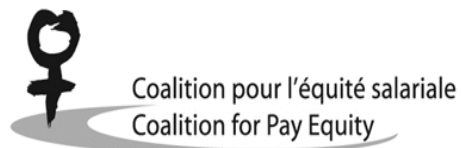


# **NEW BRUNSWICK COALITION FOR PAY EQUITY**

Annual Report  
2002-2003



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## **SUPPORTERS IN 2002**

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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 support provided by New Brunswick Law Foundation.

We wish to thank the following organizations for their financial support:

Confédération des Syndicats Nationaux (CSN)  
Canadian Labour Congress  
Heritage Canada  
Human Resources Development Canada (HRDC)  
New Brunswick Federation of Labour  
Canadian Union of Public Employees (CUPE)

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

## MESSAGE FROM THE CHAIR

---

The Coalition for Pay Equity has come a long way since the World March of Women in 2000. Despite what seemed to be impossible obstacles, we have made pay equity into a major political question. From now on, politicians know that they can't avoid the subject and that they will have to deal with it. An election year is obviously the perfect time to influence political positions, and the Coalition's actions were directed toward this goal. Preparing for the election campaign made the past year nerve-wracking, if nothing else. The Progressive Conservative and Liberal Parties' hesitation to pass legislation correcting pay inequities inspired us to all sorts of actions, but the efforts of all the members of the regional committees and the many volunteers have borne fruit. The Liberals promised to pass legislation applicable to all sectors, after consultation with private-sector stakeholders, within four years of gaining power. The Conservatives are waiting for the recommendations of the roundtable before making a decision. Naturally, the New Democratic Party has never hesitated on the question, which it feels to be an important one.

If the Liberal promise to pass legislation protecting all economic sectors naturally raised great enthusiasm among members of the Coalition, they cannot relax their efforts. Indeed, the work of persuasion must intensify to keep pay equity in the forefront and make sure that the election promise isn't forgotten. A government with such a small majority could be favorable to us, and the Coalition will have to act quickly and well.

At the workshop in April, we were able to lay down the principles of pay equity legislation adapted to our reality and likely to protect most women who work in New Brunswick. These principles need to be clear, sellable and fair, as much for those who defend us as for our opponents.

The year 2003-2004 looks like it will be both challenging and full of hope.

Huberte Gautreau, Chair

## MESSAGE FROM THE COORDINATOR

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In this election year, the Coalition has been very active. The emphasis was on communication activities, some of which were great media successes, such as our bread and roses, Christmas card and postcard campaigns. A goodly number of presentations throughout the province served to strengthen our message. Our partners helped increase the visibility of pay equity. For instance, the Advisory Council on the Status of Women (ACSW) campaigned against the wage gap and mentioned pay equity in their media activities. The NB Federation of Labour and the *Common Front for Social Justice* also collaborated with us. The NBFL even joined with the Coalition for the postcard campaign.

This year, all over the province, women and men got involved in our education campaigns. We welcomed participation from Miramichi, the Restigouche and the Peninsula, where regional committees were formed for the election campaign. We will soon need a regional committee in Saint John, but in the meantime we have been able to count on allies in the region for our campaigns.

The election campaign required a lot of work and, on several occasions, rapid reflexes. However, we can say that our efforts throughout the year to raise candidates' awareness bore fruit. The three parties made statements on pay equity during the election campaign. The NDP and the Liberals came out in favor of legislation for the public and private sectors. The election results are a good omen that we will be able to advance our cause. We can profit from our strong media presence over the past few years. We now have seven regional committees, allies in both linguistic communities and established partnerships with other groups in the province.

A great deal of behind-the-scenes work has been done toward establishing the principles that should underlie any pay equity legislation in New Brunswick, with the goal of drafting a bill that would meet our expectations. This exacting work is essential if we want to progress and will give us very useful education and lobbying tools.

Our challenges in the next year will be to set up new regional committees, consolidate the existing ones, broaden our support, develop and carry out a communication plan suited to the new political situation, maintain contact with elected officials, continue our work on establishing the principles of pay equity legislation and improve our knowledge of job evaluation. It's going to be an interesting year...

Johanne Perron, Coordinator

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## WHO ARE WE?

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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:

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

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## BACKGROUND

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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.

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## BOARD

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Huberte Gautreau, *Chair*

Wendy Robbins, *Anglophone Vice-Chair*

Odette Robichaud, *Francophone Vice-Chair*

Christine Robichaud, *Secretary-Treasurer*

Docile Cormier, *representative of the East geographical region*

Wendy Johnston, *representative of the Central geographical region*

Denyse Mazerolle, *representative of the North-West geographical region*

Valerie Roy, *representative of the South-East geographical region*

Simone Savoie, *representative of the North-East geographical region*

Sharon Thompson, *representative of the South-West geographical region*

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## VOLUNTEERS

This year, the Coalition has been even more dependent on hours of volunteer help. Several persons became involved in the Coalition's standing committees and regional committees.

Outside these committees, we wish to highlight the extraordinary job done by: Marylea MacDonald, who represents us with such wisdom on the roundtable on the wage gap; Simone Rainville, who keeps a sharp eye on all our documents; Michèle Caron and Louise Aucoin, who put their expertise to work for the advisory committee on preparing pay equity legislation; Anne Wery, who has created for us a data base worthy of the largest company; Pat Hay, Kathryn Stewart and Marilyn MacCormack who organized the bread and roses campaign in their respective regions despite the lack of a regional committee; Corinne Gallant, who translated several documents; Nancy Pelletier, student in information and communication at the Université de Moncton, who displayed her skills during her 200-hour internship with us; Thérèse Gautreau and Irene Kohr, who often saved the situation at the last minute; Éliane Befekadu, who faithfully maintains our Documentation Centre; Jocelyne Doiron, who contributed her talents as a graphic artist; René Poirier, Philippe Beaulieu, Lynne Surette, Marie-Pierre Valay Nadeau, Rebecca Bulmer, Diane Savoie and Mario Mercier who put the soul into our street theatre; Eileen Robb, who participated in our hiring committees; Louise Gagnon, who burned the midnight oil updating all sorts of lists; Michel Godin, who worked miracles with our computer system; Lise Rodrigue, who helped out at the last minute. 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

Thanks to its recruitment campaign, the Coalition more than doubled its membership. We now have 271 individual members and 28 organizational members.

### ***Individual members:***

Chantal Abord-Hugon  
Margot Albert  
Nadia Ali-Khodja  
Murielle Allain  
Hélène Allain  
Aldona Allain  
Roberta Allain  
Patricia Allen  
Nicole Arsenault  
Michelle Aubin  
Louise Aucoin  
Christine Augustine  
Pierrette Babin  
Rosaline Babineau  
Jean-Claude Basque  
Aurore Basque  
Pauline Bastarache  
Eliane Befekadu  
Lucienne Bellavance

Thérèse Belliveau  
Nadine Belliveau  
Nancy Benoît  
Marie Bernard  
Marie-Ange Bertin  
Alfreda Bérubé  
Rose Bérubé  
Aldoria Blanchard  
Caroline V. Bolduc  
Marguerite Boucher  
Berthe Boudreau  
Hectorine Boudreau  
Céleste Boulay  
Josée Boulay  
Suzanne Bourassa Thériault  
Angela Bourgeois  
Jeanne Bourgeois  
Charlotte Bourgeois  
Blair Bourgeois

Charline Bourque  
Gilles et Nora Bourque  
Catherine Breau  
Charlie Breau  
Gisèle Bujold-Michaud  
Lise Caissie  
Ronald Caissie  
Michèle L. Caron  
Yvonne M. Chiasson  
Yvonne Chiasson  
Pam Coates  
Mary Ann Coleman  
Jacqueline Collette  
Bernice Comeau  
Noreen Cooper  
Irène Cormier  
Auréa Cormier  
Claudette Cormier  
Corinne Cormier



Docile Cormier  
Laurina Cormier  
Laura Cormier  
Doris Cormier  
Aulida Cormier  
Delphine Cormier  
Parise Côté  
Catherine Anne Cummings  
Vye Cyr  
Marie-Mae Cyr  
Rachel Cyr  
Sophie Daigle  
DeeDee Daigle  
Patty Deitch  
Madeleine Delaney-LeBlanc  
Stella d'Entremont  
Isabelle Devos  
Annette Dionne  
Rachelle Diotte  
Claire Doiron  
Hélène Doiron  
Nadia Doiron  
Bridgette Donovan  
Rozelle Dorcas  
Carmen Dorval  
Daniel Doucet  
Emilie Doucet  
Anne-Marie Driscoll  
Angela Drisdelle  
Annette Dubé  
Francine Dufault  
Isabelle Dugas  
Valbert Dugas  
Marie-Claire Dugas  
Corinne Dugas  
Léola Dugas Béchard  
Mariette Duguay  
JoAnne Duguay  
Georgette Ferlatte  
Sandra Finnigan  
Carole Fournier  
Monique Friedel  
Eveline Frigault  
Danielle Gagné  
Louise Gagnon  
Wilma Gagnon  
Anne Gallagher  
Pat Gallagher-Jetté  
Jeanne Mance Gallant  
Lorette Gallant  
Lina Gallant  
France Gallant  
Léozé Gallant  
Linda Gallant  
Chantale Gallant  
Chantal Gaudet  
Bernice Gaudet

Anna Gaudet  
Thérèse Gautreau  
Elizabeth Gautreau  
Honoré Gautreau  
Huberte Gautreau  
Marie-Laure Gauvreau  
Alida Girouard  
Hélène Godin  
Juliette Goguen  
Tammy Lee Greer  
Christiane Grégoire  
Alice Guérette-Breau  
Barbara Guy  
Lauza Haché  
Florida Haché  
Linda Haché  
Pat Hay  
Donna Hicks  
Nancy Janovicek  
Wendy Johnston  
James Kelly  
Iona Kelly  
Murielle King  
Cynthia Kirkby  
Elenor Kiss  
Irene Kohr  
Mélanie Labrie  
Magella Landry  
Bertha Landry  
Phyllis Landry  
Georgette Landry  
Romain et Jeannine Landry  
Nicole Lang  
Paryse LaPointe  
Sylvie Lavoie  
Bernadette LeBlanc  
Doris LeBlanc  
Edith LeBlanc  
Yvonne LeBlanc  
Yvonne LeBlanc  
Susan LeBlanc  
Simonne LeBlanc  
Rose-Marie LeBlanc  
Eva LeBlanc  
Joyce Leblanc  
Lorraine Leblanc  
Yvonne Leblanc  
Carole Leclerc  
Angeline Leger  
Josette Leger  
Odette Leger  
Agnès Léger  
Lauraine Léger  
Florence Léger  
Marguerite Léger  
Raymond Léger  
Marie-Josée Légère

Lorna Levesque  
Lise Lévesque  
Nadine Lipton  
Thérèse Lirette  
Marylea MacDonald  
Phyllis MacLean  
Doris Maillet  
Julia Maillet  
Marie-Stella Maillet  
Noëlla Maillet  
Yvette Maillet  
Claude J. Malenfant  
Claire Mallet  
Rose-Mai Mallet  
Jeannette Marcoux  
Melina Marcoux Roy  
Gisèle Marquis  
Jeannine Martin  
Diane J. Martin  
Paul Martin  
Rodolphe Martin  
Micheline Martin  
Jackie Mathews  
Denyse Mazerolle  
Gaëtanne Mazerolle  
Mavis McCluskey  
Joan McFarland  
Gail McKibbin  
Nilah McLean  
Claudette Melanson  
Lois Merritt  
Marion Mintis  
Sylvie Morin  
Adèle Morin  
Denise Morin-Rice  
Brenda Murphy  
Jean-Marie Nadeau  
Richarde Paquet  
Beth Paynter  
Denise Pellerin  
Nancy Pelletier  
Ginette Petitpas Taylor  
John Pettigrew  
Jeannette Pitre  
France Pitre  
Jacqueline Poirier  
Lucia Poirier  
Céline Poitras  
Margo Prentice  
Berthe Prud'Homme  
Simone Rainville  
Marilee Reimer  
Noëlla Richard  
Thelma Richard  
Alma Richard  
France Ritchie  
Wendy Robbins

Christine Robichaud  
Gracia Robichaud  
Odette Robichaud  
Dawn Robichaud  
Karen Robinson  
Sharon Robinson  
Cathy L. Rogers  
Anne Roussel  
Yvonne Roy  
Hélène Roy  
Muriel K. Roy  
Anne Roy  
Françoise Roy-Mallais  
Marie-Anne Saucier

Jacqueline Savard  
Simone Savoie  
Évangéline Savoie  
Yolande Savoie  
Martine Savoie Thériault  
Jean Berthe Sénéchal  
Linda Silas  
Cyrille et Juliette Sippley  
Bernadette Sirois  
Lorraine Soucy  
Kathryn Stewart  
Marcelle St-Pierre  
Christiane St-Pierre  
Bob Stranach  
Suzanne Tarte-Poussart  
Marie Thébeau

Nathalie Thébeault  
Colette Thériault  
Sharon P. Thompson  
Mario Toussaint  
Mélanie Tremblay  
Rita Vautour  
Charline Vautour  
Brenda Vienneau  
Maurice Violette  
Helen Warren  
Anne Wery  
Louise Winchester

***Organizational members:***

Annabel Gay Women's Institute  
Association acadienne et francophone des aînées et aînés du N.-B.  
Association des employés de l'Université de Moncton  
Association du personnel administratif et professionnel de l'Université de Moncton (APAPUM)  
BCTGM Union Local 406  
Business and Professional Women's Club  
Canadian Labour Congress  
Dames d'Acadie, Cercle de Bathurst  
Dames d'Acadie, Cercle de Shippagan  
Cercle des Dames d'Acadie  
Coalition of Transition Houses  
Canadian Union of Public Employees 2745-3  
CUPE 2745, NBFL Women's Committee  
CUPE Local 813  
CUPW Fundy-105 Women's Committee  
Dames d'Acadie de Caraquet  
Dames d'Acadie de Lamèque  
Enterprise Fredericton  
Fédération des dames d'Acadie  
Homeless Women's Shelter Service Inc.  
Institut Féminin de Rivière du Portage  
Moncton & District Labour Council  
New Brunswick Advisory Council on the Status of Women  
New Brunswick Federation of Labour  
New Brunswick Public Employees Association  
Réseau des femmes francophones du Nouveau-Brunswick  
Restigouche District Labour Council  
Support for Single Parents

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## EMPLOYEES

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Coordinator: Johanne Perron

Assistant Coordinator (March to June): Michelle Marcil

Temporary staff: Tony Pelletier (summer 2002), Nadine Lipton (autumn 2002), Karine Pelletier (December 2002), Lise Mazerolle (autumn 2002/winter 2003), Patty Deitch (May-June 2003), Jade Duchesneau-Bernier (May-June 2003), Rose-Marie Albert (May-June 2003) and Stacey MacCormack (May-June 2003)

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## PARTNERS

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### ***NB Federation of Labour (NBFL)***

In 2002, the NBFL and the Coalition formed a joint committee to work on pay equity. As part of this partnership, a travelling exhibit was organized among the province's labour boards. The committee also organized a postcard campaign. The NBFL often mentioned pay equity in its press releases.

### ***NB Advisory Council on the Status of Women (ACSW)***

The Coalition benefits from the ACSW's research and educational material. The ACSW's education campaign on the wage gap made an important contribution to raising public awareness in New Brunswick to the injustice suffered by women.

### ***Common Front for Social Justice***

The Coalition is part of the *Common Front for Social Justice*. In its struggle against poverty, the *Common Front for Social Justice* supports pay equity and regularly mentions the subject in its awareness activities. Thus pay equity was in the forefront when the Common Front hosted the *Réseau de solidarité's* national meeting this year in Memramcook on January 16-19 2003.

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## CAMPAIGNS

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### ***Bread and Roses***



On October 21, 2002, eight MLAs - Bernard Lord, Shawn Graham, Elizabeth Weir, Brad Green, Percy Mockler, Dennis Furlong, Joël Bernard and Elvy Robichaud - were given a loaf of bread and a rose. This was a reminder of the request for pay equity legislation presented to the Legislative Assembly two years ago, during the World March of Women 2000. The bread symbolizes economic security and the rose justice. The campaign was very successful and received excellent media coverage, thanks to the participation of our regional committees and our allies elsewhere in the province.

### ***Christmas card campaign***

What started as a media event turned into a lightning campaign. In just three weeks, our regional committees and our allies got 1,200 Christmas cards signed supporting our request with messages like "The stockings were hung by the chimney with care in the hope that pay equity soon would be there!" and "Dear Premier Lord, In this season of giving, Please release women from 79% living". Several Coalition representatives in red stocking caps came to the Legislative Assembly on December 18, 2002, to sing Christmas carols that had been modified to include pay equity. Premier Bernard Lord (to whom the cards were addressed) was away, so Mrs. Claus gave them to Margaret Ann Blaney, the Minister responsible for the status of women. The campaign got very good media coverage.

### ***Postcard campaign with the NBFL***

The NBFL and the Coalition joined forces to launch a postcard campaign on January 30, 2002. Thanks to efforts throughout the province, around 3600 cards were given to Premier Bernard Lord during the election campaign. The media coverage was mediocre, but the campaign helped keep the question on the table and show the public's continuing support.

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## **POLITICAL SCENE**

### ***Election Campaign***

Even though the election campaign started out with no mention of pay equity, all three political parties eventually made statements on the subject. At first, we sent a letter to the three party leaders, asking their position on pay equity legislation in the public and private sectors. The Liberal Party announced that it would pass pay equity legislation covering the whole civil service, and that it would bring together all the stakeholders in order to legislate pay equity for the private sector. The New Democratic Party said that it would pass a law covering the public and private sectors, supported by education campaigns for employers and employees. The Progressive Conservative Party, however, refused to commit itself and said it was waiting for the results of the roundtable on the wage gap.

During the election campaign, pay equity got some attention but did not make any breakthroughs. The question was raised during a few debates. The Coalition drew attention by delivering postcards to the Premier and through a press release giving a progress report on the question during the campaign.

### ***Roundtable on the wage gap***

On May 22, 2002, the provincial government announced that it was setting up a roundtable on the wage gap. Marylea MacDonald enthusiastically represented the Coalition, supported by the Coalition's research committee. The other groups represented included employers, unions, daycare workers and women's organisations. To date, the Roundtable has examined the province's socio-economic situation, as well as documentation on the wage gap in Canada and Europe. Unfortunately, the election delayed the roundtable's work, and it still has not discussed solutions in any depth. The discussions covered all factors contributing to the wage gap, including wage discrimination against traditionally female jobs.

### ***Brief to the Human Rights Commission***

The Coalition presented a brief to the NB Human Rights Commission as part of a consultation on reviewing its mandate. In this brief, the Coalition asked that pay equity be clearly recognized as a human right. However, such a change would need the support of the Legislative Assembly.

### ***Support of the Association francophone des municipalités***

The *Association* supported pay equity at its last AGM. This support is important, because municipalities are major employers who can set an example to businesspeople. The matter is ongoing.

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## **DRAFTING A BILL**

The Coalition wants to develop a bill as a public awareness tool, as well as a means of lobbying the government. This process will allow us to analyze existing laws and bring out their strengths and weaknesses. We will also be able to identify the principles that must underlie any bill in order to reach our objective of pay equity for all.

An advisory committee made up of Michèle Caron, Louise Aucoin, Huberte Gautreau and Johanne Perron is directing the process. On April 5, 2003, 19 persons met to go over the basic elements of pay equity legislation, such as the size of the businesses to be subject to the law, the powers of a Pay Equity Commission and the evaluation of jobs in the absence of male-dominated ones to compare them to. Raymonde Leblanc, of the CSN, Sue Genge, of the Canadian Labour Congress and Sandi Howell, of the Canadian Union of Public Employees (CUPE) were resource persons at the workshop. Their experience of existing laws was a great help to us. This workshop was made possible by a grant from the NB Law Foundation.

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## **AWARENESS AND COMMUNICATION ACTIVITIES**

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### ***Presentations and booths***

Between April 1, 2002, and March 31, 2003, the Chair, members of regional committees and the coordinator made 45 presentations before a total of 2772 persons. The main target groups were women's groups, college and university classes, unions and anti-poverty groups. Booths were also set up at various gatherings.

### ***Media appearances***

The Coalition and pay equity appeared in the media at least 160 times. The Coalition issued 15 press releases.

Besides these campaigns, the following activities attracted media attention:

### ***Pay equity day***

The Coalition marked Pay equity day again this year. This is the day after which women work for their employers for free – involuntarily. It is estimated that women's work is only paid at 90% of its value, so Pay equity day was November 25.

### ***Anniversary of women's right to vote***

To mark the anniversary of women's right to vote in provincial elections, the Bathurst and Moncton committees pointed out the similarities between the struggle for the right to vote of women in New Brunswick and the struggle for pay equity. Street theatre was a fresh way to deliver our message and to contradict the myths brought forth against the adoption of pay equity legislation.

### ***Media spots on pay equity***

A series of radio spots were recorded and aired on CJSE, CIMS-FM, CJEM and CFAI during the election campaign. They explained what pay equity is and encouraged the public to find out what their candidates thought about pay equity.

### ***Web site***

Elephant Design created and designed the web site. The web site content has been revised and up-dated by hte Coalition.

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## STANDING COMMITTEE REPORTS

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### **Mobilization Committee**

*Members: Madeleine Delaney-Leblanc, Angela Bourgeois, Louise Winchester, Linda Silas, Odette Robichaud.*

This year, the Mobilization Committee took on the responsibility of organizing lobbying activities. It oversaw the development of a lobbying kit. Madeleine Delaney-Leblanc, Huberte Gautreau and Johanne Perron met with several regional committees to give them the needed training and encourage them to develop their own lobbying strategy.

### **Communication Committee**

*Members: Simone Rainville, Chantal Abord-Hugon, Valerie Roy, Huberte Gautreau, Madeleine Delaney-Leblanc.*

The Communication Committee updated the communication plan. It directed all communication activities and was heavily involved in organizing the Christmas card campaign and the street theater, marking the anniversary of women's right to vote in NB. The Committee reviewed all our press releases and the updated Internet site.

### **Research Committee**

*Members: Wendy Robbins, Huberte Gautreau, Joan McFarland, Guylaine Poissant.*

The Research Committee's mandate was to support Marylea MacDonald in her work as a member of the roundtable. It met to discuss the documentation presented to the Round Table and to advise Marylea.

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## REGIONAL COMMITTEE 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 Ernestine La Plante, Sister Adèle Morin, Jacqueline Savard.*

The Bathurst Committee kept busy all year. Several of its activities drew good media coverage. Committee members organized presentations at the Community College and the Nursing School with the help of the ACSW's regional representative. During the bread and roses campaign, they met with two MLAs: Joël Bernard (Progressive Conservative Party) and Marcelle Mersereau (Liberal Party). The Bathurst Committee collected around 500 postcards in the spring. It also organized a presentation to mark the anniversary of women's right to vote in NB with the participation of two Grade 6 students: Véronique Goulet and Lyse Godin-Hachey.

The members of the Bathurst Committee also worked hard during the election campaign. They addressed Premier Bernard Lord three times and Shawn Graham, leader of the Liberal Party, twice. They also met with Brian Kenny (Liberal Party), Nancy McKay (Progressive Conservative Party), Hermel Vienneau (Progressive Conservative Party) and Percy Mockler (Progressive Conservative Party) when they visited the region.



On May 22, 2003, Committee members organized a breakfast forum with the candidates in the Chaleur region and representatives of community organizations. They attended Liberal Party leader Shawn Graham's declaration on pay equity. On May 25, Committee members attended a debate among the candidates in the Chaleur region and made sure that the question of pay equity was raised. Over 500 people were present. Finally, during all their activities, members in Bathurst handed out pay equity buttons.

### **Fredericton**

*Members: Wendy Johnston, Marylea MacDonald, Joan McFarland, Nancy Janovicek, Bob Stranach, Marilee Reimer, Elizabeth Blaney.*

The Fredericton Committee offered several presentations on pay equity this year. It participated in the bread and roses campaign in October 2002, with the collaboration of the Raging Grannies, attracting excellent media coverage. Besides getting Christmas cards signed, a group from the region accompanied several members from Moncton to deliver the Christmas cards and sing at the Legislative Assembly. They also got postcards signed. During the election campaign, they accompanied the Chair when she delivered the postcards to Premier Bernard Lord on May 26, 2003. Committee members also promoted pay equity at the Farmers' Market and used the opportunity to meet the candidates in their region. They also brought up pay equity at a public meeting. They called on the following candidates: Conservative Party – Peter Forbes, Brad Green, Eric MacKenzie; Liberal Party – T.J. Burke, Kelly Lamrock, Misty McLaughlin; NDP – Dennis Atchison, Penny Ericson, Kay Nandlall and Nan Luke.

### **Kent**

*Members: Docile Cormier (president until March), Julia Maillet (new president), Rose Richard, Margot Boucher, Ginette Gallant, Aline Richard, Alma Richard, Régina Cormier.*

The Kent Committee met with Shawn Graham, Leader of the Opposition, during the bread and roses campaign. They also participated in the postcard campaign. On March 8, they organized a breakfast forum in a local restaurant and invited the Coalition's coordinator to speak about pay equity. Progressive Conservative MLA Marie-Mai Poirier was in attendance. During the election campaign, committee members distributed around a hundred buttons. They also met with Shawn Graham (twice), Rose-Mai Poirier, the Progressive Conservative candidate and Gerry Cook, the NDP candidate.



## **Miramichi**

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

The Miramichi committee was formed in May 2003 during the election campaign. Members met with John Foran (Liberal Party) and Dwayne Hancock (New Democratic Party) and talked with Frank Trevors (Liberal Party). They tried to phone the Progressive Conservative Party candidates, Tanker Malley and Kim Jardine, with no success. Members also raised the question of pay equity at two debates between local candidates. Throughout the election campaign, the Committee undertook education initiatives aimed at those women the most affected by pay inequity and in the written media.

## **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.*

On May 14, 2002, the Edmundston regional committee organized a gathering especially for the male public and for employers. The event attracted the attention of the local media. Two letters were also published in three French newspapers. Members of the North-West Committee met with local MLAs in the fall to talk about pay equity. The roundtable seemed to be on all the MLAs' lips. In October, Committee members offered bread and a rose to MLA Percy Mockler. They participated in the Christmas card and postcard campaigns. On April 2, Denyse Mazerolle, Louise Winchester and Gisèle Bujold Michaud presented two sessions on pay equity at the Edmundston campus of the Community College. The presentation was on the wage gap and pay equity. Students and professors participated voluntarily. Over 200 persons took part.

Committee members met with MLAs again during the election campaign and all of them seemed to support pay equity, at least those they were able to meet. Unfortunately, some made appointments but did not show up.

## **Acadian Peninsula**

*Members: Paulette Sonier Rioux, Rose-Marie Albert, Émilie Haché, Christiane St-Pierre, Marie-Claire Landry.*

Formed at a press conference on May 13, 2003, this brand new committee immediately weighed in to the election campaign. Committee members communicated with each of the following candidates to find out what their position was: Elvy Robichaud, Paul Robichaud, Gaston Moore, Louis-Philippe McGraw (Progressive Conservative Party); Denis Roussel, Weldon McLaughlin, Denis Landry and Hédard Albert (Liberal Party). Paulette Sonier-Rioux used the opportunity presented by her participation in an election night discussion forum on Radio-Canada to speak about pay equity.

## **Restigouche**

*Members: Marilyn MacCormack, Cathy Archibald, Therese Phillippe, Randa LeBlanc, Sharon Harris, Joel Hickey, Cecila Hickey, Brigitte Savoie, Amanda Parsons, Stacie MacCormack, Katie Oakes.*

In October 2002, coalition members from the Restigouche region participated in the Bread and Roses campaign. The Restigouche Committee was officially created during the 2003 electoral campaign. The committee met and discussed Pay Equity with the three candidates running in the Restigouche area. With regard to passing a law on pay equity, the candidates' position has been the following:

The NDP candidate declared to be in favor of passing a law on Pay equity regulating both the private and the public sector;

The Liberal candidate declared to be in favor of passing a law on Pay Equity regulating the public sector. This law would eventually regulate also the private sector.

The Conservative candidate avoided any clear statement on the issue.

The Committee met the candidates at formal one-on-one meetings and also at public events and debates. The Cims-FM Radio Restigouche Station in Balmoral aired spots on Pay Equity daily during the pre-election period. The Committee members also distributed Pay Equity pins and pamphlets at a Cupe Local 2745 Annual meeting. Approximately 160 women attended this meeting.

**INCOME STATEMENT AND BALANCE SHEET**

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