

New Brunswick Coalition for Pay Equity, Inc.

**Annual Report
2016-2017**



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**NEW BRUNSWICK COALITION FOR PAY EQUITY, inc.
ANNUAL REPORT 2016-2017**

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MESSAGE FROM THE CHAIR

This is the final year that I will address you as the Chair of the Coalition. It has been a wonderful six years. I confess some sadness because I won't be the Chair when we finally achieve pay equity legislation for the private sector and the way things are going we will get there!

This has been a year of gathering momentum. At every provincial consultation that we attended, there was a consensus among stakeholders that pay equity, particularly in the caregiving sector, would have many benefits. Politicians and departmental bureaucrats are conceding that pay equity is not only a human right, but good public policy.

The Report of the New Brunswick Taskforce on Child Care made a series of recommendations for creating a province-wide system that is of high quality, affordable and accessible. Among these recommendations is that wages for child care educators be increased using the process of certification and pay equity. The prospect of a child care system for working mothers and fathers that also raises wages to pay equity levels would be a tremendous milestone in achieving women's equality in this province.

I am proud to report that the Coalition is increasingly regarded as an authority on pay equity. We were invited to participate in consultations on the new proposed pay equity legislation for the federal jurisdiction in Ottawa. We were also invited to a conference on gender-based analysis (GBA) by Queens University Feminist Legal Studies to speak on New Brunswick's pay equity experience. In follow-up, we are invited along with other national and international speakers to write a paper on pay equity to be included in an anthology on GBA. The Coalition was also invited by UFCW to speak at their convention held in St. John's NL. In addition, CUPE invited the Coalition to speak as a panelist in Halifax, NS.

Looking forward, now is the time that political parties are deciding what their platforms will include in 2018. The Green Party and the NDP are the only parties to support pay equity legislation in the last election. This time, we would like all parties to step up and make this commitment.

To do this, we need your help. If we want to achieve pay equity legislation by 2020, we need the support of all major political parties. We'd like to ask you, in order to make pay equity a household word, to talk about pay equity to your family and friends, your MLA and all the candidates in your riding. Let them know that it is a basic human right to have equal pay for work of equal value. Let them know that no economy has suffered and no company has gone bankrupt when pay equity was introduced.

I am looking forward to the day when a good pay equity law becomes a priority for all of New Brunswick. Working together, we will see the day.

With gratitude,

Vallie Stearns-Anderson



EXECUTIVE DIRECTOR'S MESSAGE

Members and friends of the Coalition,

2016-2017 has been a good year for the Coalition. We have seen positive results for more than 3000 women working in the public sector, thanks to *Pay Equity Act, 2009*. In addition, we have gained support from new groups due to partnerships we have established for different projects we have undertaken. The visibility of pay equity and of the Coalition continues to increase, thanks to our ongoing efforts to promote awareness through media, both traditional and social, as well as through our presentations and

talks.

We have increased the number of meetings with MLAs considerably, for three important reasons: i) we want to continue pressuring the provincial government so that it will keep its promises in the matter of pay equity; ii) we continue to advocate for investments to ensure pay equity for human service and day care workers; and iii) we are already working hard to convince all our provincial political parties to include a law for pay equity in the private sector in their platform for the next elections.

This year we have played an active role in a number of provincial consultations, including the Family Plan framework, economic summits, and the provincial budget. We sit on the Pay Equity and Living Wage committee of the Economic and Social Inclusion Corporation. Naturally, we maintain close communication with the Women's Equality Branch / Pay Equity Bureau.

We have also participated in two consultations on a federal law on pay equity. This law, which has been promised before the end of 2018, will provide pay equity to workers in areas of federal jurisdiction, including telecommunications, interprovincial transport, banks, and the federal government. We really hope that this law will serve as a model for all Canadian provinces—including our own!

I am pleased to report that our financial situation is becoming stable. Our annual fundraising campaign is proceeding well. Thanks to our volunteers who are working all over the province to solicit contributions, we once again reached our campaign objective this year: \$75,000. This money will make it possible for us to pursue our mission without having to make compromises. We will soon be completing the second year of another three-year project on economic prosperity of women working in the care sector. This project is funded by Status of Women Canada. We have just received funding for another three-year project, this time to organize community action to bring about a law for the private sector.

Finally, I would like to extend my sincere thanks to Vallie Stearns-Anderson, who has been an incredible Chair for the Coalition over the past six years. I greatly appreciated her knowledge, her talents, and her commitment! I also thank all the members of our board of directors, our volunteers, our donors, the organizations and unions who are our partners, as well as Anne Robichaud, our project coordinator, and our temporary employees. Without you, the Coalition would simply not exist! Thank you!

Johanne Perron, Executive Director,
New Brunswick Coalition for Pay Equity

THE NEW BRUNSWICK COALITION FOR PAY EQUITY

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.

Pay equity is a basic human right and is recognized by several international conventions and agreements.

BOARD OF DIRECTORS

Chair:	Vallie Stearns-Anderson
Anglophone Vice-Chair:	Jula Hughes
Francophone Vice-Chair:	Carole Fournier, followed by Isabelle McKee-Allain
Secretary-Treasurer:	Monique Levesque
North Representative:	Thérèse Duguay
Kent-Miramichi Representative:	Susie Proulx-Daigle
South-East Representative:	Isabelle McKee-Allain, followed by Frances LeBlanc
Capital Representative:	Starlit Simon
South Representative:	Carol Lynn Gamblin
Upper Saint John Valley Representative:	Élaine Roussel
First Nations Representative:	Tanna Pirie-Wilson
Executive Director:	Johanne Perron
Observers:	Odette Robichaud, Canadian Union of Public Employees, New Brunswick Sylvia Melanson, New Brunswick Union of Public and Private Employees Nancy Arseneau, New Brunswick Nurses' Union



VOLUNTEERS

This year, once again, many people have contributed their volunteer energy to the Coalition. Our volunteers may serve on the board, on the fundraising committee or a regional committee; they contribute to specific projects, offer legal information, participate in educational activities, or provide technical support such as writing or translating documents or preparing mailings. We are especially grateful for our volunteer translators, Noëlla Richard and Janice Gray. The names of other volunteers appear later on in this report. From the bottom of our hearts, we thank you for contributing to pay equity in New Brunswick.

It was with great sadness that we learned of the death of Wendy Robbins on April 18th. She will live forever in our memories as a woman of conviction and action. Thank you Wendy.

EMPLOYEES

Executive Director:	Johanne Perron
Project Coordinator:	Anne Robichaud
Public Engagement Officer:	Andrée Cormier (February-April)
Project Officers (students):	Christine Hughes and Catherine Roy Comeau (summer)

PARTNERS

We would like to thank the following organizations for their support over the past year:

Canada Summer Jobs program
Canadian Labour Congress
Canadian Union of Public Employees (CUPE)–NB
New Brunswick Community College
Department of Intergovernmental Affairs–NB
Department of Social Development
Economic and Social Inclusion Corporation
Forté Communications
Fredericton & District Labour Council
Fredericton Gender Minorities Group
Fredericton Sexual Assault Crisis Centre
Fredericton Voice of Women for Peace
Fredericton Youth Feminists
Private Employees
New Brunswick Women's Council
Regroupement féministe du Nouveau-Brunswick
Reproductive Justice New Brunswick
Services ruraux pour femmes victimes d'abus du Nouveau-Brunswick
St. Thomas University Women's Studies and Gender Studies

Mount Allison Faculty Association
Muriel McQueen Fergusson Centre for Family Violence Research
New Brunswick Aboriginal Peoples Council
New Brunswick Common Front for Social Justice
New Brunswick Community College
New Brunswick Federation of Labour
New Brunswick Human Services Coalition
New Brunswick Nurses' Union
New Brunswick South Central Transition House & Second Stage Coalition
New Brunswick Union of Public and Status of Women Canada
Student Employment Experience Development (SEED) UNIFOR
University of New Brunswick Gender & Women's Studies
Women's Equality Branch
Young Canada Works

STRATEGIC DIRECTIONS

Our environment is changing rapidly, and to keep pace, the board of directors reviews its strategic directions yearly. The following priorities were adopted for 2016-2017:

1. Achieve pay equity in the public and private sectors

- We will ask the main political parties at the three levels of government to establish appropriate legislation for pay equity in the private sector.
- We will hold the government responsible for keeping its promise to extend pay equity to contractors with 50 or more employees.
- We will work with the government by offering our expertise and encouraging the use of appropriate methodology to achieve and maintain pay equity.
- We will continue to lobby for the introduction and maintenance of pay equity in the privatized care sector.
- We will develop a position on improving the methodology used in workplaces without masculine comparators.
- We will urge the government to ensure that the Pay Equity Bureau is well staffed and can fully accomplish the mandate assigned to it by the *Pay Equity Act, 2009*.
- We will endeavour to have the *Pay Equity Act, 2009* implemented throughout the public sector.

2. Increase public engagement

- We will increase public awareness of the importance of pay equity.
- We will increase the participation of the public and of community organizations in efforts to promote pay equity.
- We will contribute to an alternative discourse on austerity measures.

3. Support the organization

- We will support our organization by providing stable funding in order to achieve our goals and objectives.

POLITICAL ACTION

The government's promises for pay equity

The Coalition continued to exert pressure on the provincial government so that it would keep its electoral promises, which were:

- to improve the methodology to measure pay inequity;
- to require organizations with more than 50 employees who do business with the government through procurement or financing programs to implement pay equity plans; and to ensure the *Pay Equity Act, 2009* is fully implemented across all parts of government, including Crown corporations. On January 26, 2017, some of the Coalition's members from the Fredericton area handed out pamphlets on the Liberals' electoral promises for pay equity, at Premier Gallant's State of the Province address at the Convention Centre in Fredericton.

If it acts on its promises, the government will be able to directly improve the economic situation of thousands of women in New Brunswick.

Thanks are due to Tracy Glynn, Joan McFarland, and Wendy Robbins, who braved the cold to share the Coalition’s message!

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 20, 2016, the provincial government announced that it would allocate \$35 million in pay equity adjustments for approximately 3000 educational workers: educational assistants, administrative assistants, school library clerks, and school intervention workers.

On July 7, 2016, the provincial government announced pay equity adjustments would be paid to 80 court stenographers in New Brunswick. This represents an investment of \$68,000 per year for four years.

According to the *Act*, the job descriptions, evaluations, and comparisons, were to be completed by April 2012, at the latest. However, the Pay Equity Bureau could grant an extension, and it did so for several groups. The Coalition is still asking the Bureau for a progress report, including the method it is using and what it has accomplished to date. The Pay Equity Bureau has confirmed that it will make an annual report. Table 1 summarizes the steps it has completed so far.

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	✓					

Table 1 – Pay Equity in the Public Service: Steps in the Pay Equity Process Achieved in Each of the Occupational Groups (January 2017)

Seven years after the adoption of *Act*, bargaining units representing unionized employees, teachers, and support services in schools have not yet begun the process. The Crown corporations which are subject to the *Act* have not yet completed the process:

- NB Power
- WorkSafe NB
- New Brunswick Legal Aid Services Commission
- New Brunswick Community College
- NB Liquor
- Financial and Consumer Services Commission

Even though the first round of evaluations is not yet finished, it is time to begin the process of maintaining pay equity. The Coalition plans to address this matter with the Pay Equity Bureau soon.

Meetings with provincial ministers

During the past year, the Coalition stepped up the pace its meetings with provincial ministers. On October 11, 2016, we had a meeting with the Honourable Lisa Harris, Minister of Seniors and Long-Term Care. We discussed pay equity for women working in the care sector.

On February 6, 2017, we spoke with the Honourable Serge Rousselle, Minister of Environment and Local Government, about pay equity in municipalities.

On February 8, 2017, we met with the Honourable Cathy Rogers, Minister of Finance. We discussed the promises for pay equity made by the Liberal party during the last election campaign, and the work that remains to be done.

On March 1, 2017, we had a meeting with the Honourable Brian Kenny, Minister of Education and Early Childhood Development. We discussed the implementation of the recommendations contained in the Child Care Task Force report.

Other political meetings

On March 31, 2017, Vallie Stearns-Anderson and Johanne Perron met with David Coon, MLA for Fredericton-South and the Leader of the Green Party of New Brunswick. We talked about pay equity in the province.

On April 22, 2017, the Coalition was invited to a round table on women's rights and gender equality held during the Annual General Meeting of the Green Party of NB in Woodstock. We reminded them of the importance of including a law for the private sector in their campaign platform for the next election.



From left to right: Carmen Budilean, Vallie Stearns-Anderson, David Coon and Johanne Perron

On May 3, 2017, the Coalition gave a presentation to the caucus of the Progressive Conservative Party of NB. We focused on pay equity for women working in the care sector and the importance of government investment in this sector.

On March 16, 2017, Vallie Stearns-Anderson and Johanne Perron met with Blaine Higgs, MLA for Quispamsis and Leader of the Progressive Conservative Party. Vallie and Johanne stressed that pay equity is a human right, and that we hope to see a law on pay equity in their next election platform.



From left to right: Johanne Perron, Vallie Stearns-Anderson and Blaine Higgs

Members of the board also met with MLAs including Monique LeBlanc, Liberal MLA for Moncton-East, and Jody Carr, Progressive Conservative MLA for Oromocto-Lincoln.

Child Care Sector Task Force

The provincial government established a Child Care on May 29, 2015. Its mandate was to make recommendations to establish favourable conditions for child care services and to suggest solutions to the challenges faced by parents in accessing quality, affordable daycare services in order to participate in the work force. The Coalition presented a brief to the Task Force, emphasizing the importance of pay equity for early childhood educators.

The Task Force released its report on August 26, 2016. The report contains excellent recommendations for creating a solid system of early childhood education services. Among its other recommendations, the Task Force recommended increasing the salary of early childhood educators through a certification and pay equity process. The report was in line with several of the recommendations included in our brief, and recognized the expertise of the Coalition.

In addition, Vallie Stearns-Anderson, our Chair, and Johanne Perron, our Executive Director, were invited to a discussion forum on the Task Force's report on December 10 and 11, 2016. They highlighted the fact that we need a cohesive, quality child care system in New Brunswick, one which would ensure pay equity for early childhood educators. Qualified staff in this sector currently earn \$16.16 per hour. Ruth Rose, professor of Economics, has calculated that an equitable salary for this job should have been approximately \$20 per hour in 2012. The silence of the government since this forum was held is a cause for concern. We will continue to press for answers. Stay tuned for what happens next!

Provincial budget

The Coalition was very active during the provincial government's pre-budget consultations. In our *Guide for a Provincial Budget Supporting Pay Equity*, we proposed measures to increase the economic prosperity of women and the ways these investments could be financed.

The provincial government brought down its budget on February 7, 2017. The Coalition responded by issuing a media release, in which we expressed our concerns about the length of time the government was taking in acting on its promises for pay equity, because the budget speech had not even mentioned pay equity. Furthermore, no money has been set aside to eliminate the inequities that affect employees, the majority of whom are women, who provide care services for agencies in the private sector.

In addition, the NB Prosperity, Not Austerity coalition, of which the Coalition for Pay Equity is a member, met with the Honourable Cathy Rogers, Minister of Finance, on March 3, 2017. Representatives shared their concerns about austerity measures and presented a declaration of Prosperity, Not Austerity.



From Left to Right: Anne Robichaud, Vallie Stearns-Anderson, Johanne Perron and Judith Weiss during pre-budget consultations in Moncton, on November 21, 2016.

Consultations on the minimum wage and employment standards

On September 9, 2016, the Minister of Post-Secondary Education, Training and Labour invited the public to take part in consultations on indexing the minimum wage to inflation, employment protection for youth, and coverage under the *Employment Standards Act*.

The Coalition submitted a brief to these consultations. In it, we presented 18 recommendations to protect the rights of employees. Among our suggestions, we recommended that the concept of pay equity be included in the *Employment Standards Act*, that domestic workers be covered by the *Act*, that the minimum wage be raised to \$15 by April 2021, and that an evaluation of caregiving jobs and remuneration of employees in this field positions proceed according to the standards of pay equity.

To date, the provincial government has not yet shared the results of their consultations. Stay tuned for news in this area as well!

New Brunswick Family Plan

The provincial government released its framework for a New Brunswick Family Plan on January 18, 2016. The Plan sets out seven key areas for improving the lives of families: improving access to primary and acute care, promoting wellness, supporting those with mental health challenges, fostering healthy aging and support for seniors, advancing women's equality, reducing poverty, and providing support for persons living with a disability.

The area of advancing women's equality is aimed at reducing wage disparity by improving pay equity within the province. The area of reducing poverty is aimed at reducing barriers for full participation of people in their communities by ensuring that employees receive equal pay for work of equal value.



We took part in the one-day consultations on several of the key areas. At each one, we reiterated the need to pay fair and equitable wages to women working in specific sectors.

During the consultation on advancing women’s equality on March 3, 2017, we placed particular emphasis on the need to complete the full implementation of the *Pay Equity Act, 2009* and to adopt a proactive law for the private sector.

The report that followed the consultation on women’s equality was published on May 4, 2017. Although the measures suggested for pay equity were positive, they really do not go any further than those listed in the election platform of the Liberal Party and do not include pay equity for women in the community sector or a law for the private sector:

Brian Gallant and Vallie Stearns-Anderson

- Encouraging pay equity in the private sector.
- Requiring organizations with more than 50 employees that do business with government through procurement or financing programs to implement pay equity plans.
- Working with the public sector including Crown corporations to respect their obligations under the *Pay Equity Act*.
- Facilitating information sharing with the business community to emphasize fair compensation practices and pay equity.

The report on the consultation on poverty reduction was published on May 16, 2017. Contrary to what was mentioned in the framework document, nothing in the report confirms that measures to ensure that employees receive equal pay for work of equal value.

Economic Opportunities Summits



The provincial government has started a second series of summits on various economic sectors in the province, for the purpose of obtaining new perspectives on job creation and economic growth in New Brunswick.

The Coalition was very well represented at the [Economic Opportunities Summit on Gender Equality](#) held on April 25, 2017, in Moncton. Our representatives emphasized the economic impact of pay equity. A discussion group proposed that a multiparty committee be formed to work towards the adoption of a proactive law for the private sector in New Brunswick. We are still waiting for the government’s response.

From Left to Right: Johanne Perron, Isabelle McKee-Allain, Madeleine Delaney LeBlanc and Vallie Stearns-Anderson at the Summit on Economic Opportunities on gender equality, April 25, 2017

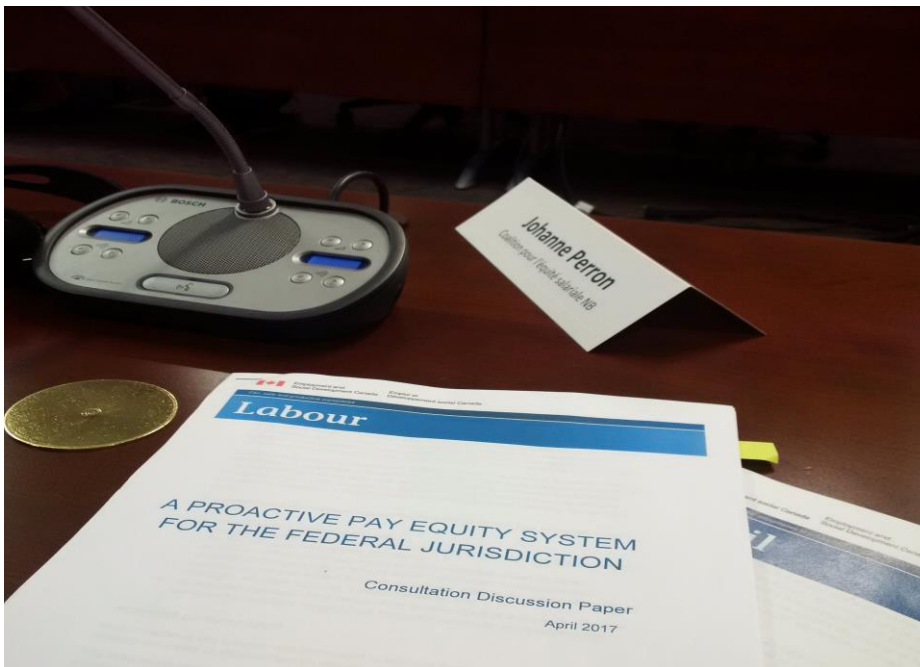
Economic and Social Inclusion Corporation

The Economic and Social Inclusion Corporation (ESIC) has established an advisory committee on a living wage and pay equity. The mandate of this committee is to explore the ideas of providing a living wage for all and of adopting more complete legislation on pay equity. The Coalition's First Nations representative, Tanna Pirie-Wilson, and the Executive Director, Johanne Perron, are members of the committee. They attended two meetings, on April 26, 2017, and on May 29, 2017.

Pay equity at the federal level

The House of Commons Special Committee on Pay Equity, established by a motion of the NDP, released its report, *It's Time to Act*, on June 9, 2016. The report includes recommendations that the Government of Canada draft proactive pay equity legislation within 18 months of the tabling of the report, that it accept the overall direction of the 2004 Federal Pay Equity Task Force report, and that the majority of the recommendations in that report be adopted.

The federal government responded to the Committee's report and committed to introducing proactive legislation on pay equity by the end of 2018. The Coalition for Pay Equity congratulated the government for its commitment to the bill, but also insisted that this be done by the end of 2017. Like several others who submitted briefs, the Coalition is afraid that procedures for the adoption of legislation will not be finished before the next federal elections. This would mean starting all over again after the elections.



On April 27, 2017, the Coalition was invited to Gatineau for a consultation on items that should be included in a federal law.

The organizations attending all reminded the participants that pay equity is a human right, and that it was imperative to include all fields of work and all who work in jobs predominantly held by women.

A federal law would apply to sectors under federal jurisdiction, including the federal public service, banks, communications, and interprovincial transportation.

PROJECTS

Restoring eligibility of lobbying activities

On July 18, 2016, the Government of Canada announced that lobbying activities would once more be eligible as part of projects funded by Status of Women Canada. ## The changes to criteria for funding introduced by the previous government had a serious impact on the Coalition and other women's groups which advocated for women's rights. Thus, the announcement last summer was a great relief to us. Nonetheless, there is still no base funding for women's group and Status of Women Canada's funding programs require organizations to follow strict guidelines and meet specific criteria.

Increase economic prosperity for women in the care-giving field

The Coalition is continuing its 3-year project, which began in 2015 and is aimed at increasing economic prosperity for women working in the field of community, social, and human services. These women usually work in private agencies that provide services mandated by the provincial government.

The Coalition and its partners have accomplished a great deal over the past year. We have finished the first phase of our project, the needs assessment. To do this analysis, we consulted several women working in the field. They shared the pride they feel in providing essential services to their clients, and their dismay at the low salaries they earn for a job that is very demanding physically and morally, and the need to have two or three jobs to provide for their basic needs. The needs assessment report was submitted to Status of Women Canada, which is funding this project, and reactions to it have been very positive.

At the end of the summer of 2016, we started the 2nd phase of the project: developing and implementing a strategic plan in order to find solutions to barriers we identified in the needs assessment. We have established the main objectives of the strategic plan: promote better wages for working women to decision-makers, improve our knowledge about labour, and increase public support for government investments in the sector.

In more concrete terms, we intend to accomplish a number of things, including promoting pay equity, pressuring the government to keep its promise to revise its pay equity methodology, and improving the public perception of the economic and social value of work in the care-giving sector. This work will continue until March 2018.

This project is funded by Status of Women Canada and is targeted towards the women working in Adult Developmental Activities, Programs and Training (ADAPT) Agencies, family support services, home support services, special care homes, memory care beds, and community residences and community residences. Our partners are the New Brunswick Community College, the *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 the Department of Social Development.

According to the research of economist Ruth Rose, women working in the care-giving field in the private sector are underpaid compared to men working in jobs with the same value in terms of skill, responsibility, effort, and working conditions. Her study shows that, in 2012, fair wages would amount to approximately \$20. per hour. Now that it is 2017, we need to add inflation.

Our Banners

This spring, the Coalition prepared banners with painted hearts to demand pay equity for workers in the caring sector. We asked people to sign the banner along with messages to inform Premier Brian Gallant about the issue. These banners will be submitted to the Premier. We'd like to thank the many volunteers who helped up sign the banners!



Community action

The Coalition received funding from Status of Women Canada for a project designed to promote pay equity in the private sector in New Brunswick. It will also provide a forum to ensure the voices of women are better heard, and identify ways of eliminating systemic barriers to pay equity in the private sector. This project will take place over 3 years, from January 3, 2017 until January 2, 2020.

Our partners in this project are the New Brunswick South Central Transition House & Second Stage Coalition Inc., Forté Communication, UNIFOR union, the Canadian Union of Public Employees, *Services ruraux pour femmes victimes d'abus du Nouveau-Brunswick*, and the Women's Equality Branch. We are currently in the first phase of the project, gender-inclusive analysis based on needs assessments.

FUNDRAISING CAMPAIGN

On October 28, 2016, the Coalition launched its 7th annual fundraising campaign: "Pay Equity. I give because I care!" Thanks to the money raised, the Coalition will be able to continue its educational and advocacy work. Every contribution helps the Coalition to carry out its mission.

This year, the Coalition set an objective of \$75,000, and thanks to the generosity of individuals and organizations from all four corners of the province we raised \$78,800! We are very grateful to our volunteers for the extraordinary work they did, and to our 227 donors from every region of the province for their generosity. Their contributions and their commitment are a tribute to the importance of pay equity for New Brunswick's population.



Those who attended the launch of our 2016-2017 fundraising campaign, on October 28, 2016.

Members of the Fundraising Planning Committee: Isabelle McKee-Allain, Johanne Perron, Régina Robichaud, Vallie Stearns-Anderson and Anne Robichaud

Members of the Fundraising Team: Isabelle McKee-Allain, Régina Robichaud, Sharon Crabb, Claudette Lajoie, Judith Weiss, Charline Vautour, Vallie Stearns Anderson, Chantal Abord-Hugon, Jeanne Godin, Frances LeBlanc, Éleine Roussel, Lise Rodrigue, Rose-Hélène Lanteigne, Johanne Perron and Anne Robichaud.

COMMUNICATION AND AWARENESS

Media

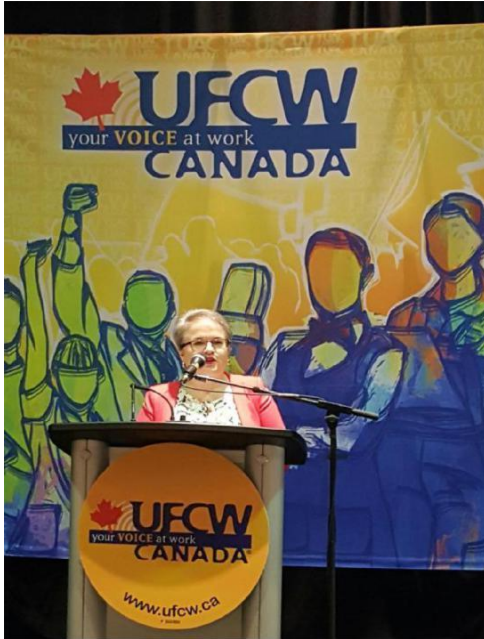
In 2016-2017, the New Brunswick Coalition for Pay Equity published nine press releases and wrote two op-eds. The Coalition for Pay Equity was mentioned by the media at least 105 times during this period. Pay equity was discussed in articles or columns on the following subjects: public sector, service provision, child care services, International Women's Day, the Voices of Women Consensus-Building Forum, the Family Plan, and our fundraising campaign.

Social media, website, and newsletter

The Coalition is very active in social media; we are followed by more than 1060 Facebook Friends and 450 subscribers on Twitter. Our website also has a lot of traffic. We published eight electronic newsletters during 2016-2017 and we communicate regularly with our members by email.

Presentations

Since May 2016, Vallie Stearns-Anderson, Thérèse Duguay, Johanne Perron, Chantal Abord-Hugon and Anne Robichaud have made 18 presentations on behalf of the Coalition, to approximately 1000 people. Thank you to the professors, unions, and organization who invited us to speak to them this year.



Anne Robichaud, during her presentation at the UFCW Convention in St. John's, NL, on March 28, 2017.

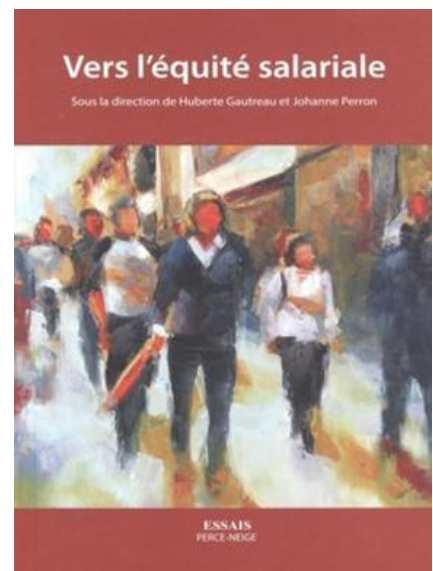


Vallie Stearns-Anderson during her presentation at the New Brunswick Green Party AGM

As the chair mentioned in her message, the expertise of the Coalition is recognized more and more outside of the province. In the last year, we were invited to give presentations in Kingston Ontario, Halifax Nova Scotia, St-John's Newfoundland and Labrador, and Gatineau Quebec.

Book: *Vers l'équité salariale*

To date, more than 110 copies of the book *Vers l'équité salariale* have been sold 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 focused on the personnel policy and the confidentiality policy. Carol Lynn Gamblin and Tanna Pirie-Wilson serve on this committee.

The Nominating Committee proposes candidates for each vacancy on the board of directors. Éleine Roussel and Thérèse are on this committee.

The Risk Assessment Committee reviewed the Coalition's insurance policy. Susie Proulx-Daigle is on this committee.

The Executive Director's Contract and Evaluation Committee evaluates the Executive Director. It consists of members of the Executive Committee.

The Strategy and Fundraising Committee is responsible for developing a long-term fundraising strategy. Éleine Roussel and Monique Levesque serve on this committee.

MEMBERSHIP IN OTHER ORGANIZATIONS

The Coalition participates in other organizations, listed below with a brief description of their activities during the 2016-2017 year.

The New Brunswick Women's Council

The Coalition for Pay Equity is represented on the Council by Jody Dallaire, who is also co-chair of the Council. Jewell Mitchell, from the Moncton YWCA, was appointed in May 2017 as the other co-chair. She replaces Jennifer Richard, who was co-chair since April 2015. The strategic directions of the Council are:

- Become a leading voice on issues of importance to women and girls and relating to gender equity in New Brunswick.
- Be engaged with and informed by the women and girls of New Brunswick in their full diversity.
- Develop robust membership and internal processes centred on consensus-building and anti-oppression.
- Advocate, educate, and partner strategically.



Jennifer Richard and Jody Dallaire

On February 11, 2017, Johanne Perron made a presentation to Council members. She spoke about the concept of pay equity, the promises of the current government, the priorities of the Coalition, and the ways that the Council could support pay equity.

The *New Brunswick Women's Council Act* has now been proclaimed and came into effect in May 2017. The Council is now able to fulfil its mandate, which is to provide independent advice to the provincial government on matters of interest to women, while bringing the issues to public attention, in order to work towards a future where the women and men of New Brunswick are equal.

The Common Front for Social Justice

The Coalition is a member of the Common Front for Social Justice, an organization which is fighting to build a more human society based on the respect and dignity of all. This year, the Common Front is celebrating the 20th Anniversary of its founding.

The Common Front's four priorities are:

- to defend the rights of thousands of citizens who are dependent on social assistance
- to improve employment insurance programs
- to work for fair employment standards
- to achieve pay equity in the private and public sectors.

The Common Front is currently conducting a campaign entitled "Fight for \$15 + Justice." Its objective is to increase the minimum hourly wage to \$15 and to improve employment standards, in particular through pay equity, sick leave, overtime, free or reduced deductions for uniforms, wages and benefits during a layoff period, transition measures for group termination, severance pay, and paid holidays.

Regroupement féministe du Nouveau-Brunswick



The Coalition is a member of the Regroupement féministe du Nouveau Brunswick (RFNB) was founded in Bathurst 10 years ago, in 2007 following the Forum of Acadian Women of New Brunswick. This not-for-profit, non-partisan association, formed of individual institutional members. 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:

- Organized its second Gender Equality Awareness Week (*Semaine de conscientisation à l'égalité des genres*, SCEG). Activities are held during the first week in March. The week is an opportunity for New Brunswick's Francophone population and groups that support it to promote gender equality in their community. During the SCEG, several events are organized to celebrate and empower women in all their diversity.
- Started a three-year project in co-operation with New Brunswick's political parties, feminist associations and coalitions, and women who have been involved in a political party, in order to understand and identify the systemic partisan and institutional barriers, in order to ensure women have ongoing and sustained access and representation in elected office. The project is aimed at supporting measures by the major parties to introduce measures that foster the nomination of woman candidates and to increase the potential of women to be elected.

Prosperity, Not Austerity

The Coalition for Pay Equity is a member of the Prosperity, Not Austerity Coalition. This organization is made up of more than 30 groups representing tens of thousands of New Brunswickers. Its mandate is to challenge austerity measures such as additional cuts to government services as well as to the positions of those who provide them.

On Friday, March 3, Johanne Perron, the Executive Director of the Coalition, along with Jean Sauvageau and Lise Robichaud of the Federation of New Brunswick Faculty Associations, met with the Cathy Rogers, Minsiter of Finance, on behalf of the Prosperity, Not Austerity Coalition. They reminded the minister that austerity measures harm social justice and equality. They expressed their opposition to the government's decision to privatize the management of food and cleaning services in the province's hospitals, as well as extra-mural services. In fact, research shows that privatization rarely leads to savings and that it reduces the quality of services.



Our team at work on the AGM
From left to right: Anne Robichaud, Johanne Perron, Vallie Stearns-Anderson,
Christine Hughes, Catherine Roy-Comeau
May 16th, 2017

FINANCIAL STATEMENTS

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

ÉTATS FINANCIERS
(Non auditées)

FINANCIAL STATEMENTS
(Unaudited)

28 FÉVRIER 2017

FEBRUARY 28, 2017

Louise Belliveau, CPA, Corporation Professionnelle
Dieppe, NB

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

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

RAPPORT DE MISSION D'EXAMEN

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

J'ai procédé à l'examen du bilan de la Coalition pour l'équité salariale du Nouveau-Brunswick Inc. au 28 février 2017 ainsi que des états des résultats, des actifs nets et des flux de trésorerie de l'exercice terminé à cette date. Mon examen a été réalisé conformément aux normes d'examen généralement reconnues du Canada et a donc consisté essentiellement en demandes d'informations, procédures analytiques et entretiens portant sur les informations qui m'ont été fournies par la société.

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

Comme c'est le cas dans de nombreux organismes sans but lucratif, la Coalition pour l'équité salariale du Nouveau-Brunswick Inc. tire des produits d'activités de collecte de fonds sur lesquels il y a peu de contrôle sur l'entrée de ces revenus dans les registres comptable de la Coalition pour l'équité salariale du Nouveau-Brunswick Inc. Par conséquent, mon examen de ces produits s'est limité aux montants inscrits dans les comptes de la Coalition pour l'équité salariale du Nouveau-Brunswick Inc. Si j'avais été en mesure de mener à bien mon examen, j'aurais peut-être jugé nécessaire que certains redressements soient apportés à l'encaisse, les revenus et le surplus (déficit).

À l'exception de l'effet des redressements que j'aurais pu juger nécessaires si j'avais été en mesure de mener à bien l'examen des produits d'activités de collecte de fonds dont il est question au paragraphe précédent, au cours de mon examen, je n'ai rien relevé qui me porte à croire que ces états financiers ne sont pas conformes, dans tous leurs aspects significatifs, aux normes comptables canadiennes pour les organismes sans but lucratif.

Le 5 juin 2017
Dieppe, Nouveau-Brunswick

Louise Belliveau, CPA, Corporation Professionnelle

REVIEW ENGAGEMENT REPORT

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

I have reviewed the balance sheet of the New Brunswick Coalition for Pay Equity Inc. as at February 28, 2017 and the statements of income, net assets and cash flows for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by the company.

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

In common with similar charitable organizations, the New Brunswick Coalition for Pay Equity Inc. derives a portion of its income from general public in the form of donations over which there are limited controls over the entry of these donations in the accounting records of the New Brunswick Coalition for Pay Equity Inc. Accordingly my review of these donations was limited to the amounts recorded in the accounting records of the New Brunswick Coalition for Pay Equity Inc. Had I been able to complete my review, I might have determined adjustments to be necessary to cash, revenue, excess of revenue over expenditures and surplus (deficit).

Except for the effect of adjustments, if any, which I might have determined to be necessary, had I been able to complete my review of donations, as described in the preceding paragraph, based on my review nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian accounting standards for not-for-profit organizations.

June 5, 2017
Dieppe New Brunswick

Louise Belliveau, CPA, Professional Corporation

Louise Belliveau, CPA, Corporation Professionnelle
Dieppe, NB

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

**BILAN
(Non audité)
LE 28 FÉVRIER 2017**

**BALANCE SHEET
(Unaudited)
AS AT FEBRUARY 28, 2017**

	<u>2017</u>	<u>2016</u> (Note 7)	
ACTIF			ASSETS
ACTIF À COURT TERME			CURRENT
Encaisse	\$ 34,602	\$ 109,511	Cash
Dépôts à terme	140,069	-	Term deposit
Comptes à recevoir	1,274	3,825	Accounts receivable
TVH à recevoir	2,607	-	HST receivable
Frais payées d'avance	<u>211</u>	<u>285</u>	Prepaid expenses
	<u>178,763</u>	<u>113,621</u>	
INVESTISSEMENTS À LONG TERME	<u>125,102</u>	<u>-</u>	LONG TERM INVESTMENTS
	<u>\$ 303,865</u>	<u>\$ 113,621</u>	
PASSIF			LIABILITIES
PASSIF À COURT TERME			CURRENT
Comptes à payer	\$ 4,176	\$ 2,530	Accounts payable
Remises gouvernementales à payer	5,496	-	Government remittances payable
Subventions reportées (note 3)	<u>269,559</u>	<u>100,216</u>	Deferred revenue (Note 3)
	<u>279,231</u>	<u>102,746</u>	
ACTIFS NETS			NET ASSETS
Actifs nets	<u>24,634</u>	<u>10,875</u>	Unrestricted Net Assets
	<u>\$ 303,865</u>	<u>\$ 113,621</u>	

AU NOM DU CONSEIL:

APPROVED ON BEHALF OF THE BOARD:

Administrateur Johanne Perron Director
 Administrateur _____ Director

**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 2017

INCOME STATEMENT AND NET ASSETS
(Unaudited)
FOR THE YEAR ENDED FEBRUARY 28, 2017

	<u>2017</u>	<u>2016</u> (Note 7)	
REVENUS			GROSS REVENUE
Subventions:			Grants:
Condition féminine Canada	\$ 92,553	\$ 19,636	Status of Women Canada
Placement carrière - été	-	2,884	Summer Career Placement
SEED	2,074	5,492	SEED
Autres	2,300	3,235	Other
Dons	75,108	80,786	Donations
Révenus - Levée de fonds	1,255	2,285	Fundraising revenue
Frais d'adhésion des membres	65	220	Membership fees
Intérêts	171	-	Interest
Divers	5,209	2,241	Other
	<u>178,735</u>	<u>116,779</u>	
DÉPENSES			EXPENSES
Salaires et avantages sociaux	114,955	75,181	Salaries and benefits
Assurance	355	271	Insurance
Fournitures de bureau et papeterie	7,251	6,674	Office supplies and expenses
Frais de voyages et d'hébergement	12,698	13,199	Travel and accommodations
Frais divers	1,473	1,420	Other
Logiciels d'ordinateur	830	837	Computer software
Loyer	11,168	9,509	Rent
Publicité et promotion	1,375	1,683	Advertising and promotion
Réparations et entretien	1,341	1,456	Repairs and maintenance
Services professionnels	3,878	2,277	Professional fees
Télécommunications	3,530	2,910	Telecommunications
Traduction	6,122	8,306	Translation
	<u>164,976</u>	<u>123,723</u>	
EXCÉDENT DES REVENUS SUR LES DÉPENSES (DÉPENSES SUR LES REVENUS)	13,759	(6,944)	EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)
ACTIFS NETS, début de l'exercice	10,875	17,819	NET ASSETS, beginning of year
ACTIFS NETS, fin de l'exercice	\$ 24,634	\$ 10,875	NET ASSETS, end of year

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

ÉTAT DES FLUX DE TRÉSORERIE
(Non audité)
POUR L'EXERCICE TERMINÉ LE 28 FÉVRIER 2017

STATEMENT OF CASH FLOWS
(Unaudited)
FOR THE YEAR ENDED FEBRUARY 28, 2017

	<u>2017</u>	<u>2016</u> (Note 7)	
ACTIVITÉS DE FONCTIONNEMENT			OPERATING ACTIVITIES
Excédent des revenus sur les dépenses (dépenses sur les revenus)	\$ 13,759	\$ (6,944)	Excess of revenue over expenses (expenses over revenue)
Variation nette des éléments hors caisse du fonds de roulement :			Net change in non-cash working capital items:
Comptes à recevoir	(56)	(2,875)	Accounts receivable
Comptes à payer	7,142	4,459	Accounts payable
Autres éléments	<u>169,417</u>	<u>100,218</u>	Other items
	190,262	94,858	
ACTIVITÉS D'INVESTISSEMENT			INVESTMENT ACTIVITIES
Achat de placements à long terme	<u>(125,102)</u>	-	Purchase of long term investments
(DIMINUTION) AUGMENTATION DE LA TRÉSORERIE ET DES ÉQUIVALENTS DE TRÉSORERIE	65,160	94,858	(DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS
TRÉSORERIE ET ÉQUIVALENTS DE TRÉSORERIE			CASH AND CASH EQUIVALENTS
SOLDE, début de l'exercice	<u>109,511</u>	<u>14,653</u>	BALANCE, beginning of year
SOLDE, fin de l'exercice	\$ <u>174,671</u>	\$ <u>109,511</u>	BALANCE, end of year

Les trésorerie et équivalents de trésorerie se composent des éléments suivants :

Cash and cash equivalents consist of the following items:

	<u>2017</u>	<u>2016</u>	
Encaisse	\$ 34,602	\$ 109,511	Cash
Dépôts à terme	<u>140,069</u>	-	Term deposits
	\$ <u>174,671</u>	\$ <u>109,511</u>	

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

**NOTES AFFÉRENTES AUX ÉTATS FINANCIERS
(Non auditées)**

**NOTES TO THE FINANCIAL STATEMENTS
(Unaudited)**

POUR L'EXERCICE TERMINÉ LE 28 FÉVRIER 2017

FOR THE YEAR ENDED FEBRUARY 28, 2017

1. STATUTS CONSTITUTIFS ET NATURE DES ACTIVITÉS

La Coalition pour l'équité salariale du Nouveau-Brunswick Inc. est un regroupement de personnes et d'organismes qui fait de l'éducation et de la revendication pour l'adoption de mesures législatives adéquates afin d'assurer l'équité salariale pour toutes les travailleuses et tous les travailleurs des secteurs public et privé. L'organisme est constitué en vertu de la Loi sur les corporations du Nouveau-Brunswick à titre d'organisme sans but lucratif et de ce fait est exempté d'impôt selon l'alinéa 149(1)(l) de la Loi de l'impôt sur le revenu.

STATUTES OF INCORPORATION AND NATURE OF ACTIVITIES

The New Brunswick Coalition for Pay Equity Inc. 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. The organization is an incorporated non-profit organization and as such is exempt from tax on income under paragraph 149(1)(l) of the Income Tax Act.

2. PRINCIPALES MÉTHODES COMPTABLES

Les états financiers ont été dressés selon les normes comptables canadiennes pour les organismes sans but lucratif de la Partie III du *Manuel de l'ICCA* et comprennent les principales méthodes comptables suivantes:

Constatation des revenus

La Coalition pour l'équité salariale du Nouveau-Brunswick Inc. applique la méthode du report pour comptabiliser les apports. Les apports affectés sont constatés à titre de produits de l'exercice au cours duquel les charges connexes sont engagées. Les apports non affectés et les autres revenus sont constatés à titre de revenus lorsqu'ils sont reçus ou à recevoir si le montant à recevoir peut faire l'objet d'une estimation raisonnable et que sa réception est raisonnablement assurée.

Immobilisations

La Coalition ne capitalise pas ses immobilisations. Elles sont imputées aux résultats au cours de l'exercice où elles sont acquises.

Apports reçus sous forme de services

Les bénévoles consacrent environ 1 100 heures par année à aider la Coalition pour l'équité salariale du Nouveau-Brunswick Inc. à assurer la prestation de ses services. En raison de la difficulté de déterminer la juste valeur des apports reçus sous forme de services, ceux-ci ne sont pas constatés dans les états financiers.

Trésorerie et équivalents de trésorerie

La politique de l'organisme consiste à présenter dans la trésorerie et les équivalents de trésorerie le solde bancaire et les dépôts à terme dont l'échéance n'excède pas trois mois à partir de la date d'acquisition.

Évaluation des instruments financiers

La Coalition pour l'équité salariale du Nouveau-Brunswick Inc. évalue initialement ses actifs financiers et ses passifs financiers à la juste valeur. Elle évalue ultérieurement tous ses actifs et passifs

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

**NOTES AFFÉRENTES AUX ÉTATS FINANCIERS
(Non auditées)**

**NOTES TO THE FINANCIAL STATEMENTS
(Unaudited)**

POUR L'EXERCICE TERMINÉ LE 28 FÉVRIER 2017

FOR THE YEAR ENDED FEBRUARY 28, 2017

financiers au coût après amortissement.

Les actifs financiers évalués subséquemment au coût après amortissement se composent de l'encaisse, des dépôts à terme, comptes à recevoir et des subventions à recevoir. Les passifs financiers évalués au coût après amortissement se composent des fournisseurs et des charges à payer.

SUMMARY OF ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the *CICA Handbook* and include the following significant accounting policies

Revenue recognition

The New Brunswick Coalition for Pay Equity Inc. follows the deferral method of accounting for contributions. The restricted contributions are recognized as revenue in the same period in which the related expenses are incurred. The unrestricted contributions and other revenue are accounted for when received or receivable if the amount to be received can be reasonably estimated and, collection is reasonably assured.

Capital assets

The Coalition does not capitalize its fixed assets. They are expensed in the year incurred.

Contributed services

Volunteers contribute approximately 1,100 hours per year to help the New Brunswick Coalition for Pay Equity Inc. to deliver its services. Due to the difficulty of determining the fair value of these contributed services, they are not recognized in the financial statements.

Cash and cash equivalents

The organization's policy states that cash and cash equivalents include cash and short-term investments with an initial maturity of three months or less at the time of acquisition.

Measurement of financial instruments

The New Brunswick Coalition for Pay Equity Inc. initially measures its financial assets and liabilities at fair value. The entity subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost include cash, term deposits and accounts receivable.
Financial liabilities measured at amortized cost include accounts payable and accrued charges.

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

**NOTES AFFÉRENTES AUX ÉTATS FINANCIERS
(Non auditées)**

**NOTES TO THE FINANCIAL STATEMENTS
(Unaudited)**

POUR L'EXERCICE TERMINÉ LE 28 FÉVRIER 2017

FOR THE YEAR ENDED FEBRUARY 28, 2017

3. SUBVENTIONS REPORTÉES

Financement destiné à couvrir les charges du projet approuvé par Condition féminine Canada.

DEFERRED REVENUE

Financing to cover expenditures for the project funded by the Status of Women Canada.

SUBVENTIONS REPORTÉES	<u>2017</u>	<u>2016</u>	DEFERRED REVENUE
SOLDE, début de l'exercice	\$ 100,216	\$ -	BALANCE, beginning of year
Moins: Montant constaté à titre de revenus de l'exercice	(92,553)	(19,636)	Less: Amount recognized as revenue in current year
Plus: Montant reçu	261,896	119,852	Plus: Amount received
SOLDE, fin de l'exercice	\$ <u>269,559</u>	\$ <u>100,216</u>	BALANCE, end of year

4. IMMOBILISATIONS IMPUTÉES AUX RÉSULTATS

Le coût des immobilisations détenues par la Coalition pour l'équité salariale du Nouveau-Brunswick Inc. est le suivant :

CAPITAL ASSETS EXPENSED TO THE INCOME STATEMENT

The cost of capital assets held by the New Brunswick Coalition for Pay Equity Inc. is:

IMMOBILISATIONS	<u>2017</u>	<u>2016</u>	CAPITAL ASSETS
Équipement de bureau	\$ <u>6,707</u>	\$ <u>5,902</u>	Office equipment

5. INSTRUMENTS FINANCIERS

La Coalition pour l'équité salariale du Nouveau-Brunswick Inc., par le biais de ses instruments financiers, est exposée à divers risques. L'analyse suivante présente l'exposition de l'organisme aux risques importants à la date du bilan, soit au 28 février 2017.

Risque de liquidité

Le risque de liquidité est le risque de ne pas être en mesure de répondre à ses besoins de trésorerie ou de financer ses obligations lorsqu'elles arrivent à échéance. La Coalition est exposée à ce risque principalement sur les comptes à payer.

Risque de crédit

Le risque de crédit est le risque qu'une partie à un instrument financier ne s'acquitte pas de sa dette et cause une perte financière pour l'autre partie. La Coalition est exposée à un risque de crédit sur les comptes à recevoir.

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

**NOTES AFFÉRENTES AUX ÉTATS FINANCIERS
(Non auditées)**

**NOTES TO THE FINANCIAL STATEMENTS
(Unaudited)**

POUR L'EXERCICE TERMINÉ LE 28 FÉVRIER 2017

FOR THE YEAR ENDED FEBRUARY 28, 2017

FINANCIAL INSTRUMENTS

The New Brunswick Coalition for Pay Equity Inc. is exposed to various risks through its financial instruments, without being exposed to concentrations of risk. The following analysis provides a measure of the enterprise's risk exposure at the balance sheet date, February 28, 2017.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Coalition is exposed to this risk mainly in respect of its accounts payable.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Coalition's main credit risks relate to its accounts receivable.

6. ENGAGEMENTS

Les paiements minimums exigibles, au cours des prochains exercices, en vertu du contrat de location-exploitation échéant en mai 2021, se présentent comme suit :

CONTRACTUAL OBLIGATIONS

The future minimum lease payments under the operating lease expiring May 2021 are as follows:

2018	\$ 11,509
2019	\$ 11,509
2020	\$ 11,509
2021	\$ 11,509
2022	\$ 2,878
	<u>48,914</u>

7. CHIFFRES COMPARATIFS

Les chiffres comparatifs présentés ont été préparés par la direction.

COMPARATIVE FIGURES

The comparative figures provided were prepared by management.

Members

As of May 31, 2017, the Coalition had approximately 800 individual members and 89 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 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. Mount Allison Faculty Association
65. NB Media Co-op
66. New Brunswick Association of Social Workers
67. New Brunswick Child Care Coalition
68. New Brunswick Council of Nursing Home Unions
69. New Brunswick Federation of Labour
70. New Brunswick Home Support Association
71. New Brunswick Nurses Union
72. New Brunswick Senior Citizens' Federation
73. New Brunswick Special Care Home Association
74. New Brunswick Teachers' Federation
75. New Brunswick Union of Public and Private Employees
76. New Brunswick Voices of Women for Peace
77. Regroupement féministe du Nouveau-Brunswick
78. Restigouche & District Labour Council
79. Religieuses de Notre-Dame-du-Sacré-Coeur
80. Saint John & District Labour Council
81. Saint John Women's Empowerment Network
82. SERFNB – Cercle Alcide-F.-LeBlanc
83. Services à la famille Népisinguit
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85. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick (SERFNB)
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87. Table de concertation pour contrer la violence familiale et conjugale de la Péninsule acadienne
88. Union of the Municipalities of New Brunswick
89. YWCA of Moncton

L'équité salariale :
J'y crois. Je donne!
 Campagne de financement
 2016-2017



Pay Equity:
I give because I care!
 2016-2017
 Fundraising Campaign

Avec l'aide de nos membres, notre 7^e campagne de financement annuelle « L'équité salariale : J'y crois. Je donne ! » nous a permis d'amasser un total de 78 000\$ en 2016-2017. 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 \$78,000 through our 7th annual fundraising campaign "Pay Equity: I give because I care!" in 2016-2017. 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)



ORGANISMES BÂTISSEURS / TRAILBLAZER ORGANIZATIONS

(\$1,000 to / à \$4,999)

CUPE, local 1252, NB Council of Hospital Unions

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Public Service Alliance of Canada-Atlantic Region/Alliance de la fonction publique du Canada-Région atlantique
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Association des enseignantes et enseignants francophones du Nouveau-Brunswick

Canadian Union of Postal Workers/Syndicat canadien des travailleuses et travailleurs des postes

CUPE, local 1418 /SCFP, section locale

1418 CUPE, local 1840/SCFP, section locale

1840 Dames d'Acadie de Tracadie-Sheila

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Association acadienne des artistes professionnelles du Nouveau-Brunswick
 Association des bibliothécaires, professeures et professeurs retraités de l'Université de Moncton

Association des économistes familiales/
 Home Economists Association

Association francophone des aînés du Nouveau-Brunswick

Association francophone des établissements de soins spéciaux du Nouveau-Brunswick

Business and Professional Women's Club of Greater Moncton

Canadian Union of Postal Workers-Acadie-Bathurst

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Canadian Union of Postal Workers-Fundy-105
 Centre de Bénévolat de la Péninsule Acadienne

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Congrégation de Notre-Dame

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Dames d'Acadie de Bertrand Inc

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