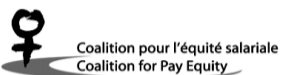


# COALITION FOR PAY EQUITY

## Annual Report 2003-2004



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## **SUPPORTERS IN 2003-2004**

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We wish to thank Status of Women Canada, who provided financial and moral support throughout the year. We also wish to acknowledge the financial and moral support provided by New Brunswick Federation of Labour.

Furthermore, we wish to thank the following organizations for their continued commitment and support:

- Acadian Peninsula Labour Council
- Association des bibliothécaires, professeures et professeurs de l'Université de Moncton
- Association des employés de l'université de Moncton (AEUM)
- Association du personnel administratif et professionnel de l'Université de Moncton (APAPUM)
- Association francophone des municipalités du Nouveau-Brunswick (AFMNB)
- Bakery, Confectionery, Tobacco Workers and Grain Millers International Union Local 406
- Bathurst & District Labour Council
- Canadian Labour Congress
- Canadian Union of Public Employees (CUPE)
- Communications, Energy and Paperworkers Union of Canada (CEP)
- Edmundston & District Labour Council
- Faculty Association of the University of St. Thomas (FAUST)
- Human Resources Development Canada (HRDC)
- Marche mondiale des femmes de l'an 2000
- Mount Allison Faculty Association (MAFA)
- New Brunswick Association of Social Workers (NBASW)
- New Brunswick Law Foundation
- New Brunswick Nurses Union (NBNU)
- Restigouche District Labour Council
- Saint John & District Labour Council
- Société des acadiens et acadiennes du Nouveau-Brunswick (SAANB)

**Pay equity is equal pay  
for  
work of equal or comparable value**

## MESSAGE FROM THE CHAIR

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I would like to begin by thanking you for entrusting me with the role of chairperson of the Coalition for Pay Equity. I hope I have served the cause well in dealing with the various challenges that have arisen during the past year.

Firstly, I had to negotiate the position of the Coalition with respect to the Final Report of the Wage Gap Roundtable. The Board resolved the situation by supporting the process and the report of the Roundtable but choosing not to endorse the recommendation for a five-year period of voluntary measures to reduce the wage gap in the private and public sectors. Arriving at a position that satisfied all parties was crucial as it would determine our working relationship with the current government.

Secondly, we developed our Independent Recommendations in conjunction with the New Brunswick Federation of Labour. When we presented these to the Minister Responsible for the Status of Women, we asked her to take them into consideration during the elaboration of the government's action plan. We were disappointed when she indicated that she would not do so. We have continued to seek support for our Independent Recommendations from other ministers of the government, the parties of the opposition and other organisations. The recently released report of the Federal Task Force on Pay Equity will strengthen our lobbying efforts.

With the development and adoption of draft Pay Equity Legislation by its members, the Coalition has reached a new level of credibility as a lobbying group. We have successfully developed a model of legislation that will be disseminated and will serve as a reference point for all future discussions on pay equity in the province. However, the task of mobilizing sufficient support from the general public to convince the government of the urgency of passing Pay Equity Legislation is ongoing.

Sincerely,

Marylea MacDonald  
President

## MESSAGE FROM THE COORDINATOR

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It has been a pleasure and a privilege to work with you over this past year. A lot of excellent work has been accomplished by the Coalition's members at the provincial level and in the regions. This annual report provides an overview of the Coalition's activities and campaigns in 2003-2004. It also provides an analysis of where the pay equity issue stands in the current political context.

Among the successful campaigns of the year 2003-2004, it is important to mention Pay Equity Day (November 27, 2003) and International Women's Day (March 8, 2004). On these two occasions, the Coalition for Pay Equity received a lot of attention from the media, policy makers and the general public. Furthermore, on February 3, 2004, the Coalition for Pay Equity responded to the Final Report of the Wage Gap Roundtable by submitting independent pay equity recommendations to the New Brunswick government, in partnership with the New Brunswick Federation of Labour (NBFL). By doing so, the Coalition clearly reasserted that pay equity legislation is a tool that must be part of any governmental initiative aimed at addressing the undervaluation of traditional female occupations.

In the coming year, mobilization of New Brunswick citizens and organizations will be crucial to create an incentive for our government to demonstrate political will in addressing the issue of pay equity with mandatory legislation in the private and public sectors. As in many human rights battles, the fight for pay equity will not be won overnight and we must remember that human rights victories happen when advocacy efforts are backed by strong public support and when a consistent message is delivered to policy makers and stakeholders.

I wish you all the best,

Jade Duchesneau Bernier  
Coordinator

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## WHO ARE WE?

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The Coalition for Pay Equity is a group of individuals and organisations of New-Brunswick, who by their actions and demands, are asking the provincial government to enact legislation that will ensure the achievement and maintenance of pay equity in the public and private sectors.

The Coalition's objectives are:

- to obtain, from the provincial government, the enactment of pay equity legislation in all parts of the public sector;
- to obtain, from the provincial government, the enactment of pay equity legislation in the private sector.

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## BACKGROUND

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On May 23, 1998, the Fédération des dames d'Acadie created the Women's Union for Pay Equity. Underlying the creation of the Women's Union, was The Fédération des dames d'Acadie's concern with poverty amongst women – poverty partly resulting from a lack of pay equity.

In February 1999, the New-Brunswick Committee of the World March of Women 2000 was created. The Committee put forward two demands with regards to women's rights: pay equity and the elimination of violence against women. In the context of the World March of Women 2000 a petition in favour of pay equity legislation succeeded in gathering some 30,000 signatures. The petition was submitted to the provincial government on October 13, 2000.

The Coalition for Pay Equity is founded in the work of the Fédération des Dames d'Acadie, the Women's Union for Pay Equity and the New-Brunswick Committee of the World March of Women 2000. On June 16, 2001, the Women's Union became the Coalition for Pay Equity.

The Coalition has a current membership of 300 individuals and 40 organizations. Its member organisations also represent an important number of New-Brunswick citizens. Since its creation, the Coalition has been active in lobbying the government, political parties and private sector and in raising public awareness on pay equity issues.



## BOARD

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- Chairperson: Marylea MacDonald
- Past Chairperson: Huberte Gautreau
- Anglophone Vice-Chairperson: Marylin MacCormack
- Francophone Vice-Chairperson: Odette Robichaud
- Secretary-Treasurer: Christine Robichaud
- North-East Representative: Simone Savoie
- South-East Representative: Julia Maillet
- South Representative: Valerie Roy
- Center Representative: Nancy Janovicek
- South-West representative: Pam Coates
- North-West Representative: Denyse Mazerolle
- Interim Coordinator: Jade Duchesneau Bernier

## VOLUNTEERS

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This year again, the Coalition has benefited from numerous hours of volunteer commitment. Several persons became involved in the Coalition's standing committees and regional committees' accomplishment.

Beside the achievements of these committees, we wish to highlight the extraordinary work of:

- Doris Cuffley who coordinated the creation of a pay equity pamphlet for the Coalition;
- Michèle L. Caron who put her expertise to work for the advisory committee preparing pay equity legislation; Anne Wery, who worked on the Coalition's database;
- Thérèse Gautreau and Irene Kohr who helped with mailing information to our members;
- Éliane Befekadu, who faithfully maintains our Documentation Centre;
- Michel Godin, who worked miracles with our computer system;
- Annie Maltais who helped organizing the Annual General Meeting.

We offer our sincere thanks to all these persons. As the list is long, any omission is a mistake, and we apologize for it.

## MEMBERS

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The Coalition has 337 individual members and 40 member organizations.

- Acadian Peninsula & District Labour Council
- Annabel Gay Women's Institute
- Association des aînées et aînés francophones du Nouveau-Brunswick (AAFNB)
- Association des employés de l'Université de Moncton (AEUM)
- Association du personnel administratif et professionnel de l'Université de Moncton
- Association francophone des municipalités du Nouveau-Brunswick
- Bathurst & District Labour Council
- BCTGM Union Local 406
- Business and Professional Women's Club
- Canadian Labour Congress
- Canadian Union of Postal Workers Fundy-105 Women's Committee
- Canadian Union of Public Employees local 2745-3
- Cercle de Bathurst, Dames d'Acadie
- Cercle de Bouctouche, Dames d'Acadie
- Cercle de Caraquet, Dames d'Acadie
- Cercle de Lamèque, Dames d'Acadie
- Cercle de Shippagan, Dames d'Acadie
- Coalition of Transition Houses
- Common Front for Social Justice
- Conseil consultatif sur la condition de la femme
- Conseil du travail d'Edmundston et région
- CUPE Local 813
- Fédération d'alphabétisation de Nouveau-Brunswick
- Fédération des dames d'Acadie
- Fédération des travailleurs et des travailleuses du Nouveau-Brunswick
- Homeless Women's Shelter Service Inc.
- Institut Féminin de Rivière du Portage
- Maison de passage Inc.
- Moncton & District Labour Council
- NB Voices of Women for Peace
- New Brunswick Nurses Union
- New Brunswick Public Employees Association
- New Brunswick Teachers' Federation (NBTF)
- Réseau des femmes francophones du Nouveau-Brunswick
- Restigouche District Labour Council
- Services à la famille Népisiguit inc.
- Société des Acadiens et Acadiennes du Nouveau-Brunswick
- Student Alliance of New Brunswick
- Support for Single Parents
- YWCA of Moncton

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## EMPLOYEES

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Interim Coordinator: Jade Duchesneau Bernier  
Temporary staff: Annie Maltais (summer and autumn 2003)  
Consultant: Louise Aucoin (Researcher, draft legislation)

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## PARTNERS

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### ***New Brunswick Federation of Labour (NBFL)***

In 2002, the NBFL and the Coalition formed a joint committee to work on pay equity issues. This committee brings together representatives of CUPE New Brunswick, Public Service Alliance of Canada, Canadian Labour Congress and the Coalition for Pay Equity. This year, the joint committee played an important role in coordinating unionized workers participation in Pay Equity Day activities across the province. It also coordinated the Coalition's and NBFL's response to the Wage Gap Roundtable Report. Independent recommendations on Pay Equity were submitted to the New Brunswick Government in February 2004.

Through the NBFL's involvement in pay equity issues, the Coalition also benefited from pay equity expertises developed by CUPE and the Fédération des travailleurs du Québec (FTQ) in the provinces of Québec and Ontario. In April 2004, the NBFL was closely involved in the completion of the Coalition's proposed Pay Equity Legislation. The NBFL also ensured the participation of pay equity experts from Quebec in a final consultation on the proposed Pay Equity Legislation.

As has been the case over the past years, the NBFL proved to be a key strategic partner for the Coalition for Pay Equity during the year 2003-2004.

### ***Local Governments: Association francophone des municipalités du Nouveau-Brunswick (AFMNB) & the Union of Municipalities of New Brunswick (UMNB)***

The AFMNB is an association that unites 42 municipalities in New Brunswick. At its 2002 Annual General Meeting, the AFMNB passed a resolution supporting the adoption of Pay Equity legislation in New Brunswick. In the fall of 2003, the AFMNB invited the Coalition for Pay Equity to give a presentation to its members. The objectives of the presentation were to discuss the Coalition's mission, mandate and activities as well as partnership

opportunities between the AFMNB and the Coalition. This presentation led to the AFMNB joining the Coalition for Pay Equity at the end of January 2004.

In a public statement issued on January 30, 2004, Camille Belliveau, President of the AFMNB, declared "there is no doubt that wage discrimination towards women has to stop and that the elimination of this problem is a collective responsibility. The AFMNB esteems that it has an important role to play in advancing this issue and intends to be an active member of the Coalition for Pay Equity."

The Coalition for Pay Equity has also been working at developing further partnerships with local governments. Shortly after contacting the Union of Municipalities of New Brunswick (UMNB), the Coalition was invited to make a presentation to the UMNB's Board of Directors. As follow-up, the Coalition was invited to offer a presentation to UMNB members at the UMNB's Annual General Meeting, to be held in October 2004.

The leadership displayed by the AFMNB and UMNB is a very positive development of in this past year. In the coming year, the Coalition for Pay Equity intends to pursue opportunities to collaborate further with these two organizations.

### ***STU/UNB Women's Collective***

In January 2004, a Women's Collective was created in Fredericton, on the campuses of St. Thomas University and University of New Brunswick. As one of its first events, the Collective organized a pay equity bake sale on the campus of St. Thomas University. As a way to illustrate the reality of the wage gap in New Brunswick, men were charged the full price when buying baked goods while women paid 81% of the price. This event received an excellent media coverage in the region of Fredericton and on CBC-Radio. It also had a significant impact on the general public and on policy makers by conveying the message that young women are concerned with pay equity. The Women's Collective also participated in the Coalition's lobbying activities in Fredericton. Through partnership with the Women's Collective, the Coalition has been able to reach young women and bring the issue of pay equity legislation to the attention of university students.

### ***National Association Women and the Law (NAWL)***

Through the development of a partnership with NAWL, the Coalition for Pay Equity issued a joint reaction to the report of the Federal Pay Equity Task Force, with women's organizations from Quebec and Prince Edward Island. Partnerships with organizations from other provinces and with organizations national organizations proved to be a great way for the Coalition to access information and increase local and national visibility.

## ***Non-Member Partner Organizations***

In the course of campaigns surrounding Pay Equity Day (November 27, 2003) and the presentation of independent pay equity recommendations to the New Brunswick Government (February 3, 2004), the Coalition for Pay Equity successfully sought the support of the following organizations:

- Association des bibliothécaires, professeur.e.s de l'U de M (ABPPUM)
- Association of UNB Teachers Status of Women Committee (AUNBTWC)
- Centre Muriel McQueen Ferguson
- Faculty Association of the University of St. Thomas (FAUST)
- Mount Allison Faculty Association (MAFA)
- New Brunswick Association of Social Workers (NBASW)
- STU/UNB Women's Collective
- Communications, Energy and Paperworkers Union of Canada (CEP)

These non-member organizations provided financial contributions for pay equity legislation advertisement in the Telegraph Journal and in the Acadie nouvelle and/or endorsed the Coalition and NBFL's independent pay equity recommendations.

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## **CAMPAIGNS**

### ***Pay Equity Day***

On November 27, 2004, the Coalition marked Pay Equity Day by presenting, on the behalf of New Brunswick women, a 387 million dollars invoice to Minister Margaret Ann Blaney (Minister for the Status of Women). The invoice represented the total amount of money that New Brunswick Women did not earn in 2003, due to salary discrimination. All Regional Committees of the Coalition participated in this activity and visited their MLAs to present the invoice and discuss their elected representatives' views on pay equity and pay equity legislation.

This activity received extensive media coverage at the provincial level and for the first time also at the national level. In New Brunswick, the Coalition made the first page of the Acadie Nouvelle. CBC television interviewed a spokesperson of the Coalition during its national morning news show on November 27<sup>th</sup>. Twelve different radio stations of Radio-Canada also interviewed a Coalition spokesperson on November 27<sup>th</sup> (Windsor, Edmonton, Charlottetown, Calgary, Halifax, Ottawa, Sidney, St. John's, Quebec City, Montreal, Whitehorse and Winnipeg). Overall, from November 24 to November 28, 2004, Pay Equity Day was discussed in 34 newspaper, radio and television interviews and news reports.

## ***Response to the Final Report of the Wage Gap Roundtable***

Created in July 2002 through a government initiative and in response to pressure exerted by the Coalition for Pay Equity, the New Brunswick Roundtable on the Wage Gap sat until the fall of 2003. Its Final Report was made public on December 5, 2003.

The Final Report of the Wage Gap Roundtable analyses the causes and effects of the wage gap in New Brunswick, with the objective of advising the New Brunswick government on solutions to close the wage gap. The report identifies three causes leading to the wage gap: the family responsibilities that women continue to assume, the concentration of women in a limited number of traditionally female occupations (job clustering) and the under-evaluation of work performed by women. The Report also clearly states that pay equity provides a solution to the problem of under-evaluation of women's work.

However, while recognizing that pay equity would contribute to closing the wage gap, the report fails to recommend the adoption of pay equity legislation. Instead, the report recommends that the wage gap be eliminated through voluntary measures implemented by public and private employers over an initial five-year period.

As members of the Wage Gap Roundtable, the Coalition for Pay Equity and the New Brunswick Federation of Labour (NBFL) refused to endorse this recommendation and chose to submit to the New Brunswick Government independent pay equity recommendations. With the support of 47 signatory organizations, the Coalition and the NBFL presented their pay equity recommendations to Minister Margaret Ann Blaney on February 3, 2004. We demanded that our recommendations be taken into consideration by the government as it develops the Five-Year Action Plan as recommended by the Wage Gap Roundtable. Sixteen representatives of the signatory organizations were present to submit recommendations to Minister Blaney. The Minister clearly stated that her government would not consider these recommendations when drafting its Wage Gap Action Plan.

The Coalition and the NBFL nevertheless succeeded in mobilizing an important number of organizations to support three recommendations (see below). The Coalition also clearly indicated to Minister Margaret Ann Blaney its interest in partnership development, should the government decide to develop and launch an awareness and information campaign on pay equity.

1. That the New Brunswick government assume its proper responsibilities concerning the enforcement of human rights and guarantee that the right to equal pay for work of equal value can be exercised by all of its citizens, by committing to adopt a law on pay equity for both the public and the

private sectors in New Brunswick as soon as pay equity legislation has been drafted and consultation on this legislation completed.

2. That the government of New Brunswick very shortly begin drafting pay equity legislation that meets the following minimum requirements: a pro-active and inclusive law that makes provisions for the maintenance of pay equity and for the creation by the employer of a joint pay equity committee, and that creates an independent organization to implement and oversee the application of the law. The law will include a two-year preparation period, directed to both employers and employees, during which an education campaign would be conducted on the terms to be respected in implementing pay equity.
3. That, in the current context, an awareness and information campaign aimed at the general public be conducted as soon as possible on the subject of wage discrimination and that it contain a sufficiently developed component relating exclusively to pay equity.

### ***Pre-Budget Consultations***

During the first two weeks of February the New Brunswick Government held pre-budget consultations in various locations across the province. Regional Committees of the Coalition participated in these consultations in Edmunston and Dalhousie. They reminded the New Brunswick government of its human rights obligations and demanded that pay equity be taken into consideration in the province's budget.

### ***International Women's Day***

On the occasion on International Women's Day, March 8, 2004, the Coalition for Pay Equity announced that it had nearly completed the drafting of a proposed Pay Equity Legislation for the province of New Brunswick. This announcement received important media coverage. A total of 19 news items discussed the Coalition's vision of pay equity. Our message focused on minimum requirements that Pay Equity Legislation should meet. These minimal requirements are:

- a pro-active and inclusive law that makes provisions for the maintenance of pay equity and for the creation by the employer of a joint pay equity committee;
- a law that creates an independent organization to implement and oversee the application of the law;
- a law that includes a two-year preparation period, directed to both employers and employees, during which an education campaign would be conducted on the terms to be respected in implementing pay equity.

As part of its activities for International Women's Day, the Coalition for Pay Equity also requested individual meetings with all ministers of the New Brunswick government. The following ministers accepted to meet with the Coalition:

- Minister Rose-May Poirier (Human Resources Bureau);
- Minister Madeleine Dubé (Education);
- Minister Brenda Fowlie (Environment and Local Governments);
- Minister Elvy Robichaud (Health)

These meetings advocated for the need for pay equity legislation in our province's private and public sectors.

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## POLITICAL SCENE

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### ***Post-Election Context***

In the June 9, 2003 elections, the Conservative Party won 28 seats of the Legislative Assembly, the Liberal Party 26 seats and the New Democratic Party (NDP) 1 seat. In the fall, the Liberal party lost one seat following the announcement of MLA Bernard Richard that he would leave political life to assume the responsibilities of New Brunswick Ombudsman. As a result, the conservative government currently has a majority of two seats in the Legislative Assembly (one of them being the Speaker of the Legislative Assembly), which leaves the two opposition parties with a strong voice.

With regards to pay equity, the three political parties have maintained the positions stated in their electoral platforms. Since the release of the Final Report of the Wage Gap Roundtable on December 5, 2003, the Conservative party has consistently expressed its commitment to implementing the recommendations of Wage Gap Roundtable. Therefore, the conservative government is not considering, at this point in time, the option of enacting pay equity legislation. Rather, it favours an educational approach, relying for the next five years on employers' good will to implement pay equity. It is expected that the conservative government will develop a Five-Year Wage Gap Action Plan within this coming year.

The Liberal Party is officially committed to enact pay equity legislation in all parts of the public sector, and, in a second phase, to bring together all stakeholders with the goal of extending pay equity to the private sector through legislation. In March 2004, the Liberal Party issued a press release congratulating the Coalition for its work on a draft proposal of Pay Equity Legislation that would apply to both the private and the public sector. On March 17, 2004, the leader of the Liberal Party Shawn Graham also



participated in a Forum on women and politics in Fredericton during which he stated the importance of legislating pay equity in the private and public sectors. In the course of the year 2003-2004, the Coalition for Pay Equity lobbied the Liberal Party so that it would broaden its electoral platform position by clearly endorsing the principle that pay equity legislation should apply simultaneously to both the private and public sectors. A public statement revising and broadening the party's official pay equity position has yet to come.

The NDP fully endorses proactive pay equity legislation for the public and private sectors. The NDP leader Elizabeth Weir reiterated her support for pay equity legislation in a member's statements made at the Legislative Assembly on December 10, 2003 and May 6, 2004.

### ***Release of the Federal Pay Equity Task Force Report***

The Pay Equity Task Force was established on June 19, 2001, to undertake a complete review of the federal pay equity legislation. The Pay Equity Task Force has the mandate to "make recommendations as necessary and appropriate to clarify the way in which pay equity should be implemented in a modern society." Based on extensive research and over 55 submissions received from interested parties across Canada, the Task Force released its final report on May 5, 2004.

The core pay equity principles that the Coalition promotes match some of the key recommendations of the report. The report recommends, among other things:

- the enactment of a stand-alone proactive pay equity legislation that would cover as many employees as possible in the private and public sectors.
- the enactment of a legislation which includes provision for the maintenance of pay equity and the involvement of unionized and non-unionized workers in the process of achieving pay equity.
- the establishment of a specialized agency to oversee the administration and interpretation of the new pay equity legislation.

In partnership with the Ottawa based National Association of Women and the Law (NAWL), the Quebec based Centre d'intervention pour l'accès des femmes au travail (CIAFT) and the Prince Edward Island based Women's Network PEI, the Coalition for Pay Equity issued a joint press release welcoming the recommendations put forward in the final report of the Pay Equity Task Force. The release of this report is very timely as the New Brunswick government is now in the position of taking into consideration the

Pay Equity Task Force's recommendations when developing a Five-Year Wage Gap Action Plan for New Brunswick.

## DRAFTING PAY EQUITY LEGISLATION

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On the occasion of its Annual General Meeting (May 15, 2004), the Coalition for Pay Equity presented to its membership the final draft version of proposed Pay Equity Legislation for New Brunswick. The proposed Pay Equity Legislation is based on the following six core principles, which are considered to be minimal requirements that New Brunswick Pay Equity Legislation has to meet:

1. **A pro-active law**, that is, a law under which employers are obligated to provide pay equity within their company and to show that they have complied with the requirements of the law. A law is said to be pro-active, rather than reactive, when implementation does not require the filing of complaints by employees.
2. **An inclusive law**, that is, a law to which all employers must comply, thus enabling all full-time and part-time employees in both the private and the public sectors to exercise their right to equal pay for work of equal value.
3. **A law that provides for the maintenance of pay equity**, that is, a law that makes employers clearly responsible for the long-term maintenance of pay equity.
4. **A law that ensures that employees are involved** in the efforts to attain pay equity, by requiring the employer to create a joint committee for pay equity where employees, certified associations and the employer are represented. The committee for pay equity would be responsible for implementing and maintaining the pay equity program.
5. **A law that would provide for a two-year preparation period** during which an educational campaign on the means of pay equity implementation (job evaluation and salary adjustments) would be directed at employers and employees. This preparation period would begin immediately after the adoption of pay equity legislation.
6. **A law that is implemented by an independent organization**, that is, a law whose enforcement and implementation is facilitated and monitored by a Commission on Pay Equity especially created to do so. This

Commission will be provided with sufficient financial and human resources and vested powers to fulfil its mandate.

Through the successful completion of this project, the Coalition for Pay Equity developed its expertise on the issue of pay equity and its knowledge of existing legislations in the provinces of Quebec and Ontario. The Pay Equity Legislation also provides an excellent education and mobilization tool based on which the enabling the Coalition to actively promote the six core pay equity principles. Finally, the Coalition for Pay Equity has a concrete proposal for the government.

## **AWARENESS & COMMUNICATION ACTIVITIES**

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### ***Presentations***

This year, the Coalition for Pay Equity gave more 25 presentations, reaching over 800 persons. The presentations targeted women's organizations and workers organizations. As a result of these presentations, the following organizations joined the Coalition for Pay Equity:

- Fédération d'alphabétisation de Nouveau-Brunswick
- Association francophone des municipalités du Nouveau-Brunswick
- New Brunswick Nurses Union
- New Brunswick Teachers' Federation (NBTF)

### ***Media Coverage***

The Coalition for Pay Equity and the issue of pay equity appeared in the media 168 times between March 31, 2003 and April 1<sup>st</sup>, 2004. The Coalition for Pay Equity issued 15 press releases in 2003-2004.

## **STANDING COMMITTEES REPORTS**

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### ***Mobilization Committee***

*Members: Madeleine Delaney-Leblanc, Huberte Gautreau and Louise Winchester.*

Based on the results of the Coalition's strategic planning process, the Mobilization Committee identified potential partner organizations and a mobilization strategy for the regional committees.

## **Communication Committee**

*Members: Denyse Mazerolle, Marilyn MacCormack, Cynthia Kirkby, Valerie Roy, Annie Maltais, Madeleine Delaney-Leblanc.*

The Communication Committee reviewed the Lobbying Kits and suggested changes and up-dates. It also reviewed and commented on most of the Coalition's press releases.

## **Research Committee**

*Member: Joan MacFarland*

The Research Committee has been inactive this year as the Coalition has not been involved in any major research projects.

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# **REGIONAL COMMITTEES REPORTS**

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## **Bathurst**

*Members: Simone Savoie (president), Marie-Ange Bertin, Sister Hectorine Boudreau, Sister Laurina Cormier, Chantal Gallant, Anne-Marie Gammon, Sister Adèle Morin, Jacqueline Savard, Marcelle Mersereau, Nathalie Boivin, Adrienne Devos, Charline Vautour.*

Activities ► On the Occasion of Pay Equity Day, November 27, 2003, the Bathurst Committee visited the following MLAs: Frank Branch (Bathurst), Brian Kenny (Bathurst), Roland Haché (Petit Rocher). The Committee President, Simone Savoie, also gave radio interviews during which she presented the MLAs positions on pay equity.

The Committee members also participated in International Women's Day activities in their region. Simone Savoie and Anne-Marie Gammon announced that the Coalition's proposed Pay Equity Legislation was nearly completed and they also discussed the importance of pay equity legislation in relation to the current political context. Both of them were interviewed by the Acadie Nouvelle at the end of March to comment on the Maritime Provinces Higher Education Commission findings, in particular: female university graduates earn only 84% of the hourly wages earned by their male counterparts.

## **Fredericton**

Members: Wendy Johnston, Marylea MacDonald, Joan McFarland, Nancy Janovicek, Bob Stranach, Marilee Reimer, Elizabeth Blaney, Margaret Conrad, Deborah Doherty, Lynda Erickson, Carol Ferguson, Lyndsey Gallant, Jennie Hornosty, Linda Kealey, Bev Lemire, Monica O'Donnell, Adele Mueller, Roxanna Reeves, Marilyn Reimer, Emma Robichaud, Heather Steele, Janet Stoppard, and Sharon Weaver

Activities ► The Central committee grew this year. We are excited by the fact that many young women have joined the committee. They learned about the committee doing research for their courses and through the Coalition's promotion of Pay Equity Day.

On Pay Equity Day, members of the central committee and CUPE presented Minister Margaret Ann Blaney with an invoice for the wages New Brunswick women lost because of salary discrimination. The event received good coverage from the media.

In January, the STU/UNB Women's collective approached the Coalition for information about pay equity. Nancy Janovicek made a presentation to the group about the Coalition's work. The collective organized a Pay Equity Bake Sale. Men paid full price for baked goods, and women paid 20% less; the difference in the prices represented the wage gap in New Brunswick. The event raised university women's awareness of the wage gap and attracted positive media attention. The collective donated the proceeds of the event (\$180) to Grace House, an emergency shelter for women in Fredericton.

In February, the committee organized a potluck to increase the committee membership. Each member invited friends interested in pay equity. Twenty women attended the event, and eleven women joined the Coalition.

In February and March, members of the Fredericton committee presented the Coalition's position to the following Ministers: Bradley Green, Elizabeth Fowlie, Madelaine Dubé, and Rose-May Poirier.

## **Kent**

Members: Julia Maillet (president), Rose Richard, Margot Boucher, Ginette Gallant, Aline Richard, Alma Richard, Régina Cormier.

Activities ► The Kent Committee lobbied Liberal Party leader Shawn Graham as part of the Coalition's activities for Pay Equity Day, November 27, 2003. Committee members also discussed the issue of pay equity at an informal meeting with Minister Rose-May Poirier. At meeting organized in the region on International Women's Day, March 8, 2004, committee members talked about pay equity and women's poverty.

## **Miramichi**

*Members: Patty Daley, Christine Augustine, Krista Martin, Dwayne Hancock, Sandra Finnegan, Judy Adams, Heather Harvey, Patty Deitch.*

Activités ► The Miramichi Committee à rencontré les députés John Foran et Michael Malley lors de la Journée de l'équité salariale. Les représentantes du Comité ont également obtenu des entrevues auprès de journaux et radio de la région. Une présentation aux membres de la section locale du syndicat des infirmières a également été faite.

## **North-West**

Members : Denyse Mazerolle (president), Louise Winchester, Cécile Nadeau, Paryse Lapointe, Edith Bourget, Lise Levesque, Huguette Roussel, Cécile Nadeau, Anne Roussel, Lucienne Bellavance, Claudette Thériault, Janet Kennedy, Sylvie Lavoie, Sister Jacqueline Poirier, Geneviève Emedi.

Activities ► Our committee has been quite active again this year. Here is a summary of activities since the 2003 annual meeting.

The Round Table on Pay Equity made headlines in December when its report was released. The provincial Coalition presented a dissenting report because we are still committed to the mission of the Coalition – pay equity legislation.

Doris Cuffley, a member of our committee, assisted by her office technology students, agreed to prepare a pamphlet explaining pay equity based on the Coalition's documents. This document (in French and English) is used during our lobbying activities and also serves as a concise document explaining pay equity.

The Coalition for Pay Equity North-West Region committee decided to target groups first, making a one- to two-hour presentation on pay equity to their executives and then getting invited to their group for a more in-depth presentation. REFAM (Réseau des femmes en affaires du Madawaska) was contacted and we gave them our presentation. Unfortunately, these businesswomen do not support pay equity.

Pay Equity Day: After November 27, 2003, women in New Brunswick were working for nothing because of inequity in salaries. This year, we did something very interesting: we presented the government with an invoice. In our region, Louise Guerrette Winchester and Denyse Mazerolle presented an invoice to Ministers Madeleine Dubé and Jeannot Volpé. Ms. Dubé fully understands the concept of pay equity but we are convinced that some MLAs have more problems with the concept. We were able to talk to them about pay equity and present them with a n invoice for almost \$400 million showing that after November 27, 2003, women were working for nothing. We

explained how this missing money affects the regional economy. The news media were notified and we got coverage on Info Weekend and in l'Acadie Nouvelle.

Pre-budget consultations (February 2, 2004 - Edmundston) – The Coalition for Pay Equity committee participated in the consultations and presented a three-minute report (the time allotted for each intervention). We tried to show the connection between poverty (pay equity) and health.

The Common Front for Social Justice met on February 13, 2004 – The CFSJ's Madawaska section supports pay equity and considers it to be a priority. Louise Guerrette Winchester and Denyse Mazerolle were at this meeting, which brings together people from different organizations like RADO, the Women's Institute, the Conseil du travail d'Edmundston et région, the Fédération des aînés-es, mental health, the social workers' association, etc.

Escale Madavic Dinner, February 20, 2003 – On behalf of the Coalition for Pay Equity North-West Region committee, three Coalition members participated in the Escale Madavic's Annual Dinner. This is a transition house for abused women. Minister Margaret Ann Blaney attended the benefit dinner. She spoke about violence, health and pay equity. Members took advantage of the chance to chat with her about pay equity. The Coalition continues to speak out against the Round Table report, which proposes giving businesses a five-year period to voluntarily introduce pay equity into the workplace.

International Women's Day, March 8, 2004 – The committee on the status of women of the Université de Moncton's Edmundston Campus prepared an activity for Wednesday, March 11. Denyse Mazerolle and Margot Albert presented a sketch on the status of women in the Pavillon Louis A. Lebel.

### ***Restigouche***

Members: Marilyn MacCormack, Stacie MacCormack, Katie Oakes, Therese T. Philippe, Joel Hickey, Cecila Hickey.

Activities ➤ A Committee of the Coalition for Pay Equity is set up in Restigouche East. The Committee members participated in Pay Equity Day activities. On November 27, 2003, Members of the Restigouche Committee joined the Fredericton Committee and handed a 387 million dollars invoice to Minister Margaret Ann Blaney. The following week, the Committee also met regional MLAs Ray Boudreau and Donald Arsenault. These two MLAs received the 387 million dollars' invoice and had the opportunity to state their respective position on pay equity.

Members of the Restigouche Committee also established a Pay Equity Committee with Provincial Local (Cupe Local 2745). The Committee President

gave interviews to newspapers on the occasion on International Women's Day and on the occasion of the release of the Coalition's pay equity independent recommendations. Members of the Restigouche Committee also participated in the pre-budget consultations and spoke about the importance of Pay Equity Legislation in New Brunswick.