

STAND UP FOR OUR RIGHTS: PROMOTING PAY EQUITY IN LOCAL GOVERNMENTS

The problem

In New Brunswick, the **Pay Equity Act, 2009** does not apply to local governments or regional service commissions (RSC). A few have implemented pay equity, but only on a voluntary basis.

The solution

Legislate pay equity in local governments and RSC. In the meantime, the project: **PAY EQUITY IS COMING TO TOWN!** is guiding them through the pay equity process with the help of policies and best practices.



PAY EQUITY IS COMING TO TOWN!

*It's the
right time!*

The local governance reform has led to major changes. As a result, the local governments and RSC need to review and adjust their compensation systems. It's the perfect time for pay equity!

The reform by the numbers:

Since January 1st, 2023, the province has gone from:

104 municipalities
to **77 local governments**

236 local service districts
to **12 rural districts**

PAY EQUITY: Comparing women dominated jobs with men dominated jobs of the same value to ensure that they are paid equitably.

Women dominated jobs

- ▶ Receptionist
- ▶ Accounting Clerk
- ▶ Community Recreation Manager

Men dominated jobs

- ▶ Mechanic
- ▶ Park Maintenance Labourer
- ▶ Plumber

INTERNAL EQUITY: Evaluation of all jobs within an organization, with no gender distinction between jobs.



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