

New Brunswick Coalition for Pay Equity

Annual Report
2019-2020

2020

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New Brunswick Coalition for Pay Equity Inc.

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NEW BRUNSWICK
COALITION FOR PAY EQUITY INC.

Annual Report 2019-2020

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Message from the Chair

Women disproportionately bear the burden of the ongoing pandemic. The impacts will be long felt. However, truth be told, the pandemic has simply exacerbated existing inequalities and uncovered vulnerabilities in our systems. Nothing new, but we now get to observe these inequalities in real-time and totally exposed. These include the tremendous burden of paid and unpaid work, the rise of gender-based violence and the adverse impacts on women's health.

For months, we have depended on "essential workers" for critical services. Not surprisingly, many front-line, essential jobs are female-dominated, and women have been tasked to work under undue risk, over-time and for little pay. For too many, this is further compounded by the burden of unpaid and invisible work at home and in their communities.

The reality remains that these jobs, like most female-dominated jobs, are systematically under-paid and under-valued. The adjustments made during this crisis to the caregiving sector has helped to narrow the gap, but these adjustments must be maintained and continue to increase until we have pay equity. Short-term solutions will only further contribute to the crisis and leave these sectors vulnerable as well as those who depend on their care.

We must resist the urge to be outraged today and complacent tomorrow. Equal pay for work of equal value is non-negotiable. That includes equal pay for all including for newcomers, aboriginal, racialized, and for those with disabilities. Solutions must include pay equity legislation for both the public and private sectors and long-term investments in wages.

What role will you play to ensure a fairer and more equal New Brunswick? Will you join us in voicing our outrage, to amplify the voices of workers, to stand up for others' rights, and to support women and women organizations? Inaction is no longer an option. The Coalition for Pay Equity, in collaboration with its partners, will continue to fight for pay equity for all.


Frances LeBlanc
Chair

Executive Director's message

We have just come off a year unlike any other. A year we hope we never have to relive ever again. Every cloud has a silver lining though. Indeed, the COVID-19 pandemic has put the spotlight on an existing crisis in the community care sector and shown how much society depends on jobs, often female-dominated ones, that are undervalued.

The Coalition has worked hard to make sure our governments do not forget about these jobs. Our project promoting the value of work in the community care services sector is timely because it entails evaluating the jobs for pay equity, raising public awareness of current inequalities, and demanding better wages. We are working closely with staff and employers in the sector to reach these objectives.

We are of course still lobbying for a law on pay equity for the entire private sector. Our initiative which gave voice to women seeking pay equity in the private sector may have ended in December 2019, but we are as determined as ever!

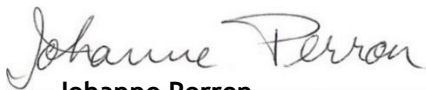
We use social and traditional media, presentations, and booths to deliver our message throughout the province. Our list of partners is growing. We meet regularly with decision-makers.

We continue to monitor implementation of the *Pay Equity Act, 2009* in the public sector.

To further advance pay equity and economic gender equality, we fully engage in dialogues on policies and federal laws with organizations across the country.

With an economy currently fraught with uncertainty, the Coalition's role is obviously a crucial one. But our financial situation is nonetheless precarious. That is why we are applying for charitable organization status. We know our donors are firmly behind us, but we hope to recognize their contribution in more practical terms by issuing tax receipts. The application process will take about a year, but if we are granted status, we will be more secure.

In conclusion, allow me to thank this wonderful community that is the Coalition: members, volunteers, donors, staff, partners, those who grant subsidies, activists, union members, interns and decision-makers who care about pay equity. Thank you to all of you who, in one way or another, promote pay equity.



Johanne Perron
Executive Director

Team and Partners

NEW BRUNSWICK COALITION FOR PAY EQUITY

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that raises awareness about pay equity and advocates for adequate legislation to achieve pay equity for all workers in both the public and private sectors.

Pay equity is equal pay for work of equal or comparable value. It is a basic human right, recognized by several international conventions and agreements.

Board of Directors

Chair:	Frances LeBlanc
Anglophone Vice-Chair:	Vallie Stearns-Anderson
Francophone Vice-Chair:	Isabelle McKee-Allain
Secretary-Treasurer:	Monique Levesque
North Representative:	Katleen Leclair-Doucet
Kent-Miramichi Representative:	Susie Proulx-Daigle
South-East Representative:	Kafiy Nzeya-Weva
Capital Representative:	Kerri Froc
South Representative:	Andrea Hatt
Upper River Valley Representative:	Lise Hitchcock
First Nations Representative:	Wenona Labillois
Executive Director:	Johanne Perron
Observers:	Marilyn McCormack, Canadian Union of Public Employees Cathy Wall, New Brunswick Nurses Union Sylvia Melanson, New Brunswick Union

Members

The Coalition has 800 individual members and 90 member organizations including unions, women's rights groups, religious groups and community organizations.

Volunteers

A great number of people volunteer for the Coalition. Our volunteers are members of the Board of Directors or the Fundraising Committee, work on projects, provide advice, participate in educational activities, give information, write letters to editors, meet with decision makers or help with translation. We thank them all from the bottom of our heart.

Employees and interns

Executive Director:	Johanne Perron
Public Affairs and Communications:	Rachel Richard
Project Coordinator:	Tina Poirier
Accountant:	Mickaëlle Grignon
Student Project Officer:	Alexandra Poirier (spring-summer 2019)
Social Work Interns:	Martine Gionet (summer-autumn 2019) Annie Mavandal (winter 2020)

Governance and strategic directors

The Board of directors uses a strategic governance model. This year, its management committees concentrated on the Coalition's mission statement, rules and regulations and political strategies in an ever-changing context.

In the fall 2018, the Board of directors set the following goals and objectives:

Goal 1. To achieve pay equity in the public and private sectors

- We will continue to exert pressure on the main political parties of the province to urge them to adopt a pay equity law for the private sector.
- We will develop working relationships with public servants in government departments which deal with pay equity.
- We will work with the staff, employers, and clients in the caregiving sector, as well as with public servants in the Department of Social Development, to promote and advocate for pay equity and better working conditions in the caregiving sector.
- We will monitor the implementation of the *Pay Equity Act, 2009* in the public sector and we will evaluate its progress.
- We will take part in national efforts for a federal law on pay equity to be implemented as soon as possible.

Goal 2. To increase public awareness and engagement in the population of New Brunswick

- We will continue to raise the awareness of the population of New Brunswick about the importance of pay equity.
- We will foster the participation of the public and of organizations in promoting and advocating for pay equity.
- We will raise the awareness of pay equity among advocacy organizations in the private sector.

Goal 3. To support the organization

- We will support our organization by providing stable funding in order to achieve our goals and objectives.

1: To achieve pay equity in the public and private sectors

Private sector

We will continue to exert pressure on the main political parties of the province to urge them to adopt a pay equity law for the private sector.

Through our *Empowering Women for Community Action* project, we amplified women's voices and advocated for pay equity in New Brunswick's private sector. The three-year project was financed by **Women and Gender Equality** (formerly known as Status of Women Canada) and coordinated by Rachel Richard. It ended in December 2019.

Thank you to our partners for their commitment and dedication:

- Pascale Paulin, **Forté Communication**
- Debrah Westerburg, **New Brunswick South Central Transition House & Second Stage Coalition**
- Nadia Losier, **Services ruraux pour femmes victimes d'abus du Nouveau-Brunswick**
- Wendy Johnston, **Canadian Union of Public Employees**
- Tammy Moore, **Unifor**

Lobbying political parties for a pay equity law

We have strengthened our relationships with provincial political parties.

Following a **meeting with the Liberal Party caucus**, the Liberals agreed to honour their electoral promise on pay equity. In its 2018 political platform, the Party had promised to adopt a pay equity law covering:

- » Municipalities and para-public sectors in 2020
- » Large corporations (50 employees or more) by 2022.

From time to time **Green Party** MLAs mention pay equity and the necessity for the Legislative Assembly to pass a law for the private sector.

The **Progressive Conservative Party** does not mention pay equity but focuses on the community care sector.

Community Care Services

We will work with staff, employers, and clients in the caregiving sector, as well as with public servants in the Department of Social Development, to advocate for pay equity and better working conditions in the caregiving sector.

Through our *Valuing community caregiving work* project, coordinated by Tina Poirier, we continue to advocate for pay equity in the community care sector.

The 3-year project (2018-2021) follows a three-pronged strategy:

- **EVALUATING the adequacy of wages** in the community care sector with the goal of achieving pay equity.
- **RAISING public awareness** so people understand the value of community care services, and forging a social consensus on the necessity of investing public funds to achieve pay equity in the sector.
- **ADVOCATING for pay equity.**

Six services are targeted:

- Home support services
- Community residences
- Transition houses for women who are victims of domestic violence
- Special care homes
- Family support services
- ADAPT agencies (Adult Development Activities, Programs and Training).

The Coalition is supported in this project by **three committees** made up of representatives from the community care sector and volunteers.

- **The Advisory Committee** oversees the project's three-pronged strategy.
- **The Pay Equity Steering Committee** oversees the job evaluation exercise.
- **The 1st Job Evaluation Committee** evaluates jobs in three services where the goal is to maintain pay equity.

Advisory Committee

Erica Flynn
Aline Johanns
Wendy Johnston
Tina Learmonth
Aditya Rao
Charline Vautour

Steering Committee

Jessica Gouchie
Karen Howe
Geneviève Latour
Kathy Mann
Audrey Mazurek
Carrie Randall
Jan Seely
Nancy Tower
Lesley Wetmore
Nathalie Arseneau White

1st Job Evaluation Committee

Laurie-Underhill Anderson
Lise Arseneault
Alysha Clements
Mélanie Doiron
Lise Hitchcock
John Keayes
Tina Learmonth
Nadia Losier
Marie-France Maltais
Chantal Poirier

The Coalition also gets help from Social Development and Women's Equality, as needed.

Job Evaluation

The Coalition offers training to its three committees. We use a training handbook prepared by the **Conseil d'intervention pour l'accès des femmes au travail du Québec** (CIAFT). The handbook, *Evaluating pay equity in the community care sector*, explains in detail all the steps in a job evaluation exercise.

Since a pay equity exercise was completed in 2008-2014, we are going through a maintenance exercise for the following services:

- Home support services
- Community residences (children and adults)
- Transition houses for women who are victims of domestic violence.

Because there were problems with methodology in 2008-2014, we now have an opportunity to improve the process.

Pay Equity Maintenance Exercise: Since jobs and wages are continuously changing, jobs descriptions and job evaluation exercises must be reviewed periodically to ensure pay equity is maintained.

Communications with the community care sector

To keep staff and employers in the care sector in the loop on the pay equity process, in 2019 we created a **Facebook discussion group**. It is the nerve centre of the project, where members can find out what committee members are working on, the progress made and issues the sector faces.

Public Awareness

Our communication plan uses various media to raise public awareness and gain support for pay equity in the entire care sector.

Lobbying government for public investment in community care services

We continually speak with public decision-makers about wage disparity in the community care sector and remind them of the importance of investing public funds in staff wages.

In the February 27, 2020 **budget**, the **New Brunswick government** announced it was earmarking 4.2 million dollars for wage increases in the community care sector starting April 2020 as follows:

- **\$1.50/hr** for staff in ADAPT centres (to earn \$16.25/hr)
- **\$1.00/hr** for staff in community residences (to earn \$16.05/h)
- **\$0,50/hour** for home support services staff (to earn \$15.30/hr)
- **\$0.75/hr** for early childhood educators (to earn at least \$18/h)

Provincial Committee for Community Care Services

Since winter 2020, the **Provincial Committee for Community Care Services**, a joint committee of representatives from government and the community care sector, has solicited the Coalition's participation. It is focusing on recruiting and retaining trained staff in the sector, as well as implementing a certification program. It wishes to be kept abreast of developments on pay equity, and on the results of our *Valuing community caregiving work* project.

Public sector

We will monitor the implementation of the *Pay Equity Act, 2009* in the public sector and evaluate its progress.

The *Pay Equity Act, 2009*, which was passed 10 years ago, is still a necessity.

- » The pay equity exercise for the following is complete:
 - Court stenographers
 - Administrative Support Services Staff in education
 - Nurses, medical and lab personnel, nursing supervisors
 - Professional support, paramedic care, specialized healthcare.
- » The exercise is ongoing for:
 - Residential care
 - Education.
- » **Six out of nine Crown Corporations** operating under the Act have completed the exercise: NB Power, WorkSafe NB, NB Legal Aid Services Commission, NBCC, CCNB, NB Liquor, NB Financial and Consumer Services Commission, Cannabis NB, and Research and Productivity Council.
- » A few **groups**, which previously had fewer than 10 employees, have grown and are now subject to the Act.
- » According to Human Resources, **non-unionized public service employees are in the pay equity maintenance phase.**
- » Ordinarily, all groups should be in the maintenance phase by now.
 - The Pay Equity Bureau has developed a **pay equity maintenance policy.**
 - The maintenance exercise has begun in government **departments** and **health networks.**

Despite our repeated requests, the provincial government is still not publishing any annual reports on the Act's implementation. We continue however to communicate with Women's Equality as well as with major unions in the public sector, who keep us up to date on the progress that has been made so far.

Federal pay equity legislation

We will take part in national efforts to push for quick implementation of the federal law on pay equity.

Federal law

The *Pay Equity Act* received royal assent on December 13, 2018. It applies to federally regulated employers in telecommunications, interprovincial transportation, banks, and the federal public service. It will not come into force however until associated regulations are passed.

Federal law and Aboriginal communities

Implementation of the *Pay Equity Act* in Aboriginal communities is postponed indefinitely to allow for government consultation with Aboriginal leaders. In the meantime, with the help of the Aboriginal representative on our Board of Directors, we are reflecting on how the Coalition can best inform and support women and Aboriginal communities, and we are making new contacts with those communities.

Federal Election

The federal election held in October 2019 gave the Coalition an opportunity to brief candidates from various parties on pay equity. We also created tools so voters could talk about pay equity with candidates in their federal riding, and we prepared infographics on each political party's promises to implement the Pay Equity Act. The **Liberal Party**, the **Green Party** and the **New Democratic Party** promised to pass regulations required to implement the *Pay Equity Act*.

National and International Mobilization

The Coalition collaborated again this year with various national organizations and unions to advocate for pay equity and women's rights. We worked with groups promoting pay equity, women's rights, and economic gender equality. We also contributed to a discussion paper on a national strategy to promote gender equality prepared by **Gender Equality Network Canada**; it was presented to Women and Gender Equality in spring 2019. Furthermore, in June 2019 Rachel Richard represented the Coalition at the international conference *Women Deliver*.

2: To increase New Brunswickers' awareness and involvement

We will continue to raise New Brunswickers' awareness on the importance of pay equity.

Presentations

- » 20 presentations given to 1846 people

Traditional Media

- » 9 press releases
- » 8 letters to the editor
- » 128 mentions in the media

Social Networks

- » 2000+ friends on Facebook
- » 900+ followers on Twitter
- » 210+ followers on Instagram

Newsletters

- » 11 electronic newsletters

The Coalition has updated its image

The Coalition's 20th anniversary is just around the corner, so we thought it was time to update our image and some promotional tools to better reflect our mission and our work.

- **New logo:** It was revealed at the launch for the 2019-2020 Fundraising campaign.



- **New Design for office supplies:** Business cards, envelopes and letterhead paper were also updated to give a cohesive look to our internal and external communications.
- **Website:** We worked with Blaze Media over the last two years to develop a bilingual interactive and accessible website. Our objectives were to:
 - **Communicate** what pay equity means
 - Provide relevant **information**
 - Get **New Brunswickers involved in the cause** (politicians, media, workers, employers, and the public) and provide them with ways to come up with a solution
 - Simplify and maximize **online donations**
 - **Promote** the Coalition's mission and its activities.

Information pamphlet on pay equity

Comparing jobs is like comparing apples and oranges, right? Exactly! We have produced an information pamphlet on pay equity to raise public awareness and have distributed over 500 copies since November 2019.

10th anniversary for the *Pay Equity Act, 2009*

To mark the 10th anniversary of the *Pay Equity Act, 2009* the Coalition launched a mini-campaign in social media which included:

- A message from **Sherry Wilson**, minister responsible for Women's Equality
- A statement from **Mary Schryer**, former minister responsible for Women's Equality
- Videos prepared by **Huberte Gautreau**, **Rosella Melanson** and the NB Women's Council
- Worker testimonies (**Sonia Gibbs** and **Eileen Tayes**)
- Supporting statements from unions (NB Nurses Union, New Brunswick Union, Canadian Union of Public Employees in NB, NB Federation of Labour).

Correlation between pay inequality, economic insecurity, and domestic violence

Raising public awareness on the correlation between pay inequality, economic insecurity, and domestic violence was one of the objectives of the *Empowering Women for Community Action* project. To release the results, we:

- » Produced and distributed an information sheet on pay equity
- » Co-organized with the **NB South Central Transition House & Second Stage Coalition** (NB Women's Shelter) a **lunch and learn** session in Woodstock, where participants received handouts
- » Organized jointly with the **Women's Equality Branch** and NB Women's Shelter a **commemorative event** at the **Lieutenant Governor's residence**. Several speakers were featured, including Lieutenant Governor Brenda Murphy; Premier Blaine Higgs; minister responsible for Women's Equality, Sherry Wilson; and Jocelyn Mills. Our project partner, Debrah Westerborg, participated in a panel discussion that followed the event.
- » Participated in a **round table** organized by the Regroupement féministe du Nouveau-Brunswick (RFNB) and the Comité de la situation féminine de l'Université de Moncton (status of women committee) and also in the provincial campaign *Love Shouldn't Hurt* to discuss results of our research.

As part of our mission in promoting and advocating for pay equity, we encourage public participation and input from different organizations.

International Day for Women's Rights

Destination March: Equity!

Over 150 people participated in Destination: Equity, a march which was held March 8th in Moncton. They demanded the provincial government adopt pay equity legislation for the private sector. The event was co-organized by the Coalition, RFNB and **Alliance des femmes de la francophonie canadienne** to coincide with International Day for Women's Rights.

During the gathering, Frances LeBlanc spoke of the importance of pay equity legislation and Nancy Towers, a direct care provider in a community residence, shared her experience as a community care worker.

« All these people made it loud and clear to our elected officials that pay equity is the key to women's equality. »

Members of the Coalition spread the word about pay equity during other events that were held on International Day for Women's Rights:

- **Generation Equality forum, Public Service Alliance of Canada (Atlantic)/Alliance de la fonction publique (région atlantique)**, in Moncton
- **Presentation at the Institut féminin de Grand Digue**
- **Event organized by P.R.U.D.E.** (Pride of Race, Unity and Dignity through Education) in Saint John
- **Together We Shine** workshops given by **C3 Leadership** in Moncton.

Our members and partners participated in several events in 2019-2020: Women's March 2020 in Saint John, **Take Back the Night**, **gay pride parades** in Moncton, Fredericton and Sackville, and **Labour Day** activities.

Collaboration with provincial women's groups

- We had discussions on pay equity and other feminist issues with Lieutenant-Governor Brenda Murphy and other women's groups.
- We met with **Indigenous Women of the Wabanaki Territories** to discuss the scope of the *Pay Equity Act*.
- We also met a representative of the **Immigrant Women's Association of New Brunswick** to investigate the possibility of collaborating down the road. Immigrant women are often concentrated in female-dominated jobs and suffer double discrimination (pay equity and access to jobs).

Community care services and COVID-19: a mini campaign

We wanted to highlight how various jobs in the community care services sector were under-valued and under-paid. We therefore supported or organized the following initiatives to increase wages for the entire caregiving sector in the context of the pandemic:

- **Testimonies:** Erica Flynn, a personal support work in a special care home, and Laurie Anderson, a human service counsellor in a community resident, wrote letters to the editor to share their experience in community care services during the pandemic.

- **Correspondence with government:** We contacted Premier Higgs and Dorothy Shepard, Social Development Minister, to urge them to invest in community care wages during and after the COVID-19 crisis.
- **Statement:** 42 non-governmental organizations signed a statement prepared by the **New Brunswick Pay Equity Coalition, Regroupement féministe du Nouveau-Brunswick (RFNB)**, and the **New Brunswick Federation of Labour** calling on the provincial government to invest public funds in wages for staff in community care services.
- **Letter of support:** At Aldéa Landry and Jeanne d’Arc Gaudet’s initiative, 88 committed New Brunswickers signed a **joint letter** addressed to Premier Higgs supporting workers in community care services.
- **Presentations:** Presentations were made during a UNB online course and the webinar *Redonner sa valeur au travail de soins* (restoring the value of caregiving work) given by RFNB June 2.

To support front line workers who earn less than 18 dollars an hour, the provincial government, with federal government financing, will be giving these employees 500 dollars per month for 4 months during the COVID-19 crisis. Workers in the following will receive the top-up:

- Childcare services
- Direct care services such as home support for adults and children
- Direct care services such as group homes, community residences, special care homes, shelters for the homeless and transition houses
- Organizations who intervene domestic violence cases
- Food banks.

The wage supplement is temporary, but we are lobbying for it to be permanent and, in fact, for the government to increase it to achieve pay equity.

We will raise awareness on pay equity among the organizations representing the private sector.

Pay Equity Benefits

We are working with a consultant to research the benefits of pay equity for businesses in the private sector. The results will be released in 2020.

Meetings with organizations representing the private sector

We have had meetings with the following people:

- Thomas Raffy, executive director of the **Conseil économique du N.-B.** (CENB), to share information and prepare a survey on CENB members’ knowledge of pay equity;
- Luc Page, executive director of the **Conseillers en ressources humaines agréés** (CRHA) to talk about collaboration opportunities
- Adrienne O’Pray, **NB Business Council** CEO, and Beth Lyons, **NB Women’s Council** executive director, to exchange ideas about private sector businesses engagement.

3: To support the organization

We will support our organization by providing stable funding to achieve our goals and objectives.

Annual Fundraising Campaign

Our 10th annual fundraising campaign (*Pay Equity: It's only fair. Donate today!*) raised close to \$70,000. Individuals, unions, as well as organizations made donations.

The Coalition is grateful to our donors from around the province. They help us carry out our mission.

We especially thank Isabelle McKee-Allain, who played a key role in our campaign, as well as Simone LeBlanc-Rainville, Régina Robichaud, Anne Robichaud, Vallie Stearns-Anderson, Paulette Sonier Rioux, and Charline Vautour, who assisted her.

Charitable Organization Status

This year we consulted with experts to see if we qualify for charitable organization status. Since criteria have recently changed, we are hopeful we will be granted status next year.

Project Financing

We sincerely thank Women and Gender Equality (WAGE) for its financial support. Even though the federal department's projects must meet specific criteria, they are crucial to achieving the Coalition's objectives.

Ongoing Project

- » *Valuing community care work* in the private sector: April 2018 to March 2021 (\$335,00)

Completed Projects in 2019

- » *Empowering Women for Community Action*: 2017-2019 (\$238,000 over three years)
- » Participation in *Gender Equality Network of Canada*, 2017-2019 (\$20,000 over three years)

Other Financing 2019-2020

- Canada Summer Jobs to hire students, summer 2019
- NB Intergovernmental Affairs for translation and interpretation services
- Grant for sending a participant to the *Women Deliver* conference

Financial Statements

Financial statements are audited by **Louise Belliveau, CPA**, and are available on request at the Coalition's office.

**VISIONNARY ORGANIZATIONS
(\$5000 and more)**



**Filles de Marie-de-
l'Assomption**

**TRAILBLAZER ORGANIZATIONS
(\$1,000 to \$4999)**

Canadian Union of Public
Employees (CUPE) Local 2745
Unifor

**FRIEND ORGANIZATIONS
(\$500 to \$999)**

Association des bibliothécaires,
des professeures et des
professeurs de l'Université de
Moncton
Association des enseignantes et
des enseignants du Nouveau-
Brunswick
Association of University of
New Brunswick Teachers

**SUPPORTER ORGANIZATIONS
(\$100 to \$499)**

Association des bibliothécaires et
professeures et professeurs
retraités de l'Université de
Moncton
Association francophone des
aînés du Nouveau-Brunswick
Association francophone des
établissements de soins spéciaux
du Nouveau-Brunswick
Association acadienne des
artistes professionnel.les du
Nouveau-Brunswick
New-Brunswick Home Economics
Associations
Association francophone des
parents du Nouveau-Brunswick

Bakery Confectionery and
Tobacco Workers and Grain
Millers International Union,
local 406
Business & Professional
Women of Greater Moncton
Centre de Bénévolat de la
Péninsule Acadienne
Canadian Federation of
University Women
Fredericton
Congrégation de Notre-
Dame
Congrégation des Saint
Cœurs de Jésus et de Marie
Équipe de la résidence
communautaire AIC
Faculté des sciences
sociales de l'Université de
Moncton
FCFDU Fredericton
FCFDU Moncton
Fundy Region Transition
House Inc.
Le Havre Communautaire
Mount Allison Faculty
Association
New-Brunswick Nurses
Union Local 97
Unifor Local 506

**VISIONNARY INDIVIDUALS
(\$500 and more)**

Sharon A Crabb
Dawn Arnold
Anne Crocker
Jula Hughes
Simone LeBlanc-Rainville
et Maurice Rainville
Marie-Linda Lord
Johanne Perron
Noëlla Richard
Odette Snow
Vallie Stearns-Anderson
Robin Tingley

**TRAILBLAZER INDIVIDUALS
(\$250 to \$499)**

Chantal Abord-Hugon
Geneviève Bouchard et
Jean Saint-Aubin
Lise Caissie
France Caissy
Pierre Cormier
Madeleine Delaney-Leblanc
Ghislaine et Fernand
Arseneault
Louise Imbeault

Isabelle Jean
Frances LeBlanc
Viola Léger
Lauraine Léger
Isabelle Mckee-Allain
Courtney Pringle
Rachel Richard
Anne Robichaud
Marie-Thérèse Seguin
Jean-François Thibault
Judith Weiss

**FRIEND INDIVIDUALS
(\$100 to \$249)**

Gregory Allain
Anne-Marie Arseneault
Maurice Basque
Jean-Claude Basque
Annette Boudreau
Lyne Chantal Boudreau
Lorraine Bourque
Nathalie Brun
Michel Cardin
Michèle Caron
Joceline Chabot
Lucille Collette
Margaret Conrad
Marianne Cormier
Cheryl Cyr
Suzanne Cyr & Michel
Desjardins
Jeanne d'Arc Gaudet
Denise Daigle Lavigne
Catalina Ferrer
Evelyne Foex
Huberte Gautreau
Line Godbout
Mickaëlle Grignon
Solange Haché
Kathryn Hamer-Edwards
Sandra Harding
Aline Johanns
Claudette Lajoie
Aldéa Landry
Johanne Landry
Odette Landry
Serge Landry
Isabel Lanteigne
Rose-Hélène Lanteigne
Dollard Leblanc
Michel LeBlanc
Yolande LeBlanc
Diane Lebreton
Monique Lévesque
Mari- Lise Lavoie
Anne-Marie Arseneault

Katie Mazerolle
Joan McFarland
Joanne McKee
Micheline Melanson
Lise Ouellette
Marie-Andrée Pelland
Ginette Petitpas Taylor
Roberta Pollock
Régina Robichaud
Lise Rodrigue
Serge Rousselle
Lise Savoie
Erin Steuter
Renée Turcotte
George Wybouw

**SUPPORTER INDIVIDUALS
(\$25 to \$99)**

Pauline Abel
Hélène Albert
Francine Babineau
Normand Beaudoin
Morel Caissie
Natalie Carrier
Yolande Chiasson
Aline Cormier
Léandre Desjardins
Charles Doucet
Rita Fortin Lee
Marie-Paule Foulem
Martine Gionet
Nancy Hartling
Lise Hitchcock
Lorraine Julien
Joanne Landry
Nicole Lang
Isabelle LeBlanc
Pierre LeBlanc
Lilianne Léger
Rose-Marie Losier-Cool
Valmond Martin
Aline Nardini
Claude Potvin
Monique Richard
Alain Roberge
Roma de Robertis
Elaine Roussel
Lisa Roy
Mai Savoie
Linda Schofield
Paulette Sonier-Rioux
Suzanne Tarte-Poussart
Charline Vautour
Lita Villalon
Debrah Westerburg