

New Brunswick COALITION FOR PAY EQUITY, Inc.

2010-2011
Annual Report



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**NEW BRUNSWICK COALITION
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MESSAGE FROM THE CHAIR

The New Brunswick Coalition for Pay Equity has survived its worse crisis to date. Together, we took up the challenge of operating without government funding. We've seen the proof of the public's support for our cause.

Despite the amount of time we had to devote to our financial survival, we have managed to keep pay equity in the public spotlight. We challenged all the political parties to include pay equity legislation for the private sector in their election platform. We didn't succeed with either the Progressive Conservative Party or the Liberal Party, but we mustn't lose hope. There's nothing to prevent a government from passing legislation even though it wasn't among its election promises, especially legislation to eliminate wage discrimination!

More than ever, this year, we made connections with other community and labour groups in order to advance our values of equity and justice, including the 2010 World March of Women, the Economic Equity Working Group and other more informal groups. These partnerships are essential if we are going to continue to make progress.

So we will continue our awareness activities and political action for private sector legislation, as well as continuing to closely monitor the evolution of pay equity in the public sector and in the four groups that participated in pay equity programs. We will give priority to support for these four groups, notably child care and home care workers, who have been waiting for their adjustments since 2010-2011.

Good news for the coming year: we received funding from Status of Women Canada for a project on women's leadership in the community sector. This will allow us to make new connections in this sector where a number of female-dominated jobs are concentrated and many factors contribute to pay inequity. However, we will also need to organize another fundraising campaign if we want to continue our mission of advocating for pay equity legislation for all of NB. The money from Status of Women Canada cannot be used for this purpose.

Let us stand with the women and men who hold female-dominated jobs and do what we need to do to support them!

In Solidarity,

Marilyn MacCormack
Chair

MESSAGE FROM THE EXECUTIVE DIRECTOR

I was reading over my message from last year. It was a farewell message, because I was sure I was going to have to leave my job. We've accomplished an incredible amount since then! We decided to take up the challenge of finding our own funding while keeping pay equity in the public eye and working in partnership on the various related issues! We have certainly seen the force of our members' convictions and the solidarity that the public and organizations in New Brunswick are capable of. Bravo!

Johanne Perron
Executive Director

WHO ARE WE?

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

BOARD OF DIRECTORS



Left to right: Anne, Gail, Elizabeth C., Jo-Anne (hidden!) Johanne, Marilyn, Huberte, Édith, Roberte, Elizabeth B.

Chair:	Marilyn MacCormack
Anglophone Vice-Chair:	Elizabeth Blaney
Francophone Vice-Chair:	Huberte Gautreau
Secretary-Treasurer:	Rachelle Lanteigne
Representative - North-East:	Édith Brideau
Representative - Kent-Miramichi:	Roberte Léger
Representative - South-East:	Lydia Jaillet
Representative - Centre:	Jo-Anne Elder
Representative - South-West:	Gail Taylor
Representative - North-West:	Anne Roussel
Aboriginal Representative:	Elizabeth Coburn

VOLUNTEERS

In 2010-2011, the Coalition called on its members as never before because its funding from Status of Women Canada was not renewed. Many people devoted hours of volunteer work. We want to sincerely thank those who sat on our Board of Directors, our first fundraising committee, our standing committees and our regional committees, as well as all of our members who contributed to promoting pay equity legislation. We also thank everyone who gave us valuable advice and technical support.

EMPLOYEES

Executive Director:	Johanne Perron
Project Coordinator:	Rachel Arseneault (to the end of April 2010)
Communications Officer:	Emmanuelle Chapados (to the end of April 2010)
Development Officer:	Gabrielle Ross-Marquette (Summer project)

STRATEGIC PLANNING

The Coalition reviewed its strategic directions:

- Monitor implementation of the *Pay Equity Act* in partnership with the unions.
- Monitor implementation of pay equity programs with the four groups in 2011-2012 along with the groups organized in these sectors; try to get pay equity programs for special care homes and other groups in subsequent years; counteract what is said about the deficit.
- Give direction and support to our regional committees and create new ones in various regions.
- Prepare another “round” of fundraising and seek new sources of funding.
- Continue to push the need for legislation for the private sector.

ISSUES

Pay Equity Act, 2009

We have been monitoring the implementation of the *Pay Equity Act, 2009* and the regulations that define it since they came into effect on April 1, 2010. The regulations on maintenance still need to be adopted. Again, we had expert assistance to prepare a document proposing a framework for maintenance regulations, and we presented it to the government employees responsible.

2010 World March of Women



The Coalition participated actively with other women’s groups on the organizing committee for the 2010 World March of Women. On October 22, over 250 New Brunswick women and men went to Fredericton to celebrate the victories achieved since the 2000 World March of Women and to discuss the next steps toward equality. Pay equity legislation for the private sector is among the target objectives for the next few years. The full report is due to be distributed soon.

Groups providing services to the government

The last government was supposed to announce the results of a pay equity process in the childcare and homecare sectors in 2010 and begin payments in 2010-2011. Unfortunately, it didn't do it. The new Minister responsible for the Status of Women recently stated that employees in these sectors will have to wait for the pay equity processes to be finished in community residences and shelters for battered women before they start receiving their adjustments. The Coalition has started putting pressure on the government to accelerate the process, in collaboration with stakeholders in the daycare and homecare sectors.

Provincial elections and legislation for the private sector

The Coalition took every opportunity to ask the political parties to take a position in favor of pay equity legislation in the months leading up to the provincial elections.

For instance, seven women's groups from New Brunswick participated in a joint press conference with the Coalition to support legislation for the private sector: the New Brunswick Women's Collective, the New Brunswick Federation of Labour's women's committee, the Canadian Federation of Business and Professional Women's Clubs, the Canadian Federation of University Women, the Fédération des femmes acadiennes et francophones du Nouveau-Brunswick, the New Brunswick Women's Institute and the Regroupement féministe du Nouveau-Brunswick.



Before and during the provincial electoral campaign in September 2010, the Fredericton, Moncton and Saint John regional committees invited candidates to discuss pay equity with members in their region. Their invitation was widely accepted and a large number of politicians participated.

Only the New Democratic Party and the Green Party promised pay equity legislation in the private sector. The Liberal Party promised to begin pay equity programs in new sectors that provide services mandated by the government. The Progressive Conservative Party said that they would improve the pay of employees in certain sectors where there are many female-dominated jobs.

Economy and provincial budget

A number of Coalition members participated in the pre-budget consultations to point out the value of pay equity to the economy. The Coalition participated actively in the Economic Equity Working Group to propose alternatives to budget cuts in order to reestablish fiscal balance while favoring as much equity as possible, including better capability to ensure pay equity. The Working Group organized the forum "It's Our Economy Too!", inviting economists and stakeholders to present their vision of New Brunswick's economic situation and of possible choices. It also organized two conferences in collaboration with the Advisory Council on the Status of Women with two economists who analyzed the tax reduction plan introduced by the last provincial government in 2009-2010. The Committee then prepared a brief and distributed it at a press conference.

NB Advisory Council on the Status of Women



The abolition of the NB Advisory Council on the Status of Women was definitely a great loss for the Coalition for Pay Equity. Through the years, the Advisory Council has been an important ally, doing research, disseminating pertinent information on pay equity and occasionally organizing awareness and education activities with the Coalition. The Coalition was therefore among the organizations and unions in the province that asked the Minister responsible for the Status of Women to review her decision.

FIRST FUNDRAISING CAMPAIGN

Co-Presidents: Marie-Linda Lord and Ginette Petitpas-Taylor. **Committee Members:** Chantal Abord-Hugon, Elizabeth Blaney, Lydia Jaillet, Rachel LeBlanc, Denise Savoie and Johanne Perron.

Ensemble pour l'équité salariale!



Let's celebrate our first fundraising committee! Using the theme "Together for Pay Equity", the committee, aided by our regional committees and other dedicated members, managed to raise a total of \$77,000. Individuals, religious communities, unions and other organizations contributed generously to the campaign.

COMMUNICATION AND AWARENESS

Communication

During the 2010-2011 fiscal year, the Coalition issued 13 press releases (two of which were issued jointly with other organizations) and four letters to the editor. The Coalition for Pay Equity and/or pay equity were mentioned at least 200 times in the media, compared to 230 in 2009-2010, 185 in 2008-2009 and 175 in 2007-2008. Pay equity was featured from various angles: International Women's Day, Status of Women Canada funding cuts, provincial elections, pay equity at the federal level, economic crisis, fundraising campaign, 2010 World March of Women, 2011 provincial budget as well as pay equity for child care, home care, transition houses and group homes staff.

This year, we created a Facebook page and we're still "tweeting"! In fiscal year 2010-2011, our Internet site received more visitors than last year, averaging 620 unique visitors a month. Because of the lack of resources, we didn't publish a newsletter last year, but we communicated with our members regularly by e-mail.

Presentations

Despite the cuts, the Coalition managed to give 16 presentations (or 9 fewer than last year) reaching 960 persons, around 10% of whom were under 35. This was possible thanks to the volunteers who gave 9 of the 16 presentations. Thank you to the volunteer presenters: Marilyn MacCormack, Huberte Gautreau, Gail Taylor, Roberte Léger, Elizabeth Blaney and Jo-Anne Elder.

LOCAL AND REGIONAL ACTIVITIES

Aboriginal community

Active member: Elizabeth Coburn.

Activities:

- Attended many events with government and MLAS where she reminds the needs of women that have no voice.
- Used opportunities to promote pay equity with other organizations such as the CNIB, Fredericton Native Friendship Centre, NB Multicultural Council, or at meetings such as the NB Chiefs' Meeting and the Asian Society meeting.

Fredericton

Committee Chair: Jo-Anne Elder.

Members: Elizabeth Blaney, Liz Coburn, Michelle Lafrance, Tracy Glynn, Joan McFarland, Maureen Michaud, Vallie Stearns, Janet Stoppard.

Activities:

- Our three face-to-face meetings (on September 2, 2010, October 7, 2010 and February 7, 2011) were well-attended; we conducted other business by email.
- In preparation for the provincial election we hosted an all-candidates' breakfast on Thursday, September 16. Eleven (out of a possible 33) candidates from Fredericton and the surrounding area attended, with representation from all parties except the PANB. Catherine Harrop of the CBC moderated the discussion, which was quite lively. There were approximately 30 people in the audience and some media coverage.
- Some members attended the performance of the Coalition's play *We Won't Work for Peanuts* (English version, October 21, 2010).
- Several members participated in the World March of Women on October 22, 2010.
- Jo-Anne sent letters to prospective donors during the Coalition funding campaign in fall 2010.
- Jo-Anne gave a presentation on the Coalition to the Intro to Women's and Gender Studies course at St. Thomas University in January, 2011; she spoke to approximately 40 students.
- We hosted Women's Day brunch at Renaissance College on March 6, 2011; Tracy was responsible for communications and Jo-Anne facilitated information-sharing and provided an update on the Coalition's activities; several committee members attended.
- Several members attended the screening of *Made in Dagenham* at UNB on March 28, 2011; Jo-Anne and Elizabeth B. set up a Coalition display and table in the lobby and answered several questions about the Coalition and the recent elimination of the NB Status of Women.
- Several members have been involved in the protests against the elimination of funding for the NB Status of Women.
- Throughout the year, and particularly leading up to and immediately following the provincial and federal elections, several attempts to visit candidates, MLAs and MPs were made; few of the politicians contacted responded to our requests for meetings. Clearly, we have challenges ahead.

Greater Moncton

Committee Chair: Denise M. Savoie.

Members: Huberte Gautreau, Charline Vautour, Lydia Jaillet, Estelle Lanteigne.

- The committee organized a meeting with the female candidates in southern New Brunswick because so many women were running in the provincial elections. The public and the media could ask the candidates questions.
- The Moncton committee participated actively in the launch of our fundraising campaign.
- Presentations of our fundraising campaign to the Association des techniciens/techniciennes de l'Université de Moncton (ATTUM)
- For two days, we had an information table at the screening of the film *Made in Dagenham* in Moncton.
- Meeting with the Minister of Justice and MLA for Moncton-North, Marie-Claude Blais, and members of her riding to discuss pay equity and the Advisory Council on the Status of Women.

Kent

Active Member: Roberte Léger.

Activities:

- Canvassed for donations for the fundraising campaign in Kent.
- Talked to the region's MLAs following the abolition of the NB Advisory Council on the Status of Women.
- Networking in an effort to set up a new regional committee.

Madawaska

Members: Louise Guerrette, Nicole Lang, Denyse Mazerolle, Sylvie Morin, Anne Roussel, Suzanne Martin.

- In October 2010, we participated actively in the women's march in Fredericton to mark the 10th anniversary of the World March of Women.
- In February 2011, we participated in Minister Higgs' pre-budget meetings.
- In April 2011, we met with Minister Madeleine Dubé and Norma Dubé to express our unhappiness with the abolition of the NB Advisory Council on the Status of Women.

Saint John

Committee Chair: Gail Taylor.

Members: Ann Barrett, Lee Chalmers, Tammy Garnett, Dawn LeBlanc, Marcia Kirkwood, Rev. Don Uhryniw; new member, Wendy Cory.

Activities:

- June 2010: Resolution on Pay Equity adopted, Saint John Common Council.
- July 2010: Consulted with students, UNBSJ Philosophy Business Ethics class, on their presentation on pay equity.
- August 2010: Candidates' Breakfast attended by 40 people (15 candidates from 5 parties attended plus one independent); also reps from Canadian Federation of University Women Saint John, Sisters of Charity, CQS storefront church members, CUPE Local 813, and NB Advisory Council on the Status of Women; UNBSJ students and faculty; members of the faith community and social justice activists; members of the Regional Committee, and Anglophone Vice-Chair Elizabeth Blaney.
- August 2010: Worked with Sister of Charity on letter to Minister Rona Ambrose re cut to Status of Women funding.
- September 2010: Telegraph Journal published Commentary by Gail Taylor, in response to Fellows' column.
- Fall 2010 – part of winter 2011: Regional committee members did follow-up calls/meetings as part fundraising campaign.
- January 2011: Made presentation for pay equity at Pre-Budget Consultations, Saint John
- March 2011: International Women's Day inaugural gathering, Taco Pica workers' co-op restaurant, networker including NB Federation of Labour, PRUDE (Pride of Race, Unity, Dignity, and Education), CUPE, NBCC Human Services students; 5 regional committee members.
- April 2011: 2 committee members attended protest, Saint John Chateau re abolition of NB Advisory Council on Status of Women; wrote letters to the editor, Minister Blaney, Minister Higgs, and Premier; supported partners to write letters (CQS storefront church); Gail Taylor attended Legislature when Liberals brought motion to reinstate, posted to PAR-L, and participated in meetings.

- Spring/ongoing: Organizing MLA meetings; writing DSD to query undercutting of CQS Childcare Centre with subsidized Early Learning Centre in South End on basis that ELC is paying minimum wage to workers.
- Committee meetings: June, August, October 2010 (plus extra organizational meetings for special events); February, April, June 2011.

OUR PARTNERS

We want to thank our partners in action:

- Association acadienne et francophone des aînées et aînés du N.-B.
- Canadian Federation of Business and Professional Women's Clubs
- Canadian Federation of University Women
- Canadian Labour Congress, Atlantic Region
- Canadian Union of Public Employees, New Brunswick Division
- Fédération des femmes acadiennes et francophones du Nouveau-Brunswick
- Fredericton Anti-Poverty Organization
- Moncton and District Labour Council
- New Brunswick Advisory Council on the Status of Women
- New Brunswick Childcare Coalition
- New Brunswick Federation of Labour
- New Brunswick Home Support Association
- New Brunswick Nurses' Union
- New Brunswick Union of Public & Private Employees
- New Brunswick Women's Institute
- New Brunswick Women's Collective

The Coalition is an active member of three provincial groups and has participated in joint projects with them: Common Front for Social Justice, Regroupement féministe du Nouveau-Brunswick and Société Femmes Équité Atlantique.

Common Front for Social Justice

One of the four priorities of the Common Front for Social Justice (CFSJ) is the extension of pay equity legislation to people working in the private sector. Its activities in the past year included:

- An analysis of the NB Poverty Reduction Plan, highlighting mostly the negative impact on people living in poverty, and where there are more women than men; a presentation to the Social Development deputy minister and to the co-presidents of the Economic and Social Inclusion Corporation;
- A research project on the cost of food in 12 NB grocery stores in summer 2010. The data showed the prices increased by 21% in four years, justifying a request for a \$50 solidarity supplement for households dependant on social assistance;
- The organization of the 3rd Poverty Summit, held in October 2010, on the theme "Poverty – A violation of Human Rights";
- A brief presented to the Minimum Wage Commission in March 2011, focussing on the importance of increasing the minimum wage and of having a single minimum wage rate in order to avoid penalizing people receiving tips. Women in such employment only earn approximately \$9,000 a year and should not be paid less.

Regroupement féministe du Nouveau-Brunswick

Major activities of the Regroupement féministe du Nouveau-Brunswick in the past year included:

- Raising awareness of Acadian community organizations regarding the need to consider NB francophone women's needs and experiences in the development and implementation of their activities, with two pilot projects using gender based analysis, in partnership with the *Fédération d'alphabétisation du Nouveau-Brunswick* and the New Brunswick Youth Strategy. These two community organizations were among the first implementing gender based analysis in their activities in Canada.
- Raised the provincial government's awareness of the necessity to take into account women's needs in public policy development and, more specifically, in the budget process.
- Took an active part in the mobilization against the abolition of the New Brunswick Advisory Council on the Status of Women.
- Completed a project on the representation of women in the Acadian media, based on an analysis of the written francophone provincial media. Findings showed that women only represent 25% of spokespersons quoted in the news section of *L'Acadie Nouvelle* and 24% in the provincial news section of *L'Étoile*. Moreover, women are underrepresented in almost all fields, including those where they are the majority, such as health, education, community sector, arts and culture. (Complete report available, in French only, on the web site rfnb.ca.)

Société Femmes Équité Atlantique

Created in 2004, the Société Femmes Équité Atlantique (SFÉA) is made up of women representing organizations that deal with women's issues and women leaders in the four Atlantic Provinces. Its mandate is to improve the effectiveness of Acadian and Francophone women in the Atlantic Provinces who are looking for solutions to socio-economic inequity.

- New Internet site: www.featl.ca
- Incorporation of the Société Femmes Équité Atlantique (SFEA) and adoption of its Bylaws and Regulations in 2010.
- Distribution of 12,000 copies of the *Guide-ressource pour filles et jeunes femmes au Nouveau-Brunswick*, prepared last year by the SFÉA
- The follow-up committee of the *Rencontre des générations* intergenerational forum developed new strategic orientations.
- Under way: External analysis of an intergenerational mentorship model, Part V of FÉA's strategic orientations *La Rencontre des générations* with the Department of Social Work at UQAM (Université du Québec à Montréal) under the supervision of principal researcher Elizabeth Harper.
- Presentation this coming July 7 during the conference Women's Worlds 2011 in Ottawa, on the challenges of partnerships for minority Acadian and Francophone women.

FINANCIAL STATEMENTS

As our expenses were under \$100,000, the 2010-2011 financial statements were reviewed by a committee appointed at the last AGM and made up of Chantal Abord-Hugon, Roberte Léger and Denise Savoie. As of February 28, 2011, the account balance was of \$32,257.

MEMBERS

As of May 31, 2011, the Coalition had a total of around 700 individual members and 81 member organizations. Our member organizations 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. Ateliers Hironnelles
17. Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406
18. Bathurst & District Labour Council
19. Canadian Federation of University Women - Fredericton
20. Canadian Federation of University Women - Kent
21. Canadian Federation of University Women - Moncton
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. Common Front for Social Justice
36. Communications, Energy and Paperworkers Union of Canada
37. Dames d'Acadie de Dieppe
38. Dames d'Acadie de Moncton
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 Carquet
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. Moncton Regional Learning Council
59. NB Rebelles-Fredericton
60. New Brunswick Association of Social Workers
61. New Brunswick Child Care Coalition
62. New Brunswick Council of Nursing Home Unions
63. New Brunswick Federation of Labour
64. New Brunswick Home Support Association
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
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