

# NEW BRUNSWICK COALITION FOR PAY EQUITY Inc.

**Annual Report  
2015-2016**



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ISSN 2561-8806 (Print)

ISSN 2561-8814 (Online)

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

## **Annual Report 2015-2016**

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## MESSAGE FROM THE CHAIR

### **Celebrate With Us 15 Years of Pay Equity Coalition-Building**

It has been such a privilege and pleasure to serve as Chair during the past few years. We have a wonderful Board of Directors, top-of-the-line staff and many dedicated volunteers. Our coalition-building has developed considerably during this time, making the links from pay inequity to such issues as poverty, austerity and violence against women, and bringing together a broad spectrum of community groups, unions, faith-based groups, political action groups and many individuals. I think we are a role model in this regard. It has been like being on an expedition, while gathering more and more companions along the way.

The Coalition has its roots from both the World March of Women in the year 2000 and the Fédération des Dames d'Acadie. They were the catalyst of the Coalition as we know it now: bilingual and province-wide. Bringing women together across such a large area and language lines is both challenging and rewarding.

We've had notable successes along this journey. The Pay Equity Act, 2009 was not the least of these. While we are still waiting for pay adjustments to the wages in the public sector for such female-dominated groups as educational assistants and court stenographers, and while the pay equity process has not begun for other groups — notably non-unionized public sector workers — we can appreciate how good it is to have a law that requires fair pay in the public sector.

Another significant landmark along our journey were the pay equity measures for targeted caregiving areas in the private sector, such as home care, child care, home support and group homes. It revealed the need for a better, more rational methodology to ensure fair pay for these marginalized groups of workers.

The road ahead of us to pay equity in both the public and private sectors is still uphill, but the crowd of women and men walking with us is formidable. We are stronger and better connected than ever. We will focus more and more on coalition-building as we go, which is the vehicle to success. With cheerfulness and energy, and the pleasure can find in each other's' company, there is nothing we cannot achieve together.

In solidarity and sisterhood,

A handwritten signature in black ink, appearing to read 'Vallie Stearns Anderson'. The signature is stylized and cursive.

Vallie Stearns Anderson, Chair



## EXECUTIVE DIRECTOR'S MESSAGE

Members and friends of the Coalition,

Fifteen years of action for pay equity and gender equality in New Brunswick! We can be proud. Sure, we could have hoped that the Coalition would not have been needed after 15 years. After all, pay equity is recognized internationally as a human right. The reality is that social change as profound as getting equal pay for work of equal value often takes decades to achieve. And when you succeed, you have to protect it!

In the meantime, we have to celebrate our successes: a much better understanding of pay equity among decision-makers and the population, a recognition that care-giving jobs in the private sector are underpaid, and of course, pay equity legislation in the public sector!

In 2015-2016, we have built on these successes. We actively participated in policy discussions. We submitted a brief to the Child Care Sector Task Force. We have been involved in the leadership of the coalition NB Prosperity, Not Austerity. We participated in provincial consultations on women's equality, the strategic program review and the budget. We have monitored the government's work on pay equity at the provincial level and appeared before the federal Special Committee on Pay Equity. All this while constantly raising awareness through presentations, meetings with key actors, as well as the traditional and social media.

We are happy to say that we ran a sixth strong annual fundraising campaign thanks to the relentless work of our fundraising team chaired by Adel Gönczi. A total of \$85,000 was raised. It would have been impossible to continue our advocacy work without our donors' generosity.

Last July, the Coalition launched a three-year project entitled "Improving the Economic Prosperity of Women Working in the Care-Giving Sector". Funded by Status of Women Canada, this promising project allowed us to hire Anne Robichaud as project coordinator and will assemble key partners in the sector. I am confident that under Anne's leadership and with the contribution of our partners, we will make significant progress toward pay equity in this sector.

We submitted another project proposal this spring, together with new partners, to work more broadly on pay equity in the private sector, while making links between pay inequity, poverty and violence against women. We are hoping to get a positive answer this summer.

As of June 1<sup>st</sup>, the Coalition's office moved to a new location, on St-George Street, Moncton. We want to express our warmest gratitude the Religieuses de Notre-Dame-du-Sacré-Coeur who provided us with wonderful facilities on Williams Street for nearly 10 years and thereby contributed to our stability and ability to get through our hardest financial times.

In closing, I want to extend my most sincere thanks to our Chair Vallie Stearns Anderson, the Board of Directors, organizations and unions, volunteers, donors and employees, past and present, without whom the New Brunswick Coalition for Pay Equity would not be here to celebrate its 15 years and would not have met the successes it has. You are the heart and soul of the Coalition.

*Johanne Perron*

Johanne Perron, Executive Director

## 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 DIRECTORS

Chair:	Vallie Stearns Anderson
Anglophone Vice-Chair:	Jula Hughes
Francophone Vice-Chair:	Carole Fournier
Secretary-Treasurer:	Roberte Léger
North Representative:	Thérèse Duguay
Kent-Miramichi Representative:	Susie Proulx-Daigle
Southeast Representative:	Isabelle McKee-Allain
Capital Representative:	Najat Abdou-McFarland
South Representative:	Carol Lynn Gamblin
Upper River Valley Representative:	Denyse Mazerolle
First Nation Representative:	Jasmine Pirie succeeded by Tanna Pirie-Wilson
Executive Director:	Johanne Perron
Observers:	Odette Robichaud, Canadian Union of Public Employees, NB Eliette Lebreton, New Brunswick Union of Public and Private Employees 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, participating in education activities or offering technical support through translation, writing or the preparation of postal send-outs. A special thanks to our volunteer translators: Noëlla Richard and Janice Gray. Most of the others will be named later in this annual report. From the bottom of our hearts, thank you for your contribution to the cause of pay equity in New Brunswick.

## EMPLOYEES

Executive director:	Johanne Perron
Project Coordinator:	Anne Robichaud
Project Officer (summer student):	Émilie Pelletier

## PARTNERS

### **We thank our partners in action during the past year:**

- Breaking The Silence Guatemala-Maritimes Solidarity Network
- Canada Summer Jobs program
- Canadian Labour Congress
- Canadian Union of Public Employees (CUPE) – NB
- Catholic Network for Women’s Equality
- CFUW
- College Communautaire du Nouveau-Brunswick
- Voices of New Brunswick Women Consensus-Building Forum
- Department of Intergovernmental Affairs – NB
- Department of Social Development
- Economic and Social Inclusion Corporation
- Fredericton & District Labour Council
- Fredericton Gender Minorities Group
- Fredericton Sexual Assault Crisis
- Fredericton Voice of Women for Peace
- Fredericton Youth Feminists
- MAFA
- Muriel McQueen Fergusson Centre for Family Violence Research
- National Farmers Union
- New Brunswick Aboriginal Peoples Council
- New Brunswick Common Front for Social Justice
- New Brunswick Community College
- New Brunswick Human Services Coalition
- New Brunswick Union of Public and Private Employees
- Regroupement féministe du Nouveau-Brunswick
- Reproductive Justice New Brunswick
- Saint Thomas University Women’s Studies and Gender Studies
- Status of Women Canada
- Student Employment Experience Development (SEED)
- University of New Brunswick Gender & Women’s Studies
- Women’s Equality Branch

## 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 2015-2017:



## POLITICAL ACTION

### Government promises on Pay Equity

The Coalition has been lobbying the provincial government to fulfill its election promises notably:

- 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.

By acting quickly on these promises, the government has the opportunity to directly improve the economic situation of thousands of women in New Brunswick.

### Pay Equity Act, 2009

The Coalition continues to monitor 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.

On June 5, 2015, the Coalition met with Premier Brian Gallant, who is also the Minister responsible for Women's Equality. We emphasized the need for pay equity legislation in the private sector and for an independent Pay Equity Commission. The Premier said he will not legislate for the moment but will implement the platform commitments: i) to improve the methodology to measure pay inequity; ii) to require organizations with more than 50 employees who do business with



government through procurement or financing programs to implement pay equity plans; and iii) to ensure the Pay Equity Act, 2009 is fully implemented across all parts of government, including Crown corporations.

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. The Coalition continues to request a progress report detailing the methodology being used and the steps achieved. We received Table 1 from the Pay Equity Bureau. After 6 years, only about half of the bargaining units representing unionized employees have completed the pay equity process and no information is available on the process in the Crown Corporations and for the non-unionized staff.

**Table 1. Pay equity in the civil service: Steps of the pay equity process achieved by each occupational group (May 2016)**

Group	Not yet Started	Process underway	Evaluations in progress	Evaluations complete	Male comparator evaluated	Inequity (yes/no)
Lab & Medical				✓	✓	no
Court Stenographers				✓	✓	yes
Admin Support , Pt II				✓	✓	yes
Teachers	✓					
Prof Support, Pt II				✓		
Nursing					✓	yes
Nursing Supervisory					✓	no
Para Medical				✓		
Specialized Healthcare				✓		
Institutional Services and Care (CUPE) – Part I	✓					

On April 5, 2016, the Coalition organized a press conference to call on the provincial government to respect the Pay Equity Act, 2009. Marilyn MacCormack, from the Canadian Union of Public Employees (CUPE) Local 2745, representing 4400 Educational Support Staff, explained that her Local completed the pay equity evaluations in September 2015 and to date, have not received any adjustments. Odette Robichaud, President of CUPE Local 1840, representing 75 Court stenographers, said that her group completed the pay equity evaluations in 2011-2013, however, because it wasn't done right, they had to do it again in 2014-2015. They have now completed the new process and found that there was pay inequity but they have not received any adjustments.

### Care-giving sector

2016 is the last year for the pay equity adjustments for the four care-giving sector groups: home support, transition houses, community residences and child care. Payments are retroactive to April 1, 2016.

Our research shows that these adjustments should have been much higher than what the provincial government determined would be “pay equity” for these four sectors. The methodology must be reviewed – which is what the current government promised to do.

On February 25, 2016, the Department of Social Development announced that the provincial government would be investing more in the care-giving sector. The investment included \$10 million for special care homes, memory care homes, family support agencies and Adult Developmental Activities, Programs and Training (ADAPT) agencies. Included in these increases, a \$1 per hour wage adjustment for workers in these agencies. The adjustments came into effect on April 1, 2016. While this increase is very important, it is still very far from pay equity levels

### **Pay Equity in the child care sector**

The provincial government launched the New Brunswick Child Care Review Task Force on May 29, 2015. Its mandate is to provide a path for creating the right conditions for quality child care that are accessible and affordable and that support parents' participation in the workforce.

The New Brunswick Coalition for Pay Equity submitted a brief and participated in a discussion forum. We took these opportunities to remind everyone that equitably paid child care educators are at the core of a quality child care system and that a good child care program cannot be delivered in the absence of pay equity.

Our major recommendations were:

- Implement a precise and valid pay equity methodology to evaluate the positions of child care educators and of child care administrators/directors, and adjust their wages accordingly.
- Any increase in training requirements for child care educators and directors must be accompanied by fair wages.

We look forward to the Task Force final report. We also look forward to government action!

### **Fiscal policy and austerity**

The Coalition has taken a pro-active role in government budget consultations and in the strategic program review. We asked that pay equity be part of the solution, and recommended that the government use an inclusive gender analysis when developing its budget and in the strategic program review. So far, the government's job creation effort seems to rely heavily on construction and road building. Construction and road building represent very few jobs for women. We asked that the government also invest in social infrastructure for job creation and to boost the economy. We also participated in the organizing Committee of the coalition “NB Prosperity, Not Austerity”.

### **The New Brunswick Women's Council**

The Coalition for Pay Equity remains involved with the Voices of New Brunswick Consensus-Building Forum with Jody Dallaire as its Co-chair. Through its strategic planning process, the Forum has identified four priority areas of work, namely: representation and participation; wellness and access to government services; economy and women's self-sufficiency; and elimination of violence. Some of its work over the past year includes making a written submission to the Child Care Sector Task Force, made public statements on increasing abortion access, calling for an inquiry into missing and murdered aboriginal women and girls and the release of the findings from the provincial government's gender-based analysis of the Strategic Program Review.

The provincial government recently introduced legislation that will give the Forum its full autonomy and the ability to hire a full complement of staff. Once this legislation receives royal assent, the Forum's name will change to the New Brunswick Women's Council.



Photo credit: Government of New Brunswick

### **World March of Women 2015**

The New Brunswick Coalition for Pay Equity was actively involved on the 4th provincial organizing committee for the World March of Women 2015. The organizing committee developed 11 recommendations around 3 major themes: Gender and diversity analysis, economic equality and violence against women. Among the 11 recommendations, one called for: "The government of New Brunswick adopt pay equity legislation for the private sector and create an independent, well-resourced body to promote and implement pay equity in the public and private sectors." Around 16 organizations and 125 persons of all ages marched in Fredericton on October 17, 2015. A forum followed. For more information on the WMW 2015, go to: <https://wmwfredericton.wordpress.com/our-demands/>

The World March of Women is an international feminist action movement connecting grass-roots groups and organizations working to eliminate the root causes of poverty and violence against women.

### **Pay Equity at the Federal Level**

A motion brings back the hope to see pay equity legislation at the federal level. NDP MP, Sheila Malcolmson, tabled a motion asking the government to set up a committee with the mandate "to propose a plan to implement proactive federal pay equity regime, both legislative and otherwise".

The motion was adopted on February 4, 2016, with the support of the Liberals & the Bloc Québécois, in spite of the Conservatives' opposition. Sectors under the federal jurisdiction include the federal public service, banks, communication and interprovincial transportation.

Following the adoption of the motion, a Special Committee on Pay Equity was created. Anita Vandenberg, MP for Ottawa West-Nepean, chairs the Committee while Matt Decourcey, MP for Fredericton, is a member.

Johanne Perron, the Coalition's Executive Director, made a presentation to the Committee on May 4, 2016. She reminded the Committee that Pay equity is a human right which is recognized internationally. We expect the federal government to respect this human right for all women and to adopt strong legislation to ensure it is respected by all employers.

The work of the federal Committee is still on-going and the Coalition continues to monitor its progress.

## FUNDRAISING CAMPAIGN

**Chair:** Adel Gönczi. **Members of the Fundraising Planning Committee:** Adel Gönczi, Madeleine Delaney, Isabelle McKee-Allain, Sarah LeBlanc, Simone LeBlanc-Rainville, Johanne Perron. **Members of the Fundraising Team:** Adel Gönczi, Danielle Godin, Isabelle McKee-Allain, Régina Robichaud, Dollard LeBlanc, Sharon Crabb, Judith Weiss, Claudette Lajoie, Vallie Stearns Anderson, Chantal Abord-Hugon and Johanne Perron.

The New Brunswick Coalition for Pay Equity launched its 6th annual fundraising campaign "Pay Equity: It's only fair. Donate today" on October 28, 2015. The Coalition's advocacy work is exclusively funded by its fundraising campaigns, therefore each donation that we receive helps the Coalition to continue its mission.

This year's fundraising goal was \$90 000 and we are very proud to say that we nearly reached it with a total of \$85 000. We are very grateful for the extraordinary work of volunteers and the generosity of 225 donors from across the province, including trade unions and religious communities. Their generosity and commitment are an indication that pay equity remains an important issue for New Brunswickers.



Launch of the 2015-2016 Fundraising Campaign. left to right: Ginette Petitpas-Taylor, MP for Moncton-Riverview-Dieppe, Adel Gönczi, President of the Campaign, Roberte Léger, Secretary-Treasurer of the Coalition, and Vallie Stearns Anderson, Chair of the Coalition.

## PROJECTS

### Improving the Economic Prosperity of Women in the Care-Giving Field

The Coalition has obtained funding to advance the economic prosperity of women employed in the private care-giving sector in New Brunswick. These sectors include: Adult Developmental Activities, Programs and Training (ADAPT) Agencies, family support services,

home support services, special care homes, memory care beds and community residences. The project is financed by Status of Women Canada for a period of three years, ending on July 26, 2018.

The Coalition hired Anne Robichaud as project coordinator and established a partnership with New Brunswick Community College, Collège communautaire du Nouveau-Brunswick, the NB Human Services Coalition, the Women's Equality Branch, the Canadian Union of Public Employees, the Economic and Social Inclusion Corporation, and Social Development.

Partners are currently finalizing the needs assessment which is the first phase of the project that aims to identify the problems and barriers to care-giving workers' economic prosperity. The partners have begun to work on the second stage of the project: the development of a strategic action plan to find possible solutions to offset these problems and barriers.

### **Empowering Women for community Action**

This past May, the Coalition submitted a project proposal to Status of Women Canada titled Empowering Women for Community Action. The project aims to address pay inequity in the private sector in New Brunswick and the need to amplify women's voices to introduce solutions to identified systemic barriers to pay equity in the private sector. In conjunction with other partners from the community, the project will explore the links between pay inequity, poverty and violence. We have yet to receive a response from Status of Women Canada.

## **COMMUNICATION AND AWARENESS**

### **Media**

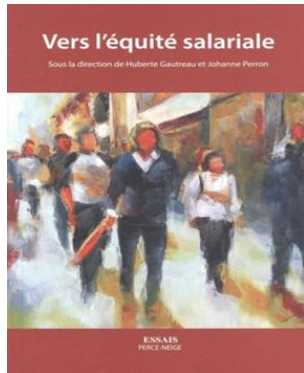
In 2015-2016, the Coalition issued 12 press releases and three letters to the editor. The Coalition for Pay Equity and/or pay equity was mentioned at least 75 times in the media. Pay equity was discussed in relation to pay equity in the public sector, the care-giving sector, funding from Status of Women Canada for a project on the economic prosperity in the care-giving sector, International Women's Day, the Women's Voices Forum, our fundraising campaign.

### **Social networking, website and newsletter**

The Coalition is very active on social media. 840 people are following the Coalition's Facebook page and 380 people follow us on Twitter. Our website also remains very active. We published seven electronic newsletters in 2015-2016 and continue to communicate regularly with our members by email.

### **Presentations**

Since May 2015, Vallie Stearns, Thérèse Duguay and Johanne Perron made 11 presentations on behalf of the Coalition, reaching approximately 530 people. Our many thanks to the professors and organizations which invited us.



### **Book: *Vers l'équité salariale***

A total of 104 copies of the book *Vers l'équité salariale* have been sold so far through independent bookstores and on-line. 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 and Johanne Perron, Raymond Léger, Rosella Melanson, Marie-Thérèse Séguin and Lise Thibodeau. The book is published by Éditions Perce-Neige.

## **STANDING COMMITTEES**

**The Political Strategy Committee** consists of the members of the Executive Committee. The committee's mandate 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 Bylaws, Policies and Procedures Committee** consists of Najat Abdou-McFarland, Carol Lynn Gamblin and Tanna Pirie-Wilson. It works on the personnel policy.

**The Nominating Committee** consists of Carol Lynn Gamblin, Denyse Mazerolle and Susie Proulx-Daigle. It finds candidates for each vacancy on the Board of Directors.

**The Risk Assessment Committee** is composed of Thérèse Duguay. It reviews the Coalition's insurance policy.

**The Executive Director's Contract and Evaluation Committee** consists of members of the Executive Committee. The committee evaluated the Executive Director.

## **REGIONAL ACTIVITIES**

### **Fredericton Regional Committee**

**Chair:** Najat Adbou-McFarland

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

### **Activities:**

\*\* "Bread and Roses": For a third year, the Coalition celebrated International Woman's Day on Wednesday March 2 with the Alex Bailey Swing Band, at Dolan's Pub in Fredericton. It was a great evening for swing dancing and to hear from people working for gender equality: Jula Hughes of the NB Pay Equity Coalition, Hannah Gray with Reproductive Justice NB, Fiona Williams with Liberty Lane, Romana Sehic with the NB Council of Group Home Unions, Megan Hill with Fredericton Youth Feminists, Erin Frederick with TransAction NB, Gina Moreno with Filipino-Canadian COMMUNITY Association, Merilee Reimer, STU Gender and Women's Studies, Sophie Lavoie, UNB Women and Gender Studies and Gül Çaliskan with Refugees Welcome Fredericton. The event was supported



by the Fredericton District Labour Council, Voices of Women Fredericton and Canadian Federation of University Women

The Fredericton regional committee was also very active in the organization of the NB World March of Women in October.

### **The Tantramar Committee for Action on Pay Equity (T-CAPE)**

**Chair:** Vallie Stearns Anderson

**Members:** Judith Weiss, Vallie Stearns Anderson

#### **Activities:**

On September 24, 2015 the T-CAPE regional committee organized a "Pay Equity Happy Hour" at the Lightning and Thunder Pub in Sackville. During the evening, the prices of drinks were reduced for women to combat wage discrimination on the basis of gender. It was a small but successful event of networking, raising a "Glass of Justice" for women's wages and learning on how Pay Equity Legislation can fight wage discrimination between women and men, what it is and why we need it!

## **MEMBERSHIPS**

### **The Common Front for Social Justice**

The Coalition is a member of the Common Front for Social Justice, 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 "Fight for \$15+ Justice" Campaign. This campaign aims at increasing the minimum wage to \$15 an hour and improving the employment standards, including pay equity, sick leave, overtime, deductions for uniforms, remuneration in the case of layoff of a group of employees, severance pay and statutory holidays.

## **Regroupement féministe du Nouveau-Brunswick**

The Regroupement féministe du Nouveau Brunswick (RFNB) is a non-profit organization without any political affiliation, formed by individual members and organizations, including the New Brunswick Coalition for Pay Equity. The RFNB's 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:

1. Developed a social marketing campaign to raise awareness with the public on the need to bring us closer to an equitable representation between men and women that resembles the demographic reality of women in society. We delivered training workshops across the province for women wishing to enter municipal politics. The campaign # Onestprêtes had two main objectives: to encourage women to be candidates in the elections and to highlight the barriers to women's participation by reflecting on the socialization of girls and boys and the systemic issues limiting women's participation in active politics.
2. Organize, in conjunction with International Women's Day, a week of awareness on gender equality. Taking place on social media and the web, this week did allow to address various issues such as women's empowerment, reproductive justice, intersectionality and inclusion of feminism.
3. Started a three-year project to remove the barriers to women's participation in decision making related to the economic development of the Acadian community in New Brunswick by taking concrete measures to ensure women's equal access to and full participation in the governance structures in the economic organizations of this community.

## **FINANCIAL STATEMENT**

Since the budget was lower than \$150,000, the 2015-2016 financial statements were reviewed a committee of volunteers composed of Patrick Colford, Madeleine Delaney-LeBlanc and Colette McGraw. (See pages 15 to 27).



**RAPPORT DU COMITÉ D'EXAMEN FINANCIER  
POUR L'EXERCICE TERMINÉ LE 29 FÉVRIER 2016**

**REPORT OF THE FINANCIAL REVIEW COMMITTEE  
FOR THE YEAR ENDING FEBRUARY 29<sup>TH</sup>, 2016**

Nous, soussignés, avons examiné les livres et archives de la Coalition pour l'équité salariale du Nouveau-Brunswick, Inc. pour l'exercice financier se terminant le 29 février 2016 et les avons trouvés en ordre et exacts, sauf les exceptions suivantes :  
(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 29<sup>th</sup> 2016, and have found everything in order and correct with the following exceptions:  
(Make comments. If everything is in order and correct, no comment necessary.)*

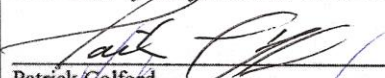

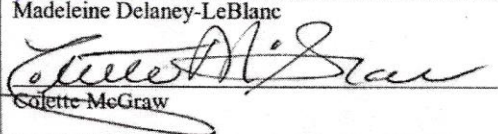
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Membres du comité d'examen financier :  
*Members of the financial review committee:*

	<i>June 7<sup>th</sup> / 2016</i>
Patrick Colford	Date
	<i>2016-06-07</i>
Madeleine Delaney-LeBlanc	Date
	<i>07 juin 2016</i>
Colette McGraw	Date

Les membres du comité d'examen financier doivent rédiger et signer le présent rapport en 2 copies. Un exemplaire doit être gardé au siège social de la Coalition et le second par la secrétaire-trésorière ou le 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 review 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 for Pay Equity /pour l'équité salariale**  
**Balance Sheet As at 29/02/2016**

**ASSET**

<b>Current Assets /Actif à court terme</b>		
Petty Cash / Petite caisse	-25.00	
Caisse pop Beauséjour - cs	100.00	
Chequing Bank Acct/ Compte chèques	106,734.63	
Caisse pop Beauséjour	2,700.93	
<b>Total Cash / Encaisse</b>		<b>109,510.56</b>
Receivable / À recevoir	3,825.00	
<b>Total Receivable / Recevables</b>		<b>3,825.00</b>
Purchase Prepayments		285.00
<b>Total Current Assets/Actif ct-terme</b>		<b>113,620.56</b>

**TOTAL ASSET** 113,620.56

**LIABILITY**

<b>Current Liabilities/Passif ct-terme</b>		
Accounts Payable / Comptes payables	2,529.10	
Deferred revenue/ Revenus différés	100,216.19	
<b>Total Current Liab./Passif ct-terme</b>		<b>102,745.29</b>

**TOTAL LIABILITY** 102,745.29

**EQUITY**

<b>Retained Earnings/Bénéf. non répat</b>		
Retained Earnings - Previous Year	17,818.74	
Current Earnings/Bénéfices courants	-6,943.47	
<b>Total Retained Earnings/Bénéfices cour</b>		<b>10,875.27</b>

**TOTAL EQUITY** 10,875.27

**LIABILITIES AND EQUITY** 113,620.56

**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 29 FÉVRIER 2016**

**INCOME STATEMENT AND NET ASSETS  
(Unaudited)  
FOR THE YEAR ENDED FEBRUARY 29, 2016**

	2016	2015	
<b>REVENUS</b>			<b>GROSS REVENUE</b>
Subventions:			Grant:
Condition féminine Canada	19 636		Status of Women Canada
Placement carrière - été	2 884	3 106	Summer Career Placement
SEED	5 492	7 107	SEED
Autres	3 235		Other
Dons	80 786	93 488	Donations
Revenus - Levée de fonds	2 285	1 523	Fundraising revenue
Frais d'adhésion des membres	220	240	Membership Fees
Intérêts			Interest
Location	300	4 541	
Inscription	915	3 930	
Commanditaires	0	3 250	
Divers	1 026	1 254	Other
	<u>116 779</u>	<u>118 439</u>	
<b>DÉPENSES</b>			<b>EXPENSES</b>
Salaires et avantages sociaux	75 180	71 370	Salaries and benefits
Achats - Levée de fonds	0	1 083	Purchases - Fundraising
Assurance	271	188	Insurance
Évaluation de projet			Project evaluation
Fournitures de bureau et papeterie	7 511	3 190	Office supplies and expenses
Frais de voyages et d'hébergement	13 199	15 937	Travel and accommodations
Frais divers	820	17	Other
Logiciels d'ordinateur			Computer software
Loyer	9 509	9 030	Rent
Publicité et promotion	1 683	1 051	Advertising and promotion
Réparations et entretien	1 456	847	Repairs and maintenance
Services professionnels	2 877	5 376	Professional fees
Télécommunications	2 910	2 987	Telecommunications
Traductions	8 306	5 441	Translation
	<u>123 722</u>	<u>116 517</u>	
<b>EXÉDENT DES REVENUS SUR LES DÉPENSES (DÉPENSES SUR LES REVENUS)</b>	<b>-6 943</b>	<b>1 922</b>	<b>EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)</b>
<b>ACTIFS NETS, début de l'exercice</b>	<b>20 391</b>	<b>18 411</b>	<b>NET ASSETS, beginning of year</b>
<b>ACTIFS NETS, fin de l'exercice</b>	<b>113 621</b>	<b>20 391</b>	<b>NET ASSETS, end of year</b>

## MEMBERS

The Coalition has a current membership of over 900 individual members as well as the 91 following member organizations:

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. Éclosion Inc.
42. Edmundston & District Labour Council
43. Faculty Association of the University of St. Thomas
44. Famille et petite enfance francophone Sud inc.
45. Family and Early Childhood Anglophone East Inc.
46. Fédération des étudiants et étudiantes du Centre universitaire de Moncton
47. Femmes acadiennes et francophones de Bertrand
48. Femmes acadiennes et francophones de Bouctouche
49. Femmes acadiennes et francophones de Caraquet
50. Femmes acadiennes et francophones de Cocagne
51. Femmes acadiennes et francophones de Lamèque
52. Femmes acadiennes et francophones de Shippagan
53. Filles de Marie-de-l'Assomption
54. Fredericton & District Labour Council



55. Gagetown Military Family Resource Centre
56. Institut féminin de Grande-Digue
57. Institut féminin de Rivière du Portage
58. Liberty Lane Inc.
59. Maison de passage
60. Miramichi & District Labour Council
61. Miramichi Emergency Centre for Women Inc.
62. Moncton & District Labour Council
63. Moncton Regional Learning Council
64. Moncton Youth Residences Inc.
65. Mount Allison Faculty Association
66. NB Media Co-op
67. New Brunswick Association of Social Workers
68. New Brunswick Child Care Coalition
69. New Brunswick Council of Nursing Home Unions
70. New Brunswick Federation of Labour
71. New Brunswick Home Support Association
72. New Brunswick Nurses Union
73. New Brunswick Senior Citizens' Federation
74. New Brunswick Special Care Home Association
75. New Brunswick Teachers' Federation
76. New Brunswick Union of Public and Private Employees
77. New Brunswick Voices of Women for Peace
78. Regroupement féministe du Nouveau-Brunswick
79. Restigouche & District Labour Council
80. Religieuses de Notre-Dame-du-Sacré-Coeur
81. Saint John & District Labour Council
82. SERFNB – Cercle Alcide-F.-LeBlanc
83. Services à la famille Népisiguit
84. Société de l'Acadie du Nouveau-Brunswick
85. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick (SERFNB)
86. Student Alliance of New Brunswick
87. Support to Single Parents
88. Table de concertation pour contrer la violence familiale et conjugale de la Péninsule acadienne
89. Union of the Municipalities of New Brunswick
90. Urban Core Support Network
91. YWCA of Moncton





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Jula Hughes

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