie Gammon and Barbara Thibodeau of a special program on Night Waves (Rogers television) on questions related to women's equality, including pay equity, for International Women's Week in March 2009.
- Participation in the national letter-writing campaign asking Senators to remove the bill on equal pay in the public sector from the budget implementation bill.
- Presentation on pay equity at the federal level, on March 8, by Gilberte Boudreau, president of Groupe Axion.

## Fredericton

**Active members:** Elizabeth Blaney, Elizabeth Coburn, Margaret Conrad, Tracy Glynn, Michelle N. Lafrance, Raymond Léger, Joan McFarland, Wendy Robbins, Lannette Ruff, Tiffany Thornhill, Maureen Michaud, Janet Stoppard.

### Activities:

- June 4, meeting with a playwright from STU to explore the possibility of doing a play in English.
- August 12, participated in Advisory council event with Kathleen Lahey on NB government tax policy plan.
- Initiated by the Canadian Labour Congress, Gapzilla bake sale/media conference on October 23, 2008 at the UNB Student Union Building raised awareness about the pay gap between university-educated women and men. The bake sale was a great way to outreach to students. The action generated a positive editorial in the Daily Gleaner: <http://dailygleaner.canadaeast.com/opinion/article/458616>.
- Cinema Politica presented Made in L.A. at 7:00 PM on Friday November 7, 2008. The film screening was co-sponsored with the University Women's Centre and included discussion following the screening with members of the N.B. Coalition for Pay Equity.
- November 28, table at Fredericton Flea Market (Liz, Raymond, Elizabeth)
- January 27, 2009, Fredericton Committee meeting.
- February 4, participated in event with other members of the Coalition at the Crowne Plaza. Also, attending a International Women's Day planning meeting.
- February 12, pay equity presentation to UNB sociology students, 50 students
- Provided Carmen Gill with material to speak about pay equity to sociology students, 50 students
- February 26, 2009, met with Joan Kingston re the new law.
- May 5, 2009, meeting with MLA Rick Myles.
- May 25, 2009, meeting with Hon. Kelly Lamrock.
- International Women's Day Potluck: While munching on delicious food, we heard updates from various groups working on women's issues including the N.B. Coalition for Pay Equity. A total of \$200 was raised for the Grace House Women's Shelter.
- Follow-up meeting with Rick Myles on May 11.

## Kent

**Active members:** Julia Maillet, Margot Boucher, Docile Cormier, Régina Cormier, Ginette Gallant, Roberte Léger, Alma Richard, Gaëtane Godin, Marie Allard

### Activities:

- Article in *l'Étoile* on pay equity and announcing the breakfast on March 8.

- Breakfast on March 8 attended by MLA Rose-May Poirier, with a presentation on the discrimination suffered by a woman, an update on the provincial public sector bill and on federal Bill C10. Action toward Senators.
- Meeting with MLA Claude Williams on April 9, 2009.
- Meeting with la MLA Rose-May Poirier on April 9, 2009.

## Southeast

**Active members:** Denise M. Savoie, Huberte Gautreau, Annie Maltais, Charline Vautour, Estelle Lanteigne, Jessica Lavoie, Lise Levesque, Lydia Jaillet, Jacqueline Collette, Jeannette Marcoux, Lise Thibodeau, Simone LeBlanc-Rainville, Madeleine Delaney-LeBlanc, Jeannine Gautreau, Rachel Arsenault.

### Activities:

- Met with Bernard LeBlanc, MLA for Memramcook-Lakeville-Dieppe – March 2008.
- Campaign during the summer of 2008 : Mike Murphy, Bernard LeBlanc, Joan MacAlpine-Stiles, Cy LeBlanc, et Chris Collins as well as Minister Victor Boudreau.
- Motion of support for Pay Equity passed by Dieppe City Council on November 19th, 2008.
- "Connected women" campaign: Meetings with Sue Calhoun, April 12th, 2008 and with Paulette Thériault, April 15th, 2008
- Breakfast for the occasion of Pay Equity Day on the 29th of November, 2008.
- Presentation at Université de Moncton for the Board of Directors of the Employee's Association of Université de Moncton.
- Brunch for International Women's Week on March 8th, 2009, in collaboration with several community groups from the Moncton region.
- Member attended the Moncton Poverty Reduction Dialogue Session, spring 2009.
- Meetings with MLAs Cy LeBlanc, Bernard LeBlanc, Joan MacAlpine and Chris Collins as well as Minister Victor Boudreau, Spring 2009.

## Northwest

**Active members:** Denyse Mazerolle, Louise Guerrette, Nicole Lang, Cécile Nadeau, Paryse Lapointe, Edith Bourget, Anne Roussel, Lucienne Bellavance, Sylvie Lavoie, Margot Albert, Marguerite Guimond.

### Activities:

- Meeting with the Hon. Ronald Ouellette and Madeleine Dubé in the fall of 2008 concerning pay equity, focusing on the fact that the government had promised legislation during the election campaign and that we had still not seen any sign of it.
- In February, an unsuccessful attempt to host the play *On travaille pas pour des pinottes!*
- Participation in the regional consultation on the reduction of poverty in the province.
- On May 4, because of the possible presentation of pay equity legislation in the spring, Denyse and Louise again met with the region's MLAs – Ron Ouellette and Madeleine Dubé. The goal of the meeting was to give them the principles we want in our legislation.

## Acadian Peninsula

**Active member:** Edith Brideau.

### Activities:

- Continuous follow-up with the town of Tracadie-Sheila on its pay equity pilot project.
- Participation in the consultation on poverty in Tracadie-Sheila.
- Discussion with various Ministers and MLAs from the region.
- Participation in the women's committee of the New Brunswick Nursing Home Association, which recommended that the New Brunswick Nursing Home Association and the NB Federation of Labour put pressure on the government for pay equity legislation.
- Organization, for the first time, of an activity to celebrate March 8 in its nursing home and invited other nursing homes to do the same thing.
- April 8/09 regular meeting + preparation meeting for presentation to Hon. Mary Schryer and ADM Norma Dubé (postponed to May 11/09)

## Saint John

**Active members:** Ann Barrett, Dawn LeBlanc, Lee Chalmers, George Mills, Linda Mills, Marcia Kirkwood, Don Uhryniw, Gail Taylor

### Activities:

- Inaugural meeting, Saint John Committee, held on December 1, 2008 – 7 people attended (Dawn, Lisa, Don, Lee, Marcia, Gail; Johanne for information session & background.)
- Monthly meeting January 14/09: reviewed background information and went through Coalition Handbook.
- Rev. Don Uhryniw and Gail Taylor attended provincial Poverty Dialogue consultation in Saint John, January 19/09 to raise issue of pay equity in relation to poverty reduction.
- Monthly meeting, February 11/09: Huberte Gautreau & Johanne Perron attended as resource people from provincial office; strategic planning for MLA/Minister presentations, new member recruitment, planning for International Women's Day.
- Special meeting to allocate research and writing tasks in preparation for meetings with MLAs and Minister/ADM, February 26/09.
- Information booth, Canadian Federation of University Women (CFUW) brunch, International Women's Day (celebrated on Saturday, March 7/09): good sign-on for petition protesting Bill C-10
- Centenary-Queen Square United Church, March 8th: action to fax protest re Bill C-10.
- March 10/09: meeting with Margaret Ann Blaney, Trevor Holder, Bev Harrison, and Bruce Northrup.
- March 16th meeting with Dr. Ed Doherty, MLA (L).
- April: Gail spoke to Centenary Queen Square United Church about pay equity during regular Sunday Service (CQS became a member organization).
- April 8/09 regular meeting + preparation meeting for presentation to Hon. Mary Schryer and ADM Norma Dube (postponed to May 11/09)
- April 10/09: Johanne, Huberte, Lee, and Gail met to discuss potential research questions and issues.
- Attendance at open mike of Conservative Party provincial consultations re issues.
- May 11/09 Presentation to Norma Dube, Mary Schryer, Nicole McCarty by Ann Barrett, Don Uhryniw, Lee Chalmers, Gail Taylor.
- May broader recruitment resulted in United Church in Action Committee in Saint John writing letter supporting pay equity and promising to spread the word at Maritime Conference of United Church as well as through network of CiA committees in NB.

## **OUR PARTNERS**

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

The NBFL has frequently brought pay equity to the table, keeping it on the radar of labour relations. The Joint NBFL / Coalition committee continues to maintain the link between the Coalition for Pay Equity and unions in the NBFL, developing common strategies for progress in the area of pay equity and for promoting the adoption of pay equity legislation for the public and private sectors. This year, the committee considered the principles upon which the provincial law announced in the Throne Speech should be based. The committee is composed of representatives of the New Brunswick Union of Public and Private Employees (Susie Proulx-Daigle), the Canadian Union of Public Employees, New Brunswick (Raymond Léger), the Public Service Alliance of Canada (Monique Plante, Anna Goguen), 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 shows constant support for the Coalition's activities, and distributes information about our activities and about pay equity issues through its electronic newsletter, "NB Women's News" / « NouVELLES ».

### **New Brunswick Childcare Coalition**

The New Brunswick Childcare Coalition supports pay equity for daycare workers, and is mindful of the link between wages and the quality of childcare services. Pay equity and daycare issues are related in many ways, and both can make an important contribution to women's equality.

### **Regroupement féministe du Nouveau-Brunswick**

The Coalition for Pay Equity supported the activities of the Regroupement féministe du Nouveau-Brunswick this year, for instance in emphasizing the importance of a gender analysis of government economic policies and in helping develop a global development plan for Francophone communities in New Brunswick.

### **Pay Equity Network**

After the *Public Sector Equitable Compensation Act* was tabled in February 2009, several members of the Pay Equity Network, a national group, pressured the Federal government and the Senate to respect the right of Canadians to pay equity. Despite the failure of these efforts, the members of the Network continue to urge action on the recommendations presented in 2004 by the Federal Pay Equity Task Force. The Coalition joined the Network in 2004.

## **Femmes Équité Atlantique**

Huberte Gautreau is the Coalition's representative to Femmes Équité Atlantique (FÉA). The aim of this group is to increase the ability of Acadian and Francophone women in the Atlantic provinces to influence policy decisions in the area of social and economic equity for women in minority settings. The FÉA helps Francophone women's groups throughout Atlantic Canada to connect with each other, develop working tools, and pool information about situations in their respective communities. This makes it possible for a group to share the results of a gender analysis in their own area, for instance, or for groups to work together to find ways to take action on problems related to the wage gaps. This year's accomplishments included publishing a flyer encouraging women to get involved in politics, organizing several events, including five provincial information sessions for girls and women in the four Atlantic provinces, a regional gathering for girls and young women in Atlantic Canada, and sending delegations to the 2008 "feminist university" at Laval and to the Canada-wide gathering of young feminists, Waves of Resistance / Toujours rebelles, as well as producing a resource guide for girls and young women which will soon be distributed throughout the province.

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

The Coalition for Pay Equity is a member of the Common Front for Social Justice and provides information and updates on pay equity issues to this group. Huberte Gautreau and Johanne Perron represented the Coalition this past year. In Fall 2008, the Common Front for Social Justice organized its second Summit on Poverty. Following its efforts on economic and social justice, the New Brunswick government announced that it would develop an action plan to eliminate poverty.

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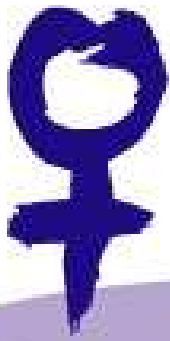
## **FINANCIAL STATEMENTS**

The 2008-2009 financial statement was reviewed by Louise Belliveau, C.A. As of February 28<sup>th</sup>, 2009, the account balance was of \$90,480 and the term deposits \$38,500, of which around \$124,083 represented the amount to be brought forward to the year 2009-2010.

## MEMBERS

**Twelve organizations joined the Coalition since the last AGM. As of May 31, 2009, the Coalition had approximately 650 individual members and 76 member organizations. Our organizational members are:**

1. Acadian Peninsula & District Labour Council
2. Annabel Gay Women's Institute
3. Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick
4. Association acadienne et francophone des aînées et aînés du Nouveau-Brunswick
5. Association des bibliothécaires, professeures et professeurs de l'Université de Moncton
6. Association des bibliothécaires, professeures et professeurs retraités de l'Université de Moncton
7. Association des employés de l'Université de Moncton
8. Association francophone des établissements de soins spéciaux du Nouveau-Brunswick
9. Association des juristes d'expression française du Nouveau-Brunswick
10. Association du personnel administratif et professionnel de l'Université de Moncton
11. Association francophone des municipalités du Nouveau-Brunswick
12. Association francophone des parents du Nouveau-Brunswick
13. Association of University of New Brunswick Teachers
14. Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406
15. Bathurst & District Labour Council
16. Canadian Federation of University Women - Fredericton
17. Canadian Federation of University Women - Kent
18. Canadian Federation of University Women - Moncton
19. Canadian Federation of University Women - Sackville
20. Canadian Federation of University Women - Saint John
21. Canadian Labour Congress
22. Canadian Union of Public Employees, Maritimes Regional Office
23. Canadian Union of Public Employees, Local 1159
24. Canadian Union of Public Employees, Local 2116
25. Canadian Union of Public Employees, local 2745-3
26. Canadian Union of Public Employees, Local 813
27. Canadian Union of Public Employees, Local 4598
28. Canadian Union of Postal Workers, Fundy-105 Women's Committee
29. Centenary Queen Square United Church
30. Crossroads for Women
31. Coalition of Concerned Citizens, Unions and Business
32. Coalition of Transition Houses
33. Common Front for Social Justice
34. Dames d'Acadie de Dieppe
35. Edmundston & District Labour Council
36. Fédération d'alphabétisation du Nouveau-Brunswick
37. Fédération des étudiants et étudiantes du Centre universitaire de Moncton (FÉÉCUM)
38. Fédération des femmes acadiennes et francophones du Nouveau-Brunswick
39. Femmes acadiennes et francophones de Bathurst
40. Femmes acadiennes et francophones de Bertrand
41. Femmes acadiennes et francophones de Bouctouche
42. Femmes acadiennes et francophones de Caraquet
43. Femmes acadiennes et francophones de Cocagne
44. Femmes acadiennes et francophones de Lamèque
45. Femmes acadiennes et francophones de Shippagan
46. Fredericton & District Labour Council
47. Homeless Women's Shelter Service Inc.
48. Institut féminin de Grande-Digue
49. Institut féminin de Rivière du Portage
50. Maison de passage
51. Miramichi & District Labour Council
52. Miramichi Emergency Centre for women Inc.
53. Moncton & District Labour Council
54. MensWork
55. NB Rebelles-Fredericton
56. New Brunswick Advisory Council on the Status of Women
57. New Brunswick Child Care Coalition
58. New Brunswick Council of Nursing Home Unions
59. New Brunswick Federation of Labour
60. New Brunswick Nurses Union
61. New Brunswick Teachers' Federation
62. New Brunswick Union of Public and Private Employees
63. New Brunswick Voices of Women for Peace
64. Regroupement féministe du Nouveau-Brunswick
65. Restigouche & District Labour Council
66. Saint John & District Labour Council
67. SERFNB - Cercle Alcide-F.-LeBlanc
68. Services à la famille Népisiguit
69. Société de l'Acadie du Nouveau-Brunswick
70. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick (SERFNB)
71. Stimulation à l'enfance inc.
72. Student Alliance of New Brunswick
73. Support to Single Parents
74. Union of the Municipalities of New Brunswick
75. Urban Core Support Network
76. YWCA of Moncton



Coalition pour l'équité salariale  
Coalition for Pay Equity

[www.equite-equity.com](http://www.equite-equity.com)