

NEW BRUNSWICK COALITION FOR PAY EQUITY Newsletter July 2017

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1. Pay equity adjustments

On June 27, the provincial government [announced](#) pay equity adjustments for those working in professional support in schools, health care professionals and medical science professionals represented by the [New Brunswick Union](#). These adjustments represent an investment of \$ 8.4 million over 10 years.

The Coalition issued a [press release](#) in which it is pleased that another step has been taken in the implementation of the [Pay Equity Act, 2009](#).

Bargaining units representing teachers and institutional services and care have not yet begun the process and neither have non-unionized workers. Crown corporations that are subject to the *Act* have begun the pay equity process.

2. Intervener status

The Coalition, in conjunction with the [Ontario Equal Pay Coalition](#) and the [Women's Legal Education and Action Fund](#), received intervenor status at the [Supreme Court of Canada](#) for two cases from Quebec: one on maintenance, and one on delays resulting from slow adoption of regulations for workplaces where there are no male comparators. These two cases will be heard on [October 31, 2017](#) and will certainly have repercussions throughout the country. We will keep you posted!

3. Educational video series

Our summer students, Christine Hughes and Catherine Roy-Comeau have produced a series of educational videos on pay equity:

1. What is pay equity?
2. What is predominance?
3. Determining the value of a job: four factors.
4. Pay equity or wage parity?
5. Is there a law for pay equity in New Brunswick?
6. Pay equity: from promises to reality

7. Top 5: advantages of having a pay equity politic in your workplace
8. Pay equity: a human right

You can watch these videos on our [YouTube channel](#) or on our [Facebook page](#). We thank these students for their excellent work!

4. ESIC committee on pay equity and living wage

The Economic and Social Inclusion Corporation (ESIC)'s [pay equity and living wage committee](#) continues its work. It has held four meetings thus far.

5. Improving the Economic Prosperity of Women Working in the Care-giving Sector

We have already begun the last year of our project, which will end July 2018. We are meeting the deadlines of our strategic plan. Among other things, we have to meet with MLA's, carry out a socio-economic research on the benefits of investing in wages and improve the social perception of care-giving work and its contribution to the social infrastructure and the economy. We have submitted a 2nd progress report to Status of Women Canada who finances this project.

6. Community Action Project

We are completing a gender based analysis on pay equity in the private sector as part as a new project financed by Status of Women Canada. Thanks to our partners, we organized three focus groups with young feminists, non-unionized workers and unionized workers to get their opinion on pay equity, on predominantly female jobs and on the barriers and solutions to obtain pay equity. Our partners, the New Brunswick South Central Transition House & Second Stage Coalition and *Services ruraux pour femmes victimes d'abus* have consulted women victims of violence to better understand the link between the salary that women earn and their capacity to quit an abusive relationship. We are looking forward to sharing the results of our research with our members!

7. Fundraising Campaign 2017-2018

The Coalition is already preparing its 8th annual fundraising campaign! We are looking for volunteers from across the province to serve on our solicitation committee. So please contact us if you are interested. Our annual fundraising campaigns ensure the good functioning of the Coalition. We are very thankful for your past and future support.