

New Brunswick COALITION FOR PAY EQUITY Inc.

Annual Report
2012-2013



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

ANNUAL REPORT 2012-2013

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MESSAGE FROM THE CHAIR

Greetings to our membership and our valued volunteers!

I am pleased to work on behalf of such a vibrant and committed group of individuals and organizations to achieve equal pay for work of equal value in the province of New Brunswick.

As gains are made, new challenges arise in the Coalition's struggle toward an adequate law that would cover all work predominantly done by women. With the adoption of pay equity legislation to cover the public sector and the implementation of pay equity processes in the quasi-public sector, the role of the Coalition has evolved. As well as our work of raising awareness and educating our elected officials we have also taken up the roles of policy analyst and steward and continue to raise our voice in the discussion of women's equality.

An example of our new role came up when the government released three pay equity reports, one each for the Child Care, Home Support and Transition House sectors. (The report for the Community Residences sector has not yet been released.) In order to determine pay equity in such workplaces, New Brunswick chose to adapt and modify the Québec method. The resulting wage adjustments for Child Care, Home Support and Transition House workers are depressingly low.

So, the Coalition conducted a preliminary analysis of the methodology and found at least five methodological problems and flaws. It is now working with the Minister responsible for Women's Issues to improve the New Brunswick methodology. Certainly, New Brunswick can do better for these workers who serve our most vulnerable: young children, the elderly, the chronically ill, those fleeing domestic violence, and persons with disabilities. Another issue is that even the marginal amounts have not yet been paid out. The minister promised to make payments retroactive to April 2012, but it is a long delay for the concerned workers.

On the public sector side too, the Coalition took on the role of steward. There have been almost no pay equity pay-outs to date, with the exception of nurses. For reasons that are difficult to determine, there have been long delays for just about every bargaining unit. And the pay equity exercise has not even begun for non-unionized employees. The Coalition has requested the Pay Equity Bureau to produce an interim report, including non-unionized employees and crown corporations, and that this report be made public. The Honourable Marie-Claude Blais has committed to doing so in the next few months. Our "steward" activities will continue, I am sure, once these results are released.

This will be an election year, a golden opportunity to secure the commitment of elected representatives to advance pay equity in the public, quasi-public and private sectors. It is time to step up our actions. I call on our members to talk about pay equity with their families, friends and colleagues. Raise awareness about the need for private sector legislation. Write to the editor. Share information on the social media. Contact your MLA. You are the Coalition!

I'd like to express my warm gratitude to the Board, the Executive Committee, Johanne our Executive Director and the rest of the staff, our fundraising co-chairs and volunteers, and our many donors, volunteers and members who make our work possible.



Vallie Stearns



EXECUTIVE DIRECTOR'S MESSAGE

Friends, supporters of pay equity,

With your help, the New Brunswick Coalition for Pay Equity continues to garner support for pay equity on the political scene. However, our path has not been without hurdles. We have moments of hope and despair, but we always manage to find hope again. In every step, we discover new challenges and try to find solutions.

Last year, during our Annual General Meeting, we shared our disappointment about the results of pay equity programs for three government-mandated service sectors (Child care, home support and transition houses). We insisted that the government make the reports public as soon as possible. The government accepted our request in June 2012. We immediately started to analyze the reports. That forced us to enhance our knowledge of the methodologies used to analyze and compare predominantly female jobs in work environments where there are no predominantly male jobs.


We concluded that the NB government's methodology has to be improved to really measure pay equity. We presented our analysis to Marie-Claude Blais, Minister responsible for Women's Issues, and then made it public. We are now working with the minister to improve the methodology. Hope...

In the public sector, the hope created by the adoption of the *2009 Pay Equity Act* quickly made way to concern about the delay in its application. Of course, we have shared our concerns with the minister and the Pay Equity Bureau staff and have asked that the progress report be made public. The minister said that the report will be made public and that the payments will be retroactive to April 2012. Hope again...

All this going back and forth between hope and disappointment leads to a lot of frustration. The challenge is to use that frustration to push pay equity forward instead of giving up and accepting the status quo. We have to find allies amongst MLA's and members of each political party. After all, alone, the government can legislate! We also have to increase our circle of influence to put pressure on the government. Because changing the government is no easy task. But so far, the Coalition has been up to the challenge!

One of our biggest accomplishments is the commitment of all political parties towards pay equity. Another one of our achievements has been managing our communications and political action through our fundraising campaigns three years in a row, with the help of great volunteer teams. Quite a feat for an organization who cannot offer income tax receipts! For that matter, we are now thinking about creating a foundation to meet the needs of our members. We also want to expand our donor base across the province next fall because 2013-2014 is an election year and we will have to double our efforts to get a law for the private sector. We will need many volunteers to do political action.

Let's not give up, because pay equity is essential to equality!


Johanne Perron

WHO WE ARE

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that educates and advocates for the adoption and the implementation of adequate legislation in order to achieve pay equity for all workers in both the public and private sectors. Pay equity is equal pay for work of equal or comparable value.

BOARD OF ADMINISTRATORS

Chair:	Vallie Stearns
Anglophone Vice-Chair:	Elizabeth Blaney
Francophone Vice-Chair:	Louise Aucoin
Secretary-Treasurer:	Roberte Léger
North-East Representative:	Thérèse Duguay
Kent-Miramichi Representative:	Joanne Babineau, followed by Francine Babineau
South-East Representative:	Huberte Gautreau, followed by Denise M. Savoie
Centre Representative:	Vacant
South-West Representative:	Pamela Coates, followed by Carol Lynn Gamblin
North-West Representative:	Denyse Mazerolle
Aboriginal Representative:	Tamara Polchies
Executive Director:	Johanne Perron
Observers:	Representatives from: <ul style="list-style-type: none">▪ Canadian Union of Public Employees (CUPE), NB▪ New Brunswick Union▪ New Brunswick Nurses Union

VOLUNTEERS

Again this year, many people have volunteered for the Coalition, whether on the Board of administrators, our fundraising committee, our regional committees or on specific projects, by providing precious advice, by participating in education activities or by offering technical support through translation, writing or the preparation of postal send-outs. From the bottom of our hearts, thank you for your contribution to the cause of pay equity in New Brunswick.

EMPLOYEES

Executive Director:	Johanne Perron
Project coordinators:	Rachel LeBlanc, followed by Sophie Doucette
2012 summer employees (students):	Brigitte Dupuis, Joannie LeBlanc, Venessa Comeau

STUDENTS

The Coalition was happy to welcome Wendy Doiron, a social work student from l'Université de Moncton, as an intern from January to April 2013.

Two law students also contributed a few hours every week in 2012-2013 on a pro bono project with the Coalition: Brigitte Dupuis and Romeo Eric Mbourangon.

OUR STRATEGIC GUIDELINES

Our political environment is changing rapidly. Therefore, the Board of administrators reviews its strategic guidelines every year. Here are the ones for 2012-2013:

1. Monitor the application of the Pay Equity Act, 2009 and make the case for adequate legislation in the public sector.
2. Advocate for pay equity for the 4 sectors that offer government-mandated services and make the case for adequate legislation in the private sector.
3. Advocate for adequate pay equity legislation in the private sector.
4. Raising funds to continue the advocacy work of the Coalition and establish a 5-year fundraising strategy.

OUR ISSUES

Follow-up on the 2009 Pay Equity Act

All year long, the Coalition has followed the evolution of the 2009 Pay Equity Act by communicating on a regular basis with the minister responsible for Women's Issues, Marie-Claude Blais, and the Women's Issues office, of which the deputy minister, Norma Dubé, acts as director of the Pay equity Bureau. This law applies to all the public service, including Crown corporations, but not the private sector.

The Law stated that in April 2012, the government and the negotiating agents would have completed the job evaluations and that the adjustments would begin. Unfortunately, there are significant delays in the evaluations, and consequently, in the adjustments. The rules to maintain pay equity have still not been adopted.

Coalition representatives have met with Human Resources minister, Troy Lifford, to ask for some information on the causes of the delays in the application of the law. The Coalition has also asked the Pay Equity Bureau to provide a progress report detailing the evolution of the process and the methodology used before the end of June 2013. This request was made publicly during a press conference on April 25th, 2013.



Vallie Stearns (left) and Johanne Perron (right) at a press conference asking for a report on the application of the Act, April 25, 2013

Pay equity exercises for employees offering government-mandated services

Context

A few years ago, the government invited four private sector groups to take part in pay equity exercises. They are home support, child care, group homes and transition house workers. They are not covered by the 2009 *Pay Equity Act*, because they are part of the private sector, but they receive government funding.

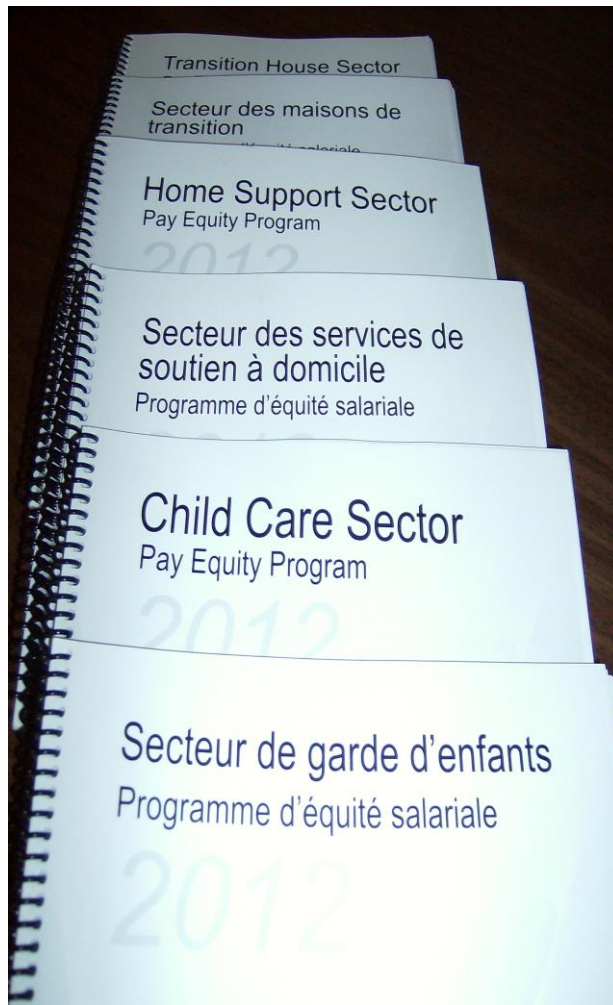
Employee, employer and government representatives have served in committees and have prepared job descriptions and evaluated these jobs to compare them with predominantly male jobs. The pay equity adjustments were expected in 2010, but have been delayed several times.

The pay equity reports for day care, home support and transition house workers were made public in June 2012 and are available [on-line](#). The pay equity process for workers in community residences was supposed to be completed during the course of the year, but we are still waiting for the results.

A better methodology needed in order to obtain better results

Although it recognizes the government's commitment to pay equity, the Pay Equity Coalition is disappointed with the results. The Coalition prepared a primary analysis of the government's reports and made public its [Commentaires sur les résultats du programme d'équité salariale du gouvernement du Nouveau-Brunswick dans les secteurs non légiférés](#) (this document is available on our Internet site under the tab "Tools and Publications"), on January 17, 2013. The analysis has also been presented to the Minister Responsible for Women's Issues, Marie-Claude Blais.

The Coalition has asked the government to improve its methodology before evaluating workplaces where there are no male-dominated jobs. The implementation of pay equity normally involves a comparison of female-dominated jobs with male-dominated jobs within the same workplace. This presents a problem in workplaces where there are no male-dominated jobs, as in daycare centres, home care and transition houses for victims of family violence, and so a different method must be developed to address this problem. Several other agencies which provide government-mandated services (quasi-public sector) come under this category.



The Coalition has identified the following flaws with the methodology used by the government:

- The hourly wage of the female-dominated jobs for 2012 was based on two male-dominated jobs, the maintenance worker and the foreman. However, the maintenance worker's salary was based on the 2010 average (\$11.86/hour) instead of the most recent hourly wage.
- The wages of unionized workers were excluded from the calculation to establish the average wage of the maintenance worker, and consequently the wage of the foreman. The wages of the male-dominated jobs would have been higher had unionized workers been included.
- The New Brunswick government did not use the real average wage of a foreman as it exists in the labour market. It decided instead to establish that the maintenance workers' wage must be 80% of a foreman's wage, thereby setting a foreman's wage at \$14.83 per hour. By comparison, the methodology used in Québec establishes the maintenance workers' wage at 60% of a foreman's wage (which sets the foreman's salary at \$23.52 per hour). The use of the lower wage level for a foreman during the comparison process had the effect of reducing the wage level of female-dominated jobs. The decision to use this small wage gap between a foreman and a maintenance worker in New Brunswick is not based on any known study.

By using the methodology it did use, the government obtained dubious results. The end result led to setting pay equity wages between \$12.52 and \$14.17 per hour. These wages are, in the majority of cases, below the current average wages paid to women. By improving the methodology and taking into account the elements mentioned earlier, the difference between current wages and proposed wage levels could be as high as 4 and 7 dollars per hour (see table 1).


To improve the methodology, the Coalition has recommended that the government team up with pay equity experts and pro-equality organizations in order to get a realistic measure of pay equity and to obtain valid and credible results for female workers.

Representatives of the Coalition have met with the Minister Responsible for Women's Issues, Marie-Claude Blais, as well as with employees of the Women's Bureau a few times to discuss this issue. We are trying to develop a joint process to improve the methodology.



Meeting with Minister Marie-Claude Blais, January 7, 2013

Table 1. Current wage, "fair" wage according to government and "fair" wage if the flaws identified by the Coalition were corrected in the child care, home care and transition houses for victims of family violence sectors.

	Average hourly wages March 31 2011 (\$)	"Fair wages" according to the government by using the average hourly wage of non-unionized maintenance workers in 2010 (\$11.86) and establishing that this wage represents 80% of a foreman's wage (foreman=\$14.83) (\$)	"Fair wages" by using the average hourly wage of unionized and non-unionized maintenance workers in 2011 (\$14.11) and establishing that this wage represents 60% of a foreman's wage (foreman=\$23.52) (\$)
Support Worker (Child Care)	10.00	12.52	16.20
Primary Care (Child Care)	13.32	13.15	18.19
Administrative/ Primary Care (Child Care)	16.33	14.17	21.43
Home Support Workers	11.00	13.15	18.09
Crisis Intervener (Transition House)	13.37	13.40	18.97
Outreach Workers (Transition House)	19.20	13.81	20.29
Support Workers (Transition House)	15.64	13.43	19.06
Child Support Workers (Transition House)	13.85	13.40	18.97

Community Sector Women's Leadership Project

We received funding from Status of Women Canada for a Community Sector Women's Leadership Project, which began in April 2011 and ended in March 2013. Three sessions were offered. Each started with a workshop followed by four "horizontal mentoring" sessions, that is, a form of mentoring where each participant is both mentoree and mentor. Topics included: increasing the influence of women in leadership positions in the community sector, promoting the value of jobs related to health and social services and participating in



Participants of the leadership project with the project coordinator, Rachel LeBlanc (right), Fredericton, October 1st, 2012.

the development of public policies. 50 women from 40 different organizations participated. Rachel LeBlanc and Sophie Doucette coordinated the project each in turn in 2012-2013.

An external evaluation of the mentoring project by a team from the University of Moncton, under Lise Savoie's direction, allowed for the following observations:

- o women were aware of the impediments to their leadership; however, they understood that these obstacles were not inherent to their individual work histories, but collective obstacles met by the majority of women in the community sector;
- o women have become aware of the nature and importance of these obstacles in their paths as leaders;
- o the project has created a space that allows women to share their challenges, their concerns and their strategies for the future;
- o women have realized the importance of networking in developing both a common dialogue and joint strategies in developing their leadership roles;
- o the project has allowed women working in the community sector to mobilize. As such, three groups will continue their work after the project.
- o An important consequence of this project is that initially, the women recognized that social policies influenced how their organizations functioned, but felt they had little power to change them. After the project, the women feel that collectively, they have a chance of influencing social policy.



For the Coalition, the project helped to create links with women from the community sector and to understand better the context in which they work. This is a sector where a lot of women are involved both as employees and leaders. It is also a sector where many jobs are underpaid, due to the lack of resources.

An Independent Voice of Women



Silent protest following the announcement of the elimination of the NB Advisory Council on the Status of Women, in 2011

In response to the protests voiced by women after it abolished the Advisory Council on the Status of Women, the government organized a summit called "Voices of Women" on November 4 and 5, 2011. As a result of the summit, a Working Group was created with the mandate "to ensure that the voices of women are heard by further developing the ideas and options proposed during the summit with the view of providing structural options conducive to achieving that objective." The executive director of the Coalition, Johanne Perron, participated. The government has not yet announced which structural option will provide the independent voice of women.

FUNDRAISING CAMPAIGN

Co-Chairs: Jeanne d'Arc Gaudet and David Hawkins. **Members of the campaign management committee:** Jeanne d'Arc Gaudet, David Hawkins, Louise Imbeault, Paulette Sonier-Rioux, Vallie Stearns, Johanne Perron. **Members of the canvassing committee:** Jeanne d'Arc Gaudet, David Hawkins, Chantal Abord-Hugon, Louise Imbeault, Simone LeBlanc-Rainville, Roberte Léger, Johanne Perron, Lise Rodrigue, Paulette Sonier-Rioux. **Members of the "chairs" committee:** Huberte Gautreau, Marie Ulmer, Annette Johnston, Johanne Perron.

Jeanne d'Arc Gaudet, a Université de Moncton professor and long time activist in the area of women's rights and linguistic rights, and David Hawkins, an expert in communications, marketing and public relations co-chaired the third annual fundraising campaign on behalf of the Coalition. This year's theme was "Pay equity: it starts with you!" The launch took place in Moncton on October 31, 2012.

We renewed our partnership with Marie Ulmer, ceramic artist, and continued to sell the miniature paper porcelain chairs which were part of her 2006-2007 exhibition entitled "Présence d'absence" en 2006-2007.

The campaign raised approximately \$73,000 thanks to the extraordinary effort of our volunteers and the generosity of unions, religious orders and more than 200 individual donors. We raised \$8,000 more than last year and came very close to attaining our goal of \$75,000. We also increased the number of individual donors by 50.



**David Hawkins (left) and Jeanne d'Arc Gaudet (right),
Co-Presidents of the 2012-2013 Fundraising Campaign**

To become more effective, the Coalition will have to increase its goal and develop a wider donor base outside the Greater Moncton Area and among its Anglophone members.

COMMUNICATION AND AWARENESS

Building Awareness among Politicians

The Coalition meets with key persons of all political parties on a continual basis to discuss pay equity. The goal is to update them on the evolution of pay equity and get their support for pay equity legislation in the private sector.

Media

During the 2012-2013 fiscal year, the Coalition has issued nine press releases, two letters to the editor and one commentary. In all, the Coalition for Pay Equity and/or pay equity has been mentioned 140 times in the media. Pay equity was mentioned as part of different stories, including International Women's Day, the fundraising campaign, pre-budget consultations in 2013, the demand for a step-by-step report on the implementation of the *2009 Pay Equity Act*, as well as the discussion of the methodology used to assess pay equity in the sectors of child care, home care and transition houses for victims of family violence.

Social media, the website and the newsletter

The Coalition is very active in social media. Around 300 people follow the Coalition's Facebook page and around 125 people follow us on Twitter. During the 2012-2013 fiscal year, our website had even more visitors than the previous year with a record of 793 different visitors in a single month. We published 2 newsletters and continue to communicate with our members via email on a regular basis.

Presentations

During the 2012-2013 fiscal year, the Coalition made 13 presentations on pay equity, reaching 640 people, of whom around 14% were under 35 years old. We thank our volunteers who made presentations: Elizabeth Blaney, Enid Egers, Huberte Gautreau, Wendy Johnston, Anne Robichaud, Monique Robichaud, Shelley Robichaud, Vallie Stearns, and Gail Taylor.

Book Project

Committee: *Huberte Gautreau (Chair), Louise Aucoin, Raymond Léger, Rosella Melanson, Marie-Thérèse Seguin, Lise Thibodeau*

A committee is in the process of writing a book on pay equity in New-Brunswick in collaboration with Éditions Perce-Neige. It will be a collection of texts addressing pay equity from different angles. A first draft is currently with the editor. The book should be on sale in early 2014.

MANAGEMENT COMMITTEES

The (Political) Strategy Committee is composed of Vallie Stearns, Louise Aucoin, Elizabeth Blaney and Roberta Leger. The mandate of this committee is to "maintain open lines of communication between the government and the Coalition to learn more about its positions and intentions and make it see the public support in favour of pay equity."

This year, the committee produced the document "Comment on the Results of the Government of New Brunswick's Pay Equity Program for Non-Legislated Sectors" in response to reports on pay equity in child care services, home care and transition houses. It has organized several meetings with Minister Blais to follow up on this and discuss possible collaboration. The committee also chose some of the Coalition's public messages as well as the political action necessary for the public sector.

The Fundraising Strategy Committee consists of Vallie Stearns, Louise Aucoin, Elizabeth Blaney, Roberta Light and Tamara Polchies. The Fundraising Strategy Committee is mandated to propose a 5-year strategy to the Board for the New Brunswick Coalition for Pay Equity's fundraiser

and then to implement it. This year, it met with representatives from two private companies specializing in fundraising and concluded that it was more efficient to continue to manage the fundraising internally. It recommends creating a foundation in order to be able to offer receipts for tax purposes.

The Bylaws, Policies and Procedures Committee consists of Tamara Polchies, Elizabeth Blaney and Carol Lynn Gamblin. It reviewed the Coalition's financial policy and proposed one modification to the bylaws.

The Nominating Committee consists of Denyse Mazerolle, Louise Aucoin and Roberte Léger. It was tasked with ensuring nominations were submitted for each vacancy this year.

The Risk Assessment Committee consisted of Elizabeth Blaney and Tamara Polchies. It revised the Coalition's insurance policy.

The Executive Director's Contract and Evaluation Committee consists of Vallie Stearns, Louise Aucoin, Elizabeth Blaney and Roberta Leger. The committee evaluated the Executive Director and proposed the renewal of her contract at the next Board meeting.



REGIONAL ACTIVITIES

Fredericton Regional Committee

Chair: Tracy Glynn

Members: Elizabeth Blaney, Michelle Lafrance, Tracy Glynn, Joan McFarland, Maureen Michaud

Annual highlights

The Fredericton Committee continues to add new people to our email list, including those who have expressed a desire in being active participants. They include: Tamara Polchies, who is also the Aboriginal representative for the Coalition, Danielle Savoie with CUPE, Matthew Hayes, STU sociology professor, Ayesha Ali, Green Party rep on women's issues, Alex Bailey, Fredericton District Labour Council, Megan Glenwright and Kelsey Nevers, both social work students at St. Thomas University, and Teresa Floyd.

We had a meeting in July and another meeting in March. At the July meeting, Vallie Stearns and Elizabeth Blaney updated us on the progress of pay equity in the public sector. We discussed fundraising strategies.

At the March meeting, Johanne Perron and Vallie Stearns updated us on the newly released provincial budget. It didn't contain details on pay equity. They expressed concerns with the methods being used to evaluate pay equity for public sector workers and the lack of movement on pay equity in the private sector. The committee discussed doing educational work in the lead up to the 2014 provincial election.

Wendy Robbins did a presentation on pay equity at the Pre-Budget Consultation in Fredericton in February.

Jo-Anne Elder did a presentation on pay equity in Marilee Reimer's Women's and Gender Studies class at St. Thomas University on Feb. 13th.



Left to right: Joan McFarland, Vallie Stearns, Tracy Glynn and Ayesha Ali at a meeting of the Fredericton Committee, March 2013

Cinema Politica Fredericton screened *Status Quo: The Unfinished Business of Feminism in Canada* to a crowd of almost 100 on a stormy night at the university in March. The film mentioned pay equity and Tracy did a pitch about joining the coalition. Two social work students signed up. Many committee members were in attendance.

Johanne has applied to have interns from STU's social work department work with the Coalition in the fall of 2013. The interns will work with Johanne. Elizabeth and Tracy will act as local contacts.

Greater Moncton Regional Committee

Chair of the committee: Janice Gray

Members: Janice Gray, Pauline Abel, Jessica Haché, Anne Boisvert

Activities

The Moncton committee participated in the Healthy Communities health fair organised by the Business and Professional Women of Southeast New Brunswick that took place October 21st, 2012, in Shediac. The goal of the event was to promote women in business and explore the concept of healthy communities from a holistic perspective. The Coalition sent a few committee members to set up an exhibit promoting the benefits of pay equity.

Likewise, the committee also set up a kiosk during the New Brunswick Nurses' Union Convention which was held in Moncton from October 22nd to the 24th. With the help of members of the NBNU, the Coalition raised some funds by selling tickets for the draw of jewels donated by Lydia Jaillet.

In December, to highlight the National Day of Remembrance and Action on Violence Against Women, Janice Gray prepared and submitted a letter to the Editor illustrating the link between pay inequity and violence against women. The article appeared in the Telegraph Journal, l'Acadie Nouvelle and the Times & Transcript.

The committee organized a series of presentations that were given in various classes at the Université de Moncton. Johanne spoke to students in Social Work, Administration and Political Science. One of the professors also asked her to return and speak with students enrolled in a more advanced class in the Administration program.

The Moncton committee, in conjunction with other local organisations, also helped organise and promote the yearly lunch held on March 8th to celebrate International Women's Day.

OUR PARTNERS

We thank our partners in action during the past year:

- Business and Professional Women of Southeast New Brunswick
- Canadian Labour Congress, Atlantic Region
- Moncton and District Labour Council
- New Brunswick Common Front for Social Justice
- Regroupement féministe du Nouveau-Brunswick
- Canadian Union of Public Employees, New Brunswick Division
- New Brunswick Union of Public & Private Employees
- New Brunswick Nurses' Union

Regroupement féministe du Nouveau-Brunswick

The Coalition is a member of the Regroupement Feministe du Nouveau Brunswick (RFNB), whose mission is to assert the interests of New Brunswick francophone women in all their diversity, to engage in political action and to defend and promote women's rights from a feminist perspective while ensuring their participation as citizens.

The main actions taken by the RFNB during the past year include:

- participating in concerted actions directed towards the public and the provincial government for a new mechanism to ensure an independent voice for women, following the abolition of the Advisory Council on the Status of Women;
- promoting equality between women and men within the Acadian community;
- providing training for women to increase their representation in the media;
- organizing the Congrès mondial acadien's Women's Summit (August 17 to 19, 2014);
- encouraging the provincial government to address the needs of women when developing the provincial budget and public policy.

The Common Front for Social Justice

The Coalition is part of the Common Front for Social Justice. The Common Front for Social Justice is an organization that seeks to create a more humane society built on the principles of universal respect and dignity, without poverty.

The Common Front's four priorities are:

- to increase income assistance benefits and the appeals procedure
- a decent employment insurance program
- decent minimum employment standards
- pay equity in the private and public sectors

Its principal activities during the past year included the promotion of increased social assistance rates, the promotion of a progressive income tax to counter the deficit and fighting against the recent reforms to unemployment insurance.

FINANCIAL STATEMENT

The 2012-2013 financial statement was reviewed by Louise Belliveau, C.A. As of February 28, 2013, the account balance was of \$11,044 and the term deposits \$27,006. The next three pages shows an excerpt. The full document is available on request at the Coalition's office.

**COALITION POUR L'ÉQUITÉ SALARIALE DU NOUVEAU-BRUNSWICK INC.
NEW BRUNSWICK COALITION FOR PAY EQUITY INC.**

RAPPORT DE MISSION D'EXAMEN

À la direction de la
Coalition pour l'équité salariale du Nouveau-Brunswick Inc.

J'ai procédé à l'examen du bilan de la Coalition pour l'équité salariale du Nouveau-Brunswick Inc. au 28 février 2013 ainsi que des états des résultats, des actifs nets et des flux de trésorerie de l'exercice terminé à cette date. Mon examen a été réalisé conformément aux normes d'examen généralement reconnues du Canada et a donc consisté essentiellement en demandes d'informations, procédures analytiques et entretiens portant sur les informations qui m'ont été fournies par la société.

Un examen ne constitue pas un audit et, par conséquent, je n'exprime pas une opinion d'audit sur ces états financiers.

Au cours de mon examen, je n'ai rien relevé qui me porte à croire que ces états financiers ne sont pas conformes, dans tous leurs aspects significatifs, aux normes comptables canadiennes pour les organismes sans but lucratif.

Le 14 mai 2013
Dieppe, Nouveau-Brunswick



Louise Belliveau, CA, Corporation Professionnelle

REVIEW ENGAGEMENT REPORT

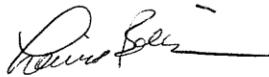
To the Directors of the
New Brunswick Coalition for Pay Equity Inc.

I have reviewed the balance sheet of the New Brunswick Coalition for Pay Equity Inc. as at February 28, 2013 and the statements of income, net assets and cash flows for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by the company.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Based on my review nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

May 14, 2013
Dieppe New Brunswick



Louise Belliveau, CA, Professional Corporation

1

Louise Belliveau, C.A., Corporation Professionnelle
Dieppe, NB

**COALITION POUR L'ÉQUITÉ SALARIALE DU NOUVEAU-BRUNSWICK INC.
NEW BRUNSWICK COALITION FOR PAY EQUITY INC.**

**BILAN
(Non audité)
LE 28 FÉVRIER 2013**

**BALANCE SHEET
(Unaudited)
AS AT FEBRUARY 28, 2013**

	<u>2013</u>	<u>2012</u>	
ACTIF			ASSETS
ACTIF À COURT TERME			CURRENT
Encaisse	\$ 15,044	\$ 1,041	Cash
Dépôts à terme	27,006	42,000	Term deposit
Comptes à recevoir	2,572	5,000	Accounts receivable
TVH à recevoir	1,252	4,023	HST receivable
Frais payées d'avance	<u>523</u>	<u>338</u>	Prepaid expenses
	<u>\$ 46,397</u>	<u>\$ 52,402</u>	
PASSIF			LIABILITIES
PASSIF À COURT TERME			CURRENT
Comptes à payer	\$ 4,101	\$ 5,757	Accounts payable
Remises gouvernementales à payer	1,832	-	Government remittances payable
Subventions reportées (note 3)	<u>-</u>	<u>19,458</u>	Deferred revenue (Note 3)
	<u>5,933</u>	<u>25,215</u>	
ACTIFS NETS			NET ASSETS
Actifs nets non affectés	27,764	27,187	Unrestricted Net Assets
Actifs nets affectés	<u>12,700</u>	<u>-</u>	Restricted Net Assets
	<u>40,464</u>	<u>27,187</u>	
	<u>\$ 46,397</u>	<u>\$ 52,402</u>	

AU NOM DU CONSEIL:

APPROVED ON BEHALF OF THE BOARD:

Administrateur _____ Director

Administrateur _____ Director

2

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

COALITION POUR L'ÉQUITÉ SALARIALE DU NOUVEAU-BRUNSWICK INC.
NEW BRUNSWICK COALITION FOR PAY EQUITY INC.

ÉTAT DES RÉSULTATS ET DES ACTIFS NETS
(Non audité)
POUR L'EXERCICE TERMINÉ LE 28 FÉVRIER 2013

INCOME STATEMENT AND NET ASSETS
(Unaudited)
FOR THE YEAR ENDED FEBRUARY 28, 2013

	Fonds de fonctionnement / General Fund		Fonds de réserve / Reserve Fund	2013 Total		2012 Total		
REVENUS	\$	97,567	\$	-	\$	97,567	\$	70,542
Subventions:								
Condition féminine Canada		3,880		-		3,880		5,055
Placement carrière - été		5,885		-		5,885		6,740
SEED		-		-		-		5,000
Autres		-		-		-		57,064
Dons		-		71,359		71,359		6,745
Revenus - Levée de fonds		-		8,165		8,165		665
Frais d'adhésion des membres		340		-		340		171
Intérêts		224		-		224		6,813
Divers		3,139		-		3,139		158,795
		<u>111,035</u>		<u>79,524</u>		<u>190,559</u>		
DÉPENSES		104,102		4,523		104,102		96,572
Salaires et avantages sociaux		-		-		-		2,795
Achats - Levée de fonds		-		4,523		4,523		113
Assurance		433		-		433		4,800
Évaluation de projet		9,355		-		9,355		5,823
Fournitures de bureau et papeterie		5,384		-		5,384		18,089
Frais de voyages et d'hébergement		17,298		-		17,298		242
Frais divers		571		-		571		1,287
Logiciels d'ordinateur		-		-		-		7,191
Loyer		8,500		-		8,500		3,365
Publicité et promotion		3,522		-		3,522		642
Réparations et entretien		453		-		453		5,079
Services professionnels		9,827		-		9,827		3,452
Télécommunications		3,358		-		3,358		14,655
Traduction		9,956		-		9,956		164,105
		<u>172,759</u>		<u>4,523</u>		<u>177,282</u>		
EXCÉDENT DES REVENUS SUR LES DÉPENSES (DÉPENSES SUR LES REVENUS)		(61,724)		75,001		13,277		(5,310)
ACTIFS NETS, début de l'exercice		27,187		-		27,187		32,497
Virements interfonds (note 4)		62,301		(62,301)		-		-
ACTIFS NETS, fin de l'exercice	\$	<u>27,764</u>	\$	<u>12,700</u>	\$	<u>40,464</u>	\$	<u>27,187</u>

GROSS REVENUE
 Grants:
 Status of Women Canada
 Summer Career Placement
 SEED
 Other
 Donations
 Fundraising revenue
 Membership fees
 Interest
 Other
EXPENSES
 Salaries and benefits
 Purchases - Fundraising
 Insurance
 Project evaluation
 Office supplies and expenses
 Travel and accommodations
 Other
 Computer software
 Rent
 Advertising and promotion
 Repairs and maintenance
 Professional fees
 Telecommunications
 Translation
EXCESS OF REVENUE OVER EXPENSES
(EXPENSES OVER REVENUE)
NET ASSETS, beginning of year
 Interfund transfers (note 4)
NET ASSETS, end of year

Louise Belliveau, C.A., *Corporation Professionnelle*
 Dieppe, NB

MEMBERS

As of April 30, 2013, the Coalition had a total of around 800 individual members and 84 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 des bibliothécaires, professeures et professeurs de l'Université de Moncton
5. Association des bibliothécaires, professeures et professeurs retraités de l'Université de Moncton
6. Association des employés de l'Université de Moncton
7. Association francophone des aînés du Nouveau-Brunswick
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 Hirondelles
17. Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406
18. Bathurst & District Labour Council
19. Business and Professional Women's Club of Greater Moncton
20. Canadian Federation of University Women - Fredericton
21. Canadian Federation of University Women - Kent
22. Canadian Federation of University Women - Moncton
23. Canadian Federation of University Women - Saint John
24. Canadian Labour Congress
25. Canadian Union of Public Employees, Maritimes Regional Office
26. Canadian Union of Public Employees, Local 1159
27. Canadian Union of Public Employees, Local 2116
28. Canadian Union of Public Employees, local 2745-3
29. Canadian Union of Public Employees, Local 813
30. Canadian Union of Public Employees, Local 4598
31. Canadian Union of Public Employees- New-Brunswick
32. Canadian Union of Postal Workers, Fundy-105 Women's Committee
33. Centenary Queen Square United Church
34. Centre de développement de l'enfant
35. Crossroads for Women
36. Common Front for Social Justice
37. Communications, Energy and Paperworkers Union of Canada
38. Communications, Energy and Paperworkers Union of Canada, local 506
39. Dames d'Acadie de Dieppe
40. Dames d'Acadie de Moncton
41. Éclosion Inc.
42. Edmundston & District Labour Council
43. Fédération d'alphabétisation du Nouveau-Brunswick
44. Fédération des étudiants et étudiantes du Centre universitaire de Moncton (FÉÉCUM)
45. Femmes acadiennes et francophones de Bertrand
46. Femmes acadiennes et francophones de Bouctouche
47. Femmes acadiennes et francophones de Caraquet
48. Femmes acadiennes et francophones de Cocagne
49. Femmes acadiennes et francophones de Lamèque
50. Femmes acadiennes et francophones de Shippagan
51. Filles de Marie-de-l'Assomption
52. Fredericton & District Labour Council
53. Institut féminin de Grande-Digue
54. Institut féminin de Rivière du Portage
55. Maison de passage
56. Miramichi & District Labour Council
57. Miramichi Emergency Centre for women Inc.
58. Moncton & District Labour Council
59. Moncton Regional Learning Council
60. NB Media Co-op
61. NB Rebelles-Fredericton
62. New Brunswick Association of Social Workers
63. New Brunswick Child Care Coalition
64. New Brunswick Council of Nursing Home Unions
65. New Brunswick Federation of Labour
66. New Brunswick Home Support Association
67. New Brunswick Nurses Union
68. New Brunswick Teachers' Federation
69. New Brunswick Union of Public and Private Employees
70. New Brunswick Voices of Women for Peace
71. Regroupement féministe du Nouveau-Brunswick
72. Restigouche & District Labour Council
73. Religieuses de Notre-Dame-du-Sacré-Coeur
74. Saint John & District Labour Council
75. SERFNB – Cercle Alcide-F.-LeBlanc
76. Services à la famille Népissiguit
77. Société de l'Acadie du Nouveau-Brunswick
78. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick(SERFNB)
79. Stimulation à l'enfance inc.
80. Student Alliance of New Brunswick
81. Support to Single Parents
82. Union of the Municipalities of New Brunswick
83. Urban Core Support Network
84. YWCA of Moncton