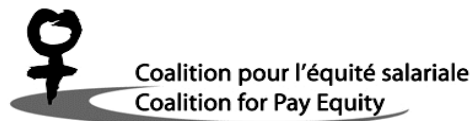


COALITION FOR PAY EQUITY

Annual Report

2004-2005



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MESSAGE FROM THE CHAIR

The Coalition for Pay Equity has travelled an impressive path this past year.

In June 2004, Elizabeth Weir, MLA for Saint John Harbour and Leader of the New Democratic Party of New Brunswick, introduced our Pay Equity Legislation at the Legislative Assembly, which launched last year's string of events. Our Pay Equity Bill includes all the necessary elements for the implementation of pay equity in New Brunswick.

The Pay Equity Bill was then turned over to the Law Amendment Committee which opted for public hearings in order to allow a debate on this issue. Of the 34 presentations before the committee, 30 were in favour of Pay Equity and this does not include the letters of support. Our hope was that the population of New Brunswick get a chance to voice their opinion on pay equity. I can you assure, it set people talking. However, the Law Amendment Committee's report is still long-awaited.

The positions of the three political parties on Pay Equity have not changed from past years:

The Liberals have committed themselves to introducing legislation in all sectors with a consultation with various interveners in the private sector.

The Conservatives are still sticking to the recommendations of the Round Table and now the plan of action on the wage gap of the minister responsible for the Status of Women, Margaret-Ann Blaney. The plan of action surprised a few people this past month. Pay Equity will be achieved in the public sector within five years but the private sector will have to wait a while since Government is still looking at voluntary measures for the private sector. Awareness campaigns will be set up in order to change attitudes toward pay equity.

The New Democratic Party has not changed its position and continues to support Pay Equity.

The unconditional support and cooperation of the unions and other organizations, and the support of our members have been unparalleled. We appreciate their advice and their support.

I would like to take this opportunity to congratulate one of our own, Huberte Gautreau, who received the Governor General's Award in Commemoration of the Persons Case this year for her dedication and work on women's issues, particularly her work on Pay Equity and the elimination of violence against women. Congratulations Huberte!!! Very well deserved.

Finally, I would like to commend Johanne Perron for her work and dedication to our cause. She's a treasure; we are very lucky to have a woman of her calibre within our organization. Thank you Johanne.

We have made a lot progress with Pay Equity this year, but there is still a lot to do before the women of New Brunswick get their fair share.

Louise Guerrette Winchester, Chair

MESSAGE FROM THE COORDINATOR

It was with pleasure that I came back to my old position in August 2004, and rediscovered my old friends. I also had the joy of meeting many new allies this year.

We can say that the Coalition for Pay Equity makes advances for women of New Brunswick. Of course, we still have not reached our ultimate goal: pay equity legislation for the public and private sectors. However, we are getting closer every year.

The government's commitment to reach pay equity in the whole public sector is to be highlighted and celebrated... And then, we'll go back to work! We'll have to analyse the implications of the action plan on the wage gap and keep a close eye on the progress made. We also should ensure that there will be an independent evaluation of the progress.

However, we clearly need to continue promoting pay equity legislation. After all, the model our members ratified last year has moved along. Who would have thought there would be public hearings as early as November 2004? It will be interesting to see the Law Amendment Committee's report. An issue to follow in 2005-2006!

This year more than ever, the Coalition often asked for its members' and partners' support. The public hearings required active participation from many organizations and people, whether they were members of the Coalition or not. The briefs were well documented and showed the importance of legislation. Many people also worked in their region and within our committees, and maintained pay equity in the public eye. Many thanks to all who gave their support to the Coalition this year again.

In closing, I want to commend the extraordinary work of Jade Duchesneau Bernier, who brilliantly assumed the position of interim Coordinator, as well as the dynamism and conviction with which Annie Maltais took responsibility for the office and communications and ensured an easy transition between Jade's departure and my return. I also thank Janelle LeBlanc, intern student from the Université de Moncton, who accomplished a lot in the fall of 2004 – at a moment when her help turned out to be essential!

Johanne Perron
Coordinator

BOARD

Chairperson:	Louise Guerrette Winchester
Past Chairperson:	Marylea MacDonald
Anglophone Vice-Chair:	Marilyn MacCormack
Francophone Vice-Chair:	Anne-Marie Gammon
Secretary-Treasurer:	Christine Robichaud
North-East Representative:	Odette Robichaud
South-East Representative:	Julia Maillet
South Representative:	Michèle Caron, Huberte Gautreau
Center Representative:	Emma Robichaud, Elizabeth Blaney
South-West representative:	Jackie Matthews
North-West Representative:	Denyse Mazerolle
Interim Coordinator:	Jade Duchesneau Bernier
Coordinator:	Johanne Perron

EMPLOYEES

Interim Coordinator: Jade Duchesneau Bernier (until May 31, 2004)
Communication officer: Annie Maltais (May 16 to August 15, 2004)
Coordinator: Johanne Perron (back since August 8, 2004)

FINANCIAL PARTNERS

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

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

Advisory Council on the Status of Women
Association des employés de l'Université de Moncton
Canadian Labour Congress
Canadian Union of Public Employees
Human Resources Development Canada
New Brunswick Association of Social Workers
New Brunswick Committee of the World March of Women 2000
New Brunswick Council of Nursing Home Unions
New Brunswick Federation of Labour
New Brunswick Nurses Union
New Brunswick Union of Public and Private Employees
Public Service Alliance of Canada

WHO ARE WE?

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

Pay equity is equal pay for work of equal value.

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 des dames d'Acadie's concern with poverty amongst women – poverty partly resulting 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 carrying 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 its foundation, the Coalition has been active in lobbying the government, political parties and the private sector, as well as raising public awareness on pay equity issues.

AN AWARD FOR HUBERTE GAUTREAU

On October 21, 2004, Huberte Gautreau received the Governor General's Award in Commemoration of the Persons Case, in recognition for her work for the advancement of women, namely in pay equity and the elimination of violence against women. Among her accomplishments, Huberte set up the New Brunswick Committee for the World March of Women 2000. Huberte Gautreau invested much energy in mobilizing groups and individuals in favour of pay equity legislation. After the World March, she became the Chair of the Coalition for Pay Equity for a two-year mandate. Since then, she has continued to campaign for pay equity legislation. Congratulations Huberte!

ON THE POLITICAL SCENE

Bill 77: Pay Equity Act

At our last annual general meeting, our members endorsed a model pay equity act based on the Ontario and Quebec experience and written for the Coalition by law professor Louise Aucoin.

Then Coalition representatives met with MLAs from the three political parties and asked them to introduce the Bill at the Legislative Assembly. In June 2004, Elizabeth Weir, leader of the New Democratic Party, did, and Carmel Robichaud of the Liberal Party supported it. The Government then sent the Bill to the Standing Committee on Law Amendments. The Committee held public hearings on November 18, 19 and 26, 2004.

Out of 34 presentations submitted to the Committee, 30 supported Bill 77 as is or with minor changes. Three promoted the approach put forward by the Wage Gap Round Table in its 2003 report, i.e. voluntary measures with the possibility of legislation after five years if progress was deemed unsatisfactory. One considered the NB Human Rights Code to offer sufficient protection. Most of the briefs are posted on our web site.

In addition to the public hearings, three experts met the Law Amendment Committee: Annick Desjardins, lawyer and pay equity specialist with CUPE, Paul Durber, job evaluation specialist, and Ather Akbari, economist.

We are still waiting for the Law Amendment Committee to report to the Legislative Assembly, after which the government will have to accept or reject its recommendations.

Round Table on the Wage Gap

During the year 2004-2005, the Coalition waited for minister Blaney's action plan, in response to the Round Table on the Wage Gap. The action plan on the wage gap was released on June 2, 2005. It focused on four objectives, including "to increase the use of pay equity practices". The government made the commitment to achieve pay equity in all the public service. Although it does not plan to adopt legislation to do so, this is an important advance for pay equity activists. The government also will "make pay equity tools available to employers", will "assist employers to use these tools" and will promote leaders in regards to pay equity in the private sector. Minister Blaney repeated her commitment to legislate if not enough progress was made.

The Coalition welcomed the promise for pay equity in the entire public sector while it expressed its concern that voluntary measures will not bring the

desired changes in the private sector. It also emphasized the importance of informing and involving employees as well as the employers in pay equity processes.

Pre-budget consultations

In February and March, the minister of Finance and the Premier held pre-budget consultations in various locations across the province and on various topics. The Coalition participated in the Moncton regional consultation by the minister of Finance, on February 7, and the consultation on the economy by the Premier in Fredericton, March 16, 2005.

AWARENESS & COMMUNICATION ACTIVITIES

Presentations

This year, from April 1st, 2004 to March 31st, 2005, the Coalition for Pay Equity members and staff gave at least 26 presentations, reaching around 870 persons. As a result of these presentations, the following organizations joined the Coalition for Pay Equity:

- Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick
- Fédération des étudiants et étudiantes du Centre universitaire de Moncton
- Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick
- Union of the Municipalities of New Brunswick

Media coverage

From April 1st, 2004 to March 31st, 2005, the Coalition for Pay Equity issued 14 press releases. It also held two press conferences:

- On Pay Equity Day, we gave our evaluation of the public hearings
- On Valentines' Day, we asked the federal government to follow the federal Pay Equity Task Force recommendations with the message "Pay equity... at the heart of equality". This local press conference was organized jointly with the Canadian Labour Congress (CLC) and the Public Service Alliance of Canada (PSAC), as an action of the Pay Equity Network (see details under the section "In partnership – Pay Equity Network").

The Coalition and / or the issue of pay equity appeared in the media at least 195 times during that period.

Web site

Throughout the year, efforts were made to make regular changes to the "What's new" section. A subsection on the public hearings was also added to the section "Pay Equity", giving access to most of the briefs submitted on Bill 77 to the Law Amendment Committee. It is a useful communications tool, reaching a total monthly average of 580 visits by 225 distinct visitors.

STANDING COMMITTEES

Action Committee

Members: Chantal Abord-Hugon, Madeleine Delaney-Leblanc, Nathalie Gagnon, Huberte Gautreau, Corinne Godbout, Louise Guerrette Winchester, Janelle LeBlanc, Marcelle Mersereau, Lise Rodrigue¹.

Activities ► The Action and Lobbying Committee met monthly except for the summer. It began its activities by adopting a lobbying strategy for 2004-2005.

The fall 2004 activities were almost completely devoted to the preparation for the public hearings, held at the Legislative Assembly, on November 18, 19, and 26.

Before and after the public hearings, meetings were held with 34 MLAs and ministers to clarify the concept of pay equity, often mistaken for pay equality or pay parity, to remind the injustice that pay inequity represents for women and to discuss the economic advantages of pay equity.

A committee chaired by MLA Carmel Robichaud was set up to study pay equity and to make recommendations to the Liberal caucus. The Coalition was invited to their first meetings which aimed at increasing understanding of pay equity.

After the public hearings, meetings were also held with key people from New Brunswick economic institutions. This allowed us to test the possibility of alliance or support for the Coalition in the "business world".

A letter campaign was launched to encourage the government to consider the adoption of the Pay Equity Bill. Well known New Brunswickers supported us,

¹ Nathalie Gagnon et Corinne Godbout ont laissé le comité pour des raisons professionnelles et ont été remplacées par Chantal Abord-Hugon et Lise Rodrigue)

including Gordon Fairweather, ex-Chief Commissioner of the Canadian Human Rights Commission, Erminie Cohen, ex-Senator, and the following Senators: Viola Léger, Rose-Marie Losier-Cool, and Pierrette Ringuette.

We invited our members to attend the release of Minister Blaney's action plan on the wage gap, at the Legislative Assembly. Members of the Coalition from most of our regional committees were present and the media covered the Coalition's reactions and viewpoint.

A new lobbying strategy has been developed for year 2005-2006.

Communication Committee

Members: Jackie Matthews, Denyse Mazerolle, Danielle Savoie, Johanne Perron.

Activities ► This year, the Communication committee helped again with reviewing press releases and advising the Coalition on communications activities. The communications activities focused on the public hearings and the Law Amendment Committee's work as well as the action plan on the wage gap.

The most elaborate communication event was the distribution of cloth grocery bags with the slogan "Pay Inequity Costs Me More!" on International Women's Day and the following weeks. Members of the Coalition for Pay Equity met their MLAs asking for their support for pay equity legislation and offered them a cloth grocery bag as a reminder of the link between pay equity and women's purchasing power. Other bags were distributed to the general public in various parts of the province on March 8 and the following weeks.

A total of 1150 bags were printed, thanks to the financial participation of the New Brunswick Nurses' Union, PSAC, the Canadian Union of Public Employees, the Social Workers' Association, CLC, the Association des employés de l'Université de Moncton and the New Brunswick Council of Nursing Home Unions.

The Committee is now working on a new communication strategy.

Research Committee

Members: Louise Aucoin, Michèle Caron, Huberte Gautreau, Nancy Janovicek, Marylea MacDonald, Johanne Perron.

Activities ► The fall of 2004, the research committee worked hard and quickly, gathering information and preparing a backgrounder on pay equity in

order to support presenters at the November public hearings. The final document still needs to be translated.

REGIONAL COMMITTEES

Bathurst

Members: Anne-Marie Gammon (President), Simone Savoie, Marie-Ange Bertin, Soeur Hectorine Boudreau, Soeur Laurina Cormier, Chantal Gallant, Soeur Adèle Morin, Jacqueline Savard, Marcelle Mersereau, Nathalie Boivin, Adrienne Devos, Charline Vautour, Soeur Adèle Morais, Gilberte Boudreau, Angéline Gionet.

Activités ► This year, the committee was vigilant regarding the pay equity issue. We met MLAs and journalists at opportune moments to stress the importance of pay equity legislation.

Simone Savoie completed her mandate as Coordinator of the regional committee. In my own name and on behalf of all women in the region and the province, I want to thank Simone for all the work done to keep the issue alive in our region. Simone had a way to keep us interested and involved.

Here is the list of activities for 2004 – 2005:

1. During the year, there were two visits by the Coordinator, Johanne Perron, and board member, Huberte Gautreau. The objective was to exchange information about upcoming activities and to consult the committee members.
2. We encouraged a few people in the region to write letters supporting the principle of proactive pay equity legislation covering all economic sectors. These letters were published in the opinion section of the Acadie Nouvelle and Hebdo Chaleur.
3. We organized a meeting with Jacques Boucher, past Coordinator of the Conseil économique du Nouveau Brunswick, to explain why proactive pay equity legislation is the only means to guarantee pay equity in all sectors. Huberte Gautreau, Marcelle Mersereau, Simone Savoie, Anne-Marie Gammon and Johanne Perron participated in that meeting.
4. We visited MLA Brian Kenny to highlight Pay Equity Day. We discussed the importance of proactive pay equity legislation for all sectors of the economy.

5. Following contacts with community agencies, Groupe Axion, a not-for-profit organization promoting women's empowerment, prepared a brief for the fall public hearings.
6. Four persons from the region went to Fredericton for the presentation of Groupe Axion's brief at the public hearings.
7. At the activities organized for International Women's Week, on March 5, at Danny's Conference Centre, Simone Savoie exhibited the pay equity display. 150 bags promoting pay equity legislation were distributed.
8. On March 4, 2005, an article promoting pay equity legislation was published in the paper Hebdo Chaleur.
9. In May, during a benefit lunch held at Danny's Conference Centre, I spoke to the Premier Bernard Lord, to stress the importance of proactive legislation and to explain that voluntary measures were not the solution to pay inequity.
10. Six persons from the Chaleur region went to Fredericton to hear Minister Blaney present her action plan in response to the Round Table's recommendations.

Let's remain vigilant and continue our efforts to obtain proactive pay equity legislation. Together, we will succeed!

Anne-Marie Gammon
Coordinator of the Bathurst regional committee
Francophone Vice-Chair of the Coalition

Fredericton

Members: Elizabeth Blaney, Wendy Johnston, Marylea MacDonald, Joan McFarland, Marilee Reimer, Margaret Conrad, Deborah Doherty, Lynda Erickson, Carol Ferguson, Lyndsey Gallant, Jennie Hornosty, Linda Kealey, Bev Lemire, Monica O'Donnell, Adele Mueller, Roxanna Reeves, Marilyn Reimer, Emma Robichaud, Heather Steele, Anne Brown, Linda Eyre, Wendy Robbins and Sharon Weaver.

Activities ► Members of the Fredericton committee were quite involved in the public hearings. Wendy Robbins, Lyndsey Gallant (as a member of the STU/UNB Women's Collective) as well as Monica O'Donnell and Rebekah Lewis made presentations at the public hearings. Joan McFarland also sent a letter in support of Bill 77 to the Law Amendment Committee. In November 2004, some members attended the Public Hearings on Pay Equity at the provincial Legislative Assembly. Following the hearings, Linda Kealey and

Joan McFarland sent letters of support for Bill 77 to the opinion pages of the daily newspapers.

For International Women's Day, in March 2005, members of the committee presented local MLA T. J. Burke with a Pay Equity Shopping Bag to draw attention to the fact that women's shopping power is less than it is for men. We were well received by Mr. Burke who expressed his support for the work of the Coalition for Pay Equity. We received good media coverage of the event. Marylea MacDonald also made a presentation about the Coalition's work to the annual Voices of Women Potluck. The committee distributed 50 shopping bags at the event. Students at St. Thomas University distributed shopping bags on their campus.

In the fall and winter of 2004, Elizabeth Blaney and Marylea MacDonald lobbied Minister Brad Green. Marylea MacDonald met with the Coordinator and the Executive Director of the New Brunswick Human Rights Commission, in January 2005. Margaret Conrad participated in the Premier's pre-budgetary consultation on the economy, with the Coalition's Coordinator, in March 2005. In May 2005, Elizabeth and Marilyn MacCormack of the Restigouche committee lobbied ministers at the Legislative Assembly. Two members were also present at the Legislative Assembly, on June 2, 2005 for the release of the Action Plan on the Pay Gap.

Marylea MacDonald also made an academic presentation highlighting the Coalition's work at the Atlantic Canada Studies Conference, "Making Connections," held in Fredericton, on May 13, 2005.

Kent

Members: Julia Maillet (President), Rose Richard, Margot Boucher, Ginette Gallant, Aline Richard, Alma Richard, Régina Cormier.

Activities ► In November, 2004 the Kent committee highlighted Pay Equity Day by inviting the population to a breakfast where men received 21% less food on their plate than women – simulating a reversed pay gap. The activity led to excellent participation by men and to good discussion during the meal.

On March 7, 2005, two committee representatives met Shawn Graham, Leader of the Official Opposition, and offered him a "pay inequity" grocery bag. The paper L'Étoile covered the event.

On March 8, 2005 around 30 people met at a St-Louis restaurant to discuss women's situation. About ten persons went to Church to pray for the elimination of domestic violence.

Miramichi

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

Activities ► The Miramichi regional committee met as a group on March 1st for International Women's Day for a dinner. They invited local M.L.A. Carmel Robichaud and presented her with a bag. Rogers television interviewed both Carmel Robichaud and Judy Adams. During that day, Judy Adams also presented M.L.A. John Foran with a bag and left a bag at Michael Malley's office as he was not present.

Moncton

Members: Louise Aucoin, Jean-Claude Basque, Michèle Caron, Audrey Colpitts, Auréa Cormier, Madeleine Delaney-LeBlanc, Louise Gagnon, Huberte Gautreau, Thérèse Gautreau, Hélène Godin, Nancy Hartling, Irene Kohr, Janelle LeBlanc, Ysabel Provencher.

Activities ► Moncton doesn't have an official regional committee, but it has a network involved in its communications and lobbying activities. This year, our Greater Moncton members were quite involved in the public hearings: Huberte Gautreau, Auréa Cormier, Louise Aucoin, and Madeleine Delaney-LeBlanc all gave individual presentations. Audrey Colpitts joined Marilyn MacCormack and Thérèse Philippe to give a presentation to the Law Amendment Committee on behalf of CUPE local 2745. Nancy Hartling wrote a letter of support for Bill 77 which was published in the opinion section of four newspapers.

Members from Moncton went to the Legislative Assembly for the fall public hearings, the budget and the release of the action plan on the wage gap, June 2005. Our members met three local MLAs: Cy LeBlanc, John Betts, Mike Murphy. Three members brought a grocery bag to the Premier's office.

North-West

Members: Denyse Mazerolle (President), Louise Guerrette Winchester, Cécile Nadeau, Cécile Nadeau (yes, there are two Cécile's!), Paryse Lapointe, Edith Bourget, Lise Levesque, Anne Roussel, Lucienne Bellavance, Janet Kennedy, Sylvie Lavoie, Céline Poitras, Margo Albert, Doris Cuffley.

Activities ► Our committee was quite active again this year with many monthly meetings and visits with our MLAs. Here is a summary of our activities since we last reported in 2004.

The public hearings of Pay Equity captured everyone's attention in November 2004. We were able to convince some groups in our region such as the

Edmundston and District Labour Council and the Women's committee of the University of Moncton to send a letter supporting the Coalition's brief. Of course, November 29 was Pay Equity Day; we had various interviews with the media, radios and journals.

On March 8, the members of our committee, as in other areas, tried to meet with the MLAs in their areas to provide them with the pay inequity bag produced by the Coalition in order to tell them that pay inequity has a social and economic impact on the women of New Brunswick. The weather interrupted the activity somewhat; however, we were able to provide them with a bag.

Finally, I would like to wish each and every one a great annual meeting and lots of success with the Coalition.

Denyse Mazerolle, President

Restigouche

Members: Marilyn MacCormack, Thérèse T. Philippe.

Activities ► This year, the committee downsized! Yet our two Restigouche members were very active. First of all, Marilyn MacCormack and Thérèse Philippe joined Audrey Colpitts to give a presentation to the Law Amendment Committee on behalf of CUPE local 2745. Thérèse Philippe gave two presentations to members of district 5 about pay equity. Marilyn MacCormack gave a presentation at CUPE New Brunswick on behalf of the Coalition for Pay Equity. Both also were particularly successful in signing up new members. Marilyn also carried the Coalition's stand to union meetings across the province. She presented MLAs from her region (Roy Boudreau and Donald Arseneault) with a pay inequity grocery bag in Fredericton. On June 2, Marilyn MacCormack went to the Legislative Assembly and acted as a spokesperson as Vice-Coordinator of women's issues for the NBFL. She also asked the NBFL to write a press release in reaction to the action plan.

Saint John

Members: Terry Albright, Pam Coates, Erminie Cohen, Dorothy Dawson, Georgie Day, Pat Hay, Mary Anne LeBlanc, Marion MacEachern, Brenda Murphy, Pat Pelley, Dawn Robichaud, Sharon P. Thompson, Ann Marie Tingly.

Activities ► Saint John doesn't have an official regional committee, but it has a network involved in its communications and lobbying activities. In the fall 2004, Brenda Murphy presented a brief to the Law Amendment Committee, on behalf of the Urban Core Support Network. In June, 2005 Georgie Day wrote a letter in support of pay equity which was published in at least two daily papers. Our Saint John members distributed around 100 grocery bags

during International Women's Week. A meeting was held in May 2005 where ideas to advance the issue of pay equity in the province and upcoming events were discussed.

St-Stephen

Member: Jackie Matthews

Activities ► 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 as the Coordinator for the Coalition of Transition Houses and the Charlotte County Representative on The Advisory Council for the Status of Women. As she explains, poverty certainly ties in with Domestic Violence issues. Economics are one key reason women choose to remain in abusive relationships. Jackie Matthews has distributed over 80 "pay inequity grocery bags" to various women working in places like "Atlantic Super Stores" and "Ganong Bros" and at a function on March 17th at the NBCC.

VOLUNTEERS

As every year, the Coalition has benefited from numerous hours of volunteer help in 2004-2005. Many gave time in the permanent and the regional committees. 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 all our gratitude to many who worked behind the scene but whose contributions are essential: Anne Wery, who worked on the Coalition's web site and database and provided training to help us gain autonomy with our web site and database maintenance; Éliane Befekadu, who rigorously maintained our documentation centre and is now retiring from this task; our busy team of translators and text reviewers, who allow the Coalition to keep its bilingual character within budget - Cynthia Kirkby, Noëlla Richard, Corinne Gallant, Rose-Aimée Haché, Micheline Blanchard, Simone Rainville, Barbara Guy, Margaret Conrad and Rose-Marie Mallet; Thérèse Gautreau and Irene Kohr whose hands touched most of the mail sent to our members; Catherine Boucher, who wrote our last newsletter with such style; and Michel Godin, who knows how to speak to our computer system. As the Coalition relies on many volunteers, any omission is a mistake, and we sincerely apologize for it.

IN PARTNERSHIP

A Coalition, by definition, is a partnership. Yet we wish to highlight specific partnerships and projects that have taken place this year. Some involve

member organizations, others not. However, all these partnerships and projects are valued.

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

In 2002, the NBFL and the Coalition formed a joint committee to work on pay equity issues. This committee brings together representatives of CUPE New Brunswick (Raymond Léger), Public Service Alliance of Canada (Lise Thibodeau), Canadian Labour Congress (Dee-dee Daigle) and the Coalition for Pay Equity (Huberte Gautreau and the Coordinator of the Coalition). This year, the joint committee played an important role in motivating participation at the November public hearings on Bill 77, *Pay Equity Act*. It provided resources to increase the Coalition's knowledge of job evaluations. Finally, the committee coordinated a press conference to support the federal Working Group's report on pay equity in collaboration with the national Pay Equity Network.

CUPE local 2745 also submitted a resolution at the NBFL convention in support of pay equity legislation. This resolution was one of the resolutions which was most supported on the floor. In addition, the NBFL mentioned pay equity in many of its public communications.

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

Over the years, the Coalition has argued that there was a need for a study on the impact of pay inequity. This year, the ACSW financed such a study. Prepared by the economist Ather H. Akbari, for GPI Atlantic, the study showed that about 80% of New Brunswick's hourly pay gap between men and women is unexplainable. This "unexplainable part" is usually attributed to wage discrimination. The study showed that the wage discrimination in New Brunswick is higher than the national average (which is estimated to be between 30 and 50% of the hourly wage).

Ather H. Akbari estimated that eliminating the New Brunswick pay gap would lead to \$688 million benefits to the provincial and national treasury, through increased taxes and savings in personal transfers and overall health care costs.

The ACSW and the Coalition for Pay Equity also organized jointly a "lunch and learn" event featuring Gordon Fairweather, former Chief Commissioner of the Canadian Human Rights Commission, on December 10, 2004, in Moncton. Denise Savoie, Coordinator of the Association des employés de l'Université de Moncton, presented the case of secretaries, illustrating the need for pay equity legislation.

The ACSW also supported pay equity legislation in its brief to the Law Amendment Committee. Finally, it often mentioned pay equity issues in its electronic newsletter NouvELLES and in the media, especially on March 8.

Pay Equity Network (PEN)

In the fall of 2004, the Coalition for Pay Equity joined a newly formed national coalition: the Pay Equity Network. This organization aims at lobbying the federal government to follow the recommendations of the federal Task Force on Pay Equity. It is estimated that around 20% of Canadian employees are under federal jurisdiction. It is the case of workers in telecommunications, interprovincial transportation, banks, etc.

The federal Task Force recommended that the federal government adopts a pro-active pay equity law that will cover women as well as workers of colour, Aboriginal workers and workers with disabilities. The law should also require that all federally regulated employers adopt a pay equity plan that will include all workers whether they work full or part-time, temporary or casual. It also recommended establishing a new Pay Equity Commission and a Pay Equity Tribunal. If these recommendations were followed by the federal government, it would not only benefit part of New Brunswick's population, but it would also offer a model for the provincial governments.

The Coalition for Pay Equity participated in four activities under PEN's umbrella:

- *Call to action:* The Coalition for Pay Equity invited New Brunswick organizations to sign a call to action addressed to the federal government – so far, over 197 organizations signed it across the country.
- *Pay Equity Alert:* The Coalition participated in a national letter campaign protesting against last October's decision by the Supreme Court of Canada in the NAPE vs. Newfoundland and Labrador case. The decision stated that Newfoundland and Labrador could delay pay equity adjustments negotiated with NAPE employees because of an "impending fiscal crisis".
- *Press conference:* The Coalition organized a joint press conference with PSAC and CLC, announcing the creation of the PEN and the call to action, under the theme of "Pay Equity... at the heart of equality," on February 14, 2005. Another media event was held on Parliament Hill, in Ottawa, on that same date.
- *Activities on pay equity for 5th anniversary of the World March of Women 2000:* Johanne Perron represented the Coalition for Pay Equity in a national rally for pay equity and lobbying activities with the four federal political parties, May 4, 2005 in Ottawa.

The members of the Pay Equity Network are:

- Canadian Labour Congress (CLC)

- Canadian Research Institute for the Advancement of Women (CRIAW)
- Conseil d'intervention pour l'accès des femmes au travail (CIAFT)
- National Association of Women and the Law (NAWL)
- National Organization of Immigrant and Visible Minority Women of Canada (NOIVMWC)
- New Brunswick Coalition for Pay Equity
- Ontario Pay Equity Coalition
- Saskatchewan Pay Equity Coalition
- Women's Legal Education and Action Fund (LEAF)
- Women's Network, PEI

Social work department, Université de Moncton

This year, the Coalition established a productive partnership with the social work department of the Université de Moncton by offering an internship placement to a fifth year student: Janelle LeBlanc. Janelle worked 4,5 days a week with the Coalition, from September to December, 2004, learning first hand the "ins" and "outs" of activism within an organization.

Under the supervision of Joline LeBlanc, from SIDA-AIDS Moncton, Sonia Richard, Placement Coordinator, and Ysabel Provencher, professor, her contribution to the Coalition was tremendous. She particularly helped the action committee. She also wrote an excellent brief, taking a youth perspective on pay equity, and presented it at the public hearings on Bill 77. She also helped with the many daily administrative tasks. After her internship, Janelle remained involved as a volunteer with the action committee. In September 2005, she will begin her masters' degree in social work with a major in women's studies at the Université du Québec à Montréal. All the best to Janelle!

Femmes Équité Atlantique

Huberte Gautreau represents the Coalition for Pay Equity on Femmes Équité Atlantique (FÉA). This working group aims at increasing the capacity of francophone and Acadian women of the Atlantic Provinces to influence public policy for socio-economic equity. Under the leadership of the FÉA, Huberte presented the work of the Coalition as a case study at the Canadian Social Welfare Policy Conference 2005 "Forging Social Futures", in Fredericton, on June 18, 2005. The group is now organizing a training session for the fall.

World March of Women 2000

The year 2005 marks 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.

Since the World March, many women have continued to work for change and have developed the World Charter of Women for Humanity. Adopted in December 2004, the Charter envisions a world based on equality, liberty, solidarity, justice and peace. The global launch took place in Sao Paulo on March 8. The Charter will be circulated through 53 countries, ending its voyage in Burkina Faso on October 17, 2005, the International Day for the Elimination of Poverty. It passed through Moncton on May 5, 2005.

To signal the Charter's presence in the Maritimes, the Coalition for Pay Equity and Support to Single Parents helped to organize a dinner in Moncton. The event was attended by approximately 100 women. Huberte Gautreau and Nancy Hartling, Co-Presidents of the Committee for the World March of Women in New Brunswick, gave a brief overview of the progress made toward the achievement of the provincial objectives for the year 2000, namely the elimination of violence and the adoption of pay equity legislation.

Canadian Research Institute for the Advancement of Women (CRIAW)

As part of its strategic planning on women's socio-economic security, CRIAW asked the Coalition for Pay Equity and Support to Single Parents to assist them in organizing a consultation in Moncton. The theme of the consultation was "Economic and Social Justice: overcoming women's poverty and exclusion." At least ten local and provincial organizations were represented.

As a second step, the Coalition was invited to join a "Women's Economic Security Think Tank," with other organizations' representatives from all across Canada, in April 2005. This allowed the Coalition to increase its visibility at the national level, to network with other groups and to get a better overview of linked national issues.

Acadian women's movement

Because of its origins, the Coalition for Pay Equity continues to enjoy strong ties to the Acadian women's movement.

This year, the Coalition participated in the Women's Summit of the August 2004 Acadian Congress. Held in Dartmouth, Nova Scotia, the Women's Summit brought together Acadian women from the Atlantic Provinces and elsewhere in Canada or... the world! Anne-Marie Gammon represented the Coalition for Pay Equity at this conference. Thanks to our previous efforts, much attention was given to women's traditional work and to pay equity during the conference.

In the early fall, the Fédération des dames d'Acadie invited the Coalition, along with other women and community groups, to organize a session on

women's issues as part of the Acadian Society Convention in October 2004. The Convention adopted a motion in support to pay equity legislation.

STU/UNB Women's Collective

In November 2004, the Women's Collective of St. Thomas University and University of New Brunswick organized its second pay equity bake sale on the campus of St. Thomas University. As a way to illustrate the reality of the wage gap in New Brunswick, men were charged the full price when buying baked goods while women paid 82% of the price. The Collective and the Coalition for Pay Equity issued a joint press release on the event. Lyndsey Gallant also gave an excellent presentation at the public hearings, on behalf of the Women's Collective.

Comité des femmes et du droit, Université de Moncton

The Comité des femmes et du droit (Women and the Law Committee) of the Université de Moncton, highlighted Pay Equity, on November 29, 2004 with a bake sale where women only paid 82% of the price. The proceeds were offered to an organization helping women victims of violence.

In February, 2005, the committee invited Huberte Gautreau to give a presentation on the evolution of pay equity in New Brunswick. The committee raises awareness about pay equity on campus.

Annie Maltais also gave a presentation about students' point of view on pay equity on Secretaries' Day at the Université de Moncton.

Association des employés de l'Université de Moncton (AEUM)

This year, the Coalition for Pay Equity had the opportunity to work on various projects with the Association des employés de l'Université de Moncton. The Association has documented the secretaries' situation at the Université de Moncton and was able to show the impact of pay inequity during a career. It gave this information at the November 2004 public hearings and at a "Lunch and Learn" event on December 10, 2004. The Coalition was invited to contribute to the organization of Secretaries' Day at the university and to give a presentation on April 27, 2005. The AEUM bought grocery bags from the Coalition and distributed them to all who attended their Secretaries' Day event.

Day care

Given the evident need for pay equity for day care workers in New Brunswick, the Coalition has provided some support to this sector in Spring 2005.

On May 17, 2005 it organized a joint press conference to ask the Lord government to sign an agreement with the federal government on day care and to channel the money only to day care centers. Six other organizations participated: Early Childhood and Education New Brunswick, Parents for Quality Care, Canadian Labour Congress, New Brunswick Federation of Labour, Association francophone des parents du Nouveau-Brunswick and Common Front for Social Justice.

The Coalition also participated in a consultation organized by the newly formed New Brunswick Child Care Coalition, on May 19, 2005.

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 and Johanne Perron represented the Coalition on this organization this year.

MEMBERS

The Coalition has a current membership of over 425 individuals and 48 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 du personnel administratif et professionnel de l'Université de Moncton
Association francophone des municipalités 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 2745-3
Canadian Union of Public Employees, Local 813
Canadian Union of Public Employees, Maritimes Regional Office
Coalition of Transition Houses
Common Front for Social Justice
Dames d'Acadie, Cercle de Bathurst
Dames d'Acadie, Cercle de Bouctouche
Dames d'Acadie, Cercle de Caraquet

Dames d'Acadie, Cercle de Lamèque
Dames d'Acadie, Cercle de Shippagan
Edmundston & District Labour Council
Fédération d'alphabétisation du Nouveau-Brunswick
Fédération des étudiants et étudiantes du Centre universitaire de Moncton
Fédération des femmes francophones et acadiennes du Nouveau-Brunswick
Fredericton & District Labour Council
Homeless Women's Shelter Service Inc.
Institut féminin de Grande-Digue
Institut féminin de Rivière du Portage
Maison de passage
Miramichi & District Labour Council
Moncton & District Labour Council
New Brunswick Advisory Council on the Status of Women
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 des municipalités du Nouveau-Brunswick
YWCA of Moncton

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