



**New Brunswick Coalition
for Pay Equity**



2017 | 2018
**Annual
Report**

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New Brunswick Coalition for Pay Equity

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Coalition4PENB



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All pictures are from the New Brunswick Coalition for Pay Equity unless otherwise specified.

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Message from the Chair



Frances Leblanc
Chair

The time is now! Far too long have workers in female-dominated jobs been under-valued and even forgotten. Far too long has our province relied on the efforts and care of thousands of women without their efforts being recognized and paid for its true value.

Due to the tremendous efforts of many, pay equity has now become part of public and political discourse. Over a number of years, we have seen the implementation of proactive measures and investments made in key vulnerable sectors. However, even with these efforts, we remain far from achieving pay equity for all workers. Particularly, without a law to ensure equal pay for work of equal value for the private sector, thousands of New Brunswickers have no protection against systemic and entrenched biases that result in undervaluing their work.

Yet, we have seen a tremendous demonstration of support and solidarity over the past years with several of our partners working together to advance pay equity in New Brunswick. Voices of workers, community partners and unions have been heard loud and clear: we need pay equity now! Notably, in November we

launched the “Pay Equity Now!” campaign which aims to create true urgency for the need for pay equity legislation for the private sector. In addition, in March, 15 partner organizations and unions joined us to share why pay equity matters to them, and to join in our collective call to action.

The Coalition remains committed to ensuring the successful implementation of pay equity legislation for the private sector. But more so, the Coalition is steadfast in providing a platform for workers’ voices to be heard across our province, including those of indigenous, racialized and immigrant workers. Together, we can achieve equal and fair pay!

A handwritten signature in black ink that reads "F. LeBlanc".



Executive Director's message



Johanne Perron
Executive Director

It is very satisfying to know that the pay equity process has been completed for most of the public service. It is even more satisfying to hear from employees that they feel more valued since they have pay equity. All of this has happened because of the *Pay Equity Act, 2009* we struggled so hard to obtain.

Now we are focusing our efforts on obtaining legislation for the private sector. In the past few years, we have intensified our efforts to educate, raise awareness, and take action.

We also continue to work to improve the wages of community care staff working in the private sector. Major investments are necessary to achieve pay equity for the entire sector.

This said, we are hopeful! More people and more politicians in New Brunswick are talking about pay equity. The federal government has promised a law on pay equity for the employers under its jurisdiction.

It is a pleasure to highlight that Status of Women Canada now funds projects in line with our mandate. However, our annual fundraising

campaign continues to play a decisive role. The campaign is what allows us to monitor the implementation of the law in the public sector, to take part in national action for a federal law on pay equity, to contribute to government consultations, and to ensure a healthy governance of the Coalition.

Thanks to our fundraising committee and our generous donors, we have surpassed our objective of \$75,000 again this year.

To close, I'd like to thank all the people who work with us to advance pay equity: volunteers, donors, employees, partners, funders, interns, and, we need to mention them, some decision-makers who have taken our cause to heart.

Johanne Perron



Team and partners

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	Frances LeBlanc
Anglophone Vice-Chair	Vallie Stearns-Anderson
Francophone Vice-Chair	Isabelle McKee-Allain
Secretary-Treasurer	Monique Levesque
North Representative	Josée Mallais, followed by Monica Thériault
Kent-Miramichi Representative	Susie Proulx-Daigle
South-East Representative	Alexandre Cédric Doucet
Capital Representative	Jula Hughes
South Representative	Carol Lynn Gamblin
Upper Saint John Valley Representative	Élaine Roussel
First Nations Representative	Tanna Pirie-Wilson
Executive Director	Johanne Perron
Observers	Nancy Arseneau, New Brunswick Nurses Union Sylvia Melanson, New Brunswick Union Odette Robichaud, Canadian Union of Public Employees, New Brunswick

Left to right: Monique Levesque, Nancy Arseneau, Vallie Stearns-Anderson, Odette Robichaud, Frances LeBlanc, Éline Roussel, Isabelle McKee-Allain, Alexandre Cédric Doucet



Volunteers

This year, once again, many people have contributed their volunteer energy to the Coalition. Some of them serve on the board of directors or fundraising committee. Others contribute to projects, offer legal advice, take part in educational activities, manage information tables, write opinion letters, meet with public decision-makers, or help with translation. We thank them all from the bottom of our heart.

Employees

Executive Director	Johanne Perron
Public Engagement Officer	Rachel Richard
Project Coordinator	Anne Robichaud (until January 2018)
Accounting Clerk	Zineb Elouad
Project Officers (students)	Catherine Roy Comeau, Christine Hughes, Patrick Godin (Summer 2017)

Interns

Émilie Savoie-Légère (Criminology, Fall 2017)
Marie-Pier Albert (Social Work, Winter 2018)
Marie-Josée LeBlanc (Criminology, Spring 2018)

Partners

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

- Canada Summer Jobs
- Canadian Labour Congress
- Canadian Union of Public Employees, New Brunswick
- Canadian Women's Foundation
- *Collège communautaire du Nouveau-Brunswick*
- Economic and Social Inclusion Corporation
- Federation of New Brunswick Faculty Associations
- Forté Communication
- Intergovernmental Affairs, New Brunswick
- Mount Allison Faculty Association
- 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 Private Employees
- New Brunswick Women's Council
- Ontario Equal Pay Coalition
- *Regroupement féministe du Nouveau-Brunswick*
- *Services ruraux pour femmes victimes d'abus du Nouveau-Brunswick*
- Social Development, New Brunswick
- Status of Women Canada
- Student Employment Experience Development (SEED)
- UNIFOR
- Women's Equality Branch, New Brunswick
- Women's Legal Education and Action Fund
- Young Canada Works

Governance and strategic directions

The Board of Directors uses a strategic governance model. This year, its management committees focused on updating its communication policy to clarify the roles and responsibilities of the Board members and staff, as well as on the electronic vote policy, to reflect the technological changes which have taken place in the last few years. The political strategy committee keeps a close eye on the political landscape, so it can help the Coalition adapt its strategy for this election year.

Our environment is changing rapidly. To keep pace, the board of directors reviews its strategic directions every year. In 2017-2018 it pursued three strategic axes:

1. **Achieve pay equity in the public and private sectors**

- We will ask the main political parties to adopt a law on pay equity for the private sector.
- We will hold the government responsible for keeping its promise to require pay equity plans from organizations with 50 or more employees doing business with the government.
- We will continue to advocate for the implementation and maintenance of pay equity in the privatized care sector.
- 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 monitor the implementation of the *Pay Equity Act, 2009* in the public sector and urge the government to ensure the Pay Equity Bureau is adequately staffed and fulfills its mandate.
- We will take part in national efforts to obtain a federal law on pay equity.

2. **Increase public engagement**

- We will increase public awareness of the importance of pay equity.
- We will increase the participation of the public and community organizations in efforts to promote pay equity.

3. **Support the organization**

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



AXIS 1 - Advance pay equity in the public and private sectors

We will ask the main political parties to adopt a law on pay equity for the private sector.

Discussions with political parties

The next provincial election is expected to be held on September 24, 2018. Since the last Annual General Meeting, the Coalition has doubled its efforts to ask the main political parties in the province to include a law on pay equity in the private sector in their next election platform.

It has continued to communicate with each of the political parties through meetings and correspondence. To date, only the NDP and the Green Party have clearly given their support for private sector legislation. Members of the Liberal Party stated they supported pay equity in the private sector at their 2018 Policy Convention, but the intentions of the party are not clear at the time of writing. Neither are those of the Progressive Conservative Party.

To reinforce its message, the Coalition joined with other New Brunswick community organizations and unions to create a progressive platform for the next provincial election. The platform includes a proactive law on pay equity directed to employers in the private sector starting in the first year of the new government's term, as well as investments in the community caregiving sector. The platform was made public on February 26, 2018.

The Economic and Social Inclusion Corporation

During the Economic and Social Inclusion Corporation's (ESIC) last consultations, several people recommended a pay equity law as one of the solutions to poverty.

The ESIC responded by establishing an advisory committee to explore the concept of a living wage and to consider the creation of comprehensive pay equity which would cover the private sector.

The committee includes representatives from a broad spectrum of society: government, private sector, and community organizations. The First Nations Representative of the Coalition, Tanna Pirie-Wilson, and the Executive Director, Johanne Perron, serve on the committee.

A report including recommendations to the government regarding a pay equity law covering the private sector should be published before the provincial elections.

Employment Standards Act

The Coalition for Pay Equity met with Gilles LePage, Minister of Labour, Employment and Population Growth. It reminded the minister of the recommendations included in its brief, *Protecting Employees' Rights*. One of the recommendations is to extend the *Employment Standards Act* to domestic workers. Excluding them means that they do not benefit from minimum wage or the other protections the vast majority of other workers enjoy. The Coalition also reminded him of the importance of a pay equity law for the private sector.



Left to right: Johanne Perron, Hon. Gilles LePage, Anne Robichaud

We will hold the government responsible for keeping its promise to require pay equity plans from organizations with 50 or more employees doing business with the government.

On October 18, 2017, the Coalition and the *Regroupement féministe du Nouveau-Brunswick* held a press conference to present a progress report on the promises made in the 2014 Liberal Party's platform on gender equality, including those related to pay equity. It highlighted the lack of progress on this issue.

The Coalition and the RFNB invited the minister responsible for Women's Equality and Premier, Brian Gallant, to give his own progress report on March 8, 2018, but he did not.

In the last budget, the government increased the amount allocated to the Pay Equity Bureau within the Women's Equality Branch by \$150,000 to provide resources to advance pay equity among private sector employers working with the government.

No new measure to require a pay equity plan has been announced to date.

We will continue to advocate for the implementation and maintenance of pay equity in the privatized care sector.

“Increasing Economic Prosperity for Women in the Caregiving Field” Project

The Coalition is in the final year of its three-year project, which ends in July 2018. Funded by Status of Women Canada, its objective is to increase economic prosperity for women working in the field of community care services. Most of these services are delivered by the private sector but are mandated by the provincial government.

Several actions were carried out to meet these objectives. The Coalition for Pay Equity, the New Brunswick Human Services Coalition, and the Canadian Union of Public Employees intensified their efforts with provincial politicians through official meetings, distribution of copies of our research, and newspaper articles supporting higher wages for these workers

We also:

- published letters to the editor,
- conducted two week-long campaigns on social media to inform the public about jobs and wages in the sector,
- worked with the provincial government to improve the methodology used in pay equity exercises,
- prepared a fact sheet for pre-budget consultations,
- took part in pre-budget consultations,
- met with Cathy Rogers, Minister of Finance, and Roger Melanson, President of the Treasury Board and Minister of Post-Secondary Education, and called for investments in wages for women working in the caregiving sector,

Sectors targeted by this project:

- Adult Developmental Activities, Programs and Training (ADAPT) agencies
- Nursing homes with memory care beds
- Special care homes
- Community residences
- Home care services
- Family support services

Partners:

- Canadian Union of Public Employees
- *Collège communautaire du Nouveau Brunswick*
- Department of Social Development
- Economic and Social Inclusion Corporation
- New Brunswick Community College
- New Brunswick Human Services Coalition
- Women's Equality Branch



Over the past year, the project partners have concentrated on fulfilling the following objectives of their strategic plan:

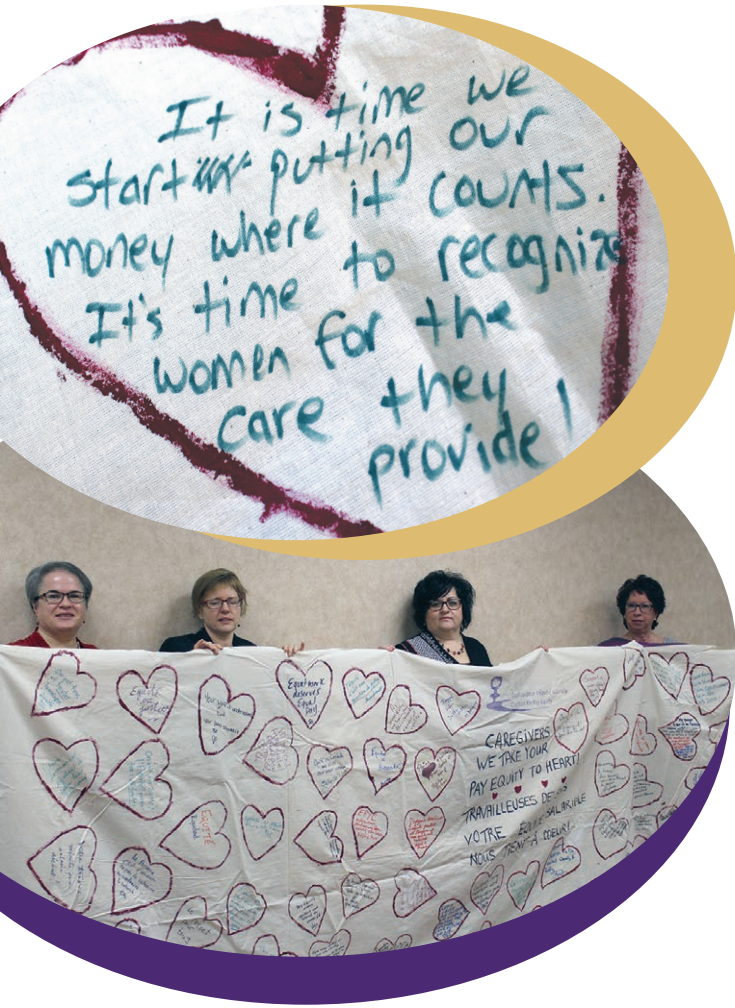
1. promoting better wages for women working in the sector to decision-makers,
2. increasing knowledge of the labour force, and
3. increasing public support for government investments in the sector.

- met with Lisa Harris, Minister of Seniors and Long-Term Care, and gave her banners with messages of public support for women employed in the community care sector, along with Thérèse Duguay, who works in the caregiving sector and is the president of CUPE Local 4598,
- gave a presentation titled “Feminist perspectives on caregiving work,” at the R3 – Innovations in Aging Conference, April 12, in Fredericton,
- organized, in collaboration with the Université de Moncton’s School of Social Work, a Lunch and Learn session on May 8, 2018; Hélène Albert and Lise Savoie, professors of social work at the university, presented their new research on women home care workers, and Johanne Perron presented the results of our research on “Increasing the Economic Prosperity of Women in the Caregiving Field”.



Frances LeBlanc (left), at the provincial prebudget consultation in Moncton.

AXIS 1 - Advance pay equity in the public and private sectors



Left to right: Anne Robichaud, Vallie Stearns-Anderson, the Hon. Lisa Harris, Thérèse Duguay

Our partners in this project also worked hard. Among others, the Canadian Union of Public Employees launched the campaign "Who Cares?" to draw the attention of the public and the government to community care services. It produced a video with women working in community care and broadcast it on TV and social media.

The New Brunswick Human Services Coalition worked on a database designed to increase knowledge of the labour force and on professional certification with the government. It also produced an ad to improve the perception of caregiving work and broadcast it on TV and social media.

Our efforts were fruitful but have not yet led to pay equity. In its budget, released on January 30, 2018, the provincial government announced an investment of 11.6 million dollars to increase the wages of workers in the care sector starting on April 1, 2018. The increase amounts to:

- 25¢ / hour for workers in community residences, increasing their wages to at least \$15.05,
- 25¢ / hour for employees of Adult Developmental Activities, Programs and Training (ADAPT) Agencies, increasing their wages to an average of \$14.75,
- 40¢ / hour for family and personal support workers,
- 40¢ / hour for home care workers, increasing their wages to at least \$13.80, and
- \$1.00 / hour for workers in special care homes, increasing their wages to an average of \$13.00.

Economist Ruth Rose calculated that pay equity in this sector should have led to average wages of \$20 an hour in 2012.

Child Care Services

On August 30, 2017, the federal and provincial government signed a three-year bilateral agreement on early childhood education and care.

The Coalition was happy to hear this announcement but reminded both levels of government of the recommendation of the New Brunswick Child Care Sector Task Force: that the wages of early childhood educators who work in child care centres should reflect their education and qualifications as well as pay equity principles.

On December 13, 2017 the provincial government announced an investment of \$28 million over four years, starting in 2019, to raise the wages of qualified early childhood educators. Wages will increase from \$16 per hour to \$19 during that period. Ruth Rose evaluated equitable wages for early childhood educators at approximately \$20 an hour in 2012.

Women's shelters for victims of domestic violence

The Coalition supported the "No More Excuses" campaign asking the government to fund 100 per cent women's shelters for victims of domestic violence. In April 2018, the government announced an 11 per cent increase in funding. The allocation of this funding is at the discretion of each transition house, but some have already announced that they will increase their workers' wages.

New Project: "Valuing Community Caregiving"

We have obtained funding from Status of Women Canada for a new three-year project. The "Valuing Community Caregiving," project began in April 2018, and its objectives can be summarized as "evaluate, educate, and its advocate."

To achieve these objectives, the Coalition will rely on the following partners to work on different phases of the project: CUPE-NB, the New Brunswick Human Services Coalition, and the Women's Equality Branch.

We will work with the government by offering our expertise and encouraging the use of appropriate methodology to achieve and maintain pay equity.

The Coalition is constantly developing its expertise and it's widely recognized. Since September 2017, the Coalition has been working with the Women's Equality Branch to revise its methodology for jobs without male comparators and hopes to finish this work over the summer.

The Ontario Equal Pay Coalition, the Coalition for Pay Equity and the Women's Legal Education and Action Fund received intervenor status at the Supreme Court of Canada for two cases in Quebec: one on the maintenance of pay equity and one on the amount of time allowed to adopt regulations for workplaces where there are no male comparators. The request was accepted, and the two cases were heard on October 31, 2017. The decision which was delivered on May 11, 2018, will advance pay equity.

We will monitor the implementation of the Pay Equity Act, 2009 in the public sector and urge the government to ensure the Pay Equity Bureau is adequately staffed and fulfills its mandate.

The Coalition monitors the implementation of the *Pay Equity Act, 2009* and communicates regularly with the Pay Equity Bureau, located within the Women's Equality Branch. We pointed out the slow pace at which the Act was progressing several times and asked for the Pay Equity Bureau to play a more active role.

On June 27, 2017, the provincial government announced investments of \$8.4 million over 10 years to cover pay equity adjustments for three groups represented by the New Brunswick Union of Public and Private Employees: professional support workers in schools, specialized health care professionals and medical science professionals.

Pay equity exercises have now been completed for most of the positions eligible in Parts 1, 2, and 3 of the public service, that is employees of departments, the school system, and the hospital sector.

Two groups still need to complete the pay equity process: staff in institutional and care services in Part 1 (represented by CUPE) and teaching staff (represented by the New Brunswick Teachers' Federation).

Furthermore, four Crown Corporation of the seven which are subject to the Act have reportedly completed their pay equity exercise: NB Power, NB Liquor, the New Brunswick Community College and the *Collège communautaire du Nouveau-Brunswick*. The Crown Corporations that still haven't completed their review are WorkSafeNB, New Brunswick Legal Aid Services Commission, and the Financial and Consumer Services Commission.

Although the first phase of pay equity has not yet been completed, it is already time to begin the maintenance process. The Coalition has developed recommendations for maintenance regulations and shared them with the Pay Equity Bureau.

We will take part in national efforts to obtain a federal law on pay equity.

The right to pay equity for part of New Brunswick's workforce falls under federal jurisdiction. Federally regulated employers include those in the sectors of telecommunications, interprovincial transport, banks, and the federal public service.

The federal government promised to adopt a proactive law on pay equity. We have taken advantage of opportunities that arose to discuss the issues with Ginette Petitpas Taylor, Minister of Health and MP for Moncton-Riverview-Dieppe, with Elizabeth May, leader of the Green Party of Canada and MP for Saanich-Gulf Islands, and Myriam Monsef, Minister of the Status of Women and MP for Peterborough-Kawartha.

The Coalition was also invited to take part in a mobilisation meeting on federal pay equity in Ottawa on February 28, 2018. Approximately 50 groups were represented at the meeting. The Executive Director of the Coalition presented the New Brunswick Act. We thank the Canadian Women's Foundation for its financial support.

The Coalition's Executive Director also serves on Gender Equality Network Canada where she promotes pay equity and contributes to work on other interrelated issues.

Premier Brian Gallant, announcing progress made in pay equity by Crown Corporations, October 5, 2018



AXIS 2 - Increase public engagement

We will increase public awareness of the importance of pay equity.

“Empowering Women for Community Action” Project—Information component

The Coalition continues work on its “Empowering Women for Community Action” project, which is aimed at amplifying women’s voices to obtain pay equity in the private sector in New Brunswick. Rachel Richard is coordinating this three-year project, which began in February 2017 and is funded by Status of Women Canada.

PARTNERS: NB South Central Transition House & Second Stage Coalition, Forté Communication, Unifor, Canadian Union of Public Employees, Services ruraux pour femmes victimes d’abus du Nouveau-Brunswick, Women’s Equality Branch.

In the first phase, a comparative gender analysis identified systemic barriers to pay equity in the private sector in New Brunswick. The results, published in a document entitled “Women cannot afford to wait any longer” clearly show that legislation is necessary.

With this analysis in hand, the Coalition and its partners launched a social marketing campaign in November 2017 to raise public awareness about issues related to wage inequity and to urge the provincial government to adopt a law for the private sector by 2020.

New Brunswick women and their allies demand that everyone be paid the fair value of their work. Pay equity legislation in all workplaces, public and private, is the only effective way to get there. Respect human rights and recognize the value of female-dominated jobs.

The slogan of our campaign, “Pay Equity Now!” asserts that the time for negotiations is over. The campaign appears primarily on social media networks such as Facebook and Twitter, using the hashtag #nowNB.

The campaign is supported by promotional material such as t-shirts, buttons, postcards, and posters. In addition, the campaign slogan appears on billboards along provincial highways in Caraquet, Dieppe, Fredericton, Miramichi, Moncton, Saint John, and Tracadie, visible from March to May.



Top: Members of the Partners Committee proudly show their campaign T-Shirts.



Communications

The Coalition produced a series of educational videos on pay equity, on the following topics:

1. What is pay equity?
2. How do we determine female predominance?
3. How do we determine the value of jobs? Four factors
4. Parity vs Equity
5. The New Brunswick Pay Equity Act, 2009
6. Pay Equity: From Promises to Reality
7. 6 Advantages to Implementing Pay Equity
8. Pay Equity is a Human Right

You can watch the videos on our YouTube channel or on our Facebook page.

Presentations

8

presentations,
reaching a total of **500**

Presenters: Vallie Stearns-Anderson,
Johanne Perron, Rachel Richard, Anne Robichaud
et Émilie Savoie-Légère

Social Media

f

More than **1300** followers
on Facebook

670 followers
on Twitter

Traditional Media

15

press releases

9

letters to the editor

160

mentions of the Coalition
in the media

Newsletters

8

electronic newsletters

We will increase the participation of the public and community organizations in efforts to promote pay equity.

“Empowering Women for Community Action Project”—Participation component

For the “participation” component of the community action projects, partners asked campaign supports to explain why pay equity is important for them on video or a photo in social media. More than 60 people took part.

The Coalition and its partners organized a series of lobbying workshops to educate their supporters on pay equity, the “Pay Equity now!” campaign, and political action. Each participant was prepared to meet with their MLA to talk about pay equity and urge them to commit to adopting a law in their platform for the next elections.

- We created a lobbying kit.
- We organized four workshops, in Moncton, Saint John, Bathurst, and Fredericton.
- We trained 30+ activists for political action and social media.
- The activists have already met more than a dozen MLAs.

Marie-Pier Albert
Tanna Pirie-Wilson



International Women’s Day

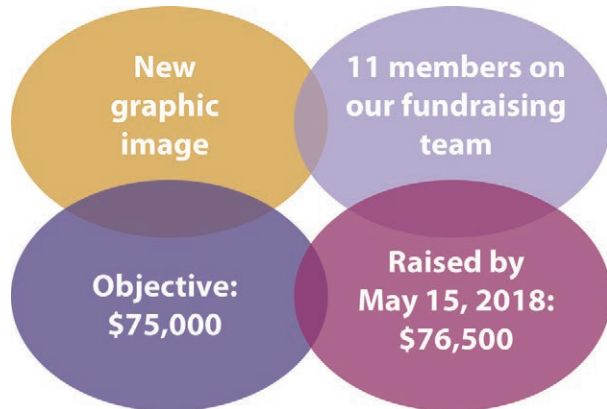
To prepare for the provincial election, 14 organizations representing different sectors of New Brunswick joined the Coalition to support a common cause: the adoption of pay equity legislation for the private sector. The following groups took part in a press conference on March 6, just before International Women’s Day:

- Association francophone des aînés du Nouveau-Brunswick
- Association francophone des municipalités du Nouveau-Brunswick
- Canadian Federation of University Women
- Canadian Union of Public Employees, New Brunswick
- Common Front for Social Justice
- Conseil provincial des sociétés culturelles
- Fédération des étudiants et étudiantes du campus de l’Université de Moncton
- New Brunswick Federation of Labour
- New Brunswick Nurses Union
- New Brunswick South Central Transition House and Second Stage Coalition
- Regroupement féministe du Nouveau-Brunswick
- Services ruraux pour femmes victimes d’abus du Nouveau-Brunswick
- United Food and Commercial Workers
- United Way of Greater Moncton

AXIS 3 - Supporting the organization

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

Fundraising Campaign



On October 31, 2017, the Coalition launched its 8th annual fundraising campaign, with the slogan: *Pay Equity: I give because I care!* Thanks to generous individuals and organizations in all parts of the province, the Coalition can pursue its mission.

The Coalition is very grateful to its donors. Their kindness and commitment show how important pay equity is for the people of New Brunswick.

Special thanks go to the members of the fundraising committee: Isabelle McKee-Allain, Régina Robichaud, Anne Robichaud, Vallie Stearns-Anderson, Paulette Sonier Rioux, Charline Vautour, Lise Rodrigue, Alexandre Cédric Doucet, Chantal Abord-Hugon, Éline Roussel, Jeanne Godin, Judith Weiss, Monique Levesque, Rachel Richard, Johanne Perron.

Status of Women Canada

In addition, the Coalition has received funding in recent years from Status of Women Canada for projects which met specific criteria:

- “Empowering Women for Community Action”: \$238,000 over three years (\$79,330 per year) from January 2017 to December 2019.
- “Increasing the Economic Prosperity of Women in the Caregiving Field”: \$239,700 over three years (\$79,900 per year) from July 27, 2015 to July 26, 2018.
- \$20,000 over three years to support the Coalition’s participation in the Gender Equality Network Canada.
- “Valuing Community Caregiving”: \$335,000 over three years (\$111,667 per year, from April 2018 to March 2021).



Financial statements



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

**ÉTATS FINANCIERS
(Non audités)**

**FINANCIAL STATEMENTS
(Unaudited)**

28 FÉVRIER 2018

FEBRUARY 28, 2018

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 DU PROFESSIONNEL EN EXERCICE INDÉPENDANT

À la direction de la

Coalition pour l'équité salariale du Nouveau-Brunswick Inc.

Nous avons effectué l'examen des états financiers ci-joints de la New Brunswick Coalition for Pay Equity Inc., qui comprennent le bilan au 28 février 2017, et les états des résultats, des actifs nets et des flux de trésorerie pour l'exercice clos à cette date, ainsi qu'un résumé des principales méthodes comptables et d'autres informations explicatives.

Responsabilité de la direction à l'égard des états financiers

La direction est responsable de la préparation et de la présentation fidèle de ces états financiers conformément aux normes comptables canadiennes pour les organismes sans but lucratif, ainsi que du contrôle interne qu'elle considère comme nécessaire pour permettre la préparation d'états financiers exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs.

Responsabilité du professionnel en exercice

Notre responsabilité consiste à exprimer une conclusion sur les états financiers ci-joints en nous fondant sur notre examen. Nous avons effectué notre examen conformément aux normes d'examen généralement reconnues du Canada, qui exigent que nous nous conformions aux règles de déontologie pertinentes.

Un examen d'états financiers conforme aux normes d'examen généralement reconnues du Canada est une mission d'assurance limitée. Le professionnel en exercice met en oeuvre des procédures qui consistent principalement en des demandes d'informations auprès de la direction et d'autres personnes au sein de l'entité, selon le cas, ainsi qu'en des procédures analytiques, et évalue les éléments probants obtenus.

Les procédures mises en oeuvre dans un examen sont considérablement plus restreintes en étendue que celles mises en oeuvre dans un audit réalisé conformément aux normes d'audit généralement reconnues du Canada, et elles sont de nature différente. Par conséquent, nous n'exprimons pas une opinion d'audit sur les 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.

Conclusion

À l'exception de l'effet des redressements que nous aurions pu juger nécessaires si nous avions 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 notre examen, nous n'avons rien relevé qui nous porte à croire que les états financiers ne donnent pas, dans tous leurs aspects significatifs, une image fidèle de la situation financière de New Brunswick Coalition for Pay Equity Inc. au 2017, ainsi que des résultats de son exploitation et de ses flux de trésorerie pour l'exercice clos à cette date, conformément aux normes comptables canadiennes pour les organismes sans but lucratif.

22 mai 2018
Dieppe, NB



Louise Belliveau, CPA, Corporation Professionnelle

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

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

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

We have reviewed the accompanying financial statements of New Brunswick Coalition for Pay Equity Inc. that comprise the statements of operations as at February 28, 2018, and the statements of operations, of changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

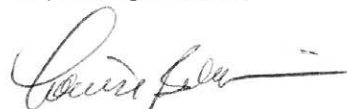
A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

In common with similar not-for-profit 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 our review of these donations was limited to the amounts recorded in the accounting records of the New Brunswick Coalition for Pay Equity Inc. Had we been able to complete my review, we might have determined adjustments to be necessary to cash, revenue, excess of revenue over expenditures and surplus.

Conclusion

Except for the effect of adjustments, if any, which we might have determined to be necessary, had we been able to complete my review of donations, as described in the preceding paragraph, based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of New Brunswick Coalition for Pay Equity Inc. as at February 28, 2018, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



May 22, 2018
Dieppe NB

Louise Belliveau, CPA Professional Corporation

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

**BILAN
(Non audité)
LE 28 FÉVRIER 2018**

**BALANCE SHEET
(Unaudited)
AS AT FEBRUARY 28, 2018**

	2018	2017	
ACTIF			ASSETS
ACTIF À COURT TERME			CURRENT
Encaisse	\$ 85,540	\$ 34,602	Cash
Dépôts à terme	40,160	140,069	Term deposit
Comptes à recevoir	5,430	1,274	Accounts receivable
TVH à recevoir	3,797	2,607	HST receivable
Frais payées d'avance	<u>211</u>	<u>211</u>	Prepaid expenses
	<u>135,138</u>	<u>178,763</u>	
INVESTISSEMENTS À LONG TERME	<u>127,166</u>	<u>125,102</u>	LONG TERM INVESTMENTS
	<u>\$ 262,304</u>	<u>\$ 303,865</u>	
PASSIF			LIABILITIES
PASSIF À COURT TERME			CURRENT
Comptes à payer	\$ 12,731	\$ 4,176	Accounts payable
Remises gouvernementales à payer	5,833	5,496	Government remittances payable
Subventions reportées (note 3)	<u>196,770</u>	<u>269,559</u>	Deferred revenue (Note 3)
	<u>215,334</u>	<u>279,231</u>	
ACTIFS NETS			NET ASSETS
Actifs nets	39,970	24,634	Unrestricted Net Assets
Actifs nets affectés	<u>7,000</u>	<u>-</u>	Restricted Net Assets
	<u>46,970</u>	<u>24,634</u>	
	<u>\$ 262,304</u>	<u>\$ 303,865</u>	

AU NOM DU CONSEIL:

Administrateur

Johanne Perron

Director

Administrateur

Yves Proulx

Director

APPROVED ON BEHALF OF THE BOARD:

**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 CLOS LE 28 FÉVRIER 2018

INCOME STATEMENT AND NET ASSETS
(Unaudited)
FOR THE YEAR ENDED FEBRUARY 28, 2018

	2018	2017	
REVENUS			GROSS REVENUE
Subventions:			Grants:
Condition féminine Canada	\$ 163,878	\$ 92,553	Status of Women Canada
Placement carrière - été	3,744	-	Summer Career Placement
SEED	4,284	2,074	SEED
Autres	4,867	2,300	Other
Dons	75,189	75,108	Donations
Revenus - Levée de fonds	-	1,255	Fundraising revenue
Frais d'adhésion des membres	60	65	Membership fees
Intérêts	2,682	171	Interest
Divers	<u>10,824</u>	<u>5,209</u>	Other
	<u>265,528</u>	<u>178,735</u>	
DÉPENSES			EXPENSES
Salaires et avantages sociaux	174,762	114,955	Salaries and benefits
Assurance	277	355	Insurance
Fournitures de bureau et papeterie	8,513	7,251	Office supplies and expenses
Frais de voyages et d'hébergement	16,778	12,698	Travel and accommodations
Frais divers	2,569	1,473	Other
Logiciels d'ordinateur	142	830	Computer software
Loyer	12,580	11,168	Rent
Publicité et promotion	3,829	1,375	Advertising and promotion
Réparations et entretien	1,215	1,341	Repairs and maintenance
Services professionnels	5,980	3,878	Professional fees
Télécommunications	4,412	3,530	Telecommunications
Traduction	<u>12,135</u>	<u>6,122</u>	Translation
	<u>243,192</u>	<u>164,976</u>	
EXCÉDENT DES REVENUS SUR LES DÉPENSES	<u>\$ 22,336</u>	<u>\$ 13,759</u>	EXCESS OF REVENUE OVER EXPENSES

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

ÉTAT DES ACTIFS NETS

(Non audité)

POUR L'EXERCICE CLOS LE 28 FÉVRIER 2018

STATEMENT OF NET ASSETS

(Unaudited)

FOR THE YEAR ENDED FEBRUARY 28, 2018

	2018	2017	
ACTIFS NETS NON AFFECTÉS, début de l'exercice	\$ 24,634	\$ 10,875	UNRESTRICTED NET ASSETS, beginning of year
EXCÉDENT DES REVENUS SUR LES DÉPENSES	22,336	13,759	EXCESS OF REVENUE OVER EXPENSES
AFFECTATION INTERNE	<u>(7,000)</u>	<u>-</u>	INTERNALLY RESTRICTED
ACTIFS NETS NON AFFECTÉS, fin de l'exercice	<u>\$ 39,970</u>	<u>\$ 24,634</u>	UNRESTRICTED NET ASSETS end of year
ACTIFS NETS AFFECTÉS, début de l'exercice	\$ -	\$ -	RESTRICTED NET ASSETS, beginning of year
AFFECTATION INTERNE	<u>7,000</u>	<u>-</u>	INTERNALLY RESTRICTED
ACTIFS NETS AFFECTÉS, fin de l'exercice	<u>\$ 7,000</u>	<u>\$ -</u>	RESTRICTED 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 CLOS LE 28 FÉVRIER 2018

STATEMENT OF CASH FLOWS
(Unaudited)
FOR THE YEAR ENDED FEBRUARY 28, 2018

	2018	2017	
ACTIVITÉS DE FONCTIONNEMENT			OPERATING ACTIVITIES
Excédent des revenus sur les dépenses (dépenses sur les revenus)	\$ 22,336	\$ 13,759	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	(5,346)	(56)	Accounts receivable
Comptes à payer	8,891	7,142	Accounts payable
Autres éléments	<u>(72,788)</u>	<u>169,417</u>	Other items
	(46,907)	190,262	
ACTIVITÉS D'INVESTISSEMENT			INVESTMENT ACTIVITIES
Achat de placements à long terme	<u>(2,064)</u>	<u>(125,102)</u>	Purchase of long term investments
(DIMINUTION) AUGMENTATION DE LA TRÉSORERIE ET DES ÉQUIVALENTS DE TRÉSORERIE	(48,971)	65,160	(DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS
TRÉSORERIE ET ÉQUIVALENTS DE TRÉSORERIE			CASH AND CASH EQUIVALENTS
SOLDE, début de l'exercice	<u>174,671</u>	<u>109,511</u>	BALANCE, beginning of year
SOLDE, fin de l'exercice	<u>\$ 125,700</u>	<u>\$ 174,671</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:

	2018	2017	
Encaisse	\$ 85,540	\$ 34,602	Cash
Dépôts à terme	<u>40,160</u>	<u>140,069</u>	Term deposits
	<u>\$ 125,700</u>	<u>\$ 174,671</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 2018

FOR THE YEAR ENDED FEBRUARY 28, 2018

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 CPA Canada* 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 1 500 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.

**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 2018

FOR THE YEAR ENDED FEBRUARY 28, 2018

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 financiers au coût après amortissement.

Les actifs financiers évalués subséquentement 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 CPA Canada 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 1,500 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 2018

FOR THE YEAR ENDED FEBRUARY 28, 2018

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	2018	2017	DEFERRED REVENUE
SOLDE, début de l'exercice	\$ 269,559	\$ 100,216	BALANCE, beginning of year
Moins: Montant constaté à titre de revenus de l'exercice	(168,745)	(92,553)	Less: Amount recognized as revenue in current year
Plus: Montant reçu	<u>95,956</u>	<u>261,896</u>	Plus: Amount received
SOLDE, fin de l'exercice	<u>\$ 196,770</u>	<u>\$ 269,559</u>	BALANCE, end of year

4. VIREMENTS INTERFONDS

En 2018, la direction de la Coalition a affecté un montant de 7 000 \$ du fonds de fonctionnement au fonds de réserve interne. Le but de ce fond est de permettre à la Coalition d'avoir une stabilité financièrement afin d'être capable de rencontrer ses engagements en cas de terminaison des subventions.

INTERFUND TRANSFERS

In 2018, management allocated an amount of \$ 7,000 from the General Fund to the Internally Restricted Reserve Fund. This fund is to allow the Coalition to be financially sustainable long enough to fulfill its obligations in the event that the grants are not renewed.

5. 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	2018	2017	CAPITAL ASSETS
Équipement de bureau	\$ <u>9,261</u>	\$ <u>6,707</u>	Office equipment

**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 2018

FOR THE YEAR ENDED FEBRUARY 28, 2018

6. 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 2018.

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.

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, 2018.

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.

7. 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

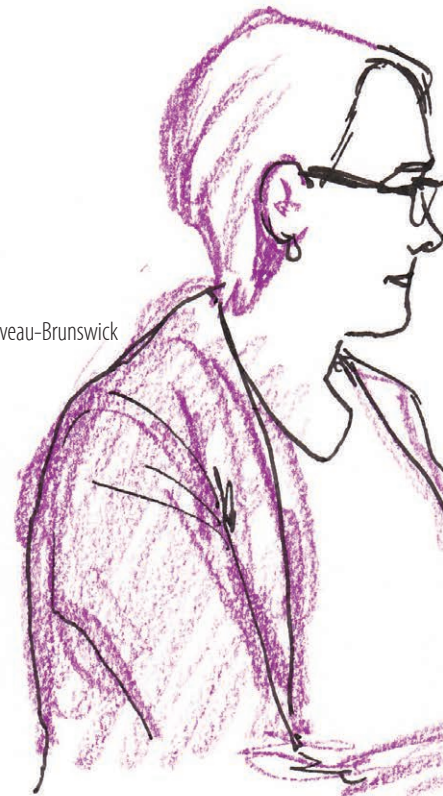
The future minimum lease payments under the operating lease expiring May 2021 are as follows:

2019	11,509
2020	11,509
2021	11,509
2022	<u>2,878</u>
	<u>\$ 37,405</u>

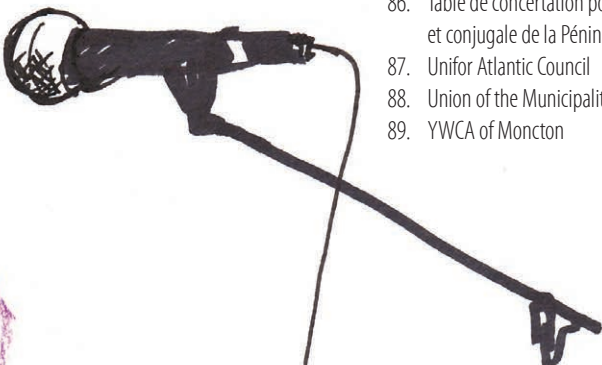
Members

As of April 30, 2018, the Coalition had approximately 800 individual members and the following 89 member organizations:

1. Annabel Gay Women's Institute
2. Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick
3. Association des bibliothécaires, professeurs et professeurs de l'Université de Moncton
4. Association des bibliothécaires, professeurs et professeurs retraités de l'Université de Moncton
5. Association des employés de l'Université de Moncton
6. Association des juristes d'expression française du Nouveau-Brunswick
7. Association du personnel administratif et professionnel de l'Université de Moncton
8. Association for Community Living (Grand Falls)
9. Association francophone des aînés du Nouveau-Brunswick
10. Association francophone des établissements de soins spéciaux du Nouveau-Brunswick
11. Association francophone des municipalités du Nouveau-Brunswick
12. Association francophone des parents du Nouveau-Brunswick
13. Association of University of New Brunswick Teachers
14. Atelier des Copains Co-op Ltée
15. Ateliers Hirondelles
16. Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406
17. Bathurst & District Labour Council
18. Business and Professional Women's Club of Greater Moncton
19. Canadian Federation of University Women - Fredericton
20. Canadian Federation of University Women - Kent
21. Canadian Federation of University Women - Moncton
22. Canadian Federation of University Women - Saint John
23. Canadian Labour Congress
24. Canadian Union of Postal Workers
25. Canadian Union of Public Employees- New Brunswick
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 4598
30. Canadian Union of Public Employees, Local 813
31. Canadian Union of Public Employees, Maritimes Regional Office
32. Centre culturel et historique Hilarion Cyr
33. Centre de développement de l'enfant
34. Common Front for Social Justice
35. Community Inclusion Network - Acadian Peninsula
36. Conseil pour le développement de l'alphabétisme et des compétences des adultes du Nouveau-Brunswick
37. Conseil provincial des sociétés culturelles
38. Crossroads for Women
39. Dames d'Acadie de Dieppe
40. Écllosion Inc.
41. Faculty Association of the University of St. Thomas
42. Famille et petite enfance francophone Sud inc.
43. Family and Early Childhood Anglophone East Inc.
44. Fédération des étudiants et étudiantes du Centre universitaire de Moncton
45. Femmes acadiennes et francophones de Bertrand
46. Femmes acadiennes et francophones de Caraquet
47. Femmes acadiennes et francophones de Cocagne



48. Femmes acadiennes et francophones de Lamèque
49. Femmes acadiennes et francophones de Shippagan
50. Filles de Marie-de-l'Assomption
51. Fredericton & District Labour Council
52. Gagetown Military Family Resource Centre
53. Grand Moncton River of pride
54. Institut féminin de Grande-Digue
55. Institut féminin de Rivière-du-Portage
56. Liberty Lane Inc.
57. Maison de passage
58. Miramichi & District Labour Council
59. Miramichi Emergency Centre for Women Inc.
60. Moncton & District Labour Council
61. Moncton Regional Learning Council
62. Moncton Youth Residences Inc.
63. Mount Allison Faculty Association
64. NB Media Co-op
65. New Brunswick Voices of Women for Peace
66. New Brunswick Association of Social Workers
67. New Brunswick Council of Nursing Home Unions
68. New Brunswick Federation of Labour
69. New Brunswick Home Support Association
70. New Brunswick Midwives 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
76. Regroupement féministe du Nouveau-Brunswick
77. Religieuses de Notre-Dame-du-Sacré-Coeur
78. Restigouche & District Labour Council
79. Saint John & District Labour Council
80. Saint John Women's Empowerment Network
81. SERFNB – Cercle Alcide-F.-LeBlanc
82. Services à la famille Népisinguit
83. Société de l'Acadie du Nouveau-Brunswick
84. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick
85. Student Alliance of New Brunswick
86. Table de concertation pour contrer la violence familiale et conjugale de la Péninsule acadienne
87. Unifor Atlantic Council
88. Union of the Municipalities of New Brunswick
89. YWCA of Moncton



2017 Annual General Assembly of the New Brunswick Coalition for Pay Equity



Acknowledgments

With the help of our members, we raised a total of \$76,500 through our 8th annual fundraising campaign "Pay Equity: I give because I care!" in 2017-2018. To the individuals, religious groups, unions and organizations that have generously contributed to our campaign, many thanks!

Visionary Organizations

(\$5,000 or more)



Trailblazer Organizations

(\$1,000 to \$4,999)

- CUPE, local 2745
- New Brunswick Council of Hospital Unions
- UFCW Canada-Eastern Provinces Council
- Uni
- Unifor

Friend Organizations

(\$500 to \$999)

- Association des bibliothécaires, professeures et professeurs de l'Université de Moncton
- Association des enseignantes et enseignants francophones du Nouveau-Brunswick
- Canadian Union of Postal Workers
- Congrégation des

- Soeurs Maristes
- Dames d'Acadie de Tracadie Inc
- Town of Grand Bay - Westfield

Supporter Organizations

(\$100 to \$499)

- ABPPRUM
- Association francophone des aînés du Nouveau-Brunswick
- Association francophone des parents du Nouveau-Brunswick
- Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406 Centre de Bénévolat de la Péninsule Acadienne
- Congrégation de Notre-Dame
- Saint John & District Labour Council Faculté des arts et des sciences sociales, Université de Moncton
- CFUW-Fredericton
- CFUW-Moncton
- Fundy Region Transition House Inc.
- Religieuses NDSC, Maison Seton
- CUPE, local 1418-2
- CUPE, local 1418-3
- CUPE, local 1190
- NBNUN, local 97 - Edmunston
- Unifor, Local 506

Visionary Individuals

(\$500 or more)

- Louise Aucoin
- Maurice Basque
- Lucille Collette
- Pierre Cormier

- Sharon Crabb
- Anne Crocker
- Julia Hughes
- Simone LeBlanc-Rainville
- Marie-Linda Lord
- Johanne Perron
- Noëlla Richard
- Liane Roy
- Odette Snow
- Vallie Stearns-Anderson

Trailblazer Individuals

(\$250 to \$499)

- Jean-Claude Basque
- Geneviève Bouchard
- Denis Bourgeois
- Michèle Caron
- Georgie Day
- Madeleine Delaney-LeBlanc
- Corinne Gallant
- Huberte Gautreau
- Adel Gönczi
- Anne-Marie Laroche
- Frances LeBlanc
- Lauraine Léger
- Viola Léger
- Isabelle McKee-Allain
- Lise Ouellette
- Anne Robichaud
- Lise Rodrigue
- Jean-François Thibault

Friend Individuals

(\$100 to \$249)

- Chantal Abord-Hugon
- Greg Allain
- Anne-Marie Arseneault
- Ghislaine and Fernand Arseneault
- Karin Aurell
- Eliane Befekadu
- Georges Boudreau
- Lyne Chantal Boudreau
- Lorraine Bourque
- France Caissy

- Michel Cardin
- Lee Chalmers
- Yolande Chiasson
- Margaret Conrad
- Marianne Cormier
- Suzanne Cyr and Michel Desjardins
- Roma DeRoberta
- Suzanne P. Doucet
- Jeanne Farrah
- Catalina Ferrer
- Jeanne d'Arc Gaudet
- Line Godbout
- Louise Guerrette
- Matthew Hayes
- Louise Imbeault
- Isabelle Jean
- Linda Kealey
- Odette Landry
- Nicole Lang
- Isabel Lanteigne
- Marie-Lise Lavoie
- Dollard LeBlanc
- Matthieu LeBlanc
- Yolande LeBlanc
- Diane LeBreton
- Joanne McKee
- Loreale Michaelis
- Ginette Petitpas Taylor
- Tanna Pirie-Wilson
- Régina Robichaud
- Renée Turcotte
- Eric Tusz-King
- Judith Weiss
- Georges Wybouw

Supporter Individuals

(\$25 to \$99)

- Hélène Albert
- Dorothee Arseneault
- Gabriel Arseneault
- Louise Belliveau
- Pier Bouchard
- Wendy Burnett
- Joceline Chabot
- Jacqueline Collette
- Nelly Dennene
- Annette Dionne
- Charles Doucet
- Marcelle Dugas
- Évelyne Foex
- Rita Fortin Lee
- Merrill Fullerton
- Marguerite Gagnon
- Carol Lynn Gamblin
- Ida Gaudet
- Patricia A. Harrington and Monika Wohlmuth
- Nancy J. Hartling
- Nisk Imbeault
- Annette Johnson
- Lorraine Julien
- Colette Landry Martin
- Serge Landry
- Jeanne Lanteigne
- Anne-Marie and Alcide LeBlanc
- Jeannine LeBlanc
- Joline LeBlanc
- Pierre LeBlanc
- Marilyn Lerch
- Josée Lord
- Lisa Martin
- Valmond Martin
- Michelle Paulin
- Roberta Pollock
- Claude Potvin
- Thelma Richard
- Alain Roberge
- Dawn Robichaud
- Elaine Roussel
- Lisa Roy
- Mai Savoie
- Linda Schofield
- Paulette Sonier Rioux
- Thérèse Tremblay
- Lita Villalon

Our sincere thanks to all anonymous donors!



Coalition pour l'équité salariale
Coalition for Pay Equity

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