

# **New Brunswick COALITION FOR PAY EQUITY Inc.**

Annual Report  
2009-2010



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ISSN 2561-8806 (Print)  
ISSN 2561-8814 (Online)

**NEW BRUNSWICK  
COALITION FOR PAY EQUITY, INC.**

**ANNUAL REPORT 2009-2010**

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## MESSAGE FROM THE CHAIR

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This is a critical time for the Coalition. After years of relentless work, we have made substantial gains: pay equity is now a better understood concept, a Pay Equity Act was adopted for the public sector in 2009 and groups that offer government mandated services are taking part in pay equity programs. Our credibility and our popular support continue to grow.

However, the federal Minister responsible for the Status of Women refused to finance our last project. We had already seen warning signs when funding for women's rights advocacy was eliminated around three years ago. We counted, however, on our excellent results in the past. Unfortunately, that wasn't enough.

As with the defence of other women's rights, we need to reinvent the way we advocate for pay equity in order to survive the current political climate. I invite you to collectively take up this challenge, because we still have a lot of work in front of us. We have to take advantage of the provincial elections and get a commitment to legislate in the private sector, while we monitor the progress of current measures, particularly the implementation of the Pay Equity Act, 2009.

First and foremost, we must ensure the Coalition's financial sustainability. I firmly believe it can be done and that it will be worthwhile. After all, to work towards pay equity is to work towards the financial independence of women and the valuation of predominantly female jobs, which are so essential in our society.

In Solidarity,

*Marilyn MacCormack*  
President

## MESSAGE FROM THE EXECUTIVE DIRECTOR

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It is with a heavy heart that I write these lines, given that, unless its financial situation improves, I won't be a Coalition employee for much longer.

If Status of Women Canada is no longer funding the Coalition, it's not because it wasn't effective, quite to the contrary! Likewise, the year 2009-2010 was no exception. Workshops, plays, presentations, media coverage, internet presence and newsletters: our activities were many and varied. We even organized a Roundtable in collaboration with other organizations, where three provincial political party leaders and one representative spoke out on pay equity and other topics of interest to women. Of course, we also oversaw the evolution of the Pay Equity Act, 2009 and its regulations, as well as the issue of pay equity on the national level.

I would like to recognize the work of our many volunteers, our employees and our interns. I learned so much by working alongside them and for that I am extremely grateful. I sincerely hope that the Coalition can count on its network of support to become self-financing. The advantages would be having freedom of speech as well as being able to choose activities that are better suited to our strategies. Thus, the Coalition could continue to advocate for justice!

*Johanne Perron*  
Executive Director

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## ABOUT US

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The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that actively advocates for pay equity legislation in both the public and private sectors. Pay equity means equal pay for work of equal or comparable value.

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## BOARD OF DIRECTORS

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Chairperson:	Marilyn MacCormack
Past Chairperson:	Huberte Gautreau
Anglophone Vice-Chairperson	Elizabeth Blaney
Francophone Vice-Chairperson:	Denise Savoie
Secretary-Treasurer:	Rachelle Lanteigne
Northeast Representative:	Édith Brideau
Kent-Miramichi Representative:	Roberte Léger
Southeast Representative:	Lydia Jaillet
Centre Representative:	Jo-Anne Elder
Southwest Representative:	Gail Taylor
Northwest Representative:	Anne Roussel
Aboriginal Representative:	Elizabeth Coburn

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## FINANCIAL PARTNERS

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We would sincerely like to thank Status of Women Canada for its financial support in 2009-2010. We wish to also thank the following organizations for their financial contributions during our 2009-2010 fiscal year:

- Association des employés de l'Université de Moncton (AEUM)
- Department of Post-Secondary Education, Training and Labour
- Human Resources and Skills Development Canada
- Canadian Union of Public Employees (CUPE)
- New Brunswick Union of Public and Private Employees

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## VOLUNTEERS

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The Coalition is, first and foremost, a forum for engagement for social change. Many people dedicate hours of their time as volunteers. We would like to express our sincere thanks to all those who serve on our Board of Directors, our standing committees and our regional committees, as well as all our members who have contributed to lobbying efforts for pay equity legislation. Thanks go to everyone who helped us with suggestions, advice and technical support.

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## EMPLOYEES & INTERNS

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Executive Director:	Johanne Perron
Project Coordinator:	Rachel Arsenault
Administrative Assistant (February-July 2009):	Sarah Valay-Nadeau
Communications Officer:	Emmanuelle Chapados
Development Officers (Summer):	Estelle Lanteigne, Stéphanie Frenette
Intern, Fall 2009:	Stéphanie Frenette
Intern, Winter 2010:	Mélissa Levesque

## STRATEGIC PLANNING

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The 2009-2010 strategic goals of the Coalition were to:

- increase understanding of pay equity and the ways to achieve it,
- develop our support base and exert more pressure in order for pay equity legislation to be passed,
- improve our organizational capacity,
- work towards passing a law for the public and private sectors that meets our objectives and criteria.

The Board of Directors of the Coalition had four management committees:

- By-laws and Constitution Committee
- Nominating Committee
- Executive Director Evaluation Committee
- Risk Management Committee

## AWARENESS ACTIVITIES

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### Theatre

We have continued our collaboration with Moncton Sable. In the fall of 2009, actresses Janie Mallet, Annik Landry and Isabelle Ouellet, under the direction of Louise Lemieux, performed the play "On travaille pas pour des pinottes" (We won't work for peanuts) at four schools and university campuses: école Marie-Gaétane de Kedgwick (high school), Cité des Jeunes d'Edmundston (high school), l'Université de Moncton Edmundston and Moncton campuses. It was also performed for the group ARVANO (Association régionale de vie active du Nord-Ouest), à Sainte-Anne-de-Madawaska.

In Spring 2010, actresses Alicia Potter and Emmanuelle Chapados performed the English version of the play, adapted from French by Jo-Anne Elder, at Saint John High School, Dalhousie Regional High School and at Mount Allison University. It was also performed for audiences in Moncton and Fredericton.

The play is primarily directed towards young audiences of high school, college and university age, but elicits excellent discussions between people of all ages.

### Workshops and Displays

The Coalition continued to offer informative workshops presenting concrete tools to encourage women who work in female-dominated job categories to take charge on the pay equity issue. Since October 2008, there were 29 workshops presented to a total of 340 people across the province, in both official languages.

In 2009-2010, the Coalition continued its efforts to educate the New Brunswick population about pay equity. Thus, members and employees of the Coalition gave at least 25 presentations, reaching over 1400 people, of which approximately 35% were under the age of 35. Our message reached 200 more people this year than last year.

Thank you very much to our volunteers who gave presentations: Huberte Gautreau, Gail Taylor, Don Uhryniw, Marcia Kirkwood, Roberte Léger, Elizabeth Blaney, Anne-Marie Gammon, Rachel LeBlanc, Stéphanie Frenette, Mélissa Levesque, Jo-Anne Elder.

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## COMMUNICATION ACTIVITIES

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### Communications Committee

**members :** *Andrée Cormier, Janice Gray, Danielle Savoie.*

The Communications Committee continued to support the Executive Director in carrying out the Coalition's numerous communications activities.

### Communication Activities

During the 2009-2010 fiscal year, the Coalition issued nine press releases (two of which were produced in collaboration with other organizations) and four letters to the editor. The Coalition for Pay Equity was mentioned in at least 230 examples of media coverage, compared to 185 examples in 2008-2009 and 175 in 2007-2008.

Since our website was revamped last year, there have been many more visitors: between 500 and 600 visitors every month. It gives a great deal of information on pay equity, action, the history of the Coalition and progress on pay equity at the provincial and federal levels. Here's another sign of the times: the Coalition can now be followed on Twitter!

We published two newsletters this year, and sent our members copies of our press releases and a press review, by e-mail, on a regular basis.

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## POLITICAL STRATEGY AND ACTION

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### Strategy Advisory Committee

**Members:** *Chantal Abord-Hugon, Madeleine Delaney-Leblanc, Huberte Gautreau, Marcelle Mersereau, Lise Rodrigue.*

### Provincial Action

#### ***Pay Equity Act, 2009***

The *Pay Equity Act, 2009* and the accompanying Regulations came into effect on April 1, 2010. We consulted with legal experts and used their suggestions to prepare a document which outlined a framework for the Regulations and was presented to the government employees responsible for their implementation. We were pleased to see that some of our ideas were integrated into the Regulations. Our work is definitely not over, even though the *Act* has come into effect. In fact, it is vital that we monitor its implementation.

#### **Groups offering government-mandated services**

We are still waiting to hear about the results of the pay equity process with four of the five groups offering government-mandated services: daycare centres, home care workers, group homes, and transition homes for women who are victims of violence. The results of the pay equity process in nursing homes have already been announced. The results and methodology used for the other groups should be released some time in 2010.

## Poverty Reduction Plan

Unfortunately, despite our requests, the government did not include pay equity legislation for the private sector among the measures to reduce poverty.

## Positions of political parties on legislation for the private sector

The Coalition held a press conference on Pay Equity Day, in November 2009, and, in collaboration with other organizations, organized a round table on women's issues at which representatives of the four provincial political parties were asked to present their position on adopting a pay equity law for the private sector. Here is what the four representatives said:

- The Minister of Social Development, Kelly Lamrock, stated that the Liberal Party was committed to legislation for the private sector. However, he did not provide any details about the time-line.
- The Leader of the Progressive Conservative Party, David Alward, continued to speak in favour of voluntary measures for the private sector.
- The Leader of the New Democratic Party, Roger Duguay, announced that the adoption of a law for the private sector would be part of his party's platform.
- The Leader of the Green Party, Jack MacDougall, also stated that the adoption of a law for the private sector would be part of their platform.

There is still time to convince the Liberal and Progressive Conservative parties to add a law for pay equity in the private sector to their election platforms.

## World March of Women 2010

In mid-October, women from all over New Brunswick will be coming to Fredericton to celebrate their successes since the World Walk for Women in 2000 and to bring forward their new demands. A pay equity law for the private sector will certainly be among them.

## Federal Action

### Pay Equity

The Coalition for Pay Equity continues to promote the recommendations of the Pay Equity Task Force.

On October 29, the Leader of the Liberal Party of Canada, Michael Ignatieff, introduced a bill on pay equity which recognized pay equity as a human right, and asked the government to adopt a proactive system which included the full list of recommendations made by the Pay Equity Task Force in 2004 and to repeal the *Public Sector Equitable Compensation Act*. The latter raised protests across the country when it was adopted in 2009, because it makes pay equity subject to collective bargaining and to market influences and sets out fines of up to \$50,000 for unions which encouraged one of its members to file a pay equity complaint.

The Coalition supported the Liberal bill but, because it had financial repercussions, the bill could not be adopted without the support of the Conservative Party. The Conservatives did not consent. Opposition parties supported the bill.

## Status of Women Canada Funding

The Minister for the Status of Women refused to fund our most recent project. We were told that in this round of funding, it was not only the advocacy or lobbying activities themselves which were not funded, but also the organizations involved in such activities. The Coalition undertook numerous measures to reverse the decision: letters to two successive ministers,

political meetings, letter campaigns, a rally, etc. We would like to thank the three members who organized the rally on April 23, 2010, as well as the approximately 75 people who took part in it.

We need to ask the government to reconsider its funding program. In the current situation, women's groups which have developed expertise in their fields have been cut from the program and the funds have been given to new groups.

## REGIONAL ACTIVITIES

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### Acadian Peninsula

**Active member:** Edith Brideau

**Actions taken:**

- Meetings with the region's MLAs and ministers.

### Bathurst

**Active members:** Simone Savoie, Anne-Marie Gammon, Barbara Thibodeau, Marie-Ange Bertin, Mélanie David, Elizabeth Doucet Morrison, Donna Hicks, Carole Imbeault, Marie Lavigne, Julie Spence, Gilberte Boudreau, Evangéline Babineau, Diane Jeffrey, Bibianne Desjardins, Lina Thibodeau, Louise Arsenault, Lucille Bernard, Patricia Doucey, Emélie Doucet.

**Actions taken:**

- Organization by Anne-Marie Gammon and Barbara Thibodeau of a special TV program of Night Waves (Rogers television) on women's issues, including pay equity, during International Women's Week in March 2010.
- Email messages to N.B.'s Senators and MPs on the importance of financing for pay equity.
- [Presentation](#) on pay equity by [Gilberte Boudreau, president of Groupe Axion](#), during International Women's Week, on March 7.

### Fredericton

**Active members:** Elizabeth Blaney, Liz Coburn, Emma Cunningham, Michelle Lafrance, Raymond Léger, Tracy Glynn, Gayle MacDonald, Joan McFarland, Maureen Michaud, Wendy Robbins, Lanette Ruf, Keri Leigh Anne Ryan, Janet Stoppard, Tiffany Thornhill. **Chair :** Jo-Anne Elder

**Actions taken:**

- Lunch meetings at the Alden Nowlan House on October 29, 2009, February 4, 2010 and May 6, 2010. Johanne Perron was able to be with us at the first two meetings.
- Provided information and promotional materials at Andrea Gibson performance, November 12, 2009.
- Co-hosted Women's Day brunch at Renaissance College, March 7, 2010; Tracy G. organized logistics and publicity and Jo-Anne E. facilitated information-sharing and provided update on Coalition's activities; several committee members attended.
- Participated in Christmas card campaign; Liz C, Maureen M., Tracy G., Jo-Anne E. helped with table at Flea Market on November 22.
- Connected with NB RebELLES, who are now represented on our committee.

- Johanne Perron was the guest speaker in two sections of the Intro to Women's and Gender Studies course at St. Thomas University (fall and winter terms); she spoke to approx. 55 students each time.
- Jo-Anne Elder spoke to small group of Social Work students completing a project on Pay Equity.
- Several of our members attended the provincial gathering of regional committees at Renaissance College on March 27, 2010.
- Individual letters from members re: Coalition funding starting March, 2010.
- Discussed progress on the regulations at our meetings throughout year.
- Discussed election strategy at May 6 meeting; developed action plan for messages and visits to candidates when selected. Some initial contacts have been made.
- Visit from the Premier at the May 6 meeting; we discussed our concerns.
- Elizabeth Blaney facilitated a discussion at a public presentation of the play "We Don't Work for Peanuts" on May 7, 2010.
- Elizabeth Blaney gave a presentation to the NDP's Executive in May 2010.

## Greater Moncton (anglophone)

**Active members:** Cathy Rogers, Nathalie Robichaud, Anna-Lee Vienneau. **Chair:** Rachel LeBlanc

### Actions taken:

- The Greater Moncton Anglophone Pay Equity Committee is a new committee that provides an avenue for our members to get involved in a committee that functions in English.
- The first meeting was in the style of an information session, open to those who wanted to gain more information about the committee and what being a member would mean.
- Four members decided to stay on and work as a committee.
- Though the committee has started slow, a meeting is planned before the summer to look at a strategy for the elections.

## Greater Moncton (francophone committee)

**Active members:** Huberte Gautreau, Charline Vautour, Lydia Jaillet, Rachel LeBlanc, Estelle Lanteigne. **Chair:** Denise M. Savoie.

### Actions taken:

- Two information tables, at Dieppe Market and at Moncton Market, in November 2009, to raise awareness about pay equity and have people sign Christmas cards to be sent to Premier Shawn Graham.
- Breakfast with Progressive Conservative MLAs to have informal discussions on pay equity. About 12 Coalition members participated.
- Huberte Gautreau facilitated a discussion after the presentation of the play « We Don't Work for Peanuts » in Sackville and Moncton, in May 2010.

## Kent

**Active members:** Roberte Léger, Margot Boucher, Docile Cormier, Ginette Gallant, Alma Richard, Marie-Louise Richard, Yvonne Richard. **Chair:** Julia Maillet.

### Actions taken:

- Presentation to the FFAFNB at a meeting in Bouctouche, with about 30 women, to provide a summary of the Coalition's work and an update on where things stand after the adoption of the legislation.
- Breakfast, on March 8, with federal MP Tilley O'Neill and Senator Rose-Mai Poirier. We asked Senator Poirier to help us obtain funding and to intervene in our favour with the Minister, which she did.

## Madawaska

**Active members:** Louise Guerrette, Nicole Lang, Suzanne Martin, Denyse Mazerolle, Anne Roussel, Marguerite Guimond, Cécile Nadeau.

### Actions taken:

- 23 September 2009 – Johanne Perron provided an update on the status of the new legislation on pay equity in the public sector.
- 23 October 2009 – Meeting with Madeleine Dubé, MLA for Edmundston-St-Basile, to learn about her position on pay equity legislation in the public sector.
- 18 November 2009 – Theatre play, 'On travaille pas pour des pinottes', at the Musée historique du Madawaska.
- 2 February 2010 – Johanne presented the Coalition's plan of action for the provincial elections.
- 15 March 2010 – Lunch & Learn organized by the U. de Moncton Edmundston campus – presentation of the Status report 2010 on Women in New Brunswick by the ACSW (Wendy Johnston)
- 15 March 2010 evening – Forum on pay equity at the Musée historique du Madawaska, organized by the Human Rights Commission.
- 27 March 2010 – Two members of our committee participated in the regional committees' meeting in Fredericton.
- 12 April 2010 – Meeting with Jacques Martin, mayor of Edmundston, to encourage the municipality to support pay equity legislation in the public sector for its staff. He will be contacting us to present to the municipal council at a meeting this fall.

## Saint John

**Active members:** Ann Barrett, Lee Chalmers, Nancy Clifford, Tammy Garnett, Dawn LeBlanc, Marcia Kirkwood, George Mills, Linda Mills, Marcia Kirkwood, Vallie Stearns, Don Uhryniw

**Chair:** Gail Taylor

### Actions taken:

- June, August, September, November/09: monthly meetings; additional preparation meetings for special events
- June 9/09: 4 community members and 2 committee members attended a Pay Equity Workshop
- July 28/09: Gail Taylor, Letter to the Editor, Times Transcript in response to editorial attacking pay equity
- September 11/09: Lee Chalmers attended Pay Equity Study Day on the Pay Equity Act 2009, with Michèle Caron (Université de Moncton) and Julia Hughes (UNB).
- November/09: Don Uhryniw & Gail Taylor, Letter to Margaret-Ann Blaney acknowledging her leadership on pay equity in her party.
- November 25/09: Meet & Greet, CQS storefront church: approximately 15 people attended from faith community (Sisters of Charity, Portland United representing informal group of women ministers, Germain Street Baptist Church, as well as CQS) and broader community. We revised Coalition PowerPoint for presentation and offered a group presentation, and food was prepared by Marcia Kirkwood.

- Prepared updated group presentations for local events.
- January, April, May/10: monthly meetings
- February 16/10: Gail Taylor attended screening of Gretchen Kelbaugh's film "Menocracy" (includes pay equity as one of several interrelated issues)
- March 27/10: 3 members attended Regional Committees gathering, Fredericton.
- February 11/10: 3 members made joint presentation to Lee Chalmers' Sociology of Work class, UNBSJ.
- April-May/10: Letter-writing campaign to Minister Rona Ambrose & newspapers re Coalition funding crisis.
- April-May/10: Plenary for MLA breakfast planned for August 18/10.
- May/10: Gail met with Saint John City Councillor Patty Higgins to draft resolution on pay equity to take to Common Council, referencing resolutions/letters adopted by Dieppe, Moncton, Grand Bay/Westfield
- May/10: Met with Tammy Garnett and Jennifer Edison to develop Facebook profile for Saint John Committee.

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## **OUR PARTNERS**

We wish to acknowledge our partners in action:

- New Brunswick Childcare Coalition
- New Brunswick Advisory Council on the Status of Women
- Regroupement féministe du Nouveau-Brunswick
- Femmes Équité Atlantique
- Common Front for Social Justice
- Canadian Union of Public Employees, New Brunswick
- New Brunswick Federation of Labour
- New Brunswick Union of Public and Private Employees
- Moncton and District Labour Council

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## **FINANCIAL STATEMENTS**

The 2009-2010 financial statement was reviewed by Louise Belliveau, C.A. As of February 28<sup>th</sup>, 2010, the account balance was of \$19,125 and accounts receivable were \$14,402, of which around \$21,723 represented the amount to be brought forward to the year 2010-2011.

## MEMBERS

**As of May 31, 2010, the Coalition had approximately 700 individual members and 81 member organizations. Our organizational members are:**

1. Acadian Peninsula & District Labour Council
2. Annabel Gay Women's Institute
3. Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick
4. Association acadienne et francophone des aînées et aînés du Nouveau-Brunswick
5. Association des bibliothécaires, professeures et professeurs de l'Université de Moncton
6. Association des bibliothécaires, professeures et professeurs retraités de l'Université de Moncton
7. Association des employés de l'Université de Moncton
8. Association francophone des établissements de soins spéciaux du Nouveau-Brunswick
9. Association des juristes d'expression française du Nouveau-Brunswick
10. Association du personnel administratif et professionnel de l'Université de Moncton
11. Association for Community Living (Grand Falls)
12. Association francophone des municipalités du Nouveau-Brunswick
13. Association francophone des parents du Nouveau-Brunswick
14. Association of University of New Brunswick Teachers
15. Atelier des Copains Co-op Ltée
16. Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406
17. Bathurst & District Labour Council
18. Canadian Federation of University Women - Fredericton
19. Canadian Federation of University Women - Kent
20. Canadian Federation of University Women - Moncton
21. Canadian Federation of University Women - Sackville
22. Canadian Federation of University Women - Saint John
23. Canadian Labour Congress
24. Canadian Union of Public Employees, Maritimes Regional Office
25. Canadian Union of Public Employees, Local 1159
26. Canadian Union of Public Employees, Local 2116
27. Canadian Union of Public Employees, local 2745-3
28. Canadian Union of Public Employees, Local 813
29. Canadian Union of Public Employees, Local 4598
30. Canadian Union of Public Employees, New Brunswick
31. Canadian Union of Postal Workers, Fundy-105 Women's Committee
32. Centenary Queen Square United Church
33. Crossroads for Women
34. Coalition of Concerned Citizens, Unions and Business
35. Coalition of Transition Houses
36. Common Front for Social Justice
37. Communications, Energy and Paperworkers Union of Canada
38. Dames d'Acadie de Dieppe
39. Écllosion Inc.
40. Edmundston & District Labour Council
41. Fédération d'alphabétisation du Nouveau-Brunswick
42. Fédération des étudiants et étudiantes du Centre universitaire de Moncton (FÉÉCUM)
43. Fédération des femmes acadiennes et francophones du Nouveau-Brunswick
44. Femmes acadiennes et francophones de Bertrand
45. Femmes acadiennes et francophones de Bouctouche
46. Femmes acadiennes et francophones de Caraquet
47. Femmes acadiennes et francophones de Cocagne
48. Femmes acadiennes et francophones de Lamèque
49. Femmes acadiennes et francophones de Shippagan
50. Fredericton & District Labour Council
51. Homeless Women's Shelter Service Inc.
52. Institut féminin de Grande-Digue
53. Institut féminin de Rivière du Portage
54. Maison de passage
55. Miramichi & District Labour Council
56. Miramichi Emergency Centre for women Inc.
57. Moncton & District Labour Council
58. MensWork
59. NB Rebelles-Fredericton
60. New Brunswick Advisory Council on the Status of Women
61. New Brunswick Association of Social Workers
62. New Brunswick Child Care Coalition
63. New Brunswick Council of Nursing Home Unions
64. New Brunswick Federation of Labour
65. New Brunswick Nurses Union
66. New Brunswick Teachers' Federation
67. New Brunswick Union of Public and Private Employees
68. New Brunswick Voices of Women for Peace
69. Regroupement féministe du Nouveau-Brunswick
70. Restigouche & District Labour Council
71. Saint John & District Labour Council
72. SERFNB - Cercle Alcide-F.-LeBlanc
73. Services à la famille Népissiguit
74. Société de l'Acadie du Nouveau-Brunswick
75. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick (SERFNB)
76. Stimulation à l'enfance inc.
77. Student Alliance of New Brunswick
78. Support to Single Parents
79. Union of the Municipalities of New Brunswick
80. Urban Core Support Network
81. YWCA of Moncton