1. Promises from the campaign trail

Party leaders made announcements on pay equity during the provincial election and unveiled their party’s official stance on the issue in their platform. For its part, the Coalition reacted and offered an analysis of each announcement.

2018-08-24 – Progressive Conservative Party’s promise to **invest in fair wages for home care workers** in their platform on aging care.

2018-08-27 – Green Party’s promise to **amend the 2009 Pay Equity Act so that it would apply to private workplaces** in its 2018 election platform.

2018-08-29 – New Democratic Party’s promise to **immediately implement a pay equity process for the private sector, with an emphasis on the community care sector** in their platform.

2018-09-09 – Disappointment by the lack of pay equity measures in the Progressive Conservative Party’s platform.

2018-09-12 – Liberal Party’s promise to **adopt pay equity legislation for the private sector** in the platform for local governments and organizations in the quasi-public sector by 2020 and businesses in the private sector with more than 50 employees by 2022.

2018-09-18 – Liberal Party’s promise to **further increase the wages of home support workers** as part of their Home-First Strategy.

Three parties out of five promised to adopt pay equity legislation for the private sector if elected in their party platform. All emphasize the importance of better wages for caregiving workers but it’s yet unclear whether the wages will reach pay equity, which was around $20 in 2012.

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<th>2018 Election Promises</th>
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| **Liberal Party:** Pass legislation to require pay equity implementation for local governments and in the quasi-public sector by 2020 and for large businesses in the private sector by 2022.

  “Local governments and quasi-public organizations such as nursing homes will be required to comply with the new pay equity legislation by 2020, and large businesses with 50 or more employees will be required to comply by 2022.” — Brian Gallant

| **Green Party:** Amend the 2009 Pay Equity Act to apply to private workplaces.

  “We want to see significant progress made toward pay equity in the private sector.” — David Coon

| **New Democratic Party:** Achieving pay equity in the private sector. We will start by requiring a pay equity study and implementing pay equity in the community care sector.

  “We need a law for the private sector right now or else these discriminatory practices that affect half of New Brunswickers will continue.” — Jennifer McKenzie

The Progressive Conservative Party and the People’s Alliance Party’s respective platforms lacked any mention of pay equity.
2. Throne Speech I

The first throne speech delivered on October 23 underlined the Liberals commitment to work with us to extend pay equity legislation to the private sector. They lost the confidence vote, but we urge the four political parties in the Legislative Assembly to take join forces on this issue. The responsibility to ensure the right to pay equity belongs to everyone.

3. Federal pay equity legislation

Great news! The federal government introduced its long-awaited proactive pay equity legislation for federally regulated sectors (federal public service, parliamentary workplaces, banks, telecommunication and interprovincial transportation). We hope that it will push all provinces to act, especially here in New Brunswick. It’s our turn to act!

4. Majority support for pay equity

Did you know the majority of New Brunswickers support pay equity legislation for the private sector? According to a new survey, when asked if it’s important for the government to pass pay equity legislation for the private sector a whopping 85% of New Brunswickers agreed!

Following a detailed description of gender pay equity, results also suggest that two-thirds (65 per cent) of New Brunswickers believe that jobs predominantly held by women are paid less than jobs of comparable value predominantly held by men.

It’s clear that New Brunswick is ready so we must act! Check out more results.

5. I give because I care!

Thank you to those who attended the launch of our 9th fundraising campaign, Pay Equity: I give because I care! We have already raised more than $40,000 thanks to your generosity! Help us reach our goal of $75,000 by donating directly to our website or by sending a check payable to the Coalition for Pay Equity, at 412-236 Street St. George, Moncton, NB E1C 1W1.

6. Forum on women’s equality

On September 17, the New Brunswick Women’s Council hosted a forum with political party leaders to discuss issues affecting women’s equality. Such a forum should become an indispensable event in future election campaigns so that parties consider women’s issues when they write their party platforms.

The Women’s Council also released the first report on the findings for its public engagement initiative, Resonate. New Brunswick women believe that economic security is one of the most significant issues that needs to be addressed to improve the lives of women in the province as a group. One of the most important ways? Pay equity.
7. Pay equity & politics

Over the summer, we met with many political candidates to discuss our expectations for the election: pay equity legislation for the private sector and public investments in the community caregiving workers’ wages.

On September 15, we met with the Honourable Ginette Petitpas Taylor (MP, Moncton-Riverview-Dieppe) to discuss the upcoming federal pay equity legislation. We emphasized the importance not only of having a law, but of having a good law and what that entails.

8. Celebrating pay equity

» On August 25, we were proud to walk in Moncton’s River of Pride’s Pride Parade for the second consecutive year. We also held a bake sale where prices reflected the New Brunswick wage gap at the Pride Park Fair.

» The Coalition was well represented in Labour Day events across New Brunswick this year! Thanks to Debrah Westerburg and Joan McFarland for hosting an information table at Fredericton’s event, Northeast Representative Kateleen Leclair-Doucet and summer student Catherine Roy-Comeau for walking in Bathurst’s parade, Wendy Johnston in Dalhousie’s, and the office staff and volunteer Denise Daigle Lavigne for participating in Moncton’s community BBQ.

» On September 24, our ED Johanne Perron had the privilege to meet with the home care workers from CUPE Local 4598 during their AGM in Bathurst. Pay equity is important for that sector and we will address it during a new three-year project.

» On October 25, we participated in the New Brunswick Multicultural Council’s annual symposium. We want to understand the impact of pay inequity on our province’s growing immigrant workforce. There’s a growing number of immigrant women working in predominantly female jobs and hiring newcomers to fill those caregiving jobs does not solve the problem of pay inequity and job insecurity.

9. Pay equity in print

After attending our Lunch & Learn, Chantal Losier writes that the community care sector in crisis due to low wages and poor working conditions.

Katleen Leclair-Doucet writes that we must overcome the gender stereotypes that lead to pay inequity because everyone deserves pay equity regardless of their place of work.

The Provincial Coordinator of the Common Front for Social Justice Jean-Claude Basque writes that pay equity is one of the solutions to reducing poverty.

The Coalition Chair Frances LeBlanc writes about the state of pay equity in New Brunswick: What would it mean for you? Your family? This province?