

ACCOMPLISHMENTS AND PROJECTS

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that educates and advocates for the adoption and the implementation of adequate legislation to achieve pay equity for all workers in both the public and private sectors. Pay equity means equal pay for work of equal value.

Listed below are our accomplishment to date as well as our on-going projects. For further information, please follow us on [Facebook](#), [Twitter](#), [Instagram](#) and check out our website: www.equite-equity.com.

In 2018-2019, we:	2018-2019 achievements:	In 2019-2020, we will:
<ul style="list-style-type: none"> met with ten MLAs from different political parties and the new leader of the provincial Liberal party in order to promote the adoption of a pay equity law for the private sector; 	<ul style="list-style-type: none"> Three of the five provincial parties promised a law for the private sector during the last election. 	<ul style="list-style-type: none"> maintain pressure on all provincial political parties to commit to pay equity legislation for the private sector for the next election;
<ul style="list-style-type: none"> worked with the caregiving sector through a community project financed by the federal department, Women and Gender Equality Canada (WAGE), entitled “Valuing Community Caregiving Work”; 	<ul style="list-style-type: none"> Investment of \$16.1 million for approximately 10,000 care workers in the 2019-2020 budget (pay increases of \$0.50 to \$2 hourly depending on the service, but no increase for ADAPT Centres or group homes). Investment of \$1 million in the wages of Early Childhood Educators with training (\$0.75 hourly increase). 	<ul style="list-style-type: none"> evaluate jobs in the caregiving sector; pursue advocacy for pay equity with employees and employers of the entire caregiving sector;
<ul style="list-style-type: none"> took advantage of the 10th anniversary of the Pay Equity Act, 2009 to evaluate its implementation; 	<ul style="list-style-type: none"> The provincial government completed the pay equity process of almost all of the public sector as well as 5 out of 7 Crown Corporations. Some new eligible groups started their evaluations. 	<ul style="list-style-type: none"> continue to monitor the implementation of the Pay Equity Act, 2009 in the few categories of jobs that remain; advocate for regulations to ensure maintenance of pay equity in the public sector;
<ul style="list-style-type: none"> requested the report of the Advisory Committee on Living Wage and Pay Equity of the Economic and Social Inclusion Corporation (ESIC) be made public; 	<ul style="list-style-type: none"> The ESIC report is now public and it recommends the adoption of pay equity legislation for the private sector. 	<ul style="list-style-type: none"> use the ESIC report in our communications with government, businesses and the public;

In 2018-2019, we:	2018-2019 achievements:	In 2019-2020, we will:
<ul style="list-style-type: none"> organized a brown bag lunch event in Saint John entitled “I can’t afford to leave” in collaboration with organizations who work against violence against women; held a forum in Moncton on June 1, 2019 to assess progress towards pay equity; collaborated with 18 other New Brunswick organizations to further our aims; 	<ul style="list-style-type: none"> Brought to the forefront that pay inequity makes women more vulnerable to violence in the home. Mobilization and awareness-raising of existing members and new allies; Several organizations announced their support of pay equity legislation for the private sector. 	<ul style="list-style-type: none"> hold a symposium on pay equity in the private sector in the spring of 2019; hold a forum on pay equity in June 2019 further our collaboration with organizations in the province;
<ul style="list-style-type: none"> increased the visibility of the pay equity file; offered 24 presentations to approximately 770 people; issued 15 press releases; 	<ul style="list-style-type: none"> 63% of N.B. residents say they are aware of pay inequity. When informed, a large majority of residents (85%) indicate that it is important for the government to adopt a pay equity law for the private sector in the province.ⁱ 	<ul style="list-style-type: none"> maintain a strong presence in traditional and social medias; modernize our website;
<ul style="list-style-type: none"> monitored the implementation of two pay equity initiatives targeting the private sector: <ul style="list-style-type: none"> organizations who respond to tenders of government contracts worth \$1 million or more must adopt an apprenticeship model; those that apply to the One-Job Pledge Program must create a pay equity plan; 	<ul style="list-style-type: none"> 330 businesses took the necessary steps to obtain financing and increased their knowledge of pay equity, but did not implement it, proving one more time that a law is necessary for the private sector. 	<ul style="list-style-type: none"> remind that voluntary measures are not sufficient; develop an argument on the advantages of pay equity for businesses; increase understanding and decrease resistance among employer associations; continue working with the Department of Post-Secondary Education, Training and Labour;
<ul style="list-style-type: none"> collaborated with other women’s rights organizations and national unions to push for a federal pay equity law; ensured a presence on the national scene; informed the population of New Brunswick of the positions held by the federal parties on pay equity. 	<ul style="list-style-type: none"> The federal government adopted the Pay Equity Act in the fall of 2018 which will come into force when the required regulations are adopted. 	<ul style="list-style-type: none"> advocate for the adoption of the necessary regulations to complete the federal Pay Equity Act; Continue to participate in the feminist movement in Canada.

ⁱBased on a survey of 400 New Brunswickers conducted by Corporate Research Associates in August 2018. Global results are exact to 4.9 percentage points, 19 times out of 20.