

NEW BRUNSWICK COALITION FOR PAY EQUITY, Inc.

**Annual Report
2014-2015**



51 Williams St., Moncton, New Brunswick, E1C 2G6
(506) 855-0002

info@equite-equity.com

www.equite-equity.com

Twitter: Coalition4PENB

Facebook : NB Coalition for Pay Equity - Coalition pour l'équité salariale du N.-B.

ISSN 2561-8806 (Print)

ISSN 2561-8814 (Online)

NEW BRUNSWICK COALITION FOR PAY EQUITY Inc.

Annual Report 2014-2015

TABLE OF CONTENTS

MESSAGE FROM THE CHAIR	4
EXECUTIVE DIRECTOR'S MESSAGE.....	5
WHO WE ARE	6
BOARD OF ADMINISTRATORS.....	6
VOLUNTEERS	6
EMPLOYEES.....	7
INTERNSHIP	7
OUR STRATEGIC GUIDELINES.....	7
OUR ISSUES.....	7
ON THE POLITICAL FRONT.....	12
FUNDRAISING CAMPAIGN	13
SUBMITTED PROJECT	14
COMMUNICATION AND AWARENESS.....	14
STANDING COMMITTEES.....	15
REGIONAL ACTIVITIES	16
OUR PARTNERS.....	17
FINANCIAL STATEMENT	18
MEMBERS.....	22
DONORS.....	23



MESSAGE FROM THE CHAIR

Still Waiting... Still Working for Pay Equity

It's 2015, and those of us who are waiting for pay equity are getting impatient. Most public sector workers who fall under the umbrella of *the Pay Equity Act, 2009* – i.e., health, education, the civil service and Crown corporations – still have not seen the pay equity wage adjustments that were supposed to roll out in 2012.

For those women and men who work in caregiving professions in the private sector, outside the purview of the *Act*, particularly the "Four Groups": home support, group home, child care and transition house workers, are also still waiting. For example, home support workers have started to see growth in their wages. They started out at an average hourly wage of \$11.00, and earned \$12.58 in 2014-2015 – a far cry from the \$19.93 rate estimated by economist Ruth Rose to be a true equitable wage.

The new Liberal government got elected on the platform of jobs and economic growth... including pay equity. But instead, they are single-mindedly pursuing cuts to public services. The so-called "Strategic Program Review" is focussing its fiscal scissors on health, education and social services, precisely those sectors where many women (and men) are most in need of pay equity. The only jobs that will see temporary investment in order to stimulate the economy will be male jobs in construction and road work.

Further, this government has given every indication that they are considering privatizing public services, which would have devastating impacts on jobs and wages for women, as it has in any every other jurisdiction and country that has tried it.

That is why the Coalition for Pay Equity has started to insist that "austerity" measures – i.e., fiscal restraint, cuts to public services, and privatization of public services – be put under the microscope of a gender-based analysis. Do they impact women more than men? Do they result in fewer full-time, permanent jobs for women? Do they drive women's wages down instead of up?

And what about that promised economic recovery? Even the International Monetary Fund which once trumpeted the benefits of austerity has recently admitted that austerity measures only increase income inequality and unemployment – and the big losers are workers, racialized groups – and women.

Instead, the New Brunswick government should be broadening the Pay Equity Act, 2009 to include the private sector, such as universities, municipalities, businesses.

After all, pay equity would stimulate the economy. Did you know that \$1.00 invested in child care increases the Gross Domestic Product by \$1.50, and studies in Europe have demonstrated that 1.00 € invested in public services increases the economy by 1.2 to 1.7 €?

Please join us in asking the New Brunswick government to do a gender analysis of its austerity measures, and to push for pay equity for all workers in the public AND private sectors.

After all, it's only fair.

Vallie Stearns



EXECUTIVE DIRECTOR'S MESSAGE

Friends of the Coalition,

The election of a new Liberal government and the arrival of a new assistant deputy minister, Jocelyne Mills, has made the year 2014-2015 a time of transition for the Coalition's interlocutors. This means meeting and briefing the new decision makers.

The obvious priority was to meet with the Premier himself, given that he has decided to serve as Minister responsible for Women's Equality. There are advantages and disadvantages to this new reality. The Premier is in a position to move issues more efficiently, but he has numerous responsibilities. Our first meeting is scheduled for June 5, 2015.

One of the major challenges the Coalition faces is the provincial government's decision to eliminate the provincial deficit as soon as possible. Trying to move pay equity forward in an environment of reduced budgets will be difficult. In fact, pay equity and women's participation in the labour market could be marked by setbacks.

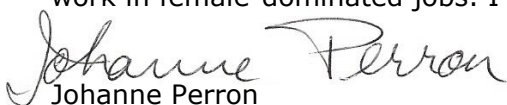
The Coalition will keep abreast of this issue. We have increased our knowledge on economic and fiscal policies (government revenues and expenditures) in order to participate actively in the strategic program review – a government exercise designed to reduce expenditures and the number of employees in the public sector. We encouraged our members to participate in the public consultation process. We spoke to the media and worked with other provincial organizations to recommend alternatives to public service cuts such as an increase in revenues by raising taxes and job creation.

Simultaneously, we pursued our education activities in 2014-2015 by offering more than 30 presentations on pay equity, by being active with media (both social and traditional) and by cooperating with workers, unions, community organizations and employer groups.

We continue to promote the adoption of pay equity legislation in the private sector, and to monitor the implementation of the *Pay Equity Act, 2009* in the public sector, as well as the progress made in pay equity in the care services offered by the private sector which are regulated by the government.

The Coalition is proud of the success of its fifth fundraising campaign co-chaired with energy by Paulette Sonier-Rioux and Sharon Crabb. We thank our donors! We will resume the good work next year with an emphasis on members living outside the south-eastern part of the province. The Coalition continues to seek government grants despite the fact that there are few sources of public funding for the protection of human rights. The Coalition's survival continues to be a concern.

Notwithstanding its precarious financial situation, the Coalition is able to continue its important work due to the contribution of its members and volunteers, including its president Vallie Stearns and its board of directors. I thank them from the bottom of my heart for being so generous with their time and expertise for the benefit of all those in New Brunswick who work in female-dominated jobs. I am honoured to be part of such a dynamic group!


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, succeeded by Carole Fournier
Secretary-Treasurer:	Roberte Léger
North Representative:	Thérèse Duguay
Kent-Miramichi Representative:	Patrick Colford, succeeded by Susie Proulx-Daigle
Southeast Representative:	Denise M. Savoie
Capital Representative:	Sharon Crabb
South Representative:	Carol Lynn Gamblin
Upper River Valley Representative:	Denyse Mazerolle
First Nation Representative:	Tanna Pirie
Executive Director:	Johanne Perron
Observers:	Odette Robichaud, Canadian Union of Public Employees, NB Eliette Lebreton, New Brunswick Union Nancy Arseneau, New Brunswick Nurses Union Sr Agnès Léger, Religieuses de Notre-Dame-du-Sacré-Cœur Sr Jacqueline Poirier, Filles de Marie-de-l'Assomption



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.

A special thanks to our volunteer translators: Noëlla Richard, Éliane LeBlanc and Janice Gray.

EMPLOYEES

Executive director:

Johanne Perron

2015 summer employees (students):

Émilie Pelletier, Brenna Steele

INTERNSHIP

The Coalition was happy to offer an internship from January to April 2015 to Catherine Roy-Comeau, a social work student at the Université de Moncton.



OUR STRATEGIC GUIDELINES

Our environment is changing rapidly and to keep pace, the board of directors reviews its strategic guidelines yearly. The following guidelines were adopted for 2014-2015:

1. Improved legislation in the public sector, including an independent Pay Equity Commission and a better methodology.
2. Quality legislation in the private sector, including an independent Pay Equity Commission, a good methodology and improved methodology in workplaces where there are no male comparators.
3. A greater understanding of the importance of pay equity in the general public.
4. Increased membership and more regional participation.
5. Adequate and stable funding to achieve our goals and objectives.
6. An alternative discourse to austerity measures.

OUR ISSUES

Follow-up on the Pay Equity Act, 2009

During the year, the Coalition has monitored the implementation of the *Pay Equity Act, 2009* through regular contacts with the Women's Equality Branch, whose assistant deputy minister acts as director of the Pay Equity Bureau.

According to the *Act*, job descriptions, evaluations and comparisons should have been completed by April 2012. However, the Pay Equity Bureau has granted extensions to several groups. To

date, only three bargaining units have completed the process and the non-unionized groups have yet to begin the process. Table 1 shows the progress made by each group.

According to the government, two obstacles explain the delay:

- The challenge of coordinating the meetings of the pay equity committees;
- The difficulty of selecting a methodology that is acceptable to both the employers and negotiation units.

There is no available data on Crown Corporations which are also covered by the *Pay Equity Act, 2009*.

The Coalition continues to request from the Pay Equity Bureau a progress report detailing the methodology being used and the steps achieved.

Table 1. Pay equity in the civil service: Steps of the pay equity process achieved by each occupational group (May 2015)

Group	Not yet started	Process underway	Evaluations in progress	Evaluations completed	Male comparators evaluated	Iniquity (yes/no)
Lab and Medical				X	X	no
Court stenographers				X	X*	
Admin. support Part II				X	X*	
Teachers	X					
Prof. support Part II		X				
Nurses				X	X	yes
Nurse supervisors				X	X	no
Paramedics		X				
Specialized health professionals		X				

Note: * Additional male comparators will be evaluated.

Pay equity exercises for employees offering government-mandated services



A bit of history

A few years ago, the government asked four private sector groups to take part in pay equity exercises. They are service providers in the home care, child care, community residence and transition house sectors. Being part of the private sector, these groups are not covered by the *Pay Equity Act, 2009* but they receive public funding.

According to the pay equity exercises, the wages deemed "equitable" were very low and even below the average wages in several job categories evaluated. The salary adjustments are to be paid over a five-year period. 2015-2016 is the fourth of this five-year period.

An analysis of the methodology used in New-Brunswick

The Coalition for Pay Equity set out to understand why the New Brunswick government's pay equity exercises gave such dismal results. The Coalition conducted an analysis of the methodology used and identified several flaws.

Because there were no male-dominated jobs in the four sectors, the New Brunswick government decided to develop its own methodology, using the Quebec model as a guide. It created two fictitious jobs - maintenance worker and foreman - to serve as male comparators. Unfortunately, important elements of the Quebec methodology were ignored, elements that resulted in lowering the wages in the male-dominated jobs and as a consequence, this led to low wages in the female-dominated jobs.



Ruth Rose during her attendance at the Annual General Meeting

The results of the Coalition's analysis "*The Government of New Brunswick's Pay Equity Program for Non-Legislated Sectors: A Just and Equitable Process?* » were published in the University of New Brunswick Law Journal in September 2014.

In order to deepen its understanding, the Coalition hired Ruth Rose, an economist and pay equity expert to conduct an independent analysis of the methodology used by the New Brunswick government.

In her report, *Pay equity in care-giving services in New Brunswick*, updated in August 2014, Ruth Rose identifies errors in job descriptions and wages attributed to male-dominated jobs. What follows are the main methodological errors made in New-Brunswick:

- **Maintenance worker:** With the exception of the exercise conducted in the community residence sector, the wages used for the maintenance worker are way below the levels indicated by the *2011 National Household Survey*. The average wage was established after looking at 46 non-unionized workplaces. Four cases where the wages were higher and excluded which reduced the overall average. The hourly wage for a maintenance worker in New Brunswick in 2010 was set at \$11.86. Ruth Rose is of the opinion that the government should have used a \$14.56 hourly wage for a maintenance worker in 2010.
- **The 80% ratio:** The differential ratio between a foreman's wages and a maintenance worker's wages does not reflect the market. The government decided that the maintenance worker earned 80% of what of what the foreman earned when in fact a ratio of 60% should have been used. By using the 80% ratio, the foreman's wages are unrealistically low. Ultimately, this reduces the wages of the female-dominated jobs.
- **Foreman:** The job description of the foreman exaggerates the tasks associated to the job, which overvalues the job and reduces the monetary value of each point attributed to female-dominated jobs.

Ruth Rose concluded that the methodology used in New Brunswick tends to obstruct pay equity rather than encourage it. Her own analysis makes for more realistic results (table 2).

Table 2 : "Fair hourly rates" resulting from the pay equity exercises conducted by the government of New Brunswick and according to the report prepared by Ruth Rose.

	<i>Wage (\$) deemed equitable according to the government</i>	<i>Wage (\$) deemed equitable according to Ruth Rose</i>
Child Care sector		
<i>Administrator/Primary Child Care Staff</i>	14.17	24.27
<i>Support Worker</i>	12.52	17.33
<i>Maintenance worker (male comparator)</i>	11.86	14.56
<i>Foreman (male comparator)</i>	14.83	24.27
Home Support Sector		
<i>Home Support Worker</i>	13.15	19.93
<i>Maintenance Worker (male comparator)</i>	11.86	14.56
<i>Foreman (male comparator)</i>	14.83	24.27



Transition House Sector

<i>Crisis Intervener</i>	13.40	20.91
<i>Child Support Worker</i>	13.40	20.91
<i>Outreach Worker</i>	13.81	22.64
<i>Support Worker</i>	13.43	21.03
<i>Maintenance Worker (male comparator)</i>	11.86	14.56
<i>Foreman (male comparator)</i>	14.83	24.27

Community Residences Sector

<i>Service Provider to Adults</i>	14.80	19.72
<i>Supervisor/Service Provider (adults)</i>	16.06	23.88
<i>Service Provider (children)</i>	14.92	20.11
<i>Supervisor/Service Provider (children)</i>	16.18	24.27
<i>Maintenance Worker (male comparator)</i>	13.24	14.56
<i>Foreman (male comparator)</i>	16.55	24.27

A better methodology for better results

The Coalition is asking the government to review its methodology using experts and pro-equality organizations in order to achieve true pay equity. In the meantime, it has formed a committee that will determine components of a methodology that could achieve pay equity in workplaces without a male comparator. This committee is composed of Wendy Johnston, Vallie Stearns, Jula Hughes and Elizabeth Blaney.

Independent Voice for Women

After the elimination of the N.B. Advisory Council on the Status of Women and in response to protests from the public as well as organizations including the Coalition for Pay Equity, the past provincial government established the Voices of New Brunswick Women Consensus-Building Forum. The Forum must advise the provincial government on issues concerning women and raise awareness of issues affecting women. This is an independent entity, formed mainly of organizations.

Louise Aucoin represented the Coalition during the first few months. Jody Dallaire replaced her in January 2015 and has been co-chair of the Forum, along with Jennifer Richard, since April 2015. Jody and Jennifer succeeded to Phylomène Zanghio and Kim Nash-McKinley, who led the forum during its first year of operation - a task which is difficult in any organization. Beth Lyons was recently hired as the Forum's first Executive Director.



Co-chairs: Jennifer Richard and Jody Dallaire

2014-2019 Economic and Social Inclusion Plan

The New Brunswick Economic and Social Inclusion Corporation has acted upon the Coalition's recommendations and added "to consider establishing a more comprehensive legislation on pay equity" as an objective in its 2014-2019 five-year plan. The ESIC also explored the possibility of establishing a Pay Equity Commission.

Women's leadership in the community sector

Lise Savoie has concluded the "Community Sector Women's Leadership Project" with a research paper entitled "*L'engagement social des femmes dans le secteur communautaire*". The goal of this research was to examine "women leaders who occupy paid positions in the voluntary and community not-for-profit sector to better understand their trajectory of engagement." Lise Savoie concludes that it is difficult to separate women's social engagement from their personal commitment. She asserts that "gender and the structure of the workforce (the sexual division of labor) play an important role in the community sector. The women who constitute the majority of the workforce are not recognized for the work they do, which is again evidenced by pay inequity and a form of symbolic devaluation."

ON THE POLITICAL FRONT

Pay equity and the newly elected government

It is the Premier himself who will act as the Minister responsible for Women's Equality. This may lend visibility and importance to women's equality. We hope this will lead to quick decisions by the government on issues like pay equity. The first meeting with the Premier should take place before the 2015 Annual General Meeting.

Let's not forget that the Liberals promised significant action on pay equity in their election platform:

- to improve the methodology used to measure pay inequity;
- to require organizations with over 50 employees who deal with the government through the procurement process or financing programs to establish pay equity plans;
- and to ensure that the 2009 Pay Equity Act is fully implemented in all areas of government, including Crown corporations.

Fiscal policy and austerity

The Coalition is concerned that austerity measures affect pay equity as well as the participation of women in the labor market. By austerity measures, we mean service cuts and higher taxes to balance the budget. Studies show that the provincial government's fiscal decisions (their expenditures and revenues) can have a very different impact on women and men and that women pay the price more than men when services are cut. In addition, many economists argue that austerity measures may hurt the economy in times of economic slowdown such as the one New Brunswick currently experiencing.

That is why the Coalition takes an active role in government budget consultations and in the strategic program review. It asks that pay equity be part of the solution, and recommends that the government use an inclusive gender analysis when developing its budget and in the strategic program review.

We submitted a brief listing our recommendations and invited our members to actively participate in the 2015-2016 pre-budget consultations. The Coalition also wrote a commentary on gender and the provincial budget, which was co-signed by the Regroupement féministe du Nouveau-Brunswick. This commentary was published in the Telegraph and l'Acadie Nouvelle last Spring.

On April 23rd, 2015, the Executive Director represented the Coalition at a consultation organized by the Women's Equality Branch to discuss ways to meet the government's fiscal goals. In May 2015, she also participated in the forum on the Strategic Program Review.

The Coalition has taken on a leadership role with other organizations in order to bring together those who are concerned with austerity measures. During a gathering of organizations interested in working together, the Executive Director presented various visions of the government's role as well as fiscal policies concerning the economy.

Finally, the Board has decided to focus its annual forum on pay equity and austerity, demonstrating the importance of understanding the relationship between these two issues.

FUNDRAISING CAMPAIGN

Co-Chairs: Paulette Rioux Sonier & Sharon Crabb. **Members of the Francophone Fundraising Committee:** Chantal Abord-Hugon, Madeleine Delaney LeBlanc, Louise Imbeault, Simone Leblanc-Rainville, Marie-Linda Lord, Isabelle McKee-Allain, Johanne Perron, Sonier Paulette Rioux. **Members of the Capital Region Fundraising Committee:** Sharon Crabb, Linda Dempsey-Nicholson, Suzanne Maltais. **Members of the Sackville Fundraising Committee:** Judith Weiss, Vallie Sterns.

Paulette Sonier Rioux and Sharon Crabb co-chaired the Coalition's fifth annual fundraising campaign: "Pay Equity. It's only fair. Donate today!" Paulette Sonier Rioux was recently named one of the 100 Outstanding Women who have contributed to the Canadian Francophonie and to improving the status of women over the last 100 years. Sharon Crabb, a retired high school principal, is known for her community involvement in the capital area. The campaign was launched in Shippagan on October 10th, 2014 and in Moncton on October 14th, 2014.

The campaign has raised \$ 95,000 in total thanks to the extraordinary work of volunteers and the generosity of more than 200 donors, trade unions and religious communities.



Co-Chairs: Paulette Rioux Sonier and Sharon Crabb

SUBMITTED PROJECT

The Coalition submitted a project proposal to Status of Women Canada in October 2014. As of May 31st, 2015, we still do not have an answer. This is an exciting project and we hope to be able to do it.

It's called "Improving the Economic Security of Women in the Care Sector." The Coalition and its partners will work on understanding the obstacles to the economic prosperity of women providing personal care in the private sector and will develop and implement a joint strategy to improve their economic situation.

We have the support of important provincial partners: Collège communautaire du Nouveau-Brunswick, New Brunswick Community College, Human Service Coalition, New Brunswick Women's Equality, of workers in the sector, New Brunswick Economic and Social Inclusion Corporation. Stay tuned...

COMMUNICATION AND AWARENESS

Media

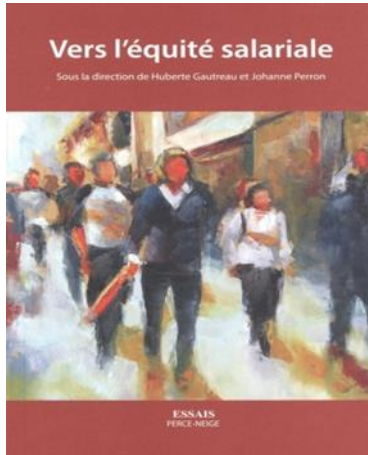
In 2014-2015, the Coalition issued 13 press releases and three letters to the editor. The Coalition for Pay Equity and/or pay equity was mentioned at least 105 times in the media. Pay equity was discussed in relation to International Women's Day, the Women's Voices Forum, our fundraising campaign, the provincial elections, the budget cuts and the Strategic Program Review.

Social networking, website and newsletter

The Coalition is very active on social media. More than 660 people are following the Coalition's Facebook page and about 310 people follow us on Twitter. Our website also remains very active. We published four newsletters and continue to communicate regularly with our members by email.

Presentations

Since April 2014, the Coalition has made 30 presentations on pay equity. In addition to the Executive Director, we thank the volunteers who made presentations: Louise Aucoin, Elizabeth Blaney, Sharon Crabb, Huberte Gautreau, Tracy Glynn, Raymond Léger, Rosella Melanson, Odette Robichaud, Ruth Rose, Lise Savoie, Romana Sehic, Paulette Sonier Rioux, Marie-Thérèse Seguin, Vallie Stearns, Lise Thibodeau, Fiona Williams, Phylomène Zanghio. We also thank all the teachers and organizations who invited us to talk to their groups about pay equity.



Book: *Vers l'équité salariale*

Authors: Louise Aucoin, Huberte Gautreau, Raymond Léger, Rosella Melanson, Johanne Perron, Marie-Thérèse Séguin, Lise Thibodeau

Vers l'équité salariale was recently published by Éditions Perce-Neige. Under the direction of Huberte Gautreau and Johanne Perron, this collection of essays addresses different perspectives on pay equity and provides an overview of the issue's history in New Brunswick, with texts by Louise Aucoin, Huberte Gautreau, Raymond Léger, Rosella Melanson, Johanne Perron, Marie-Thérèse Séguin and Lise Thibodeau. You can buy or order this collection in independent Francophone bookstores across the province.

STANDING COMMITTEES

The (Political) Strategy Committee consisted of Vallie Stearns, Louise Aucoin then Carole Fournier, Elizabeth Blaney and Roberte Léger. The committee's mandate was 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 Committee consisted of Vallie Stearns, Louise Aucoin, Roberte Léger and Tanna Pirie-Wilson. The Fundraising Committee's mandate was to propose to the Board a long term fundraising strategy for the New Brunswick Coalition for Pay Equity. This year, it looked into the possibility of getting a charitable registration number and concluded that it was neither possible nor viable for the Coalition.

The Bylaws, Policies and Procedures Committee consists of Sharon Crabb, Carol Lynn Gamblin, Denise M. Savoie and Vallie Stearns. It is currently working on personnel policies.

The Nominating Committee is composed of Elizabeth Blaney, Denise M. Savoie and Roberte Léger. It aims to submit a nomination for each vacancy this year.

The Risk Assessment Committee was composed of Roberte Léger, Therese Duguay and Denyse Mazerolle. It revised the Coalition's insurance policy and proposed strategies to reduce the risks to which the Coalition could be exposed.

The Executive Director's Contract and Evaluation Committee consists of Vallie Stearns, Carole Fournier, Elizabeth Blaney and Roberte Léger. The committee evaluated the Executive Director and renewed her contract.

REGIONAL ACTIVITIES

Fredericton Regional Committee

Chair: Sharon Crabb

Members: Alex Bailey, Elizabeth Blaney, Sharon Crabb, Tracy Glenn, Matthew Hayes, Joan McFarland, Kelsey Nevers, Wendy Robbins, Romana Sehic, Fiona Williams

Activities:

**** "Picnic for Labour Day":** The Coalition for Pay Equity was present at the Labour Day picnic in the Wilmot Park in Fredericton. To highlight how pay inequity contributes to the wage gap, the Fredericton committee sold cupcakes at \$ 0.89 for women and \$ 1 for men. Pamphlets on pay equity were distributed.

**** "Bread and Roses":** For a second year, the Coalition for Pay Equity celebrated International Women's Day with the Alex Bailey Swing Band. This fundraising event for the Coalition for Pay Equity took place on March 12th, 2015. Several workers and feminists came to talk about the fight for pay equity and equality in New Brunswick.



The artist Derek Davidson did a live painting and donated it to the auction that was held at the end of the evening. This activity raised a total of \$ 1,165.55. The event was supported by Fredericton Youth Feminists, NB Reproductive Justice, the Fredericton District Labour Council, Fredericton Voice of Women for Peace, STU Women & Gender Studies, the Faculty Association of the University of St. Thomas (FAUST) and Canadian Union of Postal Workers Fredericton/Oromocto



**** "World March of Women":** On April 24th, 2015, The Coalition for Pay Equity organized a rally for equality and solidarity. Many representatives from militant organizations gathered at the Legislature in Fredericton to participate in the day of international action for the World March of Women 2015.



"T-CAPE" (Tantramar Committee for Action on Pay Equity) Regional Committee

Committee Chair: Vallie Stearns

Members: Judith Weiss, Vallie Stearns

Activities

The "T-CAPE" (Tantramar Committee for Action on Pay Equity) regional committee was launched in 2014-2015. Its first two members have been very active. They had an information table at the Sackville Fall Fair and published an article on pay equity in the local newspaper. They also contributed to the Coalition fundraising campaign by sending no less than 30 donation requests.

OUR PARTNERS

We thank our partners in action during the past year:

- 21 Inc.
- Breaking The Silence Guatemala-Maritimes Solidarity Network
- CAFI
- Canadian Labour Congress
- Canadian Union of Postal Workers - Fredericton/Oromocto
- Canadian Union of Public Employees CUPE - NB
- CFUW
- City of Moncton
- Conseil économique du Nouveau-Brunswick
- FAUST
- Fredericton & District Labour Council
- Fredericton Voice of Women for Peace
- Fredericton Youth Feminists
- Front Commun pour les femmes immigrantes et les minorités visibles
- MAFA
- Moncton and District Labour Council
- New Brunswick Common Front for Social Justice
- New Brunswick Nurses Union
- New Brunswick Union of Public & Private Employees
- PSAC Atlantic
- Public Service Alliance of Canada
- Regroupement féministe du Nouveau-Brunswick
- Reproductive Justice New Brunswick
- Réseau des femmes d'affaires francophones du Canada
- STU Women's Studies & Gender Studies
- Support to Single Parents
- YWCA Moncton

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; including the publication of a study on the representation of women in governing structures of member organizations of the Consultative Forum of Canada NB.
- encourage the province's francophone journalists to increase the representation of women in their news reports;
- 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 progressive humane society built on the principles of universal respect and dignity, without poverty.

The Common Front's four priorities are:

- Defend the rights of thousands of citizens dependant of social assistance
- employment insurance program
- employment standards
- pay equity in the private and public sectors

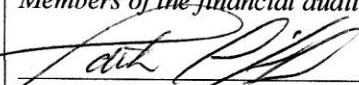

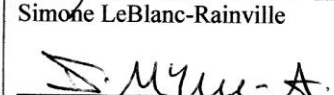
Its principal activities during the past year included the promotion of increased social assistance rates, the promotion of a progressive income tax to counter the deficit and fighting against the recent reforms to unemployment insurance.

FINANCIAL STATEMENT

The 2014-2015 financial statement was reviewed by a committee of volunteers, since the budget was less than \$150,000. (See pages 16 to 28).

RAPPORT DU COMITÉ D'EXAMEN FINANCIER
POUR L'ANNÉE TERMINÉE LE 28 FÉVRIER 2015

REPORT OF THE FINANCIAL REVIEW COMMITTEE
FOR THE YEAR ENDING FEBRUARY 28TH, 2015

<p>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 2015 et les avons trouvés en ordre et exacts, sauf les exceptions suivants :</p> <ul style="list-style-type: none"> • Le relevé de Paypal doit présenter le montant d'ouverture et de fermeture de l'année fiscale. • Le relevé de Paypal doit refléter le bilan pour faciliter la compréhension. <p><i>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 2015, and have found everything in order and correct with the following exceptions:</i></p> <ul style="list-style-type: none"> • <i>Paypal statement be clear as to opening balance/closing balance for fiscal year.</i> • <i>Paypal statement to mirror the balance sheet for ease of deciphering.</i> <p>Membres du comité de vérification financière : <i>Members of the financial audit committee:</i></p> <p> Patrick Colford 5/15/15 Date</p> <p> Simone LeBlanc-Rainville le 15 mai 15 Date</p> <p> Isabelle McKee-Allain 15 mai '15 Date</p>	<p>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.</p> <p><i>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.</i></p>
---	--

<p>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.</p>	<p>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.</p>
--	---



**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
2015

INCOME STATEMENT AND NET ASSETS
(Unaudited)
FOR THE YEAR ENDED FEBRUARY 28,
2014

	2015	2014	
REVENUS			GROSS REVENUE
Subventions:			Grant:
Condition féminine Canada		4 892	Status of Women Canada
Placement carrière - été	3 106	3 097	Summer Career Placement
SEED	7 107	7 107	SEED
Autres			Other
Dons	93 488	90 007	Donations
Revenus - Levée de fonds	1 523	1 680	Fundraising revenue
Frais d'adhésion des membres	240	295	Membership Fees
Intérêts		35	Interest
Location	4 541		
Inscription	3 930		
Commanditaires	3 250		
Divers	1 254	1 839	Other
	<u>118</u>	<u>108</u>	
	<u>439</u>	<u>952</u>	
 DÉPENSES			 EXPENSES
Salaires et avantages sociaux	71 370	75 415	Salaries and benefits
Achats - Levée de fonds	1 083	700	Purchases - Fundraising
Assurance	188	380	Insurance
Évaluation de projet		1 845	Project evaluation
Fournitures de bureau et papeterie	3 190	4 734	Office supplies and expenses
Frais de voyages et d'hébergement	15 937	11 057	Travel and accomodations
Frais divers	17	601	Other
Logiciels d'ordinateur			Computer software
Loyer	9 030	9 388	Rent
Publicité et promotion	1 051	2 556	Advertising and promotion
Réparations et entretien	847	573	Repairs and maintenance
Services professionnels	5 376	6 146	Professional fees
Télécommunications	2 987	2 821	Telecommunications
Traductions	5 441	4 603	Translation
	<u>116</u>	<u>120</u>	
	<u>517</u>	<u>819</u>	
 EXÉDENT DES REVENUS SUR LES DÉPENSES			 EXCESS OF REVENUE OVER EXPENSES
		-11	
(DÉPENSES SUR LES REVENUS)	1 922	867	(EXPENSES OVER REVENUE)
ACTIFS NETS , début de l'exercice	18 411	40 464	NET ASSETS , beginning of year
ACTIFS NETS , fin de l'exercice	<u>20 391</u>	<u>18 411</u>	NET ASSETS , end of year

Coalition for Pay Equity /pour l'équité salariale
Balance Sheet As at 28/02/2015

ASSET

Current Assets /Actif à court terme		
Petty Cash / Petite caisse	200.00	
Caisse pop Beauséjour - cs	100.00	
Chequing Bank Acct/ Compte chèques	11,553.10	
Caisse pop Beausejour	2,800.23	
Paypal	4,503.00	
Total Cash / Encaisse		19,156.33
Receivable / À recevoir	950.00	
Total Receivable / Recevables		950.00
Purchase Prepayments		285.00
Total Current Assets/Actif ct-terme		20,391.33
TOTAL ASSET		20,391.33

LIABILITY

Current Liabilities/Passif ct-terme		
Accounts Payable / Comptes payables		2,572.59
Total Current Liab./Passif ct-terme		2,572.59
TOTAL LIABILITY		2,572.59

EQUITY

Retained Earnings/Bénéf. non répat		
Restricted Net Assets / actifs nets		0.00
Retained Earnings - Previous Year		15,896.73
Current Earnings/Bénéfices courants		1,922.01
Total Retaind Earnngs/Bénéfices cour		17,818.74
TOTAL EQUITY		17,818.74
LIABILITIES AND EQUITY		20,391.33



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 culturel et historique Hilarion Cyr
34. Centre de développement de l'enfant
35. Community Inclusion Network - Acadian Peninsula
36. Conseil pour le développement de l'alphabétisme et des compétences des adultes Nouveau-Brunswick
37. Conseil provincial des sociétés culturelles
38. Crossroads for Women
39. Common Front for Social Justice
40. Dames d'Acadie de Dieppe
41. Écllosion Inc.
42. Edmundston & District Labour Council
43. Famille et petite enfance francophone Sud inc.
44. Family and Early Childhood Anglophone East Inc.
45. Fédération des étudiants et étudiantes du Centre universitaire de Moncton
46. Femmes acadiennes et francophones de Bertrand
47. Femmes acadiennes et francophones de Bouctouche
48. Femmes acadiennes et francophones de Caraquet
49. Femmes acadiennes et francophones de Cocagne
50. Femmes acadiennes et francophones de Lamèque
51. Femmes acadiennes et francophones de Shippagan
52. Filles de Marie-de-l'Assomption
53. Fredericton & District Labour Council
54. Gagetown Military Family Resource Centre
55. Institut féminin de Grande-Digue
56. Institut féminin de Rivière du Portage
57. Liberty Lane Inc.
58. Maison de passage
59. Miramichi & District Labour Council
60. Miramichi Emergency Centre for Women Inc.
61. Moncton & District Labour Council
62. Moncton Regional Learning Council
63. Moncton Youth Residences Inc.
64. NB Media Co-op
65. New Brunswick Association of Social Workers
66. New Brunswick Child Care Coalition
67. New Brunswick Council of Nursing Home Unions
68. New Brunswick Federation of Labour
69. New Brunswick Home Support Association
70. New Brunswick Nurses Union
71. New Brunswick Senior Citizens' Federation
72. New Brunswick Special Care Home Association
73. New Brunswick Teachers' Federation
74. New Brunswick Union of Public and Private Employees
75. New Brunswick Voices of Women for Peace
76. Regroupement féministe du Nouveau-Brunswick
77. Restigouche & District Labour Council
78. Religieuses de Notre-Dame-du-Sacré-Coeur
79. Saint John & District Labour Council
80. SERFNB – Cercle Alcide-F.-LeBlanc
81. Services à la famille Népissiguit
82. Société de l'Acadie du Nouveau-Brunswick
83. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick (SERFNB)
84. Student Alliance of New Brunswick
85. Support to Single Parents
86. Table de concertation pour contrer la violence familiale et conjugale de la Péninsule acadienne
87. Union of the Municipalities of New Brunswick
88. Urban Core Support Network
89. YWCA of Moncton



Pay Equity:
It's only fair. Donate today.
2014-2015
Fundraising Campaign



L'équité salariale:
J'y crois. Je donne!
Campagne de financement
2014-2015

THANK YOU TO OUR DONORS! MERCI À NOS DONATEURS/DONATRICES!

Avec l'aide de nos membres, notre 5e campagne de financement annuelle « L'équité salariale : J'y crois. Je donne ! » nous a permis d'amasser un total de 95 000\$ en 2014-2015. 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 \$95,000 through our 5th annual fundraising campaign "Pay Equity: It's only fair. Donate today!" in 2014-2015. 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

CUPE, Local 2745 / SCFP, section locale 2745

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

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

Caisse populaire de Shippagan

Comité régional d'Edmundston

Congrégation des Soeurs Maristes

CUPE, local 1840 / SCFP, section locale 1840

Femmes acadiennes et francophones de Tracadie-Sheila

ORGANISMES SYMPATHISANTS / SUPPORTER ORGANIZATIONS

(up to / jusqu'à \$499)

500017 N.B. Inc.

Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick

Association des bibliothécaires, professeures et professeurs retraités de l'Université de Moncton

Centre de Bénévolat de la Péninsule Acadienne

CFUW Kent

CFUW Moncton

Congrégation des Saints-Coeurs de Jésus et de Marie

CUPE, local 1726 / SCFP, section locale 1726

CUPE, local 9901, N.B. Council of Nursing Home Unions

Dames d'Acadie de Bertrand Inc.

Dames d'acadie des Iles Lamèque et Miscou

Femmes acadiennes et francophones de Bouctouche

Femmes acadiennes et francophones de Shippagan

Fenety Convenience Store Ltd

Hôpital vétérinaire de Shippagan Inc.

Ladies Auxiliaries, Branch 077 Belledune

Roche papier ciseaux Moncton Inc.

SIINB, local 97 - Edmundston

Syndicat des communications de Radio-Canada

Unitarian Fellowship of Fredericton

XYZ Strategie-communication Inc.

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

Dawn Arnold	Pierre Cormier	Aldéa Landry	Isabelle McKee-Allain
Marie-Claude Blais	Sharon Crabb	Nicole Lang	Lise Ouellette
Lorraine Bourque	Anne Crocker	Simone LeBlanc-Rainville	Odette Snow
Michèle Caron	Thérèse Duguay	Roberte Léger	Paulette Sonier Rioux
Jacqueline Collette	Louise Imbeault	Marie-Linda Lord	Vallie Stearns

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

Louise Aucoin	Ronald Fournier	Lauraine Léger	Lise Rodrigue
Ronald Babin	Jeanne d'Arc Gaudet	Sylvie Morin	Liane Roy
Jody Dallaire & Eugene LeBlanc	Huberte Gautreau	Johanne Perron	Marie-Thérèse Seguin
Madeleine Delaney	Isabelle Jean	Noëlla Richard	Judith Weiss
France Desrosiers & Eric Basque	Anne-Marie Laroche	Jean-Guy Rioux	

***Individus amis / Friend individuals* (\$100 to / à \$249)**

Chantal Abord-Hugon	Marianne Cormier	Claudette Lajoie-Chiasson	Marie-Jeanne Noël
Greg Allain	Rachel Cyr	Serge Landry	Pascale Paulin
Ghislaine Arseneault & Fernand	Suzanne Cyr & Michel Desjardins	Johanne Landry & Judith Begley	Marie-Andrée Pelland
Arseneault	Georgie Day	Rose-Hélène Lanteigne	Ginette Petitpas Taylor
Sylvie Arseneault	Adrienne Deveau	Isabel Lanteigne	Tanna Pirie-Wilson
Anne-Marie Arseneault	Suzanne P. Doucet	Monique Laplante	Cordula Quint
Rina Arseneault	Charles Doucet	Dominic LeBlanc	Bernard Richard
Patricia Balcom	Émerentienne Dugas	Yolande LeBlanc	Monique Richard
Nadia Bédard	Marion Elliot	Rachel LeBlanc	Wendy Robbins
Eliane Befekadu	Catalina Ferrer	Dollard LeBlanc	Martin Robichaud
Léona Bossé	Carole Fournier	Matthieu LeBlanc	Jocelyne Roy-Vienneau
Pier Bouchard	Diane Fournier	Diane LeBreton	Marie-Noëlle Ryan
Annette Boudreau	Trisha Fournier-Hoyt	Viola Léger	Denise Savoie
Nathalie Brun	Corinne Gallant	Joanne Losier	Anita Savoie Robichaud
Lise Caissie	Carol Lynn Gamblin	Rose-Marie Losier-Cool	Anne Soucie
France Caissy	Anne-Marie Gammon	Suzanne Maltais	Mélanie Tremblay
Michel Cardin	Thérèse Gautreau	Joan McFarland	Cynthia Urquhart
Lee Chalmers	Shaaron Gionet	Joanne McKee	Jo-Anne Volpé
Yolande Chiasson	Line Godbout	Mike & Winnie McKee	
Margaret Conrad	Myrna Gunter	Livain McLaughlin	
	Kathryn Hamer-Edwards	Rosella Melanson	

***Individus sympathisants / Supporting individuals* (up to / jusqu'à \$99)**

Hélène Albert	Gilberte Couturier-LeBlanc	Lorraine Julien	Anne Pirie & Eldon Hay
Linda Arseneault	Leitha Dean	Martha Landry	Roberta Pollock
Therese Babineau	Linda's book club	Romain Landry	Jeanne Renault
Donald Bastarache	Bernice Doiron Chiasson	Sarah LeBlanc	Pierrette Ringuette
Normand Beaudoin	Mario Doucet	Susan LeBlanc	Alain Roberge
Gisèle Beaulieu	Patricia Ellsworth	Lorraine Leblanc	Paulette Robert
Louise Belliveau	Marie-Anne Ferron	Anne-Marie LeBlanc	Edith Robichaud
Jocelyne Bernier	Évelyne Foex	Gino LeBlanc	Gertrude Robichaud
Sébastien Bezeau	Marie-Paule Foulem	Lilianne Léger	Valois Robichaud
Henry James William Blaney	Françoise Gagnon	Johanne Lévesque	Régina Robichaud
Whalen Bossé	Ida Gaudet	Ruth Lindsay	Sonia Roy
Jacqueline Boudreau	Monique Gionet	Josée Lord	Therese Roy
Angela Bourgeois	Adrienne Gionet	Pamela Lynch	Lisa Roy
Wendy Burnett	Tracy Glynn	Marguerite Maillet	Linda Schofield
Marie Cadieux	Rita Godbout	Edmonde Mallet	Juliette Sippley & Cyrille Sippley
Gemma Caron	Jeanne Godin	Pierrette Mallet	Christiane St-Pierre
Armand Caron	Donna Gordon	Marilyne Mallet	Gail Taylor
Denise Caron Bélanger	Matthew Hayes	Marie-Paule Massiera	Aurore Thériault
Dina Chiasson	Anne Hébert	Kathleen McGrath	Clarice Thibault & Robert Thibault
Pierrette Comeau	Francine Helmy	Mary Mesheau	Carol Thorne
Aline Cormier	Iris Imbeault	Aline Nardini	Charline Vautour
Lise Couturier	Cathy Johnston	Anne Paulin	Dianne Wilki



