

New Brunswick Coalition for Pay Equity

ANNUAL REPORT
2001-2002



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Supporters in 2001-2002

We wish to thank Status of Women Canada, who believed in the Coalition for Pay Equity and provided financial and moral support throughout the year.

We wish to thank the following organizations for their financial and technical help:

Canada Place, Moncton
Canada World Youth
Easter Seals-March of Dimes and Volnet
Human Resources Development Canada
Intergovernmental Affairs New Brunswick
New Brunswick Advisory Council on the Status of Women
New Brunswick Federation of Labour
Pro bono program, Faculty of Law, Université de Moncton
School of Social Work, Université de Moncton
Training and Employment Development New Brunswick

<p>Pay equity is equal pay for work of equal or comparable value.</p>

Message from the Chair

The Coalition's ultimate objective is a law that will give women in New Brunswick the right to fair and equitable pay. Although the Coalition has not yet attained its goal, it has put the problem of unfair pay for women on the public agenda. Today, the concept of pay equity is on everyone's lips, although it isn't always used correctly. Talking about it and demanding fair pay for all women has produced a level of discomfort that can no longer be ignored. Governments of all political stamps know that sooner or later they will have to recognize that a society cannot tolerate discrimination against half its population if it wants to keep its place among democracies. Unfortunately, systematic injustice toward women still exists, and only an intense and unrelenting fight by activists will change it.

As was the case with women's struggle to be recognized as persons and to get the vote at the beginning of the 20th century, it seems that the fight for a law against pay inequity will be long and hard. Our political leaders tell us that adding another constraint to the rules of the marketplace could slow the province's economic progress. So women are paying for the money saved by our businesses and governments. Today's leaders have made the political choice to give businesspeople free rein to decide who will profit from economic surpluses without any regard for the welfare of half the population.

Despite the Coalition's youth, we have become one of the main organizations fighting for women's rights in the labour market. Obligated to react to the motion presented to the Legislature by the Liberal Party, the government found it wise to consult the Coalition when setting up a three-party committee to study the question of pay equity.

But a fight of this scope is impossible without the cooperation of all the women and all the organizations who are major stakeholders with our governments. We invite each of you to continue to make those around you aware of the situation and to invite them to join together to call for the law which we believe will be the most effective tool to correct inequities. The Coalition wishes to thank the women and organizations already participating fully in these efforts, such as the Advisory Council on the Status of Women, the New Brunswick Federation of Labour, the unions and the Common Front for Social Justice.

Annual Meetings exist to bring us up to date on the past and to redirect the future. During the past year, we focussed on the two approaches proposed in the working plan presented at our first Annual General Meeting - lobbying our MLAs and mobilizing people to fight for pay equity. Today, we have to analyze objectively the effectiveness of these two strategies and our actions to date, and think carefully about the best ways of pursuing our mission and reaching our objective.

Huberte Gautreau, Chair

Message from the coordinator

We have just completed a busy year. The Coalition has come a long way with its new name and logo. We can say it has developed its own identity.

Excellent media coverage, debates at the Legislative Assembly, a show of support throughout the province, active Regional Committees and a conference which brought together pay equity specialists from many provinces of Canada, all contributed to make pay equity a subject of current debate in New Brunswick.

In 2001-2002, our activities were concentrated on raising awareness among our MLAs, media relations, the establishment of new partnerships, training and support for the Regional Committees, as well as communications with our members. The Coalition's Standing Committees provided good leadership for our efforts in these different undertakings. Five temporary employees and many volunteers helped us complete our projects.

With the provincial elections coming up soon, the Coalition has a lot of work to do. Let's make pay equity an election issue. After all, it is a question of justice and fairness!

Johanne Perron, coordinator

Who are we?

The Coalition is a group of New Brunswick organizations and individuals devoted to lobbying the provincial government for pay equity legislation covering all sectors of activity.

The Coalition's objectives are:

- a) to obtain a commitment from the provincial government to extend the current *Pay Equity Act* to entire Public Service and
- b) to ensure that pay equity legislation will include private-sector employers.

Background

Several years ago, the *Fédération des dames d'Acadie* decided to work toward obtaining a law on pay equity in the public and private sectors in New Brunswick. Recognizing the importance of forming a coalition, the *Fédération* founded the *Women's Union for Pay Equity* on May 23, 1998.

In 1999, the World March of Women 2000 Committee decided to set two goals for New Brunswick: pay equity and the elimination of violence against women. The March Committee joined forces with the Women's Union for Pay Equity. On October 13, 2000, representatives of the March Committee and the Women's Union presented the New Brunswick government with a petition carrying almost 30,000 signatures and a social solidarity contract signed by 74 organizations representing over 65,000 persons.

At its first AGM on June 16, 2001, the Union restructured itself and adopted the name *Coalition for Pay Equity*. Since then, the Coalition has continued its awareness and lobbying activities.

Board of Directors

Huberte Gautreau, *Chair*
Wendy Robbins, *Anglophone Vice-Chair*
Florence Dugas, *Francophone Vice-Chair*
Chantal Abord-Hugon, *Secretary-Treasurer*
Docile Cormier, *East Representative*
Wendy Johnston, *Centre Representative*
Denyse Mazerolle, *North-West Representative*
Odette Robichaud, *North-East Representative*
Cathy Rogers, Valerie Roy, *South-East Representatives (shared)*
(The position of South-West Representative remained vacant.)

Volunteers in 2001-2002

The pay equity cause has clearly only been able to make so much progress in such a short time in New Brunswick because of the many hours put in by its volunteers. In 2001-2002, they logged over 3,000 hours, representing nearly \$130,000.

We must applaud the hard work, commitment and dynamism of Sister Auréa Cormier, Huberte Gautreau and the other Board members. We wish to acknowledge all the work accomplished by all the volunteers involved in regional committees. We are also grateful to Louise Aucoin, who came up with the idea of organizing the conference *Achieving Pay Equity: Why and How?* and who worked so hard on it; Éliane Befekadu, who used her organizational talents to use in our Documentation Centre; Alicia Borroto Leiseca and Laura Ball, Canada World Youth participants, who now know everything there is to know about photocopying and mail-outs (!); Hélène Godin, social work intern, who organized two training sessions for the regional committees in record time; as well as Louise Caissie and Christine Cyr, law students, who researched existing pay equity laws as part of the pro bono program.



Let us also acknowledge the following persons: Michelle Aubin, Michèle Caron, Audrey Colpitts, Madeleine Delaney-Leblanc, Louise Gagnon, Corinne Gallant, Anne-Marie Gammon, Thérèse Gautreau, Rose-Aimée Haché, and Irene Khor. They all shared their time and talents to advance the cause of pay equity. The list is long. Any omission is merely an error, and we apologize.

Members

The Coalition now has 122 members, 16 of which are organizational members.

Chantal Abord-Hugon	Madeleine Delaney-LeBlanc	Wendy Johnston	Lucia Poirier
Roberta Allain	Rachelle Diotte	Irene Kohr	Céline Poitras
Michelle Aubin	Claire Doiron	Michèle L. Caron	Simone Rainville
Louise Aucoin	Nadia Doiron	Cathy L. Rogers	Marilee Reimer
Jean-Claude Basque	Daniel Doucet	Magella Landry	Noëlla Richard
Pauline Bastarache	Anne-Marie Driscoll	Della Leblanc	Alma Richard
Eliane Befekadu	Florence Dugas	Joyce Leblanc	Laurianne Richard
Claudette Beland	Léola Dugas Béchar	Rose-Marie LeBlanc	France Ritchie
Nancy Benoît	Marie-Claire Dugas	Simonne LeBlanc	Wendy Robbins
Marie Bernard	Isabelle Dugas	Yvonne LeBlanc	Odette Robichaud
Marie-Ange Bertin	Romain Landry	Tammy Lee Greer	Anne Roussel
Sr Hectorine Boudreau	Jeannine Landry	Marguerite Léger	Marie-Anne Saucier
Marguerite Boucher	Marilyne Ferguson-Mallet	Marie-Josée Légère	Jacqueline Savard
Suzanne Bourassa Thériault	Georgette Ferlatte	Lise Lévesque	Simone Savoie
Jeanne Bourgeois	Monique Friedel	Nancy MacBain	Yolande Savoie
Nora Bourque	Louise Gagnon	Marylea MacDonald	Martine Savoie Thériault
Gilles Bourque	Anne Gallagher	Phyllis MacLean	Lisette Schofield
Charline Bourque	Pat Gallagher-Jetté	Marie-Stella Maillet	Juliette Sippley
Charlie Breau	Chantale Gallant	Julia Maillet	Cyrille Sippley
Yvonne Chiasson	Lina Gallant	Claire Mallet	Paulette Sonier Rioux
Jacqueline Collette	Léozé Gallant	Denyse Mazerolle	Christiane St-Pierre
Audrey Colpitts	France Gallant	Joan McFarland	Suzanne Tarte-Poussart
Auréa Cormier	Honoré Gautreau	Gail McKibbin	Marie Thébeau
Claudette Cormier	Huberte Gautreau	Nilah McLean	Colette Thériault
Docile Cormier	Thérèse Gautreau	Marion Mintis	Cynthia Thibodeau
Delphine Cormier	Hélène Godin	Sr Adèle Morin	Charline Vautour
Sr Laurina Cormier	Alice Guérette-Breau	Jean-Marie Nadeau	Helen Warren
Rachel Cyr	Barbara Guy	Beth Paynter	Anne Wery
Marie-Mae Cyr	Rose-Aimée Haché	France Pitre	Louise Winchester
Stella d'Entremont	Nancy Hartling	Jeannette Pitre	
Patty Daley	Lydia Jaillet	Jacqueline Poirier	

Employees in 2001-2002

Johanne Perron coordinated the Coalition for Pay Equity in 2001-2002. Five temporary employees helped her this year: Nadia Doiron, Hélène Godin, Mélanie Labrie, Louise Gagnon, Marie-Claire Dugas.



Events in 2001-2002

Founding meeting, June 16, 2001, in Miramichi. Approximately 65 persons participated. The Women's Union for Pay Equity became the *Coalition for Pay Equity* and adopted its bylaws.

Launch of the new logo, Internet site and programming for 2001-2002, October 10, 2001, Canada Place, Moncton.

Unveiling of the commemorative art work for the New Brunswick World March of Women 2000 Committee, *Give me space*, by Marie Ulmer and Diana LeBlanc, October 17, 2001, Canada Place, Moncton. The issue of pay equity legislation was raised before the Minister responsible for the Status of Women, Margaret Ann Blaney.

Launch of Pay Equity Day, November 28, 2001. The Coalition decided to mark pay inequity in New Brunswick, so it launched Pay Equity Day. This year, it is estimated that women's work is only paid at 90% of its value. This represents a loss of more than a month's pay. November 28 marks the day when women begin to work for "free" for their employers.

Conference *Achieving Pay Equity: Why and How?* at the Faculty of Law at the Université de Moncton, February 16, 2002. The Coalition for Pay Equity partnered with the Faculty of Law of the Université de Moncton and the Canadian Bar Association to organize the conference *Achieving Pay Equity: Why and How?* Distinguished speakers participated, and over 130 persons were registered at the conference.



Achievements

Raising the awareness of MLAs

A lobbying strategy was developed for this year. A letter-writing campaign to MLAs was very successful this fall. Coalition representatives - including regional committees - met with several MLAs, including the Minister responsible for the Status of Women in NB, and the leaders of both opposition parties.

In the fall of 2001, the provincial Progressive Conservative Women's Association passed a resolution in favor of pay equity legislation at its Annual General Meeting. The executive committee of the Liberal Women's Association of NB recently adopted a similar resolution.

For the first time in years, the question of pay equity was brought up in the Legislature. Bernard Richard, Leader of the Official Opposition, brought a motion calling for the *Pay Equity Act* to be extended to the whole civil service and asking the government to prepare a white paper on pay equity in the private sector. This motion is still being debated in the Legislature.

Meanwhile, at the suggestion of Premier Bernard Lord, Minister Margaret Ann Blaney publicly announced her intention to establish a three-party committee of the Legislature to study the question of pay equity. She is continuing her efforts toward this goal.

Media coverage

This year, 150 articles, interviews and news bulletins dealt with the Coalition for Pay Equity and/or the question of pay equity. There were also several editorials in support of a pay equity act.

Presentations

A total of 23 presentations on pay equity have reached 750 people from different sectors in the province: women's groups, youth, unions, employers.

Support to our members

An internal newsletter for Coalition members was created: *Between Us*. Our goal is to distribute it about every five weeks. A pay equity documentation centre is also almost ready.



Committee Reports

Action Committee

Members: *Huberte Gautreau (Chair), Michelle Aubin, Auréa Cormier, Hélène Godin*

The Action Committee gave priority to setting up regional committees and providing them with information, training and assistance.

In 2000-2001, there were numerous contacts with women throughout the province to form regional committees. We need to work harder to recruit Anglophone members. After many unsuccessful attempts, we decided to await the appointment of Representatives to the Advisory Council on the Status of Women so that they can support us.

The Coalition now has four regional committees: Bathurst, Edmundston, Fredericton and Kent. To support the regional committees, Coalition members met with them to discuss their role. Two training sessions were offered in the fall, with excellent resource persons: Louise Aucoin, Madeleine Delaney-Leblanc, Huberte Gautreau, Deborah Melanson-Hébert and Lise Thibodeau.

We contacted various unions to tell them about pay equity and ask for their support. Coalition representation is assured on the joint committee for pay equity with the New Brunswick Federation of Labour (NBFL). Finally, to get a better idea of the pay equity situation, the committee surveyed 10 employers in the fisheries sector.

Communications Committee

Members : *Chantal Abord-Hugon (Chair), Simone Rainville, Huberte Gautreau*

The Communications Committee has worked towards the development of communication tools as outlined in the Communications Plan: Web Site, internal newsletter *Between Us*, Membership Application Form, Members' kit, Press kit, Workbook for Regional Committees (this workbook was translated into English by Wendy Johnston).

Moreover, through efforts including the unveiling of the new logo, Web site and programme of the Coalition as well as the launching of Pay Equity Day, the Conference *Achieving Pay Equity: Why and How?*, and International Women's Day, the Committee has ensured the visibility of the Coalition in the media.

The Committee is now working on revising and updating the Communications Plan.

Research Committee

Members: *Wendy Robbins (Chair of the Committee), Auréa Cormier, Huberte Gautreau, Joan McFarland, Guylaine Poissant*

This year, the Committee's work centered mainly on two projects: a study of the impact of pay equity and action research.

The Committee has made several contacts to obtain financing for the impact of pay equity project. However, to date, it has not obtained any commitment from the provincial government. Huberte Gautreau and Auréa Cormier have met with an economist, Ronald Coleman, to develop the terms of reference for this research.

For the action research, the Committee has gathered specific information on working conditions and salaries for men and women in the province and in the rest of the country. From these data, the Committee has selected the main employment sectors targeted by the research. Furthermore, the Committee has identified and adapted a questionnaire aiming to measure the perceptions women have of their work conditions compared to their male colleagues. Since action research must involve the people at the grassroots level to address the fundamental subject and objectives of the research, the Research Committee has decided to incorporate the input of Coalition members in refining the questionnaire.

The attitudes of employers towards pay equity and the possibility of doing research as the need arises are among other topics of concern for the Research Committee.

Regional Committees

The Regional Committees have been instrumental in the letter-writing campaign and contacts with our MLAs, last fall. They also contributed to raising the awareness of the population and organized events on International Women's Day, March 8. Their activities are detailed in this section.

Bathurst

In the fall, the Bathurst Committee participated very actively in the letter-writing campaign addressed to the MLAs. Over 300 letters were sent to the region's MLA's and to many Ministers. Some letters were even sent to all the MLAs and Ministers !

Moreover, the committee members met with their region's MLA's, especially Marcelle Mersereau, the Bathurst MLA. Three members of the committee also attended the debate on pay equity at the Legislative Assembly, December 2001.

The members of the Committee did a lot of work on public awareness. They organized four kitchen table meetings in the fall. They offered presentations on pay equity to two women's organizations of the region and held a kiosk on pay equity March 8.

Fredericton

The members of the Fredericton Regional Committee met at the first annual AGM and soon after, held a first meeting in Fredericton. In October and December 2001, Suzanne Bourassa-Thériault gave presentations to the board of directors and the members of the local Dames d'Acadie group she belongs to. Committee members were involved in the fall 2001 letter-writing campaign to the MLAs. Some Committee members also joined Coalition supporters from other regions of the province in the Legislative Assembly in December 2001 and April 2002 for the debates on the pay equity motion. Joan McFarland organized a well-attended public talk by Huberte Gautreau at Saint Thomas University in January 2002 and also welcomed Huberte as a guest speaker in one of her classes. These events at STU stimulated interest among the young and not so young who attended and gave rise to a lively discussion of the problem of pay injustices.

Some efforts were made using personal networks and various activities to recruit new members, with the aim of making our committee more representative of the region's diversity. Recognizing the need to reach anglophone women beyond the university milieu, Marylea MacDonald and Wendy Johnston got together for a brainstorming session in late 2001 to identify women's groups that should be targeted. This work will be pursued in 2002-2003.

Kent

Thanks to the efforts of the Kent Committee, more than 200 letters were sent to the regional MLAs. A few Committee members also attended the pay equity debate in the Legislative Assembly on December 13, 2001.

On International Women's Day, a great effort towards public awareness made it possible to reach about 150 women in three different localities. Four presentations on pay equity were given : one in St-Antoine, one in Rogersville and two in Richibouctou (breakfast and supper). On March 8, the programme "Parfum d'aujourd'hui" of Radio-Canada was broadcast live at the Richibouctou breakfast and the question of pay equity was also raised.

Northwest

The Northwest Committee sent letters to their MLAs. Members noticed that Percy Mockler was the only one who replied stating that he would transmit their letters to the Minister of Labor. The letter received from the Minister was the usual form letter. Madeleine Dubé never acknowledged their letters. However, members of the Committee will meet with her April 15.

Formerly known as the March Committee, the Committee held a press conference on March 8, International Women's Day, to announce their new name : Coalition for Pay Equity, Northwest region. The Committee also officially launched a recruitment campaign. Since then, they have



gained some new members.

Income Statement

April 1, 2001 to March 31, 2002

INCOME

Subsidies	\$ 48,571.38
Donations	2,901.95
Membership fees	885.00
Conference registration fees	4,725.00
Other	672.08
Interests	<u>171.35</u>
TOTAL REVENUE	\$ 57,926.76

EXPENSE

Salaries and employer's contribution	\$ 51,905.89
Accounting	429.99
Office supplies and photocopies	2,005.29
Promotional material	3,839.70
Postage, telephone, fax, Internet	2,366.47
Rent	3,150.00
Translation	2,891.49
Honorariums	915.99
Travel	10,168.91
Interest and bank charges	132.20
Miscellaneous	<u>1,350.91</u>
TOTAL EXPENSE	\$ 79,156.84

REVENUE INCOME \$ -21,230.08

Balance Sheet

March 31, 2002

ASSETS

Petty cash	\$ 100.00
Bank account	1,875.17
HST receivable	1,133.18
Investment term deposits	<u>35,000.00</u>
TOTAL current assets	\$ 38,108.35

LIABILITIES

Vacation payable	\$ 1,352.40
Subsidies received in advance	<u>38,070.66</u>
TOTAL LIABILITIES	\$ 39,423.06

EQUITY

Retained earnings - previous year	\$ 19,915.37
Current year (2001-2002)	<u>-21,230.08</u>
TOTAL EQUITY	\$ - 1,314.71

LIABILITIES AND EQUITY

\$ 38,108.35