

NEW BRUNSWICK COALITION FOR PAY EQUITY Inc.

**Annual Report
2013-2014**



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MESSAGE FROM THE CHAIR

Greetings to our supporters, donors, members, staff and many, many volunteers.

This year, the work of the Coalition for Pay Equity was dominated by questions of methodology - how should the value and remuneration of jobs be measured and compared, and how quickly? As pay equity programs were slowly rolled out this year, inch by creeping inch, in both the public and para-public sectors, the burning question has been and still is, will the methods used eliminate wage discrimination against women in New Brunswick?

In the public sector, the implementation of pay equity is still way behind schedule. Two years past the deadline, and the government has only completed the process for 3 out of 9 bargaining units. In addition, the Pay Equity Bureau has not provided any information on non-bargaining jobs nor Crown Corporations. We continue to hope that justice delayed will not result in justice denied: perhaps the maintenance provisions in the Pay Equity Act, 2009 - along with the maintenance regulations that have yet to be written - will prove effective in maintaining and improving pay equity once it is finally achieved.

In the private sector, there has been movement for the four target sectors (child care, transition houses, home support, and group homes also known as community residences). In particular, home support workers have received their first pay equity cheques for the year 2013. Their pay equity increase was calculated by the government to be \$2.15, raising them from an average of \$11.00/hour to \$13.15/hour. Spread over 5 years with no adjustment for inflation, this means \$0.43/hour for 2012-13, which was unfortunately reduced by \$0.06 to compensate employers for their share of payroll deductions. Therefore, their wage adjustment was further reduced to \$0.37/hour. These were discouraging results which have prompted the Coalition to study the methodology used. In addition to our brief "Comment on the Results of the New Brunswick Government's Pay Equity Program in Non-Legislated Sectors", which can be found on our website, we will be hosting a workshop on June 13th in order to deepen our understanding of pay equity methodology. A broad range of academics, activists, workers, employers, government representatives and other experts have been invited, and our goal is to clarify what the elements of a fair, non-discriminatory, rational, unbiased and gender-neutral methodology would be.

On the positive side, the government, having incorporated some of our feedback, has recently released results for the group home sector, with improved results. We hope that further collaboration between government and community will continue to bring improvements to New Brunswick workers.

Speaking of governments and citizens, this is an election year. The five political parties are developing their positions on pay equity as I write these words. Our volunteers are engaged and ready to speak to a broad range of candidates to make sure they understand what pay equity means to New Brunswickers. I encourage you to bring meaning to the idea of "participatory democracy" to take some time this summer and early fall, and make your views known.

Again, a warm thank you to the hundreds of New Brunswickers and our community, union and faith organizations who are making pay equity possible. Together we can ensure justice for the many women and men who are working in female-dominated jobs and job sectors of our economy.

Vallie Stearns



EXECUTIVE DIRECTOR'S MESSAGE

Friends, supporters of pay equity,

It is time to take stock of our achievements to better plan the subsequent steps. The New-Brunswick Coalition for pay equity is constantly adapting to the provincial and federal political scene, but one thing has not changed: it continues to claim a good law to ensure pay equity across New Brunswick.

En route towards our goal, we sharpen our understanding of pay equity and the structure of the labor market in New Brunswick. If necessary, we consult experts. This year, we have appealed Ruth Rose, an economist and expert on pay equity, and Lise Savoie, professor of social work at Université de Moncton. Ruth Rose confirmed that the methodology used by the government for workplaces without male comparators included major errors in the description of the positions and salaries associated with male-dominated jobs. As for Lise Savoie, she brought a better understanding of the community sector and the life course of woman who occupy leadership positions within this sector.

We also shared our own expertise. We offered 21 presentations during the year, shared our messages in traditional media and used more effectively the social media. One of our biggest challenges remains to reach the female workers themselves, especially in the workplaces where there are no male comparators. We can count on a good relationship with the union representatives of certain groups of female workers, but the care sector is limitedly unionized which contributes to keep wages low and perpetuate pay iniquity. By contrast, we share more and more information with the employers' associations in this sector, because they see the benefit of pay equity to recruit and retain their staff but often depend on too low subsidies to provide adequate salaries.


In the public sector, the implementation of the *2009 Pay Equity Act* is still delayed. A detailed report was promised one year ago already but we have no information about the evolution of the report to this date.

Now, the provincial elections are coming up. The implementation of pay equity requires first and foremost a real political will to improve the situation of persons who occupy female-dominated jobs. It is only then that the government will use an effective methodology.

We have already begun to interpellate all political parties to state their intentions on pay equity. It is clear that we have to require a greater commitment from the major political parties for a law in the private sector and for the application of the *2009 Pay Equity Act*, all the while funding pay equity in the private agencies providing care giving services.

So this summer, talk about pay equity to the candidates you meet! You will contribute to equality and social justice. Every little bit helps!

Thank you for your continued support,


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:	Vacant (Francine Babineau for a few months)
South-East Representative:	Denise M. Savoie
Centre Representative:	Sharon Crabb
South-West Representative:	Carol Lynn Gamblin
North-West Representative:	Denyse Mazerolle
Aboriginal Representative:	Tamara Polchies
Executive Director:	Johanne Perron
Observers:	Odette Robichaud, Canadian Union of Public Employees, NB Eliette Lebreton, New Brunswick Union Nancy Arseneau, 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
2014 summer employees (students):	Cindy Chiasson, Émilie Pelletier, Marie-Gabrielle Gagnon

STUDENTS

The Coalition was happy to welcome two interns in social work from St-Thomas University, Ashley Bradley and Sarah Ann MacPhail, from September to December 2013 and Chloé Boudreau a social work student from l'Université de Moncton, as an intern from January to April 2014

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 2013-2014:

1. A better law for the public sector, including an independent Pay Equity Commission and a better methodology.
2. A good law for the private sector, including an independent Pay Equity Commission, a good methodology and a better methodology for workplaces where there are no male comparators.
3. A greater understanding of the importance of pay equity in the public sector.
4. A larger membership and greater regional participation.
5. A sufficient and stable funding to achieve our goals and objectives.

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 Equality Branch, 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 government has a one year delay in the implementation of the 2009 Pay Equity Act, which applies to the public sector. Job descriptions, evaluations and comparisons should have been completed in April 2012. To date, only three bargaining units have completed this process. The non-unionized staff has not yet started the process. Minister Blais stated that pay equity adjustments, when applicable, would be retroactive to April 2012.

The Coalition 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.

According to the Government, two obstacles explain the delay:

- Lack of staff at the Department of Human Resources, causing meeting cancellations and delays;
- Lack of collaboration from the employees who occupy male dominant positions when it comes time to answer the questionnaires.

Surprisingly, this did not happen in Quebec or in Ontario. No information is available about Crown Corporations, also covered by the 2009 Pay Equity Act, The Coalition continues to request the publication of a public report on the process to this date from the Pay Equity Bureau.

Group	Not yet Started	Process underway	Evaluations in progress	Evaluations complete	Male comparator evaluated	Inequity (yes/no)
Lab & Medical				*	*	no
Court Stenographers				*	*	
Admin Support , Pt II				*	*	
Teachers	*					
Prof Support, Pt II		*				
Nursing				*	*	yes
Nursing Supervisory				*	*	no
Para Medical		*				
Specialized Healthcare		*				

Pay equity exercises for employees offering government-mandated services

A bit of history

A few years ago, the government invited four private sector groups to take part in pay equity exercises. They are home support, child care, community residences 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.



1. Home support

The Department of Social Development concluded several contracts with home support agencies, but the agencies services are not limited to these contracts. In the case of the contracts with Social Development, home support agencies are required to pay their employees \$11 an hour since 2011. However, according to the government's pay equity methodology, these workers should earn \$13.15. These adjustments would be spread over five years. But the home support workers have had a bad surprise when they received their 2012-2013 pay equity retroactive payment. They expected a fifth of the adjustment (or \$0.43 for all hours worked for April 2012-March 2013). However, they only received \$0.37 an hour while the \$0.06 was given to the employers to cover their contribution to employment insurance, pension and vacation pay. The government confirmed that during the five-year period, full adjustment will be \$2.15 an hour.

The Coalition shared its concerns with the Minister responsible for Women's Equality, Marie-Claude Blais, and issued a press release claiming that the government should cover the payroll's additional costs, not the workers.

The Coalition held a press conference on November 29, 2013 to require the full fifth of the 2012-2013 pay equity adjustments and acceleration of the other payments for home support workers.

Recently, the government has decided to add a pay equity adjustment payment for home support workers, bringing the total adjustment for 2013-2014 to \$0.92 an hour. In addition, the Department of Social Development will increase the worker's basic salary of \$0.25 per hour in October 2014. This measure will not affect the pay equity adjustments that are expected to total to \$2.15 an hour above the basic salary in 2016-2017.

2. Community residences

December 11, 2013, the Coalition held a press conference to ask for the results of the pay equity program for community residences.

Community residences workers have finally received their results in March 2014. They are better than those of the three sectors that preceded (child care, home support, transition houses for women victims of domestic violence) but yet, they did not reach pay equity's level.

Indeed, adjusted wages will be from \$14.80 to \$14.92 per hour for direct care providers and from \$16.06 to \$16.18 for supervisors/direct care providers compared to rates ranging from \$12.52 to \$14.17 per hour for the other three sectors mentioned above. Payments will be retroactive to April 2013.

What explains that difference? One of the recommendations of the Coalition has been taken into account, which is to use the most recent average wage for the male comparators.

However, other problems remain with how to determine fair wages in workplaces without male comparators and pay adjustments. Without correcting these problems, we cannot say that we have achieved pay equity. The Coalition continued to urge government to improve its methodology.

3. Transition houses and child care workers

Concerning the staff of transition houses, the government has already distributed the full pay equity adjustment to these workers, given that the adjustment was really low. It is expected that the government annualized adjustment. Finally, child care workers received a fifth of their adjustment in summer 2013.

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. That is why the Coalition hired Ruth Rose, a Quebec economist and pay equity expert, to prepare an independent analysis of the methodology used by the government of New Brunswick.

The Coalition also held a workshop on the methodology for workplaces without male-dominating jobs June 13, 2014. Objectives were to improve local knowledge of methodologies available, to improve the methodology in New Brunswick and develop local expertise concerning pay equity methodologies.

The approaches of the Coalition aims to correct the elements that caused the low results in the pay equity programs for the child care, home support and transition houses workers, such as:

- Excluding salaries of unionized male-dominating jobs, which reduced the salaries of comparison;
- The fact that the salary of the foreman (a male comparator) was established in proportion to the one of the maintenance worker (other male comparator) rather than with the labor market

ON A POLITICAL LEVEL

The Coalition celebrates International Women's Week

- A brunch and a round table on the theme « Equality for women benefits everyone » took place at the Delta Beauséjour on March 8 2014 to mark International Women's Week. Heads and representatives of the four provincial political parties were present and an exchange on issues important to women, pay equity among others, took place. This activity was organized by the Coalition and the Regroupement féministe du Nouveau-Brunswick in collaboration with the Business and Professional Women of Southeast New Brunswick and the Moncton and District Labour Council.

Here is what the representatives had to say about the plans of their political party on pay equity:

- *Martine Coulombe*, Progressive Conservative MLA, said the government is working on pay equity in the public sector and the private sector. Soon, the salaries of the four private sector groups will be set and the government is committed to working with the private sector.
- *Brian Gallant*, Leader of the Liberal Party, said it makes sense that the government is asking all service providers to ensure they have pay equity within their staff. He also said that the government should improve the methodology to ensure pay equity and finance the Pay Equity Bureau, which oversees the implementation of the 2009 Pay Equity Act.

- *Dominic Cardy*, NDP Leader, said that if elected, his government would implement pay equity in stages. It will first implement the legislation for the public sector. Then it will work with the Coalition, the private sector and other stakeholders to extend legislation on pay equity to the private sector at the end of his first term.
- *David Coon*, Leader of the Green Party, said his party had included legislation on pay equity for the private sector in its platform in 2010 and will be part of it again in its next platform, based on the results from the public sector.



Thus, only the NDP and the Green Party supported the legislation on pay equity for the private sector. Our goal: that all political parties do the same at the next election!

Resolutions on pay equity at the Liberal Convention

At the Congress on policies of the provincial Liberal Party, last April 26, the following resolutions were adopted:

- It is resolved that the Liberal government is improving the methodology used to determine the pay equity adjustments, including specific job descriptions and salary data, based on the market.
- It is also resolved that the Liberal government is using procurement policies and subsidies to promote pay equity in the private sector by requiring companies wishing to do business with the government to established pay equity within their business.

Note that this is not yet the election platform, but it is a step in the right direction. The Coalition for pay equity will continue its efforts to ensure that the Liberal Party and other political parties become more involved and support a legislation for the private sector.

Economic and Social Inclusion Plan 2014-2019 recommends "the adoption of more inclusive legislation on pay equity".

The Coalition has actively participated in consultations on economic and social inclusion. The plan, which was made public, supports, timidly, a law for the private sector:

Recommendation 15. « Consider the creation of a comprehensive pay equity legislation »

The Province of New Brunswick has a *Pay Equity Act* ensuring that, in the public sector, employees receive equal pay for work of equal or equivalent value. The possibility to extend the enforcement of this Act to the private sector and, particularly, to businesses with which the government has service agreements should be considered. This would fully recognize the value of women's

contribution in the workplace, therefore making tremendous strides towards economic and social inclusion. The creation of an independent and neutral commission responsible for the promotion and respect of pay equity principles also needs to be considered to ensure enforcement and evolution of the Act. (p.16, Economic and social Inclusion plan 2014-2019)

INDEPENDENT VOICE OF WOMEN

In response to the protests voiced by women after the abolition of the Advisory Council on the Status of Women, the government organized a summit called "Voices of Women". The members will advise the provincial government on issues affecting women and alert the public to certain issues. This is an independent structure, formed mainly by organisms. It has a budget of \$200 000 for 2014-2015, a lot less than the budget of the deceased Advisory Council on the Status of Women. The first issues: obtain sufficient funding and ensure the independence of the forum.

Minister of Women's Equality, Marie-Claude Blais, announced the composition of the forum February 13, 2014. The Coalition will be part of it and it will be Louise Aucoin, our francophone Vice-Chair who will be our representative.

At its first meeting on March 29th, the consensus-building forum "Voices of Women" elected its first two co-presidents, Phylomène Zangio and Kim Nash-McKinley. Here is the complete list of individuals and organizations sitting on the forum:

- Noëlla Richard;
- Kim Nash-McKinley;
- Phylomène Zangio;
- Kyla LaPointe;
- Paulette Sonier Rioux;
- Stéphanie Beaulieu;
- YWCA Moncton;
- Urban Core Support Network;
- Sussex Committee for the Prevention of Family Violence;
- Regroupement féministe du Nouveau-Brunswick;
- New Brunswick Coalition for pay equity ;
- Muriel McQueen Fergusson Centre for Family Violence Research;
- Women's Studies Interdisciplinary Program;
- Fredericton Sexual Assault Crisis Center
- NB Association of CBDC's/Women in Business



FUNDRAISING CAMPAIGN

Co-Chairs: Wendy Robbins & Anne-Marie Gammon. **Members of the francophone canvassing committee:** Chantal Abord-Hugon, Rachelle Diotte, Jeanne d'Arc Gaudet, Huberte Gautreau, Louise Imbeault, Simone Leblanc-Rainville, Marie-Linda Lord, Isabelle McKee-Allain, Paulette Sonier Rioux. **Members of the anglophone canvassing committee:** Sharon Crabb, Linda Dempsey-Nicholson, Myrna Gunter, Matthew Hayes, Raymond Léger, Ruth Lindsay, Cynthia Urquhart.

Wendy Robbins, a University of New-Brunswick professor, and Anne-Marie Gammon, Councillor of the City of Bathurst, co-chaired the fourth annual fundraising campaign of the Coalition under the theme "Pay Equity: It's only fair. Donate today." The launch took place October 28th, 2013 in Moncton and October 30th, 2013 in Fredericton.

The campaign raised approximately \$85,000 thanks to the extraordinary effort of our volunteers and the generosity of unions, religious orders and more than 200 individual donors. We raised \$10,000 more than last year and came very close to attaining our goal of \$90,000. We also increased the number of individual donors by 40.

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



Co-Chairs: Wendy Robbins and Anne-Marie Gammon

COMMUNICATION AND AWARENESS

Medias

During the 2013-2014 fiscal year, the Coalition has issued 12 press releases and two letters to the reader's opinion. The topics vary, talking among other things of the appointment of the Coalition in the forum "Voices of Women", pay equity in community residences and the plan of poverty. In all, the Coalition for Pay Equity and/or pay equity has been mentioned 108 times in the media. Pay equity was mentioned as part of different stories, including International Women's Day (round table with the four political parties), the forum "Voices of Women" the fundraising campaign, as well as the discussion of the methodology used to assess pay equity in the sectors of child care, home care, community residences and transition houses for women victims of domestic violence and the delays in the adjustments that relate to these groups.

Social media, the website and the newsletter

The Coalition is very active in social media. Around 470 people follow the Coalition's Facebook page and around 240 people follow us on Twitter. Our website is also really active. We published 5 newsletters and continue to communicate with our members via email on a regular basis.

Presentations

During the 2013-2014 fiscal year, the Coalition made 21 presentations on pay equity, reaching 950 people. In addition to the Executive Director, we thank our volunteers who made presentations: Elizabeth Blaney, Lee Chalmers, Sharon Crabb, Huberte Gautreau, Tracy Glynn, Odette Robichaud, Romana Sehic, Vallie Stearns, Fiona Williams, Phylomène Zanghio.

Book project

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

A committee finished 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. The book should be on sale in September 2014.

MANAGEMENT COMMITTEES

The (Political) Strategy Committee is composed of Vallie Stearns, Louise Aucoin, Elizabeth Blaney and Roberte Léger. 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."

The Fundraising Strategy Committee consists of Vallie Stearns, Louise Aucoin, Elizabeth Blaney, Roberte Léger and Tamara Polchies. The Fundraising Strategy Committee is mandated to propose a long-term strategy to the Board for the New Brunswick Coalition for Pay Equity's fundraiser. This year, it supported research by a law student and consulted a specialist in the field to access whether obtaining a charity number is a possible and viable option for the Coalition.

The Bylaws, Policies and Procedures Committee consists of Tamara Polchies, Elizabeth Blaney and Carol Lynn Gamblin. It reviewed the Coalition's status and bylaws.

The Nominating Committee consists of Denyse Mazerolle, Louise Aucoin and Roberte Léger. It was tasked with ensuring nominations were submitted for each vacant positions 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 Roberte Léger. The committee evaluated the Executive Director and proposed the renewal of her contract.

REGIONAL ACTIVITIES

Fredericton Regional Committee

Chair of the committee: Tracy Glynn

Members: Elizabeth Blaney, Sharon Crabb, Tracy Glynn, Matthew Hayes, Michelle Lafrance, Joan McFarland, Maureen Michaud, Kelsey Nevers, Wendy Robbins, Romana Sehic, Cynthia Urquhart

Activities:

** The Coalition for pay equity has had a presence at the picnic day during Labor Day in Wilmot Park in Fredericton. To highlight how the pay inequity contributes to the wage gap, the Fredericton Committee sold \$0.88 cupcakes to women and 1\$ cupcake to men. Leaflets on pay equity were distributed.

** Members of the Coalition for pay equity and Fredericton District Labor Council brought peanuts to Premier, David Alward, and to MLA's on a very cold day in December just before Christmas. A message was attached to the peanuts: « Merry Christmas! Tis the season. Give us pay equity. We don't want to work for peanuts! »

** « *Bread & Roses* » with the group *Alex Bailey Swing Band*. A celebration of International Women's Week and a fundraiser for the Coalition for pay equity took place on Thursday, March 13th from 7pm to 9pm, Connexion ARC. Workers talked about their hopes for pay equity. This activity raised \$1,233.25. This activity was organized and supported by the Fredericton Committee of the Coalition for pay equity, Connexion ARC, Fredericton industrial Workers of the World (IWW), Fredericton and District Labour Council, the Canadian Federation of University Women (CFUW) Fredericton Chapter, Voice of Women Fredericton & PSAC Local 60350.

** Fredericton's Committee members participated, last March, to the publication of the report on pay equity for government workers in community residences and group homes.

** Fredericton's Committee met a few times in order to update the status of pay equity in the public and private sector to discuss fundraising and advocacy. The Committee is planning a forum with all candidates on issues affecting women. It would take place in early September, after Labor Day.



Greater Moncton Regional Committee

Chair of the committee: Janice Gray

Members: Janice Gray, Denise M. Savoie

Activities

** In the fall, the committee organized a meeting with the Progressive Conservative MLA for Riverview, Bruce Fitch

** The committee is restructuring and is seeking for new members wishing to get involved in pay equity.

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 féministe 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;
- encourage the province's francophone journalists to increase the representation of women in their news report;
- 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 2013-2014 financial statement was reviewed by a committee of volunteers, Simone LeBlanc-Rainville, Denise M. Savoie and Isabelle McKee-Allain, since the budget was less than \$150,000. (See next page)



RAPPORT DU COMITÉ D'EXAMEN FINANCIER
POUR L'ANNÉE TERMINÉE LE 28 FÉVRIER 2014

REPORT OF THE FINANCIAL REVIEW COMMITTEE
FOR THE YEAR ENDING FEBRUARY 28TH, 2014

Nous, soussignés, avons examiné les livres et archives de la Coalition pour l'équité salariale du Nouveau-Brunswick, Inc. pour l'année financière se terminant le 28 février 2014 et les avons trouvés en ordre et exacts, sauf les exceptions suivants : (Vos commentaires s.v.p. Si tout est bien, ne rien écrire.)

We, the undersigned, have examined the books and records of the New Brunswick Coalition for Pay Equity, Inc., for the financial year ending February 28th 2014, and have found everything in order and correct with the following exceptions: (Make comments. If everything is in order and correct, no comment necessary.)

Membres du comité de vérification financière :
Members of the financial audit committee: -

D. Muir-Alloin
Denise M. Sirois
[Signature]

Les membres du comité de vérification financière doivent rédiger et signer le présent rapport en 2 copies. Un exemplaire doit être au siège social de la Coalition et le second à la secrétaire-trésorière ou au secrétaire-trésorier, pour être présenté à la prochaine assemblée générale annuelle de la Coalition.

Two copies of this report shall be prepared and signed by the members of the financial audit committee. One copy is to be left at the head office of the Coalition and the second one is to be left with Secretary-Treasurer, to be presented at the next Coalition's annual general meeting.

Article 11.2 Examen

La Coalition fait faire un examen de ses états financiers tous les ans par une personne reconnue par l'Institut canadien des comptables agréés ou un comité de trois (3) personnes compétentes en comptabilité, nommées par l'Assemblée générale annuelle. Si le budget annuel de la Coalition dépasse 150 000 \$, la Coalition doit obligatoirement faire faire l'examen de ses états financiers par une personne reconnue par l'Institut canadien des comptables agréés.

Article 11.2 Review

The Coalition shall have its financial statements reviewed every year by a person recognized by the Canadian Institute of Chartered Accountants or a committee of three (3) persons proficient in accounting appointed by the annual general meeting. If the Coalition's annual budget is in excess of \$150,000, it shall be required to have its financial statements reviewed by a person recognized by the Canadian Institute of Chartered Accountants.



**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 2014**

**INCOME STATEMENT AND NET
ASSETS**

(Unaudited)

**FOR THE YEAR ENDED
FEBRUARY 28, 2014**

	2014	2013	
REVENUS			GROSS REVENUE
Subventions:			Grant:
Condition féminine Canada	4 892	97 567	Status of Women Canada
Placement carrière - été	3 097	3 880	Summer Career Placement
SEED	7 107	5 885	SEED
Autres			Other
Dons	90 007	71 359	Donations
Revenus - Levée de fonds	1 680	8 165	Fundraising revenue
Frais d'adhésion des membres	295	340	Membership Fees
Intérêts	35	224	Interest
Divers	1 839	3 139	Other
	108 952	190 559	
 DÉPENSES			 EXPENSES
Salaires et avantages sociaux	75 415	104 102	Salaries and benefits
Achats - Levée de fonds	700	4 523	Purchases - Fundraising
Assurance	380	433	Insurance
Évaluation de projet	1 845	9 355	Project evaluation
Fournitures de bureau et papeterie	4 734	5 384	Office supplies and expenses
Frais de voyages et d'hébergement	11 057	17 298	Travel and accomodations
Frais divers	601	571	Other
Logiciels d'ordinateur			Computer software
Loyer	9 388	8 500	Rent
Publicité et promotion	2 556	3 522	Advertising and promotion
Réparations et entretien	573	453	Repairs and maintenance
Services professionnels	6 146	9 827	Professional fees
Télécommunications	2 821	3 358	Telecommunications
Traductions	4 603	9 956	Translation
	120 819	177 282	
 EXÉDENT DES REVENUS SUR LES DÉPENSES			 EXCESS OF REVENUE OVER EXPENSES
(DÉPENSES SUR LES REVENUS)	-11 867	13 277	(EXPENSES OVER REVENUE)
ACTIFS NETS , début de l'exercice	40 464	27 187	NET ASSETS , beginning of year
ACTIFS NETS , fin de l'exercice	28 597	40 464	NET ASSETS , end of year



**NEW BRUNSWICK COALITION FOR PAY EQUITY INC.
BALANCE SHEET AS AT 28/02/2014**

ASSET

Current Assets		
Petty Cash	2260	
Caisse pop Beauséjour – social part	100	
Chequing Account National Bank	9302,32	
Caisse pop Beauséjour	3323,13	
Total Cash		14985,45
Receivable	3140,89	
Total Receivable		3140,89
Purchase Prepayments		285
Total Current Assets		18411,34
TOTAL ASSET		18411,34

LIABILITY

Current Liabilities		
Accounts Payable		2514,61
Total Current Liabilities		2514,61
TOTAL LIABILITY		2514,61

EQUITY

Retained Earnings - Previous Year		27764,32
Current Earnings		-11867,59
Total Retained Earnings		15896,73
TOTAL EQUITY		15896,73
LIABILITIES AND EQUITY		18411,34

MEMBERS

As of May 31, 2015, the Coalition had a total of around 900 individual members and 89 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. Centre de développement de l'enfant
34. Community Inclusion Network - Acadian Peninsula
35. Conseil pour le développement de l'alphabétisme et des compétences des adultes Nouveau-Brunswick
36. Conseil provincial des sociétés culturelles
37. Crossroads for Women
38. Common Front for Social Justice
39. Dames d'Acadie de Dieppe
40. Éclosion Inc.
41. Edmundston & District Labour Council
42. Famille et petite enfance francophone Sud inc.
43. Family and Early Childhood Anglophone East Inc.
44. Fédération des étudiants et étudiantes du Centre universitaire de Moncton
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. Gagetown Military Family Resource Centre
54. Institut féminin de Grande-Digue
55. Institut féminin de Rivière du Portage
56. Liberty Lane Inc.
57. Maison de passage
58. Miramichi & District Labour Council
59. Miramichi Emergency Centre for Women Inc.
60. Moncton & District Labour Council
61. Moncton Regional Learning Council
62. Moncton Youth Residences Inc.
63. NB Media Co-op
64. New Brunswick Association of Social Workers
65. New Brunswick Child Care Coalition
66. New Brunswick Council of Nursing Home Unions
67. New Brunswick Federation of Labour
68. New Brunswick Home Support Association
69. New Brunswick Nurses Union
70. New Brunswick Senior Citizens' Federation
71. New Brunswick Special Care Home Association
72. New Brunswick Teachers' Federation
73. New Brunswick Union of Public and Private Employees
74. New Brunswick Voices of Women for Peace
75. Regroupement féministe du Nouveau-Brunswick
76. Restigouche & District Labour Council
77. Religieuses de Notre-Dame-du-Sacré-Coeur
78. Saint John & District Labour Council
79. SERFNB – Cercle Alcide-F.-LeBlanc
80. Services à la famille Népisiguit
81. Société de l'Acadie du Nouveau-Brunswick
82. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick (SERFNB)
83. Student Alliance of New Brunswick
84. Support to Single Parents
85. Union of the Municipalities of New Brunswick
86. Urban Core Support Network
87. YWCA of Moncton



Pay Equity:
It's only fair. Donate today.

2013-2014
Fundraising Campaign



L'équité salariale:
J'y crois. Je donne!

Campagne de financement
2013-2014

Avec l'aide de nos membres, notre 4e campagne de financement annuelle « L'équité salariale : J'y crois. Je donne ! » nous a permis d'amasser un total de 85 000\$ en 2013-2014. Aux individus, communautés religieuses, syndicats et organismes qui ont généreusement contribué à notre campagne. Mille mercis!

With the help of our members, we raised a total of \$85,000 through our 4th annual fundraising campaign "Pay Equity: It's only fair. Donate today!" in 2013-2014. To the individuals, religious groups, unions and organizations that have generously contributed to our campaign. Many thanks!

ORGANISMES VISIONNAIRES / VISIONARY ORGANIZATIONS

(\$5,000 or more / ou plus)



Filles de Marie-de-l'Assomption



New Brunswick
Nurses Union

Syndicat des
infirmières et infirmiers
du Nouveau-Brunswick



ORGANISMES BÂTISSEURS / TRAILBLAZER ORGANIZATIONS

(\$1,000 to / à \$4,999)

Caisses populaires acadiennes
Public Service Alliance of Canada - Atlantic Region / Alliance de la fonction publique du Canada - Région atlantique

Saint John & District Labour Council / Conseil du travail de Saint-Jean et région
United Food and Commercial Workers (UFCW) / TUAC

ORGANISMES AMIS / FRIEND ORGANIZATIONS

(\$500 to / à \$999)

Association des bibliothécaires, professeures et professeurs de l'Université de Moncton
Association des enseignantes et enseignants francophones du Nouveau-Brunswick
Association of University of New Brunswick Teachers
CUPE, local 1252, N.B. Council of Hospital Unions
CUPE, local 1418 / SCFP, section locale 1418
CUPE, local 1840 / SCFP, section locale 1840
New Brunswick Teachers Association

Individus visionnaires / Visionary individuals (\$500 or more / ou plus)

Chantal Abord-Hugon	Ronald Fournier	Louise Imbeault	Lise Ouellette
Louise Aucoin	Anne-Marie Gammon	Roberte Léger	Johanne Perron
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Sharon Crabb	David Hawkins	Marcelle Mersereau	Vallie Stearns

Individus bâtisseurs / Trailblazer individuals (\$250 to / à \$499)

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Michèle Caron	Richard Garceau	Isabelle McKee-Allain	Geneviève Bouchard & Jean Saint-Aubin
Pierre Cormier	Jula Hughes	Chadia Moghrabi	
Jody Dallaire & Eugène Leblanc	Simone LeBlanc-Rainville	Wendy Robbins	
		Lise Rodrigue	

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		Suzanne P. Doucet	

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Our sincere thanks to all other donors!***