

COALITION FOR PAY EQUITY

Annual Report
2005-2006



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MESSAGE FROM THE CHAIR

No, we're not there yet. We still haven't reached our ultimate goal: pay equity legislation. However, thanks to our relentless efforts, the provincial government and the Legislative Assembly have taken pay equity seriously. They now recognize the existence of pay inequity – a victory in itself given that the topic was almost dead just a few years ago.

In June 2005, because of our demands, the government released a five-year action plan to reduce the wage gap. This plan outlines four objectives to eliminate the wage gap between New Brunswick men and women. While one of the objectives of the plan is to increase the use of pay equity practices, it still only proposes voluntary measures.

The Coalition is closely monitoring the implementation of the Wage Gap Action Plan. We are acting as a “watch dog” to make sure that pay equity is central to the plan, that women are involved, and that real progress is made. That is why we decided to join the Minister’s Women’s Forum. When she released the action plan, Margaret-Ann Blaney, then Minister responsible for the Status of Women, stated that the government would legislate if there were not enough progress after five years. We are convinced that voluntary measures will not bring about the desired change.

In December 2005, the Law Amendment Committee presented its report on Bill 77, the *Pay Equity Act*, and recommended against the adoption of pay equity legislation. This was the conclusion of a long process. The pay equity bill had been endorsed by Coalition members in 2004, and was introduced in the Legislative Assembly by Elizabeth Weir, then Leader of the New Democratic Party and seconded by Carmel Robichaud, Liberal MLA. The Legislative Assembly sent the bill to the Law Amendment Committee. Public hearings were held in November 2004. An overwhelming majority of presenters expressed their support for pay equity legislation.

The Law Amendment Committee’s report may not have been a surprise, yet it was a major disappointment, especially coming down only two months after we celebrated the fifth anniversary of the World March 2000 - five years after the Coalition presented a 35,000-signature petition in favour of such legislation!

In spite of this setback, the Coalition relentlessly continues its work and remains convinced that pay equity legislation is essential.

The upcoming provincial election is a strategic time to influence all political parties. We will be calling upon our members more than ever to help us to educate the candidates and to secure their support for pay equity legislation. Together we can make a difference! Let’s make our vote count!

Anne-Marie Gammon

MESSAGE FROM THE COORDINATOR

This year marked the release of the Minister's Work Plan on the Wage Gap, in June 2005, and the Law Amendment Committee's Report on "our" pay equity bill, in December 2005. Communications, meetings with politicians, analysis and research were all key in our strategy.

Following the release of the Minister's Work Plan, the Coalition analysed it, discussed it with our members and with the Minister responsible for the Status of Women and decided on our position. We chose to continue working on pay equity legislation - of course! - while trying to get as much as possible out of the action plan.

In December, we finally received the Law Amendment Committee's report. We made our disappointment clear to the politicians and to the public. One positive point about the whole process: we learned a lot about what kind of legislation we want. We even learned that we can improve Bill 77 so it has more impact - which we intend to do now!

This was also a rather "volatile" year at the Legislative Assembly! That reminded us about the importance of effective organizing across the province, so we worked on a strategy for political action in all 55 ridings! We will have to double our efforts since next year will most likely be election year. We can count on our credibility, our visibility - at least 230 references to us and/or pay equity and 44 presentations made in 2005-2006 alone - committed volunteers throughout the province, and a steadily growing membership - now 58 organizational members and close to 500 individual members!

I wish to thank the board and all our committee members, as well as our volunteers, who made the fifth anniversary of the World March of Women a success and who are helping us deal with the challenges of running a bilingual provincial organization with only one full-time staff person. Many thanks to Annie Maltais, the student who helped us tremendously last summer and this year again, as well as to Caroline Duclos, a student intern from the Université de Moncton who worked hard and with so much enthusiasm last winter.

And congratulations to all the NB women and men who are making a difference through their individual and collective actions!

Johanne Perron

WHO ARE WE?

The Coalition for Pay Equity is a group of New Brunswick organizations and individuals advocating for the enactment of provincial pay equity legislation in the private and public sectors. Pay equity is equal pay for work of equal value.

BOARD

Chairperson:	Anne-Marie Gammon
Past Chairperson:	Louise Guerrette
Anglophone Vice-Chair:	Marilyn MacCormack
Francophone Vice-Chair:	Denyse Mazerolle
Secretary-Treasurer:	Beth McQuinn Nixon
North-East Representative:	Édith Brideau
South-East Representative:	Julia Maillet
South Representative:	Huberte Gautreau
Center Representative:	Elizabeth Blaney
South-West representative:	Jackie Matthews
North-West Representative:	Margot Albert
Aboriginal Representative:	Elizabeth Coburn
Coordinator:	Johanne Perron

EMPLOYEES

Coordinator: Johanne Perron
Communications officer: Annie Maltais (Summer 2005)

FINANCIAL PARTNERS

We wish to thank **Status of Women Canada**, which provided essential financial and moral support throughout the year.

Furthermore, we wish to thank the following organizations for their financial support:

Association des employés de l'Université de Moncton
Canadian Union of Public Employees
Human Resources and Skills Development Canada
New Brunswick Advisory Council on the Status of Women
New Brunswick Council of Nursing Home Unions
New Brunswick Nurses Union
New Brunswick Union of Public and Private Employees

VOLUNTEERS

Every year, the Coalition benefits from countless hours of volunteer help. Many individuals donated their time to serve on our Board or our permanent and regional committees in 2005-2006. We offer our most sincere thanks to all of them – their energy and ideas really made the Coalition progress.

In addition, we wish to express our gratitude to those who worked behind the scenes, whose contributions are essential: Thérèse Gautreau and Irene Kohr who fold flyers, prepare all our mailings, and make calls to our members when needed; Catherine Boucher, who writes our newsletter and takes care of its graphic design; Huberte Gautreau, who takes care of our database; Anne Wery, who willingly gives us advice on our website and database whenever needed; our busy team of translators and text reviewers, who allow the Coalition to keep its bilingual character while staying within

budget - Noëlla Richard, Cynthia Kirkby, Rose-Aimée Haché, Ghislaine Robichaud, Louise Guerrette, Deborah LaFolley, Micheline Blanchard, Barbara Guy, Margaret Conrad, Wendy Robbins, and Marylea MacDonald; and Michel Godin and Guy LeBouthillier, our "computer experts". As the Coalition relies on many volunteers, any omission is a mistake, and we sincerely apologize for it.

BACKGROUND

On May 23, 1998, the Fédération des dames d'Acadie (now called the Fédération des femmes francophones et acadiennes du Nouveau-Brunswick) created the Women's Union for Pay Equity. Underlying the creation of the Women's Union was the Fédération's concern with poverty amongst women – poverty which partly results 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. On October 13, 2000, representatives of the March Committee and the Women's Union presented the New Brunswick government with a petition bearing almost 30,000 signatures and a social solidarity contract signed by 74 organizations representing over 65,000 persons.

On June 16, 2001, the Women's Union changed its name to the Coalition for Pay Equity, in order to reflect its inclusiveness. Since then, the Coalition has been active in raising public awareness on pay equity issues and advocating pay equity legislation.

ON THE POLITICAL SCENE

Bill 77: Pay Equity Act

On December 23, Coalition members faced a major disappointment: the Standing Committee on Law Amendments recommended against the adoption of Bill 77, the *Pay Equity Act*. The Committee opted instead to support voluntary measures aimed at reducing the pay gap and at promoting pay equity in the workplace. It recommended the following (p. 8):

- that Bill 77, *Pay Equity Act*, not be proceeded with at this time;
- that the Legislative Assembly urge the government to undertake and release an annual status report of the progress of the Five Year Gap Action Plan;
- that the Legislative Assembly urge the government to consider the advisability of enacting proactive legislation designed to reduce the wage gap and promote pay equity should the voluntary measures in the Five Year Wage Gap Action Plan only result in limited progress.

The Committee did acknowledge that Bill-77 contains several valuable and beneficial elements that could reduce the pay gap. It also recognized that eliminating the pay gap would allow women to experience their guaranteed right to equality; increase economic productivity in the province; and improve the quality of life for all New Brunswickers.

As a reminder, the Coalition drafted the pay equity bill in 2004, met with MLAs from the three political parties and asked them to introduce the bill in the Legislative Assembly. In June 2004, the bill was introduced by Elizabeth Weir, Leader of the New Democratic Party, and seconded by Carmel Robichaud, Liberal MLA. The government then sent the Bill to the Standing Committee on Law Amendments. The Committee held public hearings in November 2004. Out of the 34 presentations submitted to the Committee, 30 supported Bill 77.

Action Plan on the Wage Gap

On June 2, 2005, Margaret Ann Blaney, then Minister responsible for the Status of Women, released a five-year action plan on the wage gap. This plan focused on four objectives, including increasing "the use of pay equity practices". The government made the commitment to achieve pay equity throughout the public service without legislation, to "make pay equity tools available to employers", to "assist employers to use these tools" and to promote leaders in regards to pay equity in the private sector. Ms. Blaney also repeated her commitment to legislate if not enough progress were made.

Throughout 2005-2006, the Coalition has discussed the plan with the Minister responsible for the Status of Women and the civil servants at the Women's Issues Office. The Coalition expressed its concerns about how pay equity would be monitored in the absence of legislation and reiterated how important it is that women participate and know their rights. In April 2006, Joan MacAlpine-Stiles, the new Minister responsible for the Status of Women, invited organizations and unions to join a women's forum to advise her on the Action Plan.

The Coalition decided to join the women's forum in order to make as much progress as possible in the absence of the political will to legislate. The government's commitment to reach pay equity throughout the public sector and to develop tools for the private sector is a small victory. However the Coalition remains convinced that legislation is the only means to achieve pay equity on a large scale, and will continue to work towards the adoption of a pay equity act.

AWARENESS & COMMUNICATION ACTIVITIES

Presentations

This year, from April 1st, 2005 to March 31st, 2006, the members and staff of the Coalition for Pay Equity gave at least 44 presentations, reaching around 2625 persons – three times more people than last year! As a result, the following organizations joined the Coalition for Pay Equity, bringing the Coalition's organizational membership to 58:

- Association des juristes d'expression française du Nouveau-Brunswick
- Association francophone des parents du Nouveau-Brunswick
- Coalition of Concerned Citizens, Unions and Business
- Dames d'Acadie de Dieppe
- Femmes acadiennes et francophones de Bertrand
- Femmes acadiennes et francophones de Cocagne
- Local 2116, Canadian Union of Public Employees
- MensWork
- New Brunswick Child Care Coalition
- Urban Support Network

Media coverage

From April 1st, 2005 to March 31st, 2006, the Coalition for Pay Equity issued 14 press releases and four letters to the editor. The Coalition and / or the issue of pay equity appeared in the media at least 230 times during that period (a 15% increase).

Newsletter and web site

This year the Coalition made extra efforts to communicate more regularly with its members. It increased the number of newsletters to six during 2005-2006, and sent copies of its press releases and published articles to the membership on a regular basis.

The web site helps to reach a broader audience, receiving on average 2320 visits by 700 distinct visitors every three months.

STANDING COMMITTEES

Action Committee

Members: Chantal Abord-Hugon, Madeleine Delaney-Leblanc, Anne-Marie Gammon, Huberte Gautreau, Marcelle Mersereau¹, Lise Rodrigue, Johanne Perron.

The Action Committee played a major role this year. It adopted a political action strategy for 2005-2006, and met monthly in order to adapt its plan to the political context. It advised the Coalition on the Minister's Action plan and followed the Law Amendment Committee's work. It planned key meetings with the Minister responsible for the Status of Women; Shawn Graham, Leader of the Liberal Party; Allison Brewer, Leader of the New Democratic Party; the Conseil économique du Nouveau-Brunswick; Ed Doherty, the MLA elected in the fall by-election in Saint John Harbour; and the Advisory Council on the Status of Women. It provided information to members across the province who wanted to talk about pay equity in the pre-budget consultations held by the Minister of Finance. Finally, it developed a workshop on political action for the 2006 Annual General Meeting, in preparation for the next provincial election.

Communication Committee

Members: Jackie Matthews, Danielle Savoie, Johanne Perron.

The Committee completed a new communication strategy, advised the Coalition on communications activities and reviewed our press releases and newsletter.

Research Committee

The research committee was inactive this year.

REGIONAL ACTIVITIES

Acadian Peninsula

We didn't have a committee in the Acadian Peninsula until this year. Now, however, Édith Brideau has recruited new members and is setting up a pay equity committee in the region. She gave a presentation on pay equity at the *Institut féminin* on May 23.

Bathurst

Members: Anne-Marie Gammon (President), Simone Savoie, Marie-Ange Bertin, Soeur Hectorine Boudreau, Soeur Laurina Cormier, Chantal Gallant, Jacqueline Savard, Marcelle Mersereau, Nathalie Boivin, Adrienne Deveau, Angéline Gionet, Rita Godin, Elsie Daley.

Activities: The committee organized an excellent event, held on October 17, to celebrate the fifth anniversary of the World March. Approximately 65 people attended and the local media provided good coverage of the event. Elsie Daley joined the Chairperson of the Coalition to meet with Jody Carr, Conservative MLA and then Chair of the Law

¹ Marcelle Mersereau quit the committee when she re-entered politics in the fall 2005.

Amendment Committee; Rosella Melanson, general director of the Advisory Council on the Status of Women; and Carmel Robichaud, Liberal MLA. Anne-Marie Gammon mentioned pay equity to Finance Minister Jeannot Volpé at the Bathurst pre-budget consultation.

Fredericton

Members: Elizabeth Blaney, Elizabeth Coburn, Marylea MacDonald, Joan McFarland, Marilee Reimer, Margaret Conrad, Lyndsey Gallant, Wendy Robbins, Cynthia Kirkby.

Activities ► On October 17, 2005, women from around the world gathered to take part in 24 Hours of Feminist Solidarity. In Fredericton, Elizabeth Blaney, with Rosella Melanson (Advisory Council on the Status of Women) and Rina Arseneault (Muriel McQueen Fergusson Centre), made a presentation to 50 women in response to the question "What can women do about such broad issues as violence, poverty and pay equity?"

For International Women's Day, in March 2006, members of the committee presented the Coalition's "Top 10 Ways to Achieve Pay Equity" to the annual Voices of Women Potluck. The committee was introduced to Joan MacAlpine-Stiles, the new Minister Responsible for the Status of Women.

With thanks to the organizing efforts of Helen Seely, Elizabeth Blaney, Elizabeth Coburn and Johanne Perron made a presentation to the Saint John Board of Trade, Women's Forum, in January 2006.

In February, 2006, Elizabeth Blaney represented the Coalition at the "Forum on Women's Activism in Constitutional and Democratic Reform" on Parliament Hill, held to celebrate the 25th anniversary of the historic 1981 Ad Hoc Women and the Constitution conference, which led to creation of Section 28, the first "notwithstanding" clause in the constitution -- promising that "all the rights and freedoms" in the Charter of Rights and Freedoms "are guaranteed equally to male and female persons".

Marylea MacDonald gave a presentation on the Coalition for Pay Equity at the "Making Connections" Atlantic Canada Studies Conference, held from May 12 to May 14, 2005. She also submitted an academic paper on the Coalition to Canadian Woman Studies, in the Spring 2006.

Because of their location, the Fredericton committee members often became involved in the Legislative Assembly's activities regarding pay equity. Many participated in key meetings with politicians:

- Summer of 2005: Allison Brewer, then running for New Democratic Party Leadership;
- December 2005: Margaret Ann Blaney, then Minister responsible for the Status of Women, to discuss the government's action plan on the wage gap;
- Spring of 2006: Joan MacAlpine-Stiles, newly appointed Minister responsible for the Status of Women, and Assistant Deputy Minister Norma Dubé, to congratulate the Minister on her new appointment, review the accomplishments of the Coalition, and discuss our future relationship;
- Spring of 2006: Shawn Graham, Leader of the Liberal Party;
- Spring of 2006: Allison Brewer, Leader of the NDP;
- April of 2006: MLA T. J. Burke to talk about what the Coalition could do to support Aboriginal women living in First Nations communities.

Kent

Members: Julia Maillet (President), Sister Rose Richard, Margot Boucher, Ginette Gallant, Alma Richard, Yvonne Richard.

Activities: The Kent group organized a breakfast for the International Women's Day. Sister Rose Richard facilitated a discussion with the 30 women who participated. Julia Maillet reiterated her support for pay equity legislation at the provincial level when she met informally with Shawn Graham, Leader of the Liberal Party, and at the federal level with Dominique LeBlanc, her MP. She also called radio shows on CJSE and Radio-Canada to talk about pay equity.

Miramichi

Members: Nomi Thériault-English (President), Judy Adams, Patty Deitch, Krista Martin, Patty Michaud, Heather Harvey, Charline McLean, Holly Arsenault.

Activities: The Miramichi committee organized a gathering to celebrate the fifth anniversary of the World March of Women in October 2005. In addition, Nomi Thériault-English attended the Miramichi pre-budget consultation and talked about pay equity in February 2006.

Moncton

Moncton doesn't have an official regional committee, but it has a network involved in its communications and lobbying activities. About 200 people gathered on Main Street to celebrate the fifth anniversary of the World March. A graphic design student, Lise Pellerin, prepared a banner for the event. Huberte Gautreau talked about pay equity at the Dieppe pre-budget consultation. A lunch was organized jointly with the Moncton and District Labour Council for International Women's Day, on March 8, 2006. Over 130 people attended. The Coalition's student intern, Caroline Duclos, coordinated the event. Her fellow student, Julie Duguay, helped onsite at the event. Huberte Gautreau and Kathy Léger presented the humorous "10 voluntary measures for employees" at an event organized for International Workers Day, on May 1st, 2006 in Moncton.

North-West

Members: Denyse Mazerolle (President), Louise Guerrette, Cécile Nadeau, Paryse Lapointe, Edith Bourget, Lise Levesque, Anne Roussel, Lucienne Bellavance, Sylvie Lavoie, Céline Poitras, Margot Albert, Doris Cuffley, Claudette Thériault, Charlotte Côté.

Activities: The North-West committee met every two months. It launched a raffle for the fifth anniversary of the World March of Women. Édith Bourget gave a painting for the raffle. The proceeds were sent to two local organizations: Rado, a local soup kitchen and second-hand clothing store, and l'Escale Madavic, a transition house for battered women. This fundraising activity was well covered by the local media. Denyse Mazerolle made the link between pay equity and poverty at the pre-budget consultation in Edmundston.

Restigouche

The Restigouche has no formal committee but it has active members! Marilyn MacCormack and Thérèse T. Philippe recruited members for the Coalition in record numbers! Marilyn represented the North at two key meetings with the Minister responsible for the Status of Women and at a third meeting with Shawn Graham, Leader of the Liberal Party. She also talked about pay equity at an event organized in Campbellton for the International Day for the Eradication of Poverty, on October 17. She met Roy Boudreau after the release of the Law Amendment Committee report on Bill 77.

Since she is also a member of the NBFL executive, she wrote about pay equity in that organization's press release for International Women's Day. Finally, she gave an interview

St. Stephen

In St. Stephen, we don't have a committee per se, but Jackie Matthews made sure pay equity was an issue regionally, taking every opportunity to spread the word when she attended meetings wearing another hat, such as the Coordinator for the Coalition of Transition Houses or the Charlotte County Representative on the Advisory Council for the Status of Women. She represented the Coalition at a December 2005 event in Saint John, organized by Margaret-Ann Blaney, then Minister responsible for the Status of Women, for International Human Rights Day. She also attended the Saint John pre-budget meeting where she talked about pay equity. She also discussed pay equity with Rick Doucet (MLA for Charlotte) and Andy Scott (MP for Fredericton).

Aboriginal issues

The Coalition has added an Aboriginal representative on the board. Elizabeth Coburn filled that position in 2005-2006. Since then, she has linked Aboriginal issues and pay equity at every opportunity.

She increased the Coalition's visibility on various occasions:

- the AGM of the Native Women's Association of Canada, held in Yellowknife, N.W.T., on September 10, 2005,
- the "Aboriginal Health Blueprint Dialogue" meetings at the Department of Health and Wellness on October 11 and October 25, 2005,
- the Pre-First Ministers' meeting dialogue with New Brunswick Chiefs and Leaders of Aboriginal Organizations held in Fredericton on November 17, 2005, and
- a Health Conference in Fredericton on February 1, 2006.

Elizabeth Coburn also brought an Aboriginal perspective on pay equity to key meetings organized by the Coalition for Pay Equity:

- on December 8, 2005, at a meeting with Margaret-Ann Blaney, then Minister responsible for the Status of Women,
- on January 18, 2006, at a meeting with the Saint John Board of Trade,
- on March 15, 2006, at a meeting with Joan MacAlpine-Stiles, newly appointed Minister responsible for the Status of Women,
- on March 21, 2006, with Shawn Graham, Leader of the Liberal Party, and
- on April 3, 2006, with T.J. Burke, Liberal MLA.

IN PARTNERSHIP

This section highlights specific partnerships and projects that have taken place this year.

New Brunswick Federation of Labour (NBFL), Canadian Labour Congress (CLC) and unions

In December 2005, the Coalition worked with the CLC and unions to respond to the Law Amendment Committee's report. The Coalition and the NBFL's joint committee on pay equity also shared their respective analyses of the Minister's Action Plan.

As a reminder, the NBFL and the Coalition formed a joint committee in 2002 to work on pay equity issues. A new member joined this committee: the New Brunswick Union of Public and Private Employees (represented by Debbie Lacelle). This committee also brings together representatives of CUPE New Brunswick (Raymond Léger), the Public Service Alliance of Canada (Lise Thibodeau), the Canadian Labour Congress (Dee-dee Daigle) and the Coalition for Pay Equity (Huberte Gautreau and the Coordinator of the Coalition, Johanne Perron).

New Brunswick Advisory Council on the Status of Women (ACSW)

The NB Advisory Council on the Status of Women and the Coalition for Pay Equity invited Rosette Côté, president of Quebec's Pay Equity Commission, to give a presentation on the lessons learned on pay equity in Quebec. At least 65 people attended the presentation, held in Moncton on November 8. Ms Côté also met with Coalition members, staff of the Women's Issues Bureau, and Liberal and NDP representatives.

Thanks to the contribution of the ACSW and Status of Women Canada, the Coalition's coordinator was able to attend a Conference on discrimination in the workplace, organized by the Department of Industrial Relations of the Université Laval, held in Quebec City in May 2006.

Parents for Quality Care and the New Brunswick Child Care Coalition

In 2006, the Coalition for Pay Equity advocates pay equity for childcare workers. That is why it joined the newly formed NB Child Care Coalition.

The Coalition for Pay Equity, Parents for Quality Care, and the Moncton and District Labour Council organized a public debate on women's issues, such as pay equity and child care. Three federal candidates in the Moncton-Riverview-Dieppe riding attended the debate, held on January 11, 2006. The Coalition for Pay Equity also participated in a press conference organized by the Child Care Coalition, on April 11, 2006. As well, the Coalition helped to organize a family gathering in support of child care, held on April 29, 2006.

Acadian women's movement

The Coalition is on the organizing committee of the *États généraux des femmes en Acadie du N.-B.*, along with other women and community groups. The *États généraux* intend to bring Acadian and francophone women together to discuss their situation, to share their vision for the future of women in Acadian NB, and to discuss about what type of organization could best represent them

The Coalition has also established a partnership with the *Fédération des femmes acadiennes et francophones du N.-B.*, in order to promote pay equity with their members and to undertake joint political action in the future.

Social work department, Université de Moncton

For a second year, the Coalition received a student intern from the social work department of the Université de Moncton: Caroline Duclos. Caroline worked 3 days a week with the Coalition, from January to April, 2006, learning first hand the “ins” and “outs” of activism within our organization. She coordinated a very successful lunch for International Women’s Day in Moncton, which about 130 people attended. She relentlessly promoted pay equity with her fellow students and helped with the many daily administrative tasks at the office. Caroline worked under the supervision of Johanne Perron, the Coalition’s Coordinator, Joline LeBlanc, social worker, Sonia Richard, placement coordinator, and Lise Savoie, professor.

World March of Women 2000

The year 2005 marked the fifth anniversary of the World March of Women and the Canadian women’s political platform, “It’s time for change”, which included 13 recommendations.

On October 17, 2005, events were held across the world to promote the values of the World Charter of Women for Humanity. Adopted in December 2004, the Charter envisions a world based on equality, liberty, solidarity, justice and peace.

In our province, the Coalition for Pay Equity teamed up with Support to Single Parents and the Common Front for Social Justice as well as other local organizations and reiterated the two main NB demands brought forward in 2000: pay equity legislation and the elimination of violence against women. Local ad hoc organizing committees were formed in seven cities (Bathurst, Campbellton, Edmundston, Fredericton, Miramichi, Moncton and Saint John). We estimate that approximately 500 to 600 people took part in activities held across the province. Media coverage was very good.

National Association of Women and the Law

The Coalition, in collaboration with the Canadian Congress of Labour, and the NB Advisory Council on the Status of Women, helped the National Association of Women and the Law to organize two two-day training sessions on equity and human rights for women in the workplace. A total of 25 people participated in these sessions, held in October 2005.

Pay Equity Network (PEN)

The Coalition for Pay Equity participated in promoting pay equity legislation during the federal election campaign, along with PEN, inviting members to write to their federal candidates.

As a reminder, Coalition for Pay Equity joined the Pay Equity Network in 2004. This organization is asking the federal government to follow the recommendations of the federal Task Force on Pay Equity. It is estimated that around 10% of Canadian employers are under federal jurisdiction, including workers in telecommunications, interprovincial transportation, banks, etc.

Femmes Équité Atlantique

Huberte Gautreau represents the Coalition for Pay Equity on Femmes Équité Atlantique (FÉA). This working group's aim is to increase the capacity of francophone and Acadian women in the Atlantic Provinces to influence public policy concerning women's socio-economic equity. The group held a training session on gender-based analysis in fall 2005 and the Board visited francophone women in Newfoundland, this spring.

Comité des femmes et du droit, Université de Moncton

The Comité des femmes et du droit (Women and the Law Committee) at the Université de Moncton, highlighted pay equity in November of 2005 by holding a bake sale where women only paid 85% of the price, representing the wage gap between NB women and men. The proceeds were offered to Crossroads for Women, a transition house for battered women.

Common Front for Social Justice

The Coalition for Pay Equity is a member of the Common Front for Social Justice. Although the Common Front is focusing on social assistance this year, we continue to ensure representation at their general meetings and to give regular reports on the evolution of the issue of pay equity. Huberte Gautreau, Édith Brideau and Johanne Perron represented the Coalition on this organization this year.

MEMBERS

The Coalition has a current membership of over 475 individuals and 58 organizations. Our organizational members are:

Acadian Peninsula Labour Council
Annabel Gay Women's Institute
Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick
Association acadienne et francophone des aînées et aînés du N.-B.
Association des employés de l'Université de Moncton
Association des juristes d'expression française du N.-B.
Association du personnel administratif et professionnel de l'Université de Moncton
Association francophone des municipalités du Nouveau-Brunswick
Association francophone des parents du Nouveau-Brunswick
Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406
Bathurst & District Labour Council
Canadian Labour Congress
Canadian Union of Postal Workers, Fundy-105 Women's Committee
Canadian Union of Public Employees, Local 2116
Canadian Union of Public Employees, local 2745-3
Canadian Union of Public Employees, Local 813
Canadian Union of Public Employees, Maritimes Regional Office
Coalition of Concerned Citizens, Unions and Business
Coalition of Transition Houses
Common Front for Social Justice
Dames d'Acadie de Dieppe
Edmundston & District Labour Council
Fédération d'alphabétisation du Nouveau-Brunswick
Fédération des étudiants et étudiantes du Centre universitaire de Moncton (FÉÉCUM)
Fédération des femmes acadiennes et francophones du Nouveau-Brunswick
Femmes acadiennes et francophones de Bathurst
Femmes acadiennes et francophones de Bertrand
Femmes acadiennes et francophones de Bouctouche
Femmes acadiennes et francophones de Caraquet
Femmes acadiennes et francophones de Cocagne
Femmes acadiennes et francophones de Lamèque
Femmes acadiennes et francophones de Shippagan
Fredericton & District Labour Council
Homeless Women's Shelter Service Inc.
Institut féminin de Grande-Digue
Institut féminin de Rivière du Portage
Maison de passage
MensWork
Miramichi & District Labour Council
Moncton & District Labour Council
New Brunswick Advisory Council on the Status of Women
New Brunswick Child Care Coalition
New Brunswick Council of Nursing Home Unions
New Brunswick Federation of Labour
New Brunswick Nurses Union
New Brunswick Teachers' Federation
New Brunswick Union of Public and Private Employees
New Brunswick Voices of Women for Peace
Restigouche District Labour Council
Saint John & District Labour Council
Services à la famille Népisiguit
Société des Acadiens et Acadiennes du Nouveau-Brunswick
Société des enseignantes et des enseignants retraités francophones du Nouveau-Brunswick
Student Alliance of New Brunswick
Support for Single Parents
Union of the Municipalities of New Brunswick
Urban Core Support Network
YWCA of Moncton

COALITION POUR L'ÉQUITÉ SALARIALE - COALITION FOR PAY EQUITY

ÉTATS FINANCIERS

FINANCIAL STATEMENTS

31 MARS 2006

MARCH 31, 2006

Louise Belliveau, C.A.
Dieppe, NB

COALITION POUR L'ÉQUITÉ SALARIALE - COALITION FOR PAY EQUITY

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Louise Belliveau, C.A.
Dieppe, NB

COALITION POUR L'ÉQUITÉ SALARIALE - COALITION FOR PAY EQUITY

RAPPORT DE LA VÉRIFICATEURE

Aux administrateurs de
la Coalition pour l'équité salariale - Coalition for Pay Equity

J'ai vérifié le bilan de la Coalition pour l'équité salariale - Coalition for Pay Equity au 31 mars 2006 ainsi que les états des résultats, des actifs nets et du flux monétaire pour l'exercice terminé à cette date. La responsabilité de ces états financiers incombe à la direction de l'organisme. Ma responsabilité consiste à exprimer une opinion sur ces états financiers en me fondant sur ma vérification.

Ma vérification a été effectuée conformément aux normes de vérification généralement reconnues du Canada. Ces normes exigent que la vérification soit planifiée et exécutée de manière à fournir un degré raisonnable de certitude quant à l'absence d'inexactitudes importantes dans les états financiers. La vérification comprend le contrôle par sondages des éléments probants à l'appui des montants et des autres éléments d'information fournis dans les états financiers. Elle comprend également l'évaluation des principes comptables suivis et des estimations importantes faites par la direction, ainsi qu'une appréciation de la présentation de l'ensemble des états financiers.

À mon avis, ces états financiers présentent fidèlement, à tous égards importants, la situation financière de l'organisme au 31 mars 2006 ainsi que les résultats de ses opérations pour l'exercice terminé à cette date selon les principes comptables généralement reconnus du Canada.

Dieppe, Nouveau-Brunswick
le 15 mai 2006


Comptable agréée

AUDITOR'S REPORT

To the Board of
the Coalition pour l'équité salariale - Coalition for Pay Equity

I have audited the balance sheet of the Coalition pour l'équité salariale - Coalition for Pay Equity as at March 31, 2006, and the statements of operations, net assets and cash flows for the year then ended. These financial statements are the responsibility of the organization's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2006 and the results of operations and its cash flows of the organization for the year then ended, in accordance with Canadian generally accepted accounting principles.

Dieppe, New-Brunswick
May 15, 2006


Chartered Accountant

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Louise Belliveau, C.A.
436 rue Champlain Street, Dieppe, NB E1A 1P3 (506) 383-4169

COALITION POUR L'ÉQUITÉ SALARIALE - COALITION FOR PAY EQUITY

BILAN
31 MARS 2006

BALANCE SHEET
AS AT MARCH 31, 2006

	<u>2006</u>	<u>2005</u>	
ACTIF			ASSETS
ACTIF À COURT TERME			CURRENT
Encaisse	\$ 8,143	\$ 1,792	Cash
Dépôts à terme	43,432	36,236	Term deposit
Débiteurs	2,079	2,564	Account receivable
Frais reportés	<u>250</u>	<u>500</u>	Prepaid expenses
	<u>\$ 53,904</u>	<u>\$ 41,092</u>	
PASSIF			LIABILITIES
PASSIF À COURT TERME			CURRENT
Créditeurs (note 3)	\$ 4,644	\$ 4,075	Accounts payable (Note 3)
Subventions reportées	<u>38,388</u>	<u>28,247</u>	Deferred grants
	<u>43,032</u>	<u>32,322</u>	
ACTIFS NETS			NET ASSETS
Actifs nets	<u>10,872</u>	<u>8,770</u>	Net Assets
	<u>\$ 53,904</u>	<u>\$ 41,092</u>	

AU NOM DU CONSEIL:

Administrateur

Administrateur

APPROVED ON BEHALF OF THE BOARD:

Director

Director

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Louise Belliveau, C.A.
436 rue Champlain Street, Dieppe, NB E1A 1P3 (506) 383-4169

COALITION POUR L'ÉQUITÉ SALARIALE - COALITION FOR PAY EQUITY

**ÉTAT DES RÉSULTATS
POUR L'EXERCICE TERMINÉ 31 MARS 2006**

**STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2006**

	<u>2006</u>	<u>2005</u>	
REVENUS			GROSS REVENUE
Subventions:			Grants:
Condition féminine Canada	\$ 79,858	\$ 76,939	Status of Women Canada
Placement carrière - été	1,835	1,939	Summer Career Placement
Autres	1,381	-	Other
Dons	3,050	1,000	Donations
Frais d'adhésion des membres	640	290	Membership fees
Intérêts	<u>590</u>	<u>238</u>	Interest
	<u>87,354</u>	<u>80,406</u>	
 DÉPENSES			 EXPENSES
Salaires et avantages sociaux	49,389	43,192	Salaries and benefits
Fournitures de bureau et papeterie	2,721	3,159	Office supplies and expenses
Frais de voyages et d'hébergement	17,984	15,888	Travel and accomodations
Frais divers	153	119	Other
Honoraires	-	11,075	Honourarium
Intérêts et frais bancaires	26	27	Interest and bank charges
Loyer	3,700	3,600	Rent
Publicité et promotion	2,654	3,890	Advertising and promotion
Services professionnels	1,200	511	Professional fees
Télécommunications	3,533	3,155	Telecommunications
Traduction	3,568	5,410	Translation
Logiciels d'ordinateur	<u>324</u>	<u>-</u>	Computer software
	<u>85,252</u>	<u>90,026</u>	
 EXCÉDENT DES REVENUS SUR LES DÉPENSES (DES DÉPENSES SUR LES REVENUS)	 \$ <u>2,102</u>	 \$ <u>(9,620)</u>	 EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)

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Louise Belliveau, C.A.
Dieppe, NB

COALITION POUR L'ÉQUITÉ SALARIALE - COALITION FOR PAY EQUITY

**ÉTAT DES ACTIFS NETS
POUR L'EXERCICE TERMINÉ 31 MARS 2006**

**STATEMENT OF NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2006**

	<u>2006</u>	<u>2005</u>	
SOLDE, début de l'exercice	\$ 8,770	\$ 18,390	BALANCE, beginning of year
EXCÉDENT DES REVENUS SUR LES DÉPENSES (DES DÉPENSES SUR LES REVENUS)	<u>2,102</u>	<u>(9,620)</u>	EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)
SOLDE, fin de l'exercice	<u>\$ 10,872</u>	<u>\$ 8,770</u>	BALANCE, end of year

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**ÉTAT DU FLUX MONÉTAIRE
POUR L'EXERCICE TERMINÉ 31 MARS 2006**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2006**

	<u>2006</u>		<u>2005</u>	
ACTIVITÉS D'EXPLOITATION				OPERATING ACTIVITIES
Excédent des revenus sur les dépenses (des dépenses sur les revenus)	\$ 2,102	\$	(9,620)	Excess of revenue over expenses (Expenses over revenue)
 Variation nette des éléments hors caisse du fonds de roulement	:			Net change in non-cash working capitals items:
Débiteurs	486		(291)	Accounts receivable
Créditeurs	568		1,784	Accounts payable
Autres éléments	<u>10,391</u>		<u>(2,539)</u>	Other items
 AUGMENTATION (DIMINUTION)	 13,547		 (10,666)	INCREASE (DECREASE)
 ESPÈCES ET QUASI-ESPÈCES				CASH AND NEAR CASH
SOLDE, début de l'exercice	<u>38,028</u>		<u>48,694</u>	BALANCE, beginning of year
 SOLDE, fin de l'exercice	\$ <u>51,575</u>	\$	<u>38,028</u>	BALANCE, fin de l'exercice

Les espèces et quasi-espèces de la société se composent des éléments suivants:

Cash and cash equivalents consist of the following items:

	<u>2006</u>		<u>2005</u>	
Encaisse	\$ 8,143	\$	1,792	Cash
Dépôts à terme	<u>43,432</u>		<u>36,236</u>	Term deposit
	\$ <u>51,575</u>		\$ <u>38,028</u>	

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Dieppe, NB

COALITION POUR L'ÉQUITÉ SALARIALE - COALITION FOR PAY EQUITY

NOTES AFFÉRENTES AUX ÉTATS FINANCIERS
POUR L'EXERCICE TERMINÉ 31 MARS 2006

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2006

1. STATUTS CONSTITUTIFS ET NATURE DES ACTIVITÉS

La Coalition pour l'équité salariale est un regroupement de personnes et d'organismes du Nouveau-Brunswick qui, par ses démarches et revendications, demande que le gouvernement du Nouveau-Brunswick légifère afin d'assurer l'équité salariale dans les secteurs privé et public.

STATUTES OF INCORPORATION AND NATURE OF ACTIVITIES

The Coalition for Pay Equity is a group of New Brunswick organizations and individuals that, through its work and demands, lobbies the provincial government to enact legislation to ensure pay equity in the private and all public sectors.

2. PRINCIPALES CONVENTIONS COMPTABLES

Constatation des revenus

La Coalition reconnaît les subventions reçues selon la méthode du report.

Immobilisations

La Coalition ne capitalise pas ses immobilisations. Elles sont passées à la dépense dans l'année où elles sont encourues.

SIGNIFIANT ACCOUNTING POLICIES

Revenue recognition

The Coalition follows the deferral method of accounting for grants.

Capital assets

The Coalition does not capitalize its fixed assets. They are expensed in the year when incurred.

3. CRÉDITEURS	<u>2006</u>	<u>2005</u>	ACCOUNTS PAYABLE
Fournisseurs	\$ 1,888	\$ 919	Trade
Salaires à payer	1,594	2,104	Payroll
Retenues à la source	<u>1,162</u>	<u>1,053</u>	Withholding taxes
	<u>\$ 4,644</u>	<u>\$ 4,076</u>	

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