



ANNUAL REPORT

2018-2019



Coalition pour l'équité salariale
Coalition for Pay Equity



Coalition pour l'équité salariale
Coalition for Pay Equity

2019

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Message from the Chair



The New Brunswick Coalition for Pay Equity is a community of individuals and organizations who believe in a fairer and more equitable world; one that recognizes the value of the work of all workers in female-dominated jobs.

In 2019, we are far from pay equity in New Brunswick. Thousands of private sector workers do not have the same protections as those in the public sector and are vulnerable to discrimination.

Even though several challenges remain, we have been able to make advancements this past year. During the last provincial election, three out of five political parties committed to pay equity legislation in their platform and pay equity was regularly discussed during the debates. In addition, a committee of the Economic and Social Inclusion Corporation recommended the adoption of comprehensive pay equity legislation for the private sector.

Furthermore, most pay equity evaluations under the *Pay Equity Act, 2009* have been completed and the federal government passed proactive pay equity legislation in late 2018—a historic step to advance gender equality which created a ripple effect across Canada.

With our partners, we have diligently advocated for investments in female-dominated sectors, such as care-giving and child care. Wage increases are promising, but we are still far from pay equity in these sectors, which are grossly underpaid based on the necessary skills, responsibilities, effort and working conditions. More must be done!

So, where do we go from here? **New Brunswick needs comprehensive pay equity legislation for the private sector. This is long overdue and the momentum is in our favor.** We must mobilize our efforts and resources to ensure that we garner support from all political parties.

Stand up with us for pay equity in New Brunswick!


Frances LeBlanc
Chair

Message from the Executive Director



I am pleased that the Coalition for Pay Equity can now count on federal funding for two key projects. One aims to amplify women's voices in order to achieve pay equity in the private sector, and the other promotes the value of work in the community care-giving sector.

Our fundraising campaign remains the backbone of our financial stability. Thanks to generous donations, we can promote legislation for the private sector monitor the implementation of the *Pay Equity Act, 2009* in the public sector, build on our expertise in pay equity, support efforts to achieve pay equity in federally regulated sectors, and provide good governance for our organization.

But in the end, people are the ones that further the cause: members, volunteers, donors, employees, partners, subsidy providers, interns and decision makers who care about pay equity. I therefore thank everyone who is involved directly or indirectly in promoting pay equity!



Johanne Perron
Executive Director

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”

Margaret Mead

New Brunswick Coalition for Pay Equity

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that raises awareness about pay equity and advocates for 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. It is a basic human right, recognized by several international conventions and agreements.

BOARD OF DIRECTORS

Chair:

Frances LeBlanc

Anglophone Vice-Chair:

Vallie Stearns-Anderson

Francophone Vice-Chair:

Isabelle McKee-Allain

Secretary-Treasurer:

Monique Levesque

North Representative:

Katleen Leclair-Doucet

Kent-Miramichi Representative:

Susie Proulx-Daigle

South-East Representative:

Alexandre Cédric Doucet, followed by Pascale Rioux

Capital Representative:

Jula Hughes

South Representative:

Carol Lynn Gamblin

Upper River Valley Representative:

Lise Hitchcock

Aboriginal Representative:

Wenona Labillois

Executive Director:

Johanne Perron

Observers:

Nancy Arseneau, New Brunswick Nurses Union
Sylvia Melanson, New Brunswick Union
Iris Lloyd, Canadian Union of Public Employees of New Brunswick

EMPLOYEES AND INTERN

Executive Director:

Johanne Perron

Public Engagement Officer:

Rachel Richard

Project Officer – Community Care sector:

Tina Poirier

Accounting Clerk:

Zineb Elouad

Student Project Officers:

Marie-Pier Albert (summer 2018)

Catherine Roy Comeau (summer 2018)

Social Work Intern:

Alexandra Poirier (spring-summer 2019)



MEMBERS

The Coalition has 800 individual members and 88 member organizations including unions, women's rights groups, religious groups and community organizations.

VOLUNTEERS

A great number of people volunteer for the Coalition. Our volunteers are members of the Board of Directors or the Fundraising Committee, work on projects, provide advice, participate in educational activities, give information, write letters to editors, meet with decision makers or help with translation. We thank them all from the bottom of our heart.

Governance and strategic directions

The Board of Directors has a strategic governance model in place. This year, the management committees focused on the Coalition's mission, bylaws and strategic policies in a changing landscape. The Board of Directors adopted the following goals and objectives in the fall of 2018.

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

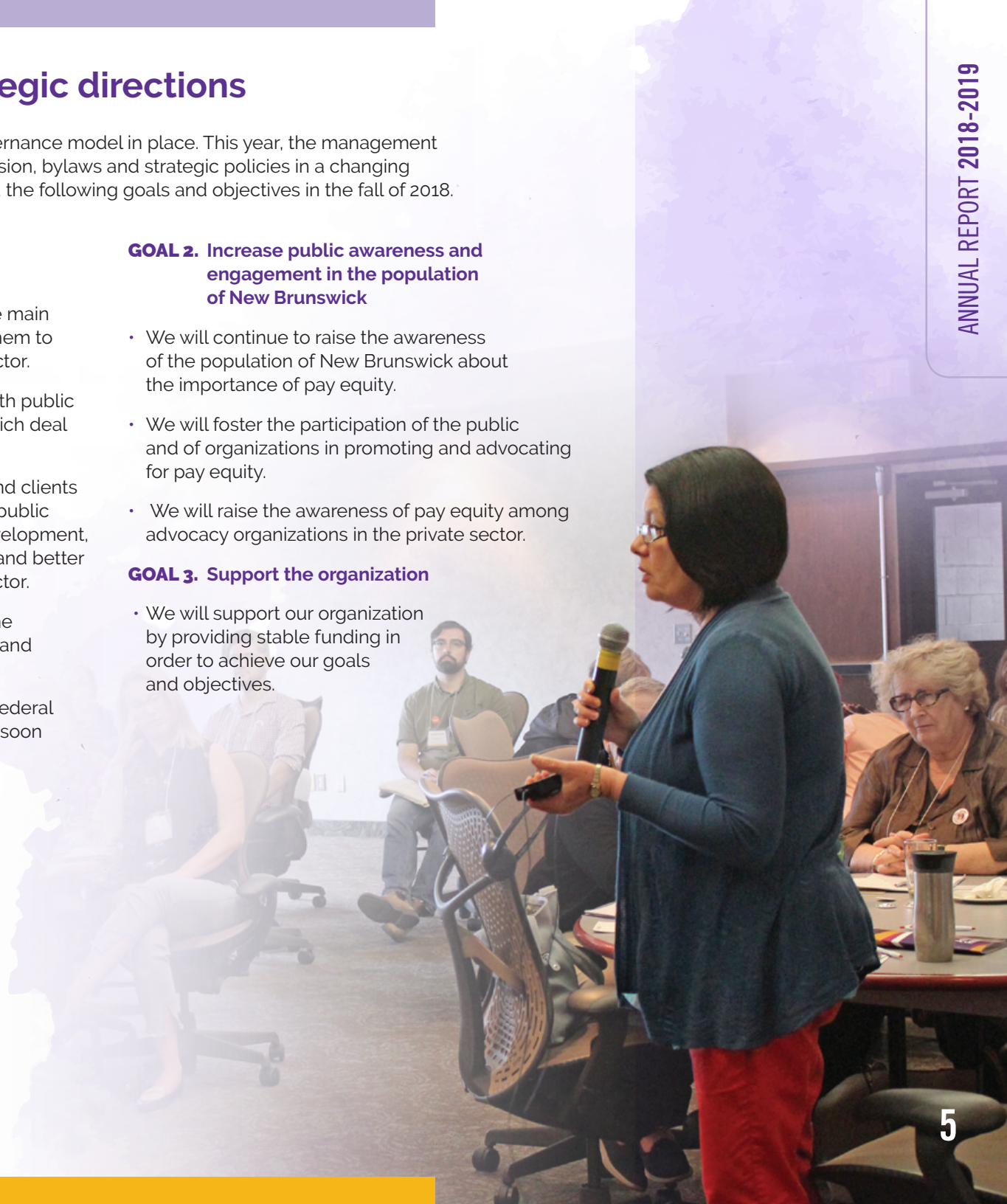
- We will continue to exert pressure on the main political parties of the province to urge them to adopt a pay equity law for the private sector.
- We will develop working relationships with public servants in government departments which deal with pay equity.
- We will work with the staff, employers, and clients in the care-giving sector, as well as with public servants in the Department of Social Development, to promote and advocate for pay equity and better working conditions in the care-giving sector.
- We will monitor the implementation of the *Pay Equity Act, 2009* in the public sector and we will evaluate its progress.
- We will take part in national efforts for a federal law on pay equity to be implemented as soon as possible.

GOAL 2. Increase public awareness and engagement in the population of New Brunswick

- We will continue to raise the awareness of the population of New Brunswick about the importance of pay equity.
- We will foster the participation of the public and of organizations in promoting and advocating for pay equity.
- We will raise the awareness of pay equity among advocacy organizations in the private sector.

GOAL 3. Support the organization

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



1 : Achieve pay equity in the public and private sectors

PRIVATE SECTOR

We will continue to exert pressure on the main political parties of the province to urge them to adopt a pay equity law for the private sector.

Training and pay equity plans as a condition of funding

On June 1, 2018, the Gallant government launched two pay equity initiatives that apply to employers with 50 or more employees.

- To qualify for funding under the One-Job Pledge Program, employers must complete a training module and develop a **pay equity implementation plan**.
- To participate in a call for tenders worth a million dollars or more, employers must complete a training module on pay equity.

According to the **Women's Equality Branch** training module, 22 have developed an implementation plan. Now we need to see if the training and plans lead to job evaluations and pay equity.

Provincial Elections 2018

The **Pay Equity Now!** campaign was in full swing during the provincial elections. We sought the support of all political parties for a law on pay equity in the private sector. It was a key issue during the 2018 electoral campaign. Notable firsts:

- Pay equity was discussed during most of the **leaders' debates**. The Coalition had the opportunity to ask a question on pay equity during a televised debate broadcast on CBC.
- The **New Brunswick Women's Council** held a **forum on gender equality issues with party leaders** during which pay equity was discussed.
- In their platform, **three of the five parties promised to adopt legislation on pay equity in the private sector**: the Liberal Party, the Green Party and the New Democratic Party.



1 : Achieve pay equity in the public and private sectors

The Economic and Social Inclusion Corporation

After months of study, the Economic and Social Inclusion Corporation's (ESIC) Living Wage and Pay Equity Advisory Committee published its **final report**. It recommends "that Government adopt comprehensive pay equity legislation that covers employees in both the public and private sectors". The Committee included representatives from government, the private sector, and community groups, including the Coalition.

Government is encouraged to consider best practices and lessons learned from Ontario and Quebec, as well as the recommendations of the 2004 federal Pay Equity Task Force.

Without legislation, pay equity is dependent on employers' will which is not always sufficient to ensure men and women are paid equitably.

— Report on Living Wage and Pay Equity, 2018

Bill 4

On November 28, the Liberal MLA for Moncton-East, Monique LeBlanc, introduced **Bill 4**. *An Act to Amend the Pay Equity Act, 2009*, in the Legislative Assembly to expand the current law to the private sector. The motion to send the Bill to the Standing Committee on Law Amendments was defeated along party lines; the Liberals and the Greens voted in favour of the motion while the Progressive Conservatives and the People's Alliance voted against it.

1 : Achieve pay equity in the public and private sectors

COMMUNITY CARE SERVICES

We will work with the staff, employers, and clients in the care-giving sector, as well as with public servants in the Department of Social Development, to promote and advocate for pay equity and better working conditions in the care-giving sector.

From one project to another

The Coalition completed its *Improving the Economic Prosperity of Women in the Care-Giving Sector* project in July 2018. Partner efforts led to two wage increases for workers over the course of the project without achieving pay equity.

The work goes on as we continue to promote pay equity in the private care-giving sector through our three-year project *Valuing Community Care-Giving*.

Targeted services:

- Adult Developmental Activities, Programs and Training (ADAPT) Agencies
- Special Care Homes
- Community Residences
- Home Support Services
- Family Support Services
- Transition Houses

The project was officially announced in November 2018 by the Minister responsible for the Status of Women, Maryam Monsef. Its goals include:

- i. **evaluating** adequate wages to achieve pay equity in the care-giving sector;
- ii. **educating** about the value of community care services and reaching a social consensus on the necessity to make targeted investments in order to achieve pay equity in these services; and
- iii. **advocating** for pay equity.

Advisory Committee:

Erica Flynn, Special Care Home Employee

Wendy Johnston, Human Rights Representative, Canadian Union of Public Employees

Tina Learmonth, President, New Brunswick Home Support Association; Vice-President, Human Services Coalition of New Brunswick

Charline Vautour, Researcher in Adult Education and Literacy

Ginette-Marie Leblanc, Consultant, Department of Social Development – long term care unit (resource-person)

So far, we have developed an internal communication plan in order to:

- i. **inform** employees, employers, associations and unions about the pay equity project;
- ii. **gain** their support and encourage their participation in the project; and
- iii. **recruit** members for different committees.

We have also developed a job evaluation plan with the help of the *Conseil d'intervention pour l'accès des femmes au travail (CIAFT)* and the economist Ruth Rose.

1 : Achieve pay equity in the public and private sectors

In the meantime, we continue to draw attention to pay discrimination in that sector while highlighting the progress that has been achieved. In the **main estimates tabled March 19, 2019**, the provincial government announced a **16.1 million dollar investment to raise wages for workers in the care-giving sector** effective May 1, 2019, which represents an increase of:

\$2.00/hour for workers in **youth group homes**, bringing their hourly salary up to \$16.80.

\$1.00 /hour for workers in **home support services**, bringing their hourly salary up to \$14.80.

\$1.00/hour for workers in **special care homes**, bringing their hourly salary up to \$14.00.

\$0.50/hour for workers in family support services.

\$0.50/hour for workers in attendant care services.

*Caregivers in the **ADAPT centres** and workers in **community residences** did not receive any wage increase.*

In her **report**, the economist Ruth Rose calculated that to achieve pay equity in 2012, employees in community residences and in home support services should have earned about \$20/hour. Today, their wages should be even higher.

Childcare services

The main estimates for 2019-2020 provided for a one million dollar investment in wage increases for early childhood educators who have a two-year certificate in early childhood education, a two-year diploma in early childhood education or a bachelor's degree.

After much protest from the sector because few educators have reached that level of education, the government **announced that the increase would also apply to educators with a one-year early childhood certificate**.

With a wage increase of **\$0.75/hour**, trained workers will earn at least **\$17.25/hour**—still far from reaching **\$20/hour** to achieve pay equity in 2012.

We will develop working relationships with public servants in government departments which deal with pay equity.

This year we have enhanced communications and increased the number of meetings with civil servants in various provincial departments to exchange information on government programs and objectives as well as on our own projects. There are a great number of government departments and agencies that have an impact on pay equity, including: Women's Equality Branch, Education and Early Childhood Development, Social Development, Finance, and Post-Secondary Education, Training and Labour.



1 : Achieve pay equity in the public and private sectors

PUBLIC SECTOR

We will monitor the implementation of the *Pay Equity Act, 2009* in the public sector and we will evaluate its progress.

The Coalition communicates regularly with the **Pay Equity Bureau**, which is under the umbrella of the Women's Equality Branch. The two organizations have ongoing discussions on the implementation of the *Pay Equity Act, 2009* and on regulations needed to maintain pay equity.

A first exercise for pay equity has been completed in almost the entire civil service, including five Crown Corporations: **NB Power, NB Liquor, New Brunswick Legal Aid Services Commission, New Brunswick Community College (NBCC)** and **Collège communautaire du Nouveau-Brunswick (CCNB)**.

Two groups still have to go through the pay equity process: **employees of Institutional Services and Care Part I** (represented by CUPE) and **teachers** (represented by the New Brunswick Teachers' Federation).

In addition, four Crown Corporations have yet to comply with the Act: **WorkSafe NB, Financial and Consumer Services Commission, Cannabis NB** and **New Brunswick Research and Productivity Council**.

FEDERAL LEVEL AND ELSEWHERE IN CANADA

We will take part in national efforts for a federal law on pay equity to be implemented as soon as possible.

Supreme Court of Canada

In 2017, the **Ontario Equal Pay Coalition** invited the New Brunswick Pay Equity Coalition and the Women's Legal Education and Action Fund to jointly apply for intervener status in two Quebec cases before the **Supreme Court of Canada**. The Court heard the two cases on October 31, 2017 and rendered a judgment on May 10, 2018, which may have repercussions for New Brunswick.



Credit: Fay Faraday

Quebec (Attorney General) v. Alliance du personnel professionnel et technique de la santé et des services sociaux

The Supreme Court recognized that pay inequity is a form of systemic discrimination. It confirmed that wage gaps identified during the maintenance process must be corrected retroactive to the date when they first occurred.

Centrale des syndicats du Québec v. Quebec (Attorney General)

The Court emphasized that female employees without a male comparator were doubly discriminated against and that the delays caused by the lack of regulations pertaining to their situation violated their right to pay equity. However, the Supreme Court concluded that the complexity of the Act justified the additional delays.



1 : Achieve pay equity in the public and private sectors

Federal pay equity legislation

Thanks to years of advocacy work on the part of various groups, the federal government finally adopted a proactive law on pay equity. **The Pay Equity Act** received royal assent on December 13, 2018, but essential regulations have to be introduced before it can come into force. The target for these is 2020. The Act applies to **employers in sectors that are federally regulated : telecommunications, interprovincial transportation , banks and the federal civil service.**

"It's time to guarantee to right to pay equity for workers across all jurisdictions in both the private and public sectors. We hope that the federal legislation will push all provinces to act, especially New Brunswick where women and men have been advocating for such legislation for so long. New Brunswick has legislation to ensure pay equity in the public sector, but not yet in the private sector. It's our turn to act."

— Johanne Perron, Coalition Executive Director

Over the last two years, the Coalition has collaborated with groups and unions who lobby at the federal level. It is also a member of **Gender Equality Network Canada**, which promotes pay equity and gender equality.



2 : Increase public awareness and engagement in the population of New Brunswick

We will continue to raise the awareness of the population of New Brunswick about the importance of pay equity.

Empowering Women for Community Action Project - education component

This is the final year for our **Empowering Women for Community Action** project, which focuses on amplifying women's voices to achieve pay equity in the private sector. Rachel Richard is coordinating the three-year project, which was launched in February 2017 and is funded by the Department for Women and Gender Equality (formerly known as Status of Women Canada).

A survey conducted by Corporate Research Associates Inc. in August 2018 and commissioned by the Coalition, found that 85 per cent of New Brunswickers believe it's important for the government to pass pay equity legislation for the private sector in the province.

Project partners:

Pascale Paulin, Forté Communication

Debrah Westerburg, New Brunswick South Central Transition House & Second Stage Coalition

Nadia Losier, Réseau des services aux victimes de violence du N.-B.

Wendy Johnston, Canadian Union of Public Employees

Tammy Moore, Unifor

Nicole McCarty, Women's Equality Branch (resources and information)



2 : Increase public awareness and engagement in the population of New Brunswick

Social Marketing Campaign

We focused our efforts on a social marketing campaign which was coordinated by Pascale Paulin (Forté Communication) and launched in November 2017.

The goals consisted in heightening public awareness of issues related to pay inequity and encouraging the provincial government to adopt pay equity legislation for the private sector by 2020 .

We drew on various resources: informative postcards, videos, posters, T-shirts, billboards, and social media.



Intersection between pay inequity, economic insecurity and intimate partner violence

One of the goals of this project is to make people aware of the correlation between pay inequity, economic insecurity and intimate partner violence. Our partners in transition houses networks designed a questionnaire which they gave to former clients. We have analyzed the results and illustrated them on an information sheet, which we will use in our advocacy and awareness efforts with the public, workers and decision makers.

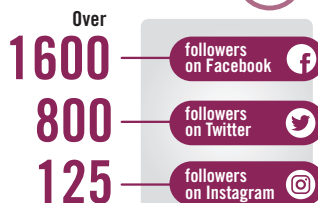
To broaden the scope of our research, we organized a Lunch and Learn in May 2019 in Saint John with the networks of transition houses. Front-line workers from the sector highlighted the link between women's economic insecurity and the difficulty in leaving an abusive relationship. For its part, the Coalition explained the impact of pay inequity on women's economic security.

COMMUNICATIONS

Presentations



Mainstream media



E-newsletters



We will foster the participation of the public and of organizations in promoting and advocating for pay equity.

Empowering Women for Community Action Project - participation component

Thirty people attended our lobbying workshops in 2017 and then met with 13 MLAs and political candidates to talk about pay equity. The Coalition itself met with four of the five party leaders and a number of candidates.

In 2018-2019, our members and partners took part in a number of demonstrations: **Take Back the Night** and the **Gay Pride Parade** in Moncton; the **Women's March** in Fredericton and Saint John; and **Labour Day** activities throughout the province.



2 : Increase public awareness and engagement in the population of New Brunswick

Election campaign 2018

Because we wanted the public and politicians to think more about pay equity in their everyday lives, we organized an awareness campaign on social media and in newspapers and created an information sheet to facilitate our members and activists' interactions with candidates.



The coordinator of the **NB South Central Transition House and Second Stage Coalition** and the project's co-applicant, Debrah Westenburg, launched the **WomanzWoman** initiative in order to discuss pay equity and domestic violence with candidates in the Carleton and Carleton York regions. Four interviews were broadcast on social media.

Collaboration with provincial women's groups

The Coalition joined forces with four other women's rights groups in the province to draw the government's attention to issues of concern to women in our province. Together, we published and sent an **open letter to MLAs**. The goal was to meet with the decision makers, together or separately, to keep them abreast of the issues. We already had the opportunity to meet with Dominic Cardy, Minister of Education and Early Childhood Development.

Signatories to the open letter to MLAs:

- *New Brunswick Coalition for Pay Equity*
- *New Brunswick South Central Transition House & Second Stage Coalition*
- *Regroupement féministe du Nouveau-Brunswick*
- *Saint John Women's Empowerment Network*
- *YWCA Moncton*

To mark International Women's Day 2019, the Coalition and the Regroupement féministe presented **Come on!**, an event held in Moncton to raise the issues of fairness and equality ahead of the tabling of the 2019-2020 provincial budget. First, the public heard semi-autobiographical letters read by women who have faced these problems. Then, the five groups who signed the open letter highlighted their issues during a roundtable.



2 : Increase public awareness and engagement in the population of New Brunswick

The Coalition joined forces with Fredericton's **Women's March 2019** committee, which organized a very successful event in spite of the bitter cold. This year, the committee wanted to stress the link between women's issues in New Brunswick and the event's themes (**HERS: Health, Economic security, Safety, and Representation**). Pay equity was discussed during a roundtable held after the March.

Women's March organizing committee:

- UNB Women's Centre
 - Fredericton Sexual Assault Centre
 - Coalition for Pay Equity
 - Fredericton Gender Minorities
- ...and many volunteers

New Brunswick Women's Council

The Coalition's mandate on **New Brunswick Women's Council** has been renewed for another three years until 2021. Jody Dallaire is the Coalition's representative and will complete her mandate as co-president in 2020.

- This year, the Council published the results of its public engagement initiative, **Resonate**. The participants highlighted five priorities: **health, economic security and employment, accessing & providing care, safety & violence; and ending gender inequality and discrimination**. The initiative allowed the Council to gather data from more than 1,400 women and 35 groups and organizations.
- During the last electoral campaign, the Council organized a forum with party leaders to tackle women's equality issues. It regularly advises the government on such topics.
- In its last budget, the provincial government reduced the Council's budget by close to half. As a result, the organization had to reduce its operations and lay off staff.



2 : Increase public awareness and engagement in the population of New Brunswick

Collaboration on social and economic justice issues

We have also collaborated with the following groups to reflect and act on the impact of government policies on economic and social justice:

- Federation of New Brunswick Faculty Association
- New Brunswick Federation of Labour
- New Brunswick Common Front for Social Justice
- Mount Allison Faculty Association
- Regroupement féministe du Nouveau-Brunswick

We will raise the awareness of pay equity among advocacy organizations in the private sector.

We are gathering data to show private sector employers the advantages of pay equity: **fairer and more consistent pay system, employee recruitment and retention, job satisfaction, higher economic contribution by women.** We have also met with leaders of various groups such as the **New Brunswick Business Council**, the **Conseil économique du Nouveau-Brunswick** and the **Canadian Federation of Independent Business**.



3 : Support the organization

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

Fundraising campaign

Always under the theme of *"Pay Equity: I give because I care"*, our fundraising campaign raised approximately \$70,000. We are grateful to our donors from across the province for their support. ***In particular, we wish to thank Isabelle McKee-Allain, who played a major role in our campaign, as well as Régina Robichaud, Anne Robichaud, Vallie Stearns-Anderson, Paulette Sonier Rioux, Charline Vautour and Lise Rodrigue who helped raise funds for the Coalition.***

Grants

In 2018-2019, we received funding from the **Department of Women and Gender Equality** for projects meeting specific criteria, but playing a pivotal role in achieving the Coalition's goals. One of them ended last July but two others are on-going.

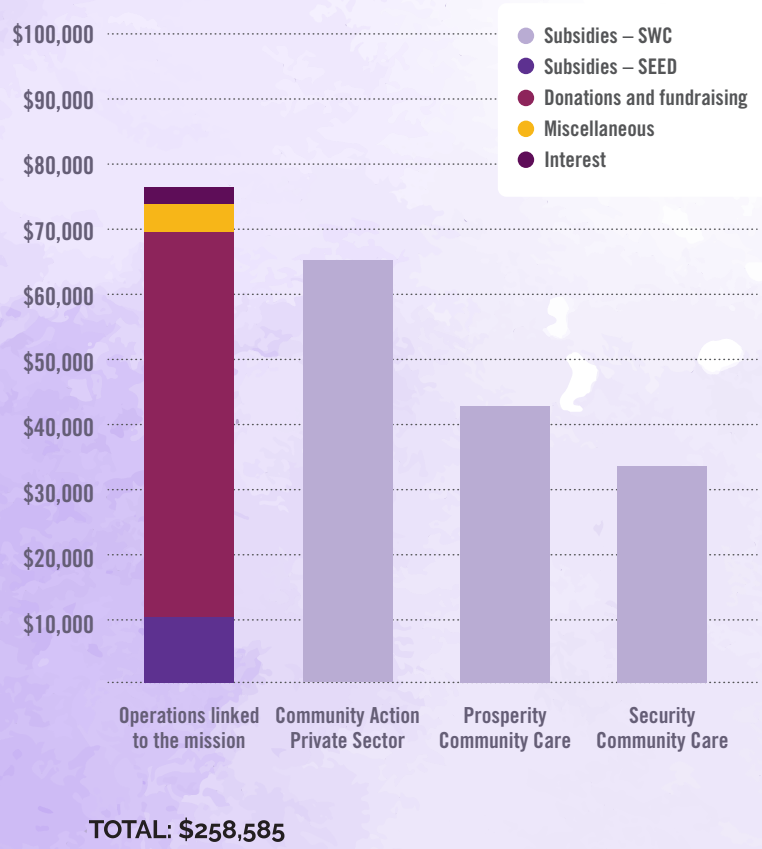
- **Improving the Economic Prosperity of Women Working in the Care-Giving Field:** \$239,700 over three years (\$79,900 per year), from July 27, 2015 to July 26, 2018.
- **Empowering Women for Community Action:** \$238,000 over three years (\$79,330 per year), from January 2017 to December 2019; and \$20,000 over three years to cover the costs of five meetings with Gender Equality Network Canada.
- **Valuing Community Care-giving:** \$335,000 over three years (\$111,667 per year) from April 2018 to March 2021.



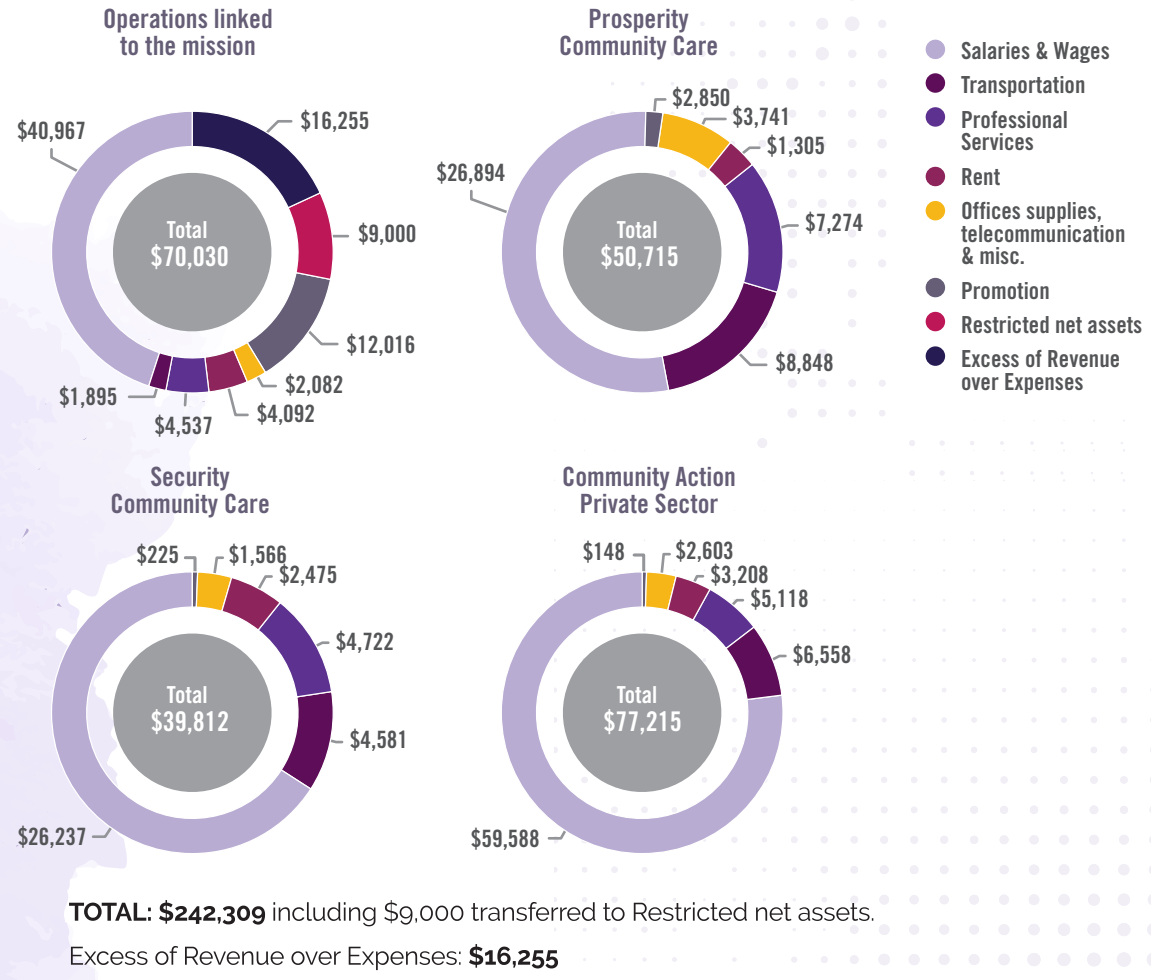
Financial statements

The financial statements were reviewed by Louise Belliveau, CPA, and are available upon request at the Coalition's office. As of February 28th, 2019, the balances in the accounts of Cash was \$45,713, of Accounts receivable and Prepaid expenses were \$6,879, of Term deposit was \$245,409, for which \$203,894 was Deferred revenue for 2019-2020.

Revenue per project (2018-2019)



Expenses and Excess per project (2018-2019)



ACKNOWLEDGEMENTS

With the help of our members, we raised nearly \$70,000 through our 9th annual fundraising campaign “Pay Equity: I give because I care!” in 2018-2019. To the individuals, religious groups, unions and organizations that have generously contributed to our campaign, many thanks!

VISIONARY ORGANIZATIONS (\$5,000+)



New Brunswick
Nurses Union



Syndicat des
infirmières et infirmiers
du Nouveau-Brunswick

TRAILBLAZER ORGANIZATIONS (\$1,000 TO \$4,999)

- CUPE, Local 2745
- Public Service Alliance of Canada - Atlantic Region
- Uni Coopération financière
- 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
- Association of University of New Brunswick Teachers
- Dames d'Acadie des Iles Lamèque et Miscou
- Restigouche Residential Agency

SUPPORTER ORGANIZATIONS (\$100 TO \$499)

- ABPPRUM
- Centre de Bénévolat de la Péninsule Acadienne
- CFUW Fredericton
- CFUW Moncton
- Congrégation de Notre-Dame
- CUPE, local 1418-5
- Dames d'Acadie de Tracadie
- Faculté des arts et des sciences sociales, Université de Moncton
- Mount Allison Faculty Association
- New Brunswick Association of Residential Agencies
- Résidence communautaire AIC - staff
- Résidence Communautaire St-Joseph
- Saint John & District Labour Council
- Unifor, Local 506
- Wood Pecker Tree Care

VISIONARY INDIVIDUALS (\$500 +)

- Pierre Cormier
- Sharon Crabb
- Anne Crocker
- Jula Hughes
- Johanne Perron
- Noëlla Richard
- Odette Snow
- Vallie Stearns-Anderson

TRAILBLAZER INDIVIDUALS (\$250 TO \$499)

- Ghislaine and Fernand Arsenault
- Geneviève Bouchard and Jean Saint-Aubin
- France Caissy
- Jody Dallaire and Eugene LeBlanc
- Madeleine Delaney-LeBlanc
- Huberte Gautreau
- Suzette Lagacé
- Lauraine Léger

- Viola Léger
- Anne-Marie Laroche
- Isabelle McKee-Allain
- Sylvie Morin
- Johanne Perron
- Anne Robichaud
- Lise Rodrigue
- Marie-Thérèse Seguin
- Jean-François Thibault

FRIEND INDIVIDUALS (\$100 TO \$249)

- Chantal Abord-Hugon
- Raymonde Albert LeBlanc
- Gregory Allain
- Anne-Marie Arseneault
- Sylvie Arseneau
- Maurice Basque
- Annette Boudreau
- Georges Boudreau
- Lyne Chantal Boudreau
- Denis Bourgeois
- Lorraine Bourque
- Michel Cardin
- Michèle Caron
- Margaret Conrad
- Marianne Cormier
- Suzanne Cyr and Michel Desjardins
- Denise Daigle Lavigne
- Roma de Robertis
- Florine Després
- Frederick Dion
- Suzanne P. Doucet
- Jeanne Farrah
- Catalina Ferrer
- Évelyne Foex
- Jeanne d'Arc Gaudet
- Line Godbout
- Danielle Godin
- Solange Haché
- Kathryn Hamer-Edwards
- Sandy Harding
- Matthew Hayes

- Louise Imbeault
- Odette Landry
- Isabel Lanteigne
- Monique Laplante
- Marie-Lise Lavoie
- Tina Learmonth
- Dollard LeBlanc
- Matthieu LeBlanc
- Monique Levesque
- Joanne McKee
- Ginette Petitpas Taylor
- Roberta Pollock
- Régina Robichaud
- Anita Savoie Robichaud
- Liane Roy
- Charline Vautour
- Judith Weiss

SUPPORTER INDIVIDUALS (\$25 TO \$99)

- Hélène Albert
- Patricia Balcom
- Normand Beaudoin
- Léona Bossé
- Pier Bouchard
- Julie Caissie
- Lynne Castonguay
- Yolande Chiasson
- Jacqueline Collette
- Gisèle Desjardins
- Annette Dionne
- Charles Doucet
- Marilyn Ferguson-Mallet
- Aline Johanns
- Rita Fortin Lee
- Ida Gaudet
- Patricia Harrington and Monika Wohlmut
- Nancy J. Hartling
- Bonnie Huskins
- Nisk Imbeault
- Aline Johanns
- Lorraine Julien

- Nancy Juneau
- Joanne and Rodrigue Landry
- Colette Landry Martin
- Amédée LeBlanc
- Michel LeBlanc
- Josée Lord
- Lynn Losier
- Lisa Martin
- Valmond Martin
- Aline Nardini
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