

2021-2022

ANNUAL REPORT



Coalition for Pay Equity
Coalition pour l'équité salariale
New Brunswick • Nouveau-Brunswick

2022

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New Brunswick Coalition for Pay Equity Inc.

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**NEW BRUNSWICK
COALITION FOR PAY EQUITY INC.**
2021-2022 Annual Report

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Message from the Chair



Dear Members, Sisters, and Friends of the Coalition,

What do we want? Fair pay. When do we want it? **Now.**

Female dominated jobs are essential to New Brunswick, however, workers in these jobs are systematically underpaid, undervalued, and overworked. The pay gap is significantly higher for women who are immigrants, indigenous, racialized, living with disabilities, and from the LGBTQ+ community. The pandemic has shone a light on the essential work of the caregiving sector in particular. The over 12,000 predominantly women caregivers who provide services to seniors, people living with disabilities, children, and women fleeing violence, are employed in one of the most in demand and lowest paying jobs in the province, and among the lowest paid in the country.

We can and we will live in a New Brunswick with fair pay. Your support of the Coalition this past year has championed pay equity for New Brunswickers in female-dominated jobs. As a result, we are getting closer to achieving long-term solutions for long term problems in the caregiving sector, and continuing to support advances for the implementation of pay equity legislation in the private sector.

The federal Pay Equity Act came into effect this year, ensuring that people in female-dominated jobs in federally regulated workplaces are paid the same as those in male-dominated jobs of equal value. This is a great victory for the 1.3 million Canadian workers covered by this legislation.

Our voices are being heard. The provincial government is investing almost \$38.6 million to increase the wages of caregivers by \$2 an hour. These investments directly into their wages would not be possible without the momentum of New Brunswickers who volunteered, contacted their MLA, rallied behind workers, spoke up against injustice, and amplified voices of workers.

Each action you take to support the Coalition has a direct impact on improving wages, working conditions, and lives of New Brunswick women. Your voice matters. Will you carry on this momentum for New Brunswick workers in female-dominated jobs?

Krysta Cowling
Chair



Message from the Executive Director



This year, we have made great strides, despite a reduction in our budget and our team. We have been busy! We have organized webinars, given presentations, maximized our presence on social media, written briefs, participated in consultations, sat on committees, networked at the provincial and federal levels, and taken public positions on numerous occasions.

We have mobilized, equipped, and supported private sector workers and organizations with a goal of getting better wages for these women. We organized the social marketing campaign “**I need pay equity**” in traditional and social media, wrote letters to the editor, and submitted reports on pay equity to MLAs. The payoff? This year wages for most of the workforce will increase by \$2 an hour. But much remains to be done to achieve pay equity!

We also strongly advocated for a federal-provincial agreement on childcare, which has finally been signed! We applaud the recent wage hike for early childhood educators in day care centers, and we are not giving up on pay equity.

We have partnered with two New Brunswick professors, one who does research in caregiving and the other on pay transparency. Stay tuned! Results will be published in the fall.

It must be noted that at the federal level, the *Pay Equity Act* finally came into effect last summer, the fruit of decades of lobbying by unions and feminist groups. But we must be vigilant. A law is only as good as its application!

There are obstacles on the horizon, however: our funding is more precarious than it has been for years. Our advocacy work for women's rights does not easily fit criteria for project funding. Since October, the Coalition's survival has rested mostly on our donors. This is invaluable support while awaiting the success of one of our numerous project proposals!

Last but not least, we offer our sincere thanks to everyone who supports the Coalition in their own way: board members, volunteers, members, donors, partner organizations, and funding partners, activists, union members, public policymakers, as well as our summer employees. A special thank you goes to Tina Poirier, whose contract for the care project is over after impressive achievements. We are also very grateful for Rachel Richard's tireless work in advocacy and communications. And congratulations to Krysta Cowling, who took over the presidency this year and has done an excellent job.

Johanne Perron
Executive Director

Our mission

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that pursues and ensures the realization of the right to pay equity and to just conditions of work for women. To that end, the Coalition engages in communication, education, research, advocacy for the adoption and the implementation of adequate legislation, as well as public policy dialogue and development.

Team and Partners

BOARD OF DIRECTORS

Chair:	Krysta Cowling
Anglophone Vice-Chair:	Sharon Crabb
Francophone Vice-Chair:	Isabelle McKee-Allain
Secretary-Treasurer:	Monique Levesque
North Representative:	Yannick Bujold
Kent-Miramichi Representative:	Sylvia Melanson
South-East Representative:	Audrey Gagnon
Capital Representative:	Alanna Bohnsack
South Representative:	Andrea Hatt (until January 2022)
Upper River Valley Representative:	Lise Hitchcock
Aboriginal Representative:	Wenona Labillois
Outgoing Chair:	Frances LeBlanc
Executive Director:	Johanne Perron
Observers:	Laurie Anderson, <i>Canadian Union of Public Employees of New Brunswick</i> Cathy Wall, <i>New Brunswick Nurses Union</i> Susie Proulx-Daigle, <i>New Brunswick Union</i>

MEMBERS

The Coalition has **1,000 individual members** and **100 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 work on projects, provide advice, participate in educational activities, give information, write letters to editors, meet with decision makers or help with translation, and sit on the Board of Directors or the Fundraising Committee. We thank them all from the bottom of our heart.

EMPLOYEES

Executive Director:

Johanne Perron

Public Affairs and Communications:

Rachel Richard

Accounting Clerk:

Mickaelle Guignard

Student Project Officers:

Aude Gazzano (Summer 2021)

Martine Gionet (Fall 2021 – Winter 2022)

Amélie Goguen (Summer 2021)



In memoriam



Vallie Stearns Anderson
(1965-2022)

Coalition Chair (2011-2017)
Anglophone Vice-Chair (2017-2020)

Vallie was born in 1964 in Cheney, Washington and grew up in Winnipeg. She moved to Sackville where she began her undergraduate studies at Mount Allison University. She went on to study law at the University of Ottawa, with a keen interest in the intersection of law and social equity. Vallie was active in promoting women's rights for over three decades, first in anti-violence crisis intervention and education, and then for economic justice. She worked in the labour movement as a CUPE representative, where she was instrumental in advancing gender equality, women's leadership and especially pay equity.

Vallie had a brilliant mind, strong values and a gentle heart. One of her gifts was her ability to understand and explain complex issues without ever losing sight of her goals for social change. Vallie's deep convictions, passion for women's rights and sense of solidarity made her not only a determined activist, but also an admirable and admired person.

The Coalition is fortunate to have benefited from your dedication, Vallie.



Anne-Marie Gammon
(1942-2022)

Coalition Chair (2005-2007)

A native of Bathurst, Anne-Marie Gammon received her B.A. and B.E.E. from the Université de Moncton in 1975 and 1977 respectively, and her Masters in Educational Administration from the University of New Brunswick in 1997. During her 32-year teaching career, Anne-Marie worked as a teacher, resource teacher, principal and vice-principal. She even made a foray into municipal politics as a Bathurst City Councillor for eight years. Anne-Marie was the recipient of honorary awards for both her community involvement and her professional work.

Anne-Marie will be remembered as a committed, energetic woman who was always ready to go to the front lines to defend her ideas and improve the lives of her fellow citizens.

It was a privilege to count her as Chair for three years and as a member in the early years of the Coalition.

Thank you for all that you have contributed to the Coalition, Anne-Marie.

GOVERNANCE & STRATEGIC DIRECTIONS

To fulfill our mission, the Board of Directors identified the following strategic goals:



Advocate for pay equity legislation for the private sector



Developing model legislation on pay transparency



Monitor the implementation of the federal Pay Equity Act



Obtaining wage increases for care workers



Achieving a provincial \$10/day child care system



Giving a voice to people in women-dominated jobs



WOMEN, ECONOMY & PANDEMIC

Our goals

- ● ● Consideration of the economic role and needs of women in economic recovery and development plans.
- ● ● Inclusion of women in the decision-making process regarding the economic recovery and development.

Our actions

A VOTE FOR GENDER EQUALITY

In light of the unexpected federal election on September 20th, the Coalition moved quickly to develop and implement an election strategy.

With the recent enactment of the federal **Pay Equity Act**, we targeted issues that intersect with pay equity to advance women's economic equality.

We are looking forward to working with the re-elected Liberal government and ensure that their campaign promises come to fruition.

The following parties addressed these key issues in their platforms:

	Universal child care	Long-term care	Minimum wage	Paid sick leave
Conservative Party		•		
Liberal Party	•	•	•	•
NDP	•	•	•	•
Green Party	•	•	•	•

PARTICIPATION TO CONSULTATIONS

- ✓ Federal consultation on the development of a modern **employment insurance program**: presented and submitted a brief, **For a fairer program**.
- ✓ **2022-2023 provincial prebudget consultation** with the Minister of Finance, Ernie Steeves: presented and submitted a brief, **No Equity, No Resilience**.
- ✓ Roundtable discussion on the **2022-2023 federal budget** with Deputy Prime Minister and Minister of Finance, Chrystia Freeland, alongside several women's rights organizations from across Canada.

TRAINING, PRESENTING AND NETWORKING

The Coalition participated to several national webinars and meetings in addition to presenting at the following events:

- ✓ **COVID-19 Recovery Forum: The Path Forward for Women and Gender Equality**, a virtual roundtable discussion hosted by the **Women's Equality Branch** on December 14.
- ✓ **Economic recovery: how to rethink the system for the well-being of all**, a virtual roundtable discussion organized by **Dialogue NB** on September 27.



Our progress

ADDITIONAL WAGE TOP-UP FOR CARE WORKERS

The provincial government provided an **Emergency Essential Work Wage Top-Up** of \$3 per hour for care workers who provide services to vulnerable residents and earn less than \$18/hour. Even with the top-up, wages did not reach pay equity levels.

The temporary measure took effect on January 15 and expired on March 14.

Eligible services included:

- » Direct in-person care as home support to adults or children, group homes, community residences, special care homes, homeless shelters and transition houses
- » Domestic violence intervention
- » Food banks

GENDER IMPACT OF THE 2022-2023 BUDGET

In conjunction with the 2022-2023 budget, the provincial government published a **Gender Impact Statement** for the second consecutive year. While it provides limited information about the gender impacts of certain measures in the budget, it is clear that gender-based analysis + (GBA +) is not being used on a regular basis. However, after years of asking for this information, the Coalition and other women's organizations welcomed the government's transparency and put pressure to fully implement GBA +.

STATE OF PAY EQUITY

Community caregiving

Our goals

- ● ● Annual investments in community caregiving wages
- ● ● Achieving pay equity in the sector in five years

Our actions

Although our three-year project, **Valuing Community Caregiving**, ended in the summer of 2021, our advocacy work to improve wages and working conditions for care workers continued. This project identified equitable wages for six care services in New Brunswick, equipped and empowered care workers to advocate for their right to pay equity, and raised awareness and public support for the value of care.

SOLIDARITY WITH THE SECTOR

The Coalition maintained and strengthened its relations with sector organizations, including:

- » Association francophone des établissements de foyers de soins spéciaux
- » Association of Human Services Counselors of New Brunswick
- » New Brunswick Association of Residential Agencies
- » New Brunswick Community Service Unions, CUPE
- » New Brunswick South Central Transition House & Second Stage Coalition
- » New Brunswick Disability Executives Network
- » Réseau des services pour victimes de violence du Nouveau-Brunswick
- » Special Care Homes Association



The Coalition conducted pay evaluations with the help of sector employees and employers to determine equitable wages for six care services.

They found that equitable wages should range from **\$22.44** to **\$25.91** per hour, depending on the service. The process was detailed in the following reports:

- **Report I (October 2020) – The Value of Care: Pay equity maintenance in home care, transition houses and community residences**
- **Report II (May 2021) – The Value of Care: Pay Equity in special care homes, ESSP agencies, and family support services**

Recommendations to the provincial government:

1. A five-year plan to reach pay equity across the caregiving sector, including
 - Public investments in wages
 - The development of wage scales
 - Pay equity exercises for jobs in the sector that have not been evaluated.
2. Maintenance of pay equity every five years
3. Pay equity legislation for private sector



COMMUNICATION AND ADVOCACY

With the help of care workers and armed with the numbers proving that this female-dominated sector is underpaid and undervalued, we undertook the following actions to push the government to act:

Social marketing campaign

A campaign that featured real-life care workers and was aimed at building support from the public and policy makers.

- ✓ Advertisements in every daily newspaper in the province and on social media
- ✓ A commentary on care work



Lobbying kit

Published and distributed an **information kit** to equip caregivers and activists to lobby their MLAs.

Open letter

Penned an open letter with recommendations to reach pay equity in the caregiving sector and made it available on our website for the public to sign and send to their own MLA.

Visit to MLAs

16 caregivers and activists visited the offices of **20** MLAs and delivered copies of the pay equity evaluation reports.

The Coalition also addressed pay equity in the caregiving sector during all its meetings with elected officials throughout the year, including meetings with the following:

- ✓ **Bruce Fitch**, Minister of Social Development
- ✓ **Robert Gauvin**, Official Critic for Social Development
- ✓ **Margaret Johnson**, Minister of Agriculture, Aquaculture and Fisheries
- ✓ **Roger Melanson**, Liberal Interim Leader

Provincial Steering Committee

Both the sector and government recognize the Coalition's unique expertise and extended an invitation to sit on the **Provincial Steering Committee of Human Service Practitioners and Senior Government Representatives** since the winter of 2020.

The joint government/care sector committee was tasked with increasing the recruitment and retention of qualified staff in the care sector. It has led to the designation and voluntary certification of two caregiving professions: personal support workers and human services counsellors. To this day, the government has not committed to increase wages for certified individuals in spite of the Coalition and the sector's repeated calls.

NEW PROJECT

International Perspectives on Improving Working Conditions in Care Sectors

Rachelle Pascoe-Deslauriers
Mount Allison University

Funding was granted by the **Social Sciences and Humanities Research Council** (SSHRC) for a new research project on the caregiving sector. **Dr. Rachelle Pascoe-Deslauriers**, from **Mount Allison University** is the lead researcher and is working in partnership with the Coalition.

Project goal: To improve pay and working conditions for undervalued care workers by identifying opportunities to implement structural and systemic changes in how care services are commissioned, governed and delivered.

The project will:

1. Identify successful models of care delivery in other countries.
2. Apply findings in NB to develop a roadmap for improving caregiving jobs
3. Produce accessible guides and tools to improve wages and working conditions of caregiving job

The Future of Work

The project was officially launched in January, as part of our **The Future of Work webinar series**, where we examine both the new opportunities and the challenges women face in the workplace. We welcomed the following speakers for the second webinar of the series:

- ✓ **Dr. Patricia Findlay** from the **Scottish Fair Work Convention**, delivered the keynote address
- ✓ **Laurie Anderson**, president of the **New Brunswick Community Service Union**
- ✓ **Tina Learmonth**, chairwoman of the **New Brunswick Home Support Association**
- ✓ **Johanne Perron**, executive director of the New Brunswick Coalition for Pay Equity

Our progress

2022-2023 PROVINCIAL BUDGET

The provincial government invested in wage increases for the care sector for a fourth consecutive year:

\$38.6 million

to increase the wages of caregivers by \$2 an hour half of which will be allocated in April and half in October.

\$1.4 million

to fund transition houses, second-stage housing and domestic violence prevention services, without allocating a specific amount to wages.

“Isn't it time for our government to propose ambitious changes such as a substantial wage increase and pay equity legislation for the private sector?”

— **Laurie Anderson**,
a human service counsellor
in a community residence

The Coalition believes that the government must take a long-term vision, and implement a five-year plan to achieve pay equity across the sector, not simply rely on unpredictable annual increases. It will continue to work for the implementation of its recommendations to the provincial government.

STATE OF PAY EQUITY

Public sector

Our goals

- ● ● Implementation of the Pay Equity Act, 2009

The **Pay Equity Act, 2009** was passed to eliminate systemic wage discrimination for female-dominated jobs in the public sector.



job classifications have completed initial pay equity evaluation, inequity was found in **6** of them.

The pay equity process has not yet started for **Teachers** and **Institutional Services and Care, Part 1**. Additional job classifications in **Medical Science Professionals** and **Specialized Healthcare** met the criteria for evaluation.



Crown Corporations subject to the *Act* have already completed the process.

Evaluations are underway for:

- ✓ Cannabis NB
- ✓ Research & Productivity Council

Most groups should now be in the **maintenance phase** but there seems to be important delays. We are keeping contact with the Pay Equity Bureau and public sector unions, to keep abreast of progress. In January, the Bureau has distributed an **information sheet on maintenance** for employers and bargaining units.

Last year, the Coalition called on the provincial government to publish a report showing progress made on pay equity implementation and maintenance, but has yet to receive a positive response.

The *Pay Equity Act, 2009*, received royal assent on June 19, 2009.

It applies to civil service, schools, hospitals, and Crown corporations in New Brunswick.



STATE OF PAY EQUITY

Child care services

Our goals

- ● ● Achieving pay equity in child care services
- ● ● Annual public investments in the wages of early childhood educators
- ● ● Federal-provincial agreement

Our actions

ADVOCATING

For the past two decades, the Coalition has been advocating for pay equity for child care educators and, along other organizations, for affordable, accessible, inclusive, and quality child care services.

The Coalition made it a priority to pressure the provincial government to reach an agreement with the federal government, and to ensure pay equity to child care educators. We had communications with Dominic Cardy, Minister of Education and Early Childhood Development, and met with Benoit Bourque, Official Critic for Education and Early Childhood Development. The Coalition also maintains good communication with the **Department of Education and Early Childhood Development**.

In April 2021, the federal government announced plans to invest **\$30 billions** over five years in **Early Learning and Child Care**, including for Indigenous children. It aimed at reducing child care costs by 50 per cent by 2022, averaging \$10 per day by 2025-2026.

THE FUTURE OF WORK

For the first event in the Coalition's webinar series, **The Future of Work**, we focused on the implementation of a child care system in New Brunswick. The roundtable discussion featured the following panelists:

- ✓ **Josée Nadeau**, Director of Développement et apprentissage 0-8 ans at the Department of Education and Early Childhood Development
- ✓ **Morna Ballantyne**, the Executive Director of Child Care Now
- ✓ **Julie Gillet**, the Executive Director of the Regroupement féministe du N.-B.
- ✓ **Érika Cantu**, a Project Coordinator at YWCA who shared a personal testimony

BUILDING PARTNERSHIPS

The Coalition works closely with the national organization, Child Care Now, and participates to a national advocacy table to inform its own position for a universal system.

The Coalition is also involved in a provincial network of dedicated individuals, organizations and unions who advocate for the best possible child care system in New Brunswick.



Our progress

TRANSFORMATIVE AGREEMENT FOR NEW BRUNSWICK WOMEN

In December, New Brunswick became the second-to-last province to sign an agreement with the federal government on early learning and child care to reduce parent fees to \$10 per day. The Coalition played a key role in keeping this issue front and centre and on the radars of all political parties at a time when the province was lagging behind all others in reaching an agreement.

What we called for in the agreement:

- ✓ Ensure pay equity for Early Childhood Educators
- ✓ Reduce fees to \$10/day
- ✓ Expand in the non-profit sector

What we got in the agreement:

The government will increase the wages of Early Childhood Educators by **25%** to reach **\$23.47** on a wage scale over five years.

This work has been undervalued and underpaid for as long as we can remember. The Coalition continues to call on the provincial government to conduct a job evaluation to ensure that wages reach pay equity. It would benefit everyone. Since the conditions of work are the conditions of care, ensuring the child care workforce is paid equitably is essential to providing quality services.

The government will reduce fees by **50%** in 2022 and reach **\$10/day** by 2026.

High costs of child care are a deterrent to women's participation in the labour force. The Coalition believes lower costs promote economic security for mothers by enabling them to return to work and reducing the disruption to their careers, thereby improving their earnings over the course of their working lives.

The government will create **2,400** new spaces in not-for-profit and home-based child-care providers and **1000** in for-profit centers.

High costs of child care are a deterrent to women's participation in the labour force. The Coalition believes lower costs promote economic security for mothers by enabling them to return to work and reducing the disruption to their careers, thereby improving their earnings over the course of their working lives.

“

This is a transformative agreement for New Brunswick women and parents. We have advocated for accessible, affordable and inclusive child care for decades. This is essential to women's full participation in the workforce and hence their financial independence.

— Krysta Cowling, the Coalition's Chair

STATE OF PAY EQUITY

Private sector

Our goals

- ● ● Commitment from political parties in favour of legislation for the private sector
- ● ● Adoption of a pay equity legislation for the private sector

Our actions

The Coalition continues to put pressure on all provincial political parties to broaden the support for pay equity legislation for the private sector.

POLITICAL ACTION MEETINGS

Pay equity in the private sector was the focus of discussions with the following elected officials:

- » **Tammy Scott-Wallace**, Minister responsible for Women's Equality
- » **Isabelle Thériault**, Official Critic for Women's Equality

In February, the Coalition had the opportunity to meet with the entire Liberal caucus and discuss the need and means to legislate pay equity in the private sector. A quick reminder of their last platforms:

- » **2018 election:** Adopt legislation for private sector businesses with 50+ employees by 2022 (!!), and local governments by 2020.
- » **2020 election:** Ensure pay equity only for the caregiving sector.

WOMEN'S EQUALITY BRANCH (GNB)

The Coalition continues to maintain good working relations with the **Women's Equality Branch** and had an opportunity to meet with the entire team from the **Pay Equity Bureau**.

For its part, the Pay Equity Bureau has received more than **741 completed learning modules and 28 pay equity implementation plans** from private sector organizations and businesses to date.

EDUCATION

In the absence of legislation for the private sector, the Coalition continues to educate and promote pay equity, along with unions, pay equity stakeholders and government.

It partnered with the national chapter of **Canadian Federation of University Women** (CFUW) to facilitate workshops designed to equip young women with the tools to negotiate their salary and advocate for their right to pay equity.

- ✓ A Pay Equity Workshop was held in English and another in French for New Brunswick residents.
- ✓ The Coalition also made a presentation on the efforts to advance pay equity in NB during three Advocacy Campaign Workshops hosted by CFUW to women across Canada.



STATE OF PAY EQUITY

Federal pay equity legislation

Our goals

- ● ● Enacting regulations and entry into force of the federal *Pay Equity Act*
- ● ● Increased awareness of pay equity among Indigenous women

Our progress

2020

Last year, the Coalition contributed to national discussions and consultations to develop the necessary regulations to the implementation of the **Pay Equity Act**.

2021

Two and a half years after it received royal assent, the Coalition celebrated the **entry into force** of the long-awaited federal **Pay Equity Act** on August 31. The Act will ensure that the 1.3 million Canadian workers that are employed in female-dominated jobs in federally regulated workplaces are paid the same as those in male-dominated jobs of equal value.

Concerned workplaces include the federal public service, parliamentary workplaces, and federally regulated private employers such as banks, telecommunication, and interprovincial transportation.

Those with **10 or more employees** are required to do the following:

- ✓ develop and post a pay equity plan within three years;
- ✓ pay any increase in compensation;
- ✓ file an annual statement (three years after implementation);
- ✓ update the pay equity plan at least every five years.

The *Act* does **not yet apply to Indigenous governing bodies** within federal jurisdiction, including First Nations Governments. Consultations are planned in the coming year to make any necessary adaptations to the *Act* to ensure its application in these workplaces.

“

This is a great victory for the 1.3 million Canadian workers covered by this legislation. We are pleased the federal government is taking the lead in ensuring pay equity for workers in female-dominated job. In addition to bringing us closer to closing the gender wage gap, pay equity goes a long way toward ensuring women's political, social and economic equality.

— Krysta Cowling, the Coalition's Chair



STATE OF PAY EQUITY

Pay transparency

Our goals

- ● ● Better understanding of the pay transparency concept

Our actions

NEW PROJECT

Establishing the foundation for pay transparency legislation in New Brunswick



Kerri Froc
University of New Brunswick

Funding was granted by the **Canadian Bar's Law for the Future Fund** for a new research project on pay transparency. The project's leader researcher, **University of New Brunswick's Kerri Froc, Faculty of Law** professor has partnered with the Coalition to provide policy-makers and members of the public with an understanding of pay transparency legislation.

Project goal: To provide policy-makers and members of the public with an understanding of pay transparency legislation and how it works to ensure non-discriminatory pay practices.

The three-fold project that is underway will:

- i) complete research on pay transparency legislation in various jurisdictions
- ii) provide training on the requirements and potential of such legislation to equality seeking organizations
- iii) develop a "model law" on pay transparency

What is pay transparency?

Despite its growing popularity as a tool to reduce gender-based wage discrimination in the workplace, the concept of pay transparency is still little known in New Brunswick and other jurisdictions without applicable legislation.

Pay transparency legislation requires employers to disclose their pay structures and provides the needed information to analyze gendered patterns in the workplace.

Women in the workplace often have no means of knowing whether they are being paid equitably compared to their male counterparts because of the secrecy around remuneration. They can even be disciplined and even terminated for asking about or sharing wage information.

Far from replacing pay equity legislation, pay transparency could provide working women with an additional tool to identify and address gender pay gaps when they occur in the workplace.



RAISING AWARENESS & MOBILIZING

Our goals

- ● ● Recognition of the Coalition as a reliable source of information on pay equity
- ● ● Giving a voice to youth as well as people working in women-dominated jobs in at least half of the Coalition's activities
- ● ● Reaching 1000 individual members and 100 member organizations

Our actions

INTERNATIONAL WOMEN'S DAY

On March 8, we enlisted the following groups to march for pay equity as part of a pan-Canadian march spearheaded by the **Alliance des femmes de la francophonie canadienne** (AFFC):

- Association francophone des municipalités de Nouveau-Brunswick
- Canadian Federation of University Women - Fredericton
- New Brunswick Federation of Labour
- Fédération des étudiants et étudiantes de l'Université de Moncton
- New Brunswick Union



We also had the opportunity to celebrate March 8 at the Government House in Fredericton with Her Honour the **Honourable Brenda Murphy**, Lieutenant Governor of New Brunswick, and the minister responsible for **Women's Equality**, the Honourable **Tammy Scott-Wallace** for the VIVE awards ceremony.

Congratulations to Lyne Chantal Boudreau, this year's Community Champion, following last year's win by our own Johanne Perron!



PAY EQUITY AND THE GENDER BINARY

The Coalition drew participants from across Canada to our virtual event, **(We)binary: Pay Equity and the Gender Binary**, hosted in partnership with **River of Pride of Greater Moncton**. The following panelists engaged in an insightful conversation about how pay equity can be inclusive to non-binary people:

- **Jan Borowy**, Co-Chair of the **Equal Pay Coalition**
- **Courtney Brown Pyrke** (they/them), interdisciplinary Studies PhD student at UNB
- **Lisa Kelly** (she/her), Director of the Women's Department at **Unifor**
- **Adrienne Smith** (they/them), social justice lawyer and trade union activist

CELEBRATING 20 YEARS OF ADVOCACY

Webinar

Since we couldn't celebrate in person, we kicked off our 2021-22 fundraising campaign with a virtual Happy Hour to celebrate our 20th anniversary.

A panel discussion under the theme **Pay Equity Generations** gathered the following Board members who advanced pay equity in the last 20 years:

Huberte Gautreau

Chair (2001-2003; 2008-2009)
South Representative (2004-2007)
Francophone Vice-Chair (2010-2012)

Elizabeth Blaney

Center Representative, *later Capital* (2005-2009)
Anglophone Vice-Chair (2009-2015)

Tanna Pirie-Wilson

First Nations Representative (2014-2018)

Audrey Gagnon

Southeast Representative (2021 -)

Logo

The Coalition temporarily redesigned its logo to celebrate its 20th year:



FEMINIST SOLIDARITY

Network of Provincial Feminist Organizations

The Coalition continued to convene feminist and equity-seeking organizations for informal meetings at key moments throughout the year to share analysis and strengthen our ties. Since its inception at the Coalition's initiative in 2021, the network has met on five occasions and has grown to include the following organizations:

- **Canadian Federation of University Women Fredericton & Moncton**
- **Elizabeth Fry Society New Brunswick**
- **Immigrant Women's Association of New Brunswick**
- **Indigenous Women of the Wabanaki Territories**
- **New Brunswick Multicultural Council**
- **New Brunswick South Central Transition House & Second Stage Coalition**
- **New Brunswick Women's Council**
- **Regroupement féministe du Nouveau-Brunswick**
- **Réseau des services pour victimes de violence du Nouveau-Brunswick**
- **Sexual Violence New Brunswick**
- **Women for 50%**

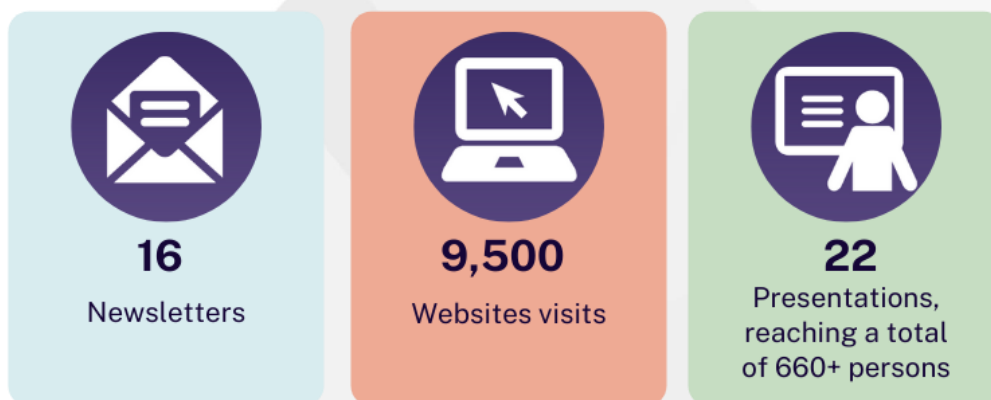
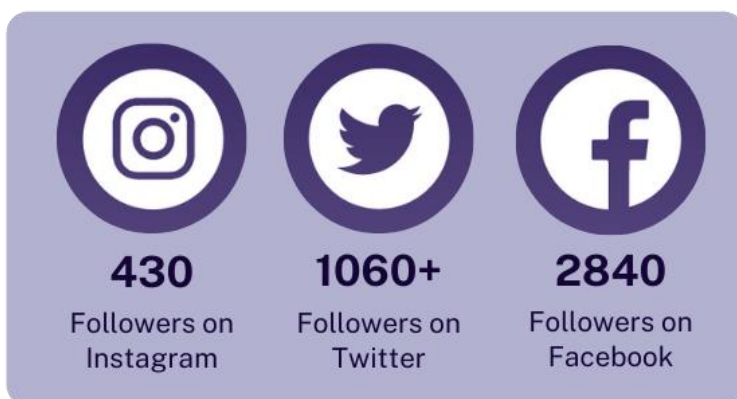


New Brunswick Women's Council

The Coalition sits on the **New Brunswick Women's Council** and is represented by our E.D. The Council's mission is to further gender equality in New Brunswick by strategically addressing ongoing and emerging issues through research, informed and committed membership, and engagement with government and the public. It is currently developing a new strategic plan.

COMMUNICATION

Even virtually, we have been busy! Here is our year in numbers:



SUSTAINABILITY OF THE COALITION

Our actions

ANNUAL FUNDRAISING CAMPAIGN

Our fundraising campaign, **Pay Equity: I give because I care** reached its goal and raised **\$75,000!** The Coalition is most grateful to donors across New Brunswick who help us pursue our mission and make our work possible. Thank you.

The campaign's success is thanks to the hard work of our fundraising committee: Chantal Abord-Hugon, Sharon Crabb, Krysta Cowling, Martine Gionet, Frances LeBlanc, Simone LeBlanc-Rainville, Isabelle McKee-Allain, Johanne Perron, Rachel Richard, and Charline Vautour.

In late summer 2021, the Coalition completed its Valuing Caregiving Work project—a three-year project funded by **Women, Gender Equality and Youth Canada**. The team has been hard at work and submitted new project proposals to various funding sources, but is still awaiting responses.

FINANCIAL STATEMENTS

The financial statements were reviewed by Louise Belliveau, CPA, and are available upon request from the Coalition's office. As of February 28, 2022, the balance in the accounts of Cash was \$25,744; of Accounts receivable and Prepaid expenses, \$2,584; of Term deposit, \$126,115, including \$2,573 in Deferred revenue for 2022-2023.

CHARITABLE STATUS

We are pursuing our efforts to obtain Charity Status. Obtaining charitable status will allow the Coalition to issue tax receipts to its donors.

PROJECT FUNDING

- ✓ Canada Summer Jobs
- ✓ Support for Translation and Interpretation Program
- ✓ Student Employment Experience Development



VISIONARY ORGANIZATIONS (\$6,000+)



Filles de Marie-de-l'Assomption

TRAILBLAZER ORGANIZATIONS (\$2,000 TO \$5,999)

Canadian Union of Public
Employees - NB
CUPE Local 2745
New Brunswick Nurses Unions
UNIFOR

FRIEND ORGANIZATIONS (\$600 TO \$1,999)

Congrégation de Sœurs Maristes
Congrégations des saints-cœurs de
Jésus et Marie

SUPPORTER ORGANIZATIONS (\$150 TO \$599)

Association des bibliothécaires,
professeures et professeurs de
l'Université de Moncton
Association des bibliothécaires,
professeures et professeurs retraités
de l'Université de Moncton
Association des employés de
l'Université de Moncton
Association des enseignantes et des
enseignants francophones du N.-B.
Association francophone des
aînés du N.-B.
Bakery Confectionary Tobacco
Grains Millers
Canadian Union of Postal Workers -
Bathurst
Canadian Union of Postal Workers -
Moncton
CFUW Fredericton
CUPE Local 1840
Faculté des arts et des sciences
sociales
Forté Communication
Le Havre communautaire
Mount Allison Faculty Association
NBNU Local 97
Résidence communautaire St-Joseph

Sœurs de la congrégation de
Notre-Dame
Unifor local 506

VISIONARY INDIVIDUALS (\$600+)

Dawn Arnold
Michele Caron
Sharon Crabb
Anne Crocker
Jula Hughes
Frances LeBlanc
Simone LeBlanc Rainville
and Maurice Rainville
Isabelle McKee-Allain
et Greg Allain
Johanne Perron
Noëlla Richard
Vallie Stearns-Anderson
Robyn Tingley

TRAILBLAZER INDIVIDUALS (\$300 to \$599)

Ghislaine and
Fernand Arsenault
Lorraine Bourque
France Caissy
Pierre Cormier
Jody Dallaire and
Eugene LeBlanc
Madeleine Delaney Leblanc
Isabelle Jean
Odette Landry
Viola Léger
Lauraine Léger
Monique Levesque
Rachel Richard
Anne Robichaud
Lise Rodrigue
Odette Snow
Jean-François Thibault
Judith A. Weiss

FRIEND INDIVIDUALS (\$150 TO \$299)

Jean-Claude Basque
Chantal Abord-Hugon
Louise Aucoin
Ronald Babin
Eliane Befekadu
Geneviève Bouchard and
Jean Saint-Aubin
Lucille Collette
Marianne Cormier
Krysta Cowling

Suzanne Cyr
Bernice Doiron Chiasson
Catalina Ferrer
Evelyn Foex
Jeanne d'Arc Gaudet
Huberte Gautreau
Line Godbout
Alice Guérette-Breau
Lise Hitchcock
Louise Imbeault
Claudette Lajoie Chiasson
Rose-Hélène Lanteigne
Lucie Lebouthillier
Diane Lebreton
Mike McKee
Michelyne Paulin
Bernard Richard
Regina Robichaud
Serge Rousselle
Anita Savoie Robichaud
Erin Steuter
Isabelle Thériault
Renée Turcotte

SUPPORTER INDIVIDUALS (\$50 TO \$149)

Hélène Albert
Roseline Anderson
Marc-André Charron
Dorothee Arsenault
Anne Marie Arseneault
Francine Babineau
Sébastien Bezeau
Lyne Chantal Boudreau
Serge Boudreau
Annette Boudreau
Nathalie Brun
Morel Caissie
Michel Cardin
Natalie Carrier
Lynne Castonguay
Joceline Chabot
Yolande Chiasson
Margaret Conrad
Andrée Cormier
Rachel Cyr
Georgie Day
Roma De Robertis
Linda Dempsey-Nicholson
Gisèle Desjardins
Léandre Desjardins
Frédéric Dion
Yves Doucet
Alexandre Cédric Doucet
Charles Doucet

Nadine Duguay-Lemay
Patricia Ellsworth
Reem Fayyad
Diane Fournier
Ronald Fournier
Françoise Gagnon
Evelyn Gaudreau
Rose-Marie Gigou
Martine Gionet
Judianne Godbout
Jeanne Godin
Amélie Goguen
Louise Guérette
Kathryn Hamer-Edwards
Janet E Hammock
Andrea Hatt
Clotilde Heibing
Catherine Holtmann
Aline Johanns
Nancy Juneau
Aldéa Landry
Joanne Landry
Collette Landry Martin
Isabel Lanteigne
Geneviève Latour
Isabelle LeBlanc
Yolande LeBlanc
Lorraine LeBlanc
Michel LeBlanc
Mathieu Leblanc
Dollard Leblanc
Lilianne Léger
Lynn Losier
Valmond Martin
Joanne McKee
Marcelle Mersereau
Lise Ouellette
Michelle Paulin
Marie-Andrée Pelland
Monique Richard
Helene Robb
Alain Roberge
Cheryl Robertson
Annette Roy
Lisa Roy
Therese Roy and Maurice Roy
Elizabeth Sandoval
Lise Savoie
Linda Schofield
Cyrille Sippley
Paulette Sonier Rioux
Charline Vautour
Lita Villalon
Fiona Williams
George Wybouw

