



Annual Report 2022 - 2023



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

Rapport Annuel 2022 - 2023 Annual Report

2023

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Message from the Chair



We remain firmly committed to achieving the right to equal pay for work of equal value as well as fair working conditions for women. We are strengthening our approach by adding a new string to our bow: pay transparency. Without pay transparency, how can we identify and eliminate wage discrimination? Taboo attitudes surrounding the topic of wages often work against women, along with people from Black, Indigenous, 2SLGBTQIA+, racialized, and immigrant communities. It is time to act and legislate to ensure more pay transparency.

Our cause is one of justice and human rights. The Coalition is well positioned to approach all political parties in the province, and to participate in public debates and conversations concerning our issues.

The provincial elections are fast approaching – in the fall of 2024. Political parties will soon develop their respective platforms. What place will they reserve for issues affecting women? Will they finally pass a law ensuring pay equity in the private sector that includes municipalities? Will they invest enough in caregiving and child care to ensure that there are well-paying jobs with fair working conditions? Can we dream of pay transparency legislation to help us fight pay discrimination against women and minority groups?

This is certainly our hope, but we cannot achieve anything without the active participation of our members and partners. We must unite our voices and make ourselves heard in all regions of New Brunswick – and let all political parties know that they must act now. Wage discrimination has no place in our province!

We are counting on you. Together, we can achieve equitable pay!


Krysta Cowling
Chair

Message from the Executive Director



It has been a busy year, full of challenges! We advocated for pay equity in community care, childcare, municipalities, and the private sector in general, and we brought up several topics such as pay transparency, paid sick leave, minimum wages, inflation, intersectionality, and the economic role of women.

We worked diligently again this year on raising awareness for key issues through summits, workshops, webinars, presentations, fact sheets, social and mainstream media, and even a literary event!

To support our demands, we prepared briefs, met with policymakers, and took part in public consultations. We supported those on strike and participated in rallies. We networked at the provincial and federal levels and often took a public stance on issues. Our collaboration with two researchers gave us a solid foundation on caregiving and pay transparency, based on international research.

The impact of our joint effort is real. Wages for early childhood education staff have increased significantly, and the government is working on pay equity for municipalities and pay transparency.

Our work, however, does not easily meet criteria for funding projects. In fact, we have just gone 16 months without substantial funding. Who has kept the Coalition afloat? Our donors. What a powerful show of community support for our work!

Fortunately, we have just received funding from Women and Gender Equality Canada for a 30-month project, which means we will be able to move forward on key issues.

In closing, I wish to thank our President, Krysta Cowling, our Communications and Public Affairs Coordinator, Rachel Richard, and all those who support the Coalition: our Board of Directors, volunteers, researchers, donors, members, partner organizations, funding agencies, activists, union members, policymakers, interns, and student workers.

La directrice générale,

A handwritten signature in cursive script that reads "Johanne Perron".

Johanne Perron

Team and partners

BOARD OF DIRECTORS

Krysta Cowling	Chair
Sharon Crabb	Anglophone Vice-Chair
Isabelle McKee-Allain	Francophone Vice-Chair
Zineb Elouad	Secretary-Treasurer
Anita Savoie Robichaud	North Representative
Sylvia Melanson	Kent-Miramichi Representative
Audrey Gagnon	South-East Representative
Alanna Bohnsack	Capital Representative
Morgan Palmer	South Representative
Debbie Grant	Upper River-Valley Representative
Brandy Stanovich	Aboriginal Representative
Johanne Perron	Executive Director

Observers:

Laurie Anderson	Canadian Union of Public Employees
Renée Boudreau	New Brunswick Nurses Union
Susie Proulx-Daigle	New Brunswick Union

MEMBERS

1000 individual members

100 organizational members

including unions, women's rights organizations, as well as community and religious organizations.

VOLUNTEERS

Many people voluntarily contribute to the Coalition. Some sit on the Board of Directors and Fundraising Committee. Some contribute to projects, provide sound advice, participate in educational activities, write opinion letters, or meet with public decision-makers. We want to thank them all from the bottom of our hearts.

EMPLOYEES

Johanne Perron	Executive Director
Rachel Richard	Public Affairs and Communications
Mickaëlle Guignard	Accounting Clerk

Students and interns:

Aude Gazzano	Summer 2022
Brooke Harris	Summer 2022
Aissatou Diyo Diakite	Winter-Spring 2023
MacKenzie Dunnett	Summer 2023
Selena Richard	Summer 2023

Governance & strategic orientations

OUR VISION

The Coalition's vision is a society where the value of jobs traditionally or predominantly held by women are recognized and fairly compensated.

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 implementation of adequate legislation, as well as public policy dialogue and development.

OUR STRATEGIC GOALS FOR 2023-2024

Following a series of consultations carried out through the year, the Board of Directors have identified the following issues to be prioritized between now and the next provincial elections, scheduled for the Fall of 2024.

01

Gender and Economic Justice

02

Community-based Caregiving

03

Pay Transparency

04

Private Sector

05

Child Care Services

06

Federal Pay Equity Law

07

Public Sector

08

Awareness and Mobilization

09

Sustainability of the Coalition

Promote policies that improve economic fairness for women.

The Coalition engages in public dialogue on various economic fairness issues that have an impact on pay equity and working conditions for women. For example, we call for a minimum wage that is equivalent to a living wage because women represent 57.6% of those who earn the minimum wage in New Brunswick.¹ We also advocate for indexing wages to inflation so that women who are already underpaid can at least maintain their purchasing power. In addition, we are pressing for paid sick leave so that women do not have to choose between their health and their economic security. And for a long time, the Coalition has been pushing the government to apply a Gender-based Analysis (GBA Plus) during policy development and budget planning.

OUR GOALS

Promote women's economic roles and needs in our communications and advocacy work.

Ensure a Gender-based Analysis (GBA Plus) is used in drafting the budget and provincial policies.

OUR ACTIONS

Minimum Wage

In its brief **Feminist Perspective on minimum wage** [only in french], the Coalition called on the Minister for Post Secondary Education and Training to raise the minimum wage to \$20 per hour, which is the average living wage in the province.

Sick Leave

The Coalition appeared before the Standing Committee on Law Amendments and presented the brief **Sick of Inequality: The feminist case for paid sick days** in support of Bill 27 **An Act to Amend the Employment Standards Act**. The Bill, introduced by Green Party leader David Coon, proposes giving workers up to 10 days paid sick leave and offering employers financial support to cover the cost of such leave, where appropriate.

The Living Wage

A living wage is the amount a household should earn to meet basic needs and still have a decent quality of life.

According to a **Human Development Council report**, a living wage is \$23.45 in Fredericton; \$21.60 in Saint John; \$20.85 in Moncton; and \$19.20 in Bathurst. Therefore, there is an average gap of \$6.50 with the current hourly minimum wage of \$14.75.

Gender-Based Analysis (GBA Plus)

A Gender-based Analysis (GBA Plus) is a tool for measuring the impact that policies, programs, and other initiatives have on women, men, and people with various gender identities. It allows consideration for the intersectionality of oppressions, as well as diverse identity factors such as race, ethnicity, religion, age, and mental or physical disabilities.

« Each day, many women are forced to put their health, wages, and jobs at risk when they become ill and, in the case of many of them, when they are required to care for a child or a loved one. »

— **Sick of Inequality**,
New Brunswick Coalition
for Pay Equity

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Pre-Budget Consultations

We engaged in public consultations and presented the brief [A Just and Fair Society for Women](#) [only in French] in which we recommended using GBA Plus, passing a pay equity law for the private sector, and guaranteeing pay equity in community care and childcare.

Solidarity

We worked with the following groups on different files:

- ▶ **Common Front for Social Justice (CFSJ):** Participated in its campaign for a \$20 per hour minimum wage and 10 days paid sick leave annually ([open letter](#) to Premier Higgs and rally in front of Minister Holder's office).
- ▶ **Provincial network of Feminist Organizations:** shared views, concerns, and respective projects; asked Women's Equality for a new Equality Profile.
- ▶ **Feminists Influencing Policy:** promoted feminist policies at federal level.
- ▶ **New Brunswick Women's Council:** contributed to a new strategic plan.
- ▶ **N.B. Organizations and Unions:** Co-wrote and promoted [For a Just and Equitable Society](#), signed by 30 organizations and unions, in collaboration with:
 - New Brunswick Health Coalition
 - New Brunswick Federation of Labour
 - Common Front for Social Justice
 - Regroupement féministe du Nouveau-Brunswick
 - Société de l'Acadie du Nouveau-Brunswick

OUR PROGRESS

1. The Standing Committee on Law Amendments is **reviewing Bill 27, [An Act to Amend the Employment Standards Act](#)**.
2. Minimum wage was **indexed at \$14.75 per hour** in April 2023.
3. The provincial government **published its third [Gender Impact Statement](#)**, but it is obvious that it barely used a Gender-based Analysis in planning the budget.

A just and equitable society is a human-centred society where solidarity ensures that the common good is more important than the individual good.

A just and equitable society is one in which everyone feels secure, has their basic needs met, and can take their place in the community. A just and equitable society is one in which there is no discrimination, regardless of language, gender identity, gender expression, origin, skin colour, sexual orientation, financial status, age, disability, religious beliefs, or political convictions.

— [For a Just and Equitable Society](#)

Achieve pay equity in the community-based care sector.

Community care services are almost entirely provided in the private sector by women. Consequently, the *Pay Equity Act* (2009) does not apply to these neglected services, where pay barely reaches the minimum wage. The Coalition has worked hard the last few years - and continues to do so - to achieve pay equity for these 12,000 workers.

OUR GOALS

Increase public investment in community care wages in every provincial budget

Achieve pay equity in the sector by 2026.

Improve working conditions

OUR ACTIONS

Research



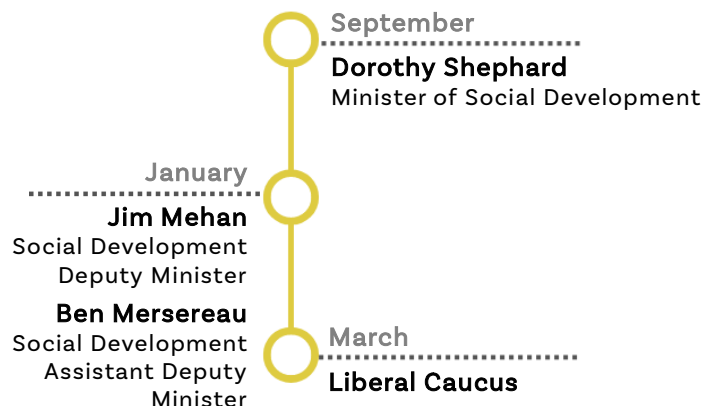
We partnered with Mount Allison University's Rachel Pascoe-Deslauriers, PhD, for her research project **Valuing Care Work in Community and Social Care in New Brunswick: International Perspectives on Improving Working Conditions in the Sector.**

Funded by the **Social Sciences and Humanities Research Council (SSHRC)**, the project reviewed care delivery models in several countries to identify mechanisms for improving wages and working conditions in New Brunswick. We created an advisory committee and helped write and edit the research report, **Valuing Care Work : Better Delivery Models, Jobs, and Care in New Brunswick.**

Solidarity

We organized and hosted an **online focus group**, reaching more than 200 care workers and employers.

Political Action



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Summit on Valuing Care Work

The research team and the Coalition organized a **Summit on Valuing Care Work**, which was held on March 17, 2023 at Mount Allison University.

More than 70 people attended: care workers, employers, family caregivers, activists, and civil servants. It was an opportunity to share research results and discuss possible solutions for New Brunswick.



Paying attention to caregiving!

As part of Frye Festival's **Authors in the Community** series held in Moncton, on May 25th, 2023, we welcomed cartoonist Susan MacLeod to talk about her graphic novel, *Dying for Attention: A Graphic Memoir of Nursing Home Care*, which describes the care sector in Nova Scotia. A roundtable of stakeholders in the care sector were able to establish parallels between our neighbour's experiences and ours. Participants also had a chance to work towards solutions under various themes such as family caregivers, wages, and staff working conditions.



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Indexation of equitable wages

In February, 2022, we indexed the results of **pay equity evaluations done in 2020 and in 2021**. We shared the indexed wages with 11 associations and unions in the sector, media, and the provincial government.

OUR PROGRESS

The provincial budget designated 54.6 million dollars for wage increases, the biggest investment yet in wages.

- ▶ **44.9 millions \$:**
 - + 2.50 \$/h : Home care and special homes.
- ▶ **9.7 millions \$:**
 - + 2 \$ / h : Group homes.
 - + 1 \$ / h : Community residences, family support, attendant care, and employment and support services.

This was an important step towards fair wages, but we are concerned about the inequality in raises given to different services; the gap between current wages and pay equity is larger for some than it is for others.

Provincial Investments in Community Care Wages

Care Workers	2022-2023 Previous Wages	Hourly Budget Increases 2023-24	2022-2023 New Wages	2023 Fair Wages Indexed at 7.3 %, according to the 2022 CPI
Special Care Workers	\$16.50	\$22.44	\$19.00	\$24.99
Home Care Workers	\$17.50	\$22.44	\$20.00	\$24.99
Community Residence Care Workers	\$18.80	\$25.79	\$19.80	\$28.72
Employment and Support Services Workers (ESSP)	\$18.80	\$24.60	\$19.80	\$27.40
Family Support Workers (Adults)	\$18.80	\$24.60	\$19.80	\$27.40
Family Support Workers (Youth)	\$18.80	\$25.91	\$19.80	\$28.86
Crises Interveners in Transition Houses	\$15.72	N/A	\$15.72	\$28.58

Introduce and legislate pay transparency.

OUR GOALS

Raise public and organizational awareness about pay transparency.

Engage political parties.

Adoption of legislative measures for pay transparency.

OUR ACTIONS

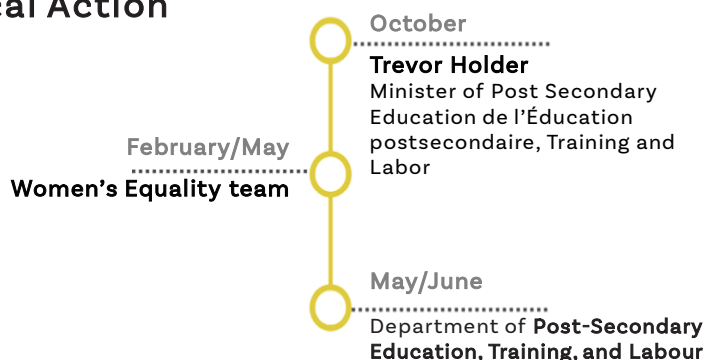
Research

The Coalition did research to study existing pay transparency models, develop recommendations for New Brunswick, and to inform policymakers and the public.

We collaborated with Professor Kerri Froc, PhD, from the University of New Brunswick on the project, Establishing the **Foundation for Pay Transparency Legislation in New Brunswick**, which was funded by the **Canadian Law for the Future Fund**. The project led us to the following actions:

- i) A study of existing pay transparency legislation
- ii) Two training courses on the requirements and potential of the law, offered to organizations working in favour of pay equity.
- iii) The drafting of a « model law » on pay transparency

Political Action



Social Marketing Campaign

We will launch a social marketing campaign in June 2023 to educate members of the public about pay transparency.

Pay transparency

Despite its growing popularity nationally and internationally, there is little knowledge about pay transparency in New Brunswick. It would enable employed people, in particular women, indigenous peoples, people with disabilities, racial minorities and members of the 2SLGBTQ+ community to **identify and correct pay discrepancies in the workplace:**

1. Prohibit employers from
 - a. inhibiting employees' freedom to discuss their wages with each other, and
 - b. asking potential employees about their past wages.
2. Require employers to advertise the salary range of jobs in job postings.

OUR PROGRESS

- ▶ We have consulted many opinion leaders and are beginning to raise public awareness.
- ▶ Discussions with members of the Legislative Assembly are positive.
- ▶ We have a model of pay transparency legislation.

Achieve pay equity in the private sector.

The Coalition's main priority remains the introduction of a pay equity law in the private sector. Since the current provincial government is in no rush to pass such a law, we are focusing our efforts on promoting pay equity in key employment sectors that are not currently covered by laws: municipalities, community care services, and childcare.

With the upcoming provincial elections in mind, we are still working to strengthen the support of all political parties.

OUR GOALS

Increase awareness among the public and organizations.

Increase political parties' commitment to pay equity legislation in private sector

Advance pay equity in municipalities.

Obtain legislation for the private sector.

Identify and promote companies that voluntarily commit to achieve pay equity.

OUR ACTIONS

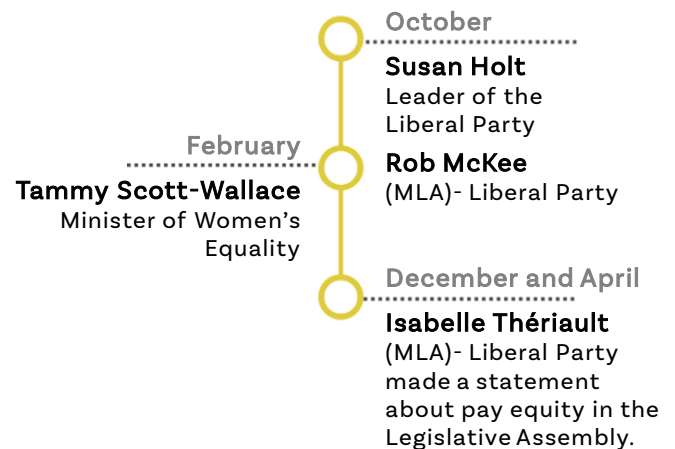
Municipalities

Municipal reform brings a unique opportunity to introduce pay equity in New Brunswick municipalities. We continue to collaborate with the Department of Local Government and Local Governance Reform to assess municipalities' knowledge and application of pay equity, with the support of Minister Daniel Allain.

We have also consulted the following stakeholders:

- ▶ Association of Municipal Administrators of New Brunswick
- ▶ Cities of New Brunswick Association
- ▶ N.B. Committee of Municipal Workers (CUPE-NB)
- ▶ Union of the Municipalities of New Brunswick

Political Action



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OUR PROGRESS

Political parties' commitments to pay equity need to be reaffirmed each year, to ensure that they have not reneged on previous promises or to secure new ones.



During the 2020 provincial election campaign, the Green Party and the New Democratic Party platforms included a promise to pass pay equity legislation for the private sector.



Although the Liberal Party had promised to pass pay equity legislation for the private sector in their platform for the 2018 elections, they did not include it in their 2020 platform. Since then, the new leader, Susan Holt, has publicly stated that she is in favour of a law for the private sector. Efforts are underway to make sure it is part of the Liberals' 2024 platform.



« I will consider the possibility of legislating pay equity in the private sector. »

— Premier Blaine Higgs, Legislative Assembly, November 25, 2022.

After the question period, the Premier told reporters that he did not want to impose new legislative burdens on the private sector, but would make sure there was no discrimination in the province. We fail to see how the government plans to prevent discrimination in the workplace.

Achieve pay equity for early childhood educators and universal child care services.

From the very beginning, the Coalition has stressed that early childhood educators are victims of pay inequity. We have thus been demanding public investments in their wages. We continue to advocate for a childcare system that is funded and managed by the State, knowing that it is essential to encourage women's participation in the labour market for the sake of their financial autonomy.

OUR GOALS

Increase public investments in the wages of early childhood educators

Achieve pay equity in childcare and early childhood education.

Support a publicly funded and managed childcare system

OUR ACTIONS

Solidarity

Working with unions and other groups in the community care sector, we helped create a **Child Care Now** New Brunswick chapter, and are offering our constant support to the part-time coordinator, Isabelle Forest.

Webinar

In February, we, along with One Child One Seat New Brunswick, organized a second webinar on childcare as part of our series **The Future of Work**. The event was held on November 30, 2022 (National Day of Action for Child Care).

Political Action

Together with the One Child One Seat coordinator, in February, we met with the Education and Early Childhood Development Minister, Bill Hogan, and recommended that a pay equity exercise be done for early childhood educators.

OUR PROGRESS

First phase of the agreement was effective June 1, 2022 :

- ✓ Wages for trained educators increased from \$19 to \$23.57 per hour.
- ✓ Wages for educators with no training increased from \$14.90 to \$16.90 per hour.
- ✓ The daily rate for infants was **lowered by 50%**, on average from \$41.50 to \$21 in the large urban regions, and from \$37.50 to \$19 in smaller urban and rural regions.

Budget 2023-2024

- ✓ Additional investments of 20.8 million dollars in wages, starting April 1, 2023.
- ✓ \$1 per hour increase for educators.
- ✓ Wage grid update.

Maintain pay equity in the public sector.

Since the *Pay Equity Act (2009)* was adopted, public sector employees have received millions of dollars in wage adjustments. Our union partners have told us that pay equity maintenance exercises are currently being done for certain jobs, but since annual reports on enforcement of the law are not made public, we have no way of knowing if it is fully enforced.

OUR GOALS

Monitor the implementation of the *Pay Equity Act, 2009*

Measure progress of the *Act*.

OUR ACTIONS

The *Pay Equity Act, 2009*

Although the Act has been in force for 13 years, and though we keep in touch regularly with the Pay Equity Office, we have received little information on enforcement of the law, namely pay equity evaluations in some job categories and pay equity maintenance in others. Nos recommandations au gouvernement:

- ▶ Allocate more resources to the Treasury Board in order to reduce time for completing pay equity evaluations and pay equity maintenance exercises.
- ▶ Publish annual reports on enforcement of the law.

Solidarity Work

- ▶ **September: Nicole McCarty**, Assistant Deputy Minister for Women's Equality
- ▶ **November, December: Sandy Harding**, Director of the CUPE Maritime Office

OUR PROGRESS

Despite the *Act*, the government (employer) has hardly begun public sector pay equity maintenance exercises, thus jeopardizing the progress made.

Duty of Employer to Maintain Pay Equity

24. An employer shall take such action as may be necessary to maintain pay equity within each of Parts I, II, and III of the Public Service or if the employer is a body corporate listed in Part IV of the Public Service, within its organization.

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Inform and mobilize the public.

The 2024 provincial elections are just around the corner. We are therefore focusing our efforts on amplifying our message and mobilizing support across the province. Women's economic rights must be at the forefront of these elections and a top priority for the next government. Society cannot wait another generation to achieve pay equity!

OUR GOALS

Provide reliable information.

Support the ability of women, organizations, and unions to mobilize and participate in public discourse

Include young adults, gender minorities, Black, Indigenous, and people of colour (BIPOC).

Increase the Coalition's membership and social media followers.

OUR ACTIONS

Solidarity

- ▶ **Protests**
 - **Rally** in front of Greg Turner's office to oppose Bill 23, to show solidarity with unions.
 - **Gathering** in front of Minister Holder's office in support of employment standards.
 - **Rally** in Moncton to show opposition to Healthcare privatization.
 - **March** in support of Public Service Alliance of Canada (PSAC) strike.
 - **Rally** in solidarity with the 2SLGBTQ+ community in support of Policy 713.
- ▶ **Générations féministes** : Our Executive Director, Johanne Perron, participated in **Regroupement féministe du Nouveau-Brunswick's** (RFNB) **Générations féministes** series, which consisted of conversations between activists and feminists from different generations.

Acknowledgement

Congratulations to our Executive Director, Johanne Perron, who was awarded the Queen Elizabeth II Platinum Jubilee Medal. Johanne has led the Coalition from its inception 21 years ago through thick and thin, with dedication, enthusiasm and the conviction that one day all women in New Brunswick will have the right to pay equity.



Communications

On the eve of an election year, we continued to raise awareness among New Brunswickers of the importance of pay equity and the fight for economic justice for women.

Here's the year in numbers:



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International Women's Day

- ▶ **March 7**: Hosted, in partnership with **Fédération des femmes acadiennes de la Nouvelle-Écosse (FFANE)**, the **Demystifying Pay Equity** workshop.
- ▶ **March 8**: Participated with dozens of members in **We Want More Than That! March Against Community Care Underfunding**, organized by **RFNB** Fredericton.
- ▶ **March 15**: Participated in panel discussions during **C3 Leadership's Embrace Equity...BE the Change**.



Partnership with a Mount Allison Class

Following a presentation on the Coalition and pay equity, the « Gender and Work » class focused their final projects on subjects related to pay equity. The projects amazed us :

- ▶ **Articles** in the student newspaper.
- ▶ Monopoly game on decent wages.
- ▶ **Time Out**, a series of podcast episodes on women and pay inequity in sports.
- ▶ A game of Snakes and Ladders on the wage gap.
- ▶ A **theatrical lecture** on the legal case regarding pay equity for midwives in Ontario.

The Coalition won the **Lieutenant-Governor's Dialogue Award, 2022!** On behalf of our more than 1000 members, 100 member organizations, and countless volunteers over the years, we **thank Dialogue NB!**

Congratulations to everyone who has contributed to the Coalition's success over the years! This award belongs to all the workers, activists, donors, organizations, and unions who have fought for and supported pay equity for more than 20 years.

A special thank you to our partners at **Regroupement féministe du N.-B.** for nominating the Coalition.

Onward and forward!

Ensure the Coalition's financial sustainability.

OUR GOALS

Diversify and increase the Coalition's funding sources.

Raise 75,000 to 80,000 dollars of donations each year.

Obtain charitable status

OUR ACTIONS

Fundraising Campaign

Our fundraising campaign, **Pay Equity: I give because I care!**, raised close to **\$70,000**, thanks to our committee's hard work: Chantal Abord-Hugon, Bernice Chiasson, Sharon Crabb, Krysta Cowling, Simone LeBlanc-Rainville, Isabelle McKee-Allain, Johanne Perron, Rachel Richard and Charline Vautour.

Call for Core Funding

We have co-signed a letter asking for basic funding for feminist organizations. We have also participated in **Imagine Canada**'s **campaign** for basic funding for the community care sector and have shown the impact a lack of funding continuity has had on our organization.

Grant Applications

We have applied for ten funding grants to diversify our funding sources. A few were rejected and we are still waiting to hear about others. But one approval stands out: We have received \$299,000 from Women and Gender Equality Canada for a 30-month project called Policies for Ensuring Decent Jobs for Women in the Private Section.

Charitable Organization Accreditation

We are continuing our efforts to obtain charitable organization status, but applying for funding has kept us very busy

What else would you do if you had more core funding?

We could focus our energy, time, and resources on our mission, rather than on constantly trying to find funding. We could better adapt our offerings to the changing socio-economic context and to meet new needs. We would be able to fulfill our mission with more confidence.

— Johanne Perron, Executive Director of the Coalition,

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OUR PROGRESS

We have received funding from five different sources:

- 1 Bureau de l'apprentissage expérientiel de l'Université de Moncton
- 2 Canada Summer Jobs
- 3 Women and Gender Equality Canada
- 4 Support for Translation and Interpretation Program
- 5 Student Employment Experience Development (SEED)

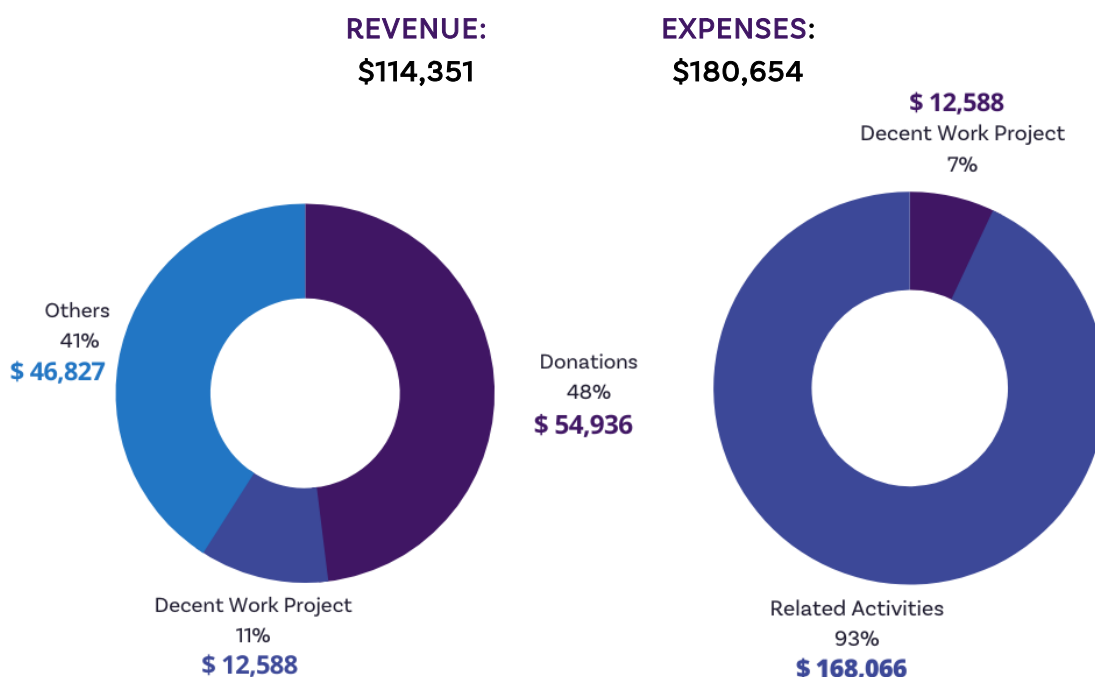
Financial Statements

The financial statements were reviewed by Louise Belliveau, CPA. They are available upon request at the Coalition's office.

As of February 28, 2023, the cash account showed a balance of \$36,106, accounts receivable were \$3,520, and term deposit amounted to \$59,873. Liabilities included \$17,408 in accounts payable and \$14,301 in deferred revenue for 2023-2024. The year ends with unrestricted net assets of \$41,790 and \$26,000 of restricted net assets into a reserve fund.

Revenues totaled \$114,351. Of this amount, \$12,588 represent the first part of a subsidy from Women and Gender Equality Canada for the project **Decent Work in the Private Sector** which began in January, \$54,936 in donations, and \$46,827 in revenue from other sources.

Expenses totaled \$180,654 and include \$12,588 for the first part of the project Decent Work for the Private Sector and \$168,066 for all other activities related to the mission as well as operations.



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VISIONARY ORGANIZATIONS (\$6000 or more)



TRAILBLAZER ORGANIZATIONS (\$2000 to \$5999)

Congrégation des sœurs
maristes
CUPE, local 2745
Canadian Union of Public
Employees (CUPE-NB)
New Brunswick Nurses Union
Unifor

FRIEN ORGANIZATIONS (\$600 to \$1999)

Association des
bibliothécaires, professeures et
professeurs de l'Université de
Moncton
Congrégations des saints-
cœurs de Jésus et Marie
Forté Communication
(Pascale Paulin)
Glassky Inc. (Robyn Tingley)
CUPE, local 1252
Unifor, local 506

SUPPORTER ORGANIZATIONS (\$150 to \$599)

Association francophone des
aînés du Nouveau-Brunswick
Association des
bibliothécaires, professeures
et professeurs retraités de
l'Université de Moncton
Association des enseignantes
et enseignants francophones
du Nouveau-Brunswick
Association of University of
New Brunswick Teachers
Faculté des arts et des
sciences sociales
Canadian Federation of
University Women - Fredericton
Le Havre Communautaire
Mozus Productions
Mount Allison Faculty
Association
NB Association of Nursing
Home

Regroupement féministe
du Nouveau-Brunswick
Résidence communautaire
St-Joseph
CUPE-National
Bakery, Confectionery,
Tobacco Workers and Grain
Millers International Union

VISIONNARY INDIVIDUALS (\$600 or more)

Dawn Arnold
Sharon Crabb
Anne Crocker
Jula Hughes
Frances LeBlanc
Isabelle McKee-Allain
and Greg Allain
Michelle Parent
Johanne Perron
Simone LeBlanc-Rainville
and Maurice Rainville
Noella Richard
Odette Snow

TRAILBLAZER INDIVIDUALS (\$300 to \$599)

Ghislaine and
Fernand Arseneault
Louise Aucoin
Jean-Claude Basque
Lorraine Bourque
Michèle Caron
Pierre Cormier
Krysta Cowling
Madeleine Delaney LeBlanc
Isabelle Jean
Diane LeBreton
Viola Léger
Lauraine Léger
Monique Levesque
Rachel Richard
Lise Rodrigue
Jean-Francois Thibault

FRIEND INDIVIDUALS (\$150 to \$299)

Chantal Abord-Hugon
Ronald Babin
Genevieve Bouchard
France Caissy
Yolande Chiasson
Lucille Collette
Carmen Comeau-Anderson
Jacques Paul Couturier

Jeanne Farrah
Catalina Ferrer
Evelyne Foex
Jeanne d'Arc Gaudet
Nancy Hartling
Catherine Holtmann
Wendy Johnston
Claudette Lajoie Chiasson
Odette Landry
Anne-Marie Laroche
Lucie LeBouthillier
Barbara Losier
Mike McKee
Michelyne Paulin
Anne Robichaud
Regina Robichaud
Anita Savoie Robichaud
Serge Rousselle
Elizabeth Sandoval
Isabelle Thériault
Stephanie Williams

SUPPORTER INDIVIDUALS (\$50 to \$149)

Hélène Albert
Anne Marie Arseneault
Martine Aubé
Léonore Bailhache
Normand Beaudoin
Derek Blackadder
Sylvie Blain
Anne-Marie Boudreau
Annette Boudreau
Morel Caissie
Michel Cardin
Lynne Castonguay
Chantal Chiasson
Bernice Doiron Chiasson
Ghislaine Clavet
Margaret Conrad
Marianne Cormier
Denise Daigle Lavigne
Dolores D'Astous
Georgie Day
Roma De Robertis
Léandre Desjardins
Gisèle Desjardins
Amanda Devison
Charles Doucet
Alexandre Cédric Doucet
Suzanne Doucet
Patricia Ellsworth
Carol Ferguson

Françoise Gagnon
Rose-Marie Gigou
Judianne Godbout
Line Godbout
Yvette Godin
Danielle Godin
Louise Guérette
Mickaëlle Guignard (Grignon)
Kathryn Hamer-Edwards
Florence Hardy
Lise Hitchcock
Nisk Imbeault
Annette Landry-Roy
Collette Landry Martin
Joanne et Rodrigue Landry
Geneviève Latour
Anne-Marie and Alcide LeBlanc
Elizabeth LeBlanc
Janelle LeBlanc
Jeannette LeBlanc
Pierre LeBlanc
Yolande LeBlanc
Isabelle LeBlanc
Matthieu LeBlanc
Dollard LeBlanc
Liliane Leger
Marie-Linda Lord
Marilyn Luscombe
Valmond Martin
Margaret McEachreon
Joanne McKee
Micheline Melanson
Christine Paulin
Michelle Paulin
Marie-Andrée Pelland
Claude Potvin
Monique Richard
Alain Roberge
Cathy Rogers
Thérèse et Maurice Roy
Lisa Roy
Leyla Sall
Maï Savoie
Lise Savoie
Linda Schofield
Raphaëlle Valey-Nadeau
Charlotte Valliere-Hord
Charline Vautour
Marguerite Vienneau
Lita Villalon



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