

New Brunswick COALITION FOR PAY EQUITY Inc.

Annual Report
2011-2012



51, Williams Street, Moncton, New Brunswick E1C 2G6
(506) 855-0002
coalitio@nb.sympatico.ca
www.equite-equity.com
Twitter: <http://twitter.com/Coalition4PENB>
Facebook: NB Coalition for Pay Equity – Coalition pour l'équité salariale
du N.-B.

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

ANNUAL REPORT 2011-2012

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MESSAGE FROM THE CHAIR

It has been my pleasure to serve as Chair for the past year. I am very impressed with the hard work of the Board, staff and volunteers. I have indeed been fortunate to take part in such a well-organized and solid organization which has been built on strong representation in all regions of the province, and in both official languages.

This has been a critical year for pay equity in New Brunswick. You could call it the "Show Us the Money" year, since pay equity pay-outs are expected to roll out for the first time in the history of this Coalition. Two years ago, the Pay Equity Act, 2009 was enacted, which is intended to cover all of the Public Service, including Crown Corporations. This was a tremendous achievement. Since then, however, it has been difficult to monitor the implementation of the Pay Equity Act, 2009 due to a lack of information. The Act set a target date of April 1, 2012 for the first wage adjustments. Unfortunately, even though the Alward government has earmarked \$3.4 million for this purpose, extensions have been granted for 8 out of the 9 groups identified for pay equity evaluations. There are a number of weaknesses in the Act which seem to contribute to the many delays.

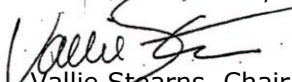
The Alward government has also put aside \$3 million for four groups in the private sector that offer key community services funded primarily by public dollars. These are Child Care Workers, Home Support Workers, Transition House Workers and Group Home Workers. While eight job classifications were evaluated in three of the groups (evaluations are not yet completed for Group Home Workers), only two of them received notable adjustments. To our surprise, the exercise determined that there is no pay inequity for the remaining six. We can't understand these results. We will be looking closely at the government's promised report due to be released on June 8th, 2012 to evaluate the reliability and validity of the data and methodology used to reach these results.

I believe we would not have seen any pay equity adjustments at all if it had not been for the hard work of the membership of the Coalition, our Regional Committees, our Board members, and our many, many volunteers and financial supporters. Together, we visited our elected officials to inform, educate and encourage them to promote pay equity in this province, both in Fredericton and constituency offices. We conducted a provincial tour to reach out to women working in the affected sectors. We initiated a number of outreach and public education projects. We stayed consistently in the news, bringing our message to the greater public.

This past fall, we launched our second annual fundraising campaign. We successfully raised approximately \$65,000, about 80% of our target. The Campaign's Co-Chairs, Louise Imbeault and Dr. Pamela Coates, were key to this success.

We have a lot of work to do in the year ahead. The pay equity results in the private sector need to be analyzed. We need to continue to push for fair and timely evaluations in the public sector. Outreach, public education and mobilization will be more important than ever, especially in the light of these results. We are also committed to launching our third annual fundraising campaign in the fall. We are dedicated to making sure that women and men who work in female-dominated jobs will NOT be short-changed!

I want to take this opportunity to thank all the many staff and volunteers who have contributed to our many successes. I have worked closely with the Board of Directors this year, and I would like to extend my sincerest appreciation. We have also had the privilege of a number of observers from some of our major funders attend our Board meetings. In addition, I would like to offer a very big and warm thank you to our staff, Rachel LeBlanc, Joannie LeBlanc, Louise Tardif and our tireless Executive Director, Johanne Perron.


Vallie Stearns, Chair

MESSAGE FROM THE EXECUTIVE DIRECTOR

We know where we're headed, but the road is far from straight. Fortunately and despite obstacles, we have managed to stay on course towards our goal: enhancing the value of predominantly female jobs!

This year a large part of our efforts went to support the four public sector groups that offer services mandated by the government and which were involved in pay equity exercises initiated by government a few years ago. These groups were expecting their salary adjustments in 2010-2011, but two years running, provincial budgets were tabled – by two different governments – with no mention of these adjustments.

That is why the Coalition has supported these groups with our time and resources. We organized a circuit themed "Pay Equity Means to Me..." to reach employees in these areas of employment. This was a way of increasing our understanding of their reality, as we collaborated in developing means of pressure they felt appropriate. An awareness campaign targeting MLAs was subsequently carried out, through postcards, emails, phone calls and meetings, and resulted in an increase in our membership by at least a hundred persons! More importantly, we kept pay equity on the public radar. A few rays of hope were present in the 2012-2013 provincial budget which mentioned pay equity payments. However, the amounts involved seem so inadequate that the Coalition is raising questions about the process. It is imperative that documentation in support of government's pay equity actions be made public.

While Status of Women Canada's funding criteria now excludes advocacy, the Coalition is exploring what it can still do under the current rules, while pursuing its mission. For instance, we obtained funding for a two-year pilot project on women's leadership in the community sector. We submitted the proposal because we are particularly interested in this clearly "female" dominated, and as clearly, under-paid sector. What could be done to increase the influence of the women who are often in leadership positions in the community sector? How can we increase the perceived value of the work accomplished by this female dominated sector, work that is crucial for our communities but receives little recognition? Emmanuelle Chapados and Rachel LeBlanc took turns accepting the challenge of coordinating the mentoring project.

We can also be proud of our fundraising campaign this year. We keep on learning how to improve support of our advocacy role. Individual and organizational donors are providing another source of support for the Coalition. This requires a new type of volunteering and forces us out of our comfort zone. Each donation becomes a reward!

This year as always, support to the volunteers that are the foundation of the Coalition remained a priority. We are actively working with our four existing regional committees and are growing the basis for a new one in Tracadie-Sheila.

In conclusion, I wish to thank everyone who supports pay equity in their myriad ways. One of the benefits of working at the Coalition is meeting so many engaged individuals, with their many and varied experience and expertise. By being in touch with you, I learn every day. Thank you all!



Johanne Perron
Executive Director

WHO WE ARE?

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that educates and advocates for the adoption and the implementation of adequate legislation in order to achieve pay equity for all workers in both the public and private sectors. Pay equity is equal pay for work of equal value.

BOARD OF DIRECTORS



(Left to right : Johanne, Gail, Lydia, Vallie, Linda, Thérèse, Marilyn, Roberte, Elizabeth C., Elizabeth B., Huberte)

Chairperson:	Vallie Stearns
Past chairperson:	Marilyn MacCormack
Anglophone co-chair:	Elizabeth Blaney
Francophone co-chair:	Huberte Gautreau
Secretary-Treasurer:	Elizabeth LeBlanc, then Roberte Léger
Northeast representative:	Thérèse Duguay
Kent-Miramichi representative:	Roberte Léger
Southeast representative:	Lydia Jaillet
Centre representative:	Linda Richardson
Southwest representative:	Gail Taylor
Northwest representative:	Anne Roussel
Aboriginal representative:	Elizabeth Coburn
Executive director:	Johanne Perron
Observers:	Representatives from:
	▪ Canadian Union of Public Employees - New Brunswick
	▪ New Brunswick Union
	▪ Religieuses de Notre-Dame du Sacré-Cœur
	▪ Filles de Marie de l'Assomption

VOLUNTEERS

Again this year, many individuals devoted numerous hours of volunteer work either as members of our Board of Directors, our fundraising committee, our regional committees, or on an as-needed basis, offering valuable advice, participating in awareness-raising events, offering translation services or other technical support. Our most sincere thanks to all those who contributed to promoting pay equity in New Brunswick.

STAFF

Executive Director:	Johanne Perron
Project coordinators:	Emmanuelle Chapados, followed by Rachel LeBlanc
Summer employees (students):	Joannie LeBlanc, Jessica Haché

Pay Equity Act, 2009

Throughout the year, the Coalition maintained regular communication with the Women's Issues Branch to monitor the implementation of the *Pay Equity Act, 2009*.

According to the legislation, the government and bargaining agents were expected to complete the job evaluation process by April 2012, and pay adjustments would begin at that time. Unfortunately, the evaluation process has been significantly delayed, and as a consequence, so have pay adjustments. Furthermore, the government has failed to appoint a permanent director of the Pay Equity Bureau.

We are also concerned that the regulations on the maintenance of pay equity have not yet been adopted. We had obtained expert assistance in developing a framework for maintenance regulations, and the report was presented to the government.

The *Act* applies to the entire public service, including Crown corporations.

Pay Equity for Workers Who Provide Government-Mandated Services

Context

A few years ago, the government initiated pay equity exercises with four private-sector groups: homecare, child care, group home and transition house workers. These workers are not covered by the *Pay Equity Act, 2009*, although the sectors are funded by government.

Committees were created with representatives of employees and employers, as well as government representatives to develop job descriptions which were to be evaluated and compared with male-dominated jobs. Pay adjustments were expected to begin in 2010, but were delayed. Three sectors are now expected to receive parts of their pay adjustments this year. The fourth sector, group homes, has not yet completed the job evaluation process.

The Coalition has worked hard this year to support these four groups of workers. We organized a tour across the province, a postcard campaign, press conferences and other events. Our hope is that our efforts will not only help bring pay equity to these four specific groups, but also to other workers who provide government-mandated services.

"What Pay Equity Means to Me" Tour

Between November 2011 and February 2012, the Coalition organized a tour of the province. The Coalition's executive director met with approximately 300 individuals employed in childcare centres, home support agencies, group homes and transition houses. This tour offered participants an opportunity to discuss lobbying measures to bring about long-awaited pay equity adjustments. Many of those who participated in the sessions later became members of the Coalition.

Pre-budget consultations

Several members of the Coalition participated in the pre-budget consultations to promote pay equity as good economic policy, and to ask that the government include money for pay adjustments to the four groups mentioned in the 2011-2012 budget. The Coalition also supported the Common Front for Social Justice's recommendation that our income tax system be made more progressive, i.e. that higher income earners pay higher rates. Tax breaks have been awarded to high income earners in recent years and this has resulted in lower government revenues. The deficit should not be used as an excuse to delay pay equity - a recognized human right.

Pay equity postcard campaign: "Pay inequity makes a hole in MY budget"

Throughout the Province, New Brunswickers have signed approximately 3,500 postcards addressed to Premier Alward, carrying the following message: "Pay inequity makes a hole in MY budget". The purpose of the campaign was to remind everyone that employees in the four targeted government-mandated services sectors of the economy are still waiting for their pay equity adjustments. The postcards were delivered to the Premier in a stroller on March 20, 2012. This symbolic gesture did not go unnoticed.



E-mail, telephone and letter campaign

Members of the Coalition and employees of the four targeted sectors were asked to write and telephone their Members of the Legislature. The Saint John regional committee even held a "solidarity soup", followed by a session of letter-writing to the Premier. This event coincided with International Women's Day. While it is not clear how many such actions were initiated, we do know that many members of the Legislative Assembly did get the message.

Press conferences

The Coalition was joined by workers and employers of the four targeted sectors for two separate press conferences to ask for the results of the job evaluation process. The two events were held on June 3, 2011 and January 12, 2012. The Coalition held another press conference on January 20, 2012 to unveil its strategy in support of the workers in the four targeted sectors.

Announcement on Pay Equity in the Provincial Budget

In response to the demands of the Coalition for Pay Equity, the provincial government announced as part of its budget speech that \$6.4 million would be set aside for pay equity adjustments this year. It also promised additional yearly adjustments until 2017-2018, without giving specific numbers. These adjustments are to be paid to employees in the public sector as well as to those who work in childcare, homecare, and transition houses. The fourth targeted group, workers in group homes, is not expected to get pay equity adjustments until 2013-2014 because the job evaluation process in that sector has not been completed.

When the Women's Issues Branch budget estimates were presented, the Minister Responsible for the Status of Women, Margaret-Ann Blaney, announced the adjustment totals allotted for the three groups mentioned above. The results surprised the Coalition and do not seem adequate. Eight job classifications were evaluated and, according to government calculations, only two of these classifications will obtain adjustments worthy of mention: child care support workers will obtain \$12.52/hr after an adjustment of \$2.42/hr spread over five years and home support workers will obtain \$13.15/hr after an adjustment of \$2.15/hr also spread over five years. The Minister announced that "fair" wages were already in place for the other job classifications. So – for community outreach workers, this would be \$13.40/hr and, for primary child care staff, \$13.15/hr.

The Coalition is asking the government to provide all information used to arrive at these amounts at the earliest opportunity. The Coalition wants to know what male-dominated jobs were used as a

comparative measure, what wages were associated with these comparators and how these wages were determined?

Community Sector Women's Leadership Project

The Coalition received funding from Status of Women Canada for a two-year Community Sector Women's Leadership Project, which began in April 2011. Much progress has been made in our development of the project. Using a non-hierarchical mentorship approach has lent opportunities for women in various positions of leadership in the NB community sector to delve into dynamic discussions and vibrant exchanges on their experiences as women-leaders. The first session was piloted in English, in Moncton on April 4th. This first provincial



meeting was a chance for participants to meet and begin to exchange insights on topics relevant to women's leadership and our local community sector. They met in small groups for 4 mentorship sessions that provided an opportunity to push the dialogue even further. The mentorship sessions are horizontal by design, meaning that each participant is learning while mentoring. Each group has a facilitator/participant who encourages sharing from experiences and creating optimal spaces for multi-level mentorship. Topics include: increasing the influence of women's leadership in the community sector, increasing the value of caring work done in the community sector, and the impact of advocacy and legislation on the community sector. Another session is planned for September. This session will be offered in French.

Our Commitment to Women's Issues

N.B. Advisory Council on the Status of Women

After women protested against the abolition of the Advisory Council on the Status of Women, the government held a summit entitled "The Voices of Women" on November 4-5, 2011. The Coalition actively participated. Several options were put forward, but they were not debated in a plenary session. The Coalition has asked to participate in any committee which could be asked to follow-up on the ideas proposed at the summit. The government has not yet announced the creation of such a committee.

World March of Women 2010

The Coalition was a member of the organizing committee of the 2010 World March of Women. The publication of the Report on the World March was delayed as a consequence of the events surrounding the abolition of the N.B. Advisory Council on the Status of Women. The Report is now available on our website. It has been presented to the Minister Responsible for the Status of Women, Margaret-Ann Blaney. It highlights the need for gender-based analysis in government programs and policies. It also recommends pay equity legislation in the private sector.

FUNDRAISING CAMPAIGN "STILL STANDING"

Co-Chairs: Ms. Louise Imbeault and Dr. Pamela Coates. **Members of the planning committee:** Andrée Cormier, Gabrielle Ross-Marquette, Chantal Abord-Hugon and Johanne Perron. **Members of the porcelain paper chairs committee:** Huberte Gautreau, Marie Ulmer, Annette Johnston and Johanne Perron.

As a result of the funding cuts to lobby groups by the federal government, the Coalition has decided to hold an annual fundraising campaign.



Ms. Louise Imbeault, former director of Radio-Canada Acadie, and Dr. Pamela Coates, an anti-poverty activist, co-chaired the Coalition's second annual fundraising campaign, "Still Standing". We held two launches, the first was organized by the "porcelain paper chairs committee" on October 27, in Dieppe, and the second was organized by the Saint John regional committee and held on November 16, in Saint John

In support of the campaign, artist-ceramist Marie Ulmer participated in the sale of 7,000 miniature chairs sculpted out of porcelain paper. These were part of her 2006-2007 exhibition titled "The presence of absence."

The campaign raised a total of \$65,000, thanks to the generosity of labour unions, religious communities and more than 150 individual donors who believe in pay equity. This represents 80% of this year's stated objective of \$80,000, an impressive amount given that the Coalition cannot give out tax receipts because of our lobbying work.

COMMUNICATION AND AWARENESS

Media

During the 2011-2012 fiscal year, the Coalition issued 14 press releases (three of which were joint press releases) and had published 6 letters to the editor. The Coalition and/or pay equity were mentioned over 160 times, compared with 200 in 2010-2011, 230 in 2009-2010, 185 in 2008-2009 and 175 in 2007-2008. Pay equity was approached from several different perspectives, including International Women's Day, our fundraising campaign, the 2012-2013 provincial budget as well pay equity in child care services, home support agencies, group homes and transition houses.

Social media and the internet

Our Facebook page has over 200 likes and 125 people follow us on Twitter. During the 2011-2012 fiscal year, our website had more visitors than the previous year. We published two newsletters and continued to communicate regularly with our members by email.

Presentations

During the 2011-2012 fiscal year, the Coalition gave 23 talks, reaching 530 people, 30% of whom were under 35. We thank the volunteers who gave talks: Gail Taylor, Elizabeth Blaney, Jo-Anne Elder, Don Uhryniw, Shelley Gauthier, Huberte Gautreau and Vallie Stearns.

REGIONAL COMMITTEES REPORTS

Fredericton Regional Committee

Chair of the committee: Tracy Glynn

Members: Elizabeth Blaney, Liz Coburn, Linda Richardson, Michelle Lafrance, Tracy Glynn, Joan McFarland, Maureen Michaud and Janet Stoppard.

Activities:

The Committee attempted to organize meetings with most MLAs in the Fredericton region. However, many of their requests were left unanswered.

Joan McFarland, Liz Coburn and Maureen Michaud did meet with their MLA Brian MacDonald. They presented him with a folder of information on pay equity, with definitions, the history of the Coalition, and updated information relating to the four sectors waiting for pay equity adjustments (child care, home support, transition house and group home workers). They asked for faster action

for the four sectors as well as the implementation of the Pay Equity Act 2009. They talked about the negative impact of the abolition of the Advisory Council on the Status of Women. They also informed him of the federal government cuts to the funding of the Coalition last year.



Maureen Michaud, Elizabeth Coburn and Michelle Lafrance spoke at the Pre-Budget Consultations in Fredericton.

Fredericton members gathered signatures to the postcards demanding pay equity adjustments for the four target sectors before the release of the provincial budget. Postcards were

circulated to social work students in the classes of Suzanne Dudziak and Tracy Glynn. Most students signed the postcards. We also gave presentations on 1) pay equity (Maureen Michaud) and 2) activism (Elizabeth Blaney)

Elizabeth Blaney spoke about the provincial budget and pay equity, and the NB Coalition for Pay Equity's need to fundraise at the International Women's Day Coffeehouse with Guatemalan activist Norma Hererra in Fredericton. Postcards were also circulated and signed at this event. She also spoke at the Saint John "Soup for Solidarity", an International Women's Day Event, on March 8.

Greater Moncton Regional Committee

Chair of the committee: Janice Gray

Members: Huberte Gautreau, Élisabeth LeBlanc, Charline Vautour, Anne Boisvert

Activities:

The Moncton committee was actively involved in the Coalition's fundraising efforts by helping to organize the sale of small porcelain paper chairs created by local artist Marie Ulmer. The chairs were sold at the Farmer's Market and at various occasions by volunteers from the committee and the Coalition.

Committee members continued their lobbying efforts with regards to obtaining pay equity in the private sector, particularly for the 4 sectors currently targeted by the government's efforts. Some members met with MLAs Victor Boudreau and Roger Melanson in this respect.

On this note, the committee was also involved in the postcard campaign that was organized in support of the four sectors. The postcards were distributed not only to the population at large, but also within the affected groups themselves. The cards were hand delivered to Premier David Alward himself while he was in Moncton. Participants were encouraged to discuss pay equity with their MLAs.

As always, the Moncton committee joined forces with other local organizations in hosting a special event celebrating International Women's Day. A meal was served and the organizers put on a short sketch related to this year's theme: "Let's celebrate International Women's Day and Demand a Piece of that Pie".

The committee was represented at the pre-budget consultations which were held at the Moncton NBCC in January.

Madawaska Regional Committee

Members: Louise Guerrette, Nicole Lang, Denyse Mazerolle, Sylvie Morin, and Anne Roussel

Activities:

In April 2010, the group in the Madawaska region met with the city's mayor and executive director to ask them to pass a resolution endorsing pay equity like those adopted by Dieppe and Moncton. On January 24, 2012, they addressed the municipal council during a forum on the same issue. On March 26, 2012, the council sent the committee a letter advising that before adopting the resolution they want to ensure that their own organization conforms to the principals of pay equity. Based on the amount of time that lapsed between the first and second meeting with the council, it will be a long time before they actually endorse the resolution.

In April 2011 the committee met Madeleine Dubé, the MLA for Edmundston St-Basile, to convey their concerns regarding the dissolution of the Advisory Council on the Status of Women. Subsequently, the Women's Issues Branch organized a Summit entitled the "Voices of New Brunswick Women" on November 4 and 5. However, women have not yet found the means to ensure their voice is heard.

The committee also met with Johanne Perron on November 10, 2011 and again on January 17.

The committee participated in the pre-budget consultations held in our region on January 25. Several of the members urged the government to pay women the money they are owed as a result of job evaluations completed in their workplaces. They also actively participated in the post card campaign for the four groups.

Saint John Regional Committee

Chair of the committee: Gail Taylor.

Members: Ann Barrett, Dawn LeBlanc, Don Uhriniw, Lee Chalmers, Marcia Kirkwood, Shelley Gauthier, Tammy Garnett, Pamela Coates, Vallie Stearns

Activities:

In summer and fall 2011, Marcia Kirkwood, Don Uhryniw, Gail Taylor met with MLA's Dorothy Shephard, Carl Killen, Trevor Holder, and Glen Tait. Gail Taylor, Vallie Stearns, & Marcia Kirkwood met with provincial Cabinet Ministers Blaine Higgs and Margaret-Ann Blaney. MLAs were not always well-informed about their government's involvement in pay equity. Follow-up is needed to address questions about pay equity and impacts on business. We stress in our presentations: human rights, poverty reduction, need for unified policies to benefit women's economic and social autonomy as context for pay equity, grass roots experience of pay inequity. After meeting with Ministers, Gail Taylor sent follow-emails to reflect back our understanding, especially on action items.

The Committee recommended and offered support to Pam Coates, who agreed to be co-chair of the 2011-2012 provincial fundraising campaign. In November 2011, the Committee organized the "Still Standing" Saint John fundraising launch. Committee member Shelley Gauthier spoke on trying to make her chosen work in 3 of the 4 sectors viable while re-paying student loans. Home-baked treats and coffee, discussion questions at each table on such issues as how pay equity enhances recruitment and retention of workers, boosts NB's human rights profile, explore why the work of the four sectors are vital for families.

On February 11, 2012, Gail Taylor, Don Uhryniw, & Shelley Gauthier made a presentation and led discussion to 80-minute Sociology of Work class, Lee Chalmers, professor, UNBSJ. We stressed our perspectives on women's rights, spiritual inclusion, experience on front lines, and spoke about the value of activism in general to students.

On February 15, 2012, Marcia Kirkwood, Pam Coates, & Gail Taylor attended the Women & Budgets Day, in Moncton (with Charlotte Thibault, GBA expert and Sr. Auréa Cormier, Common Front for Social Justice).

On March 8, 2012, the Committee organized "Soup for Solidarity" an awareness/grass roots event for International Women's Day. Facilitated letter-writing and postcards for delivery to Premier prior to Budget Day, discussion, news from the Coalition via Elizabeth Blaney, and food! Approximately 45 people attended – but there was no media presence. The committee is starting to build up the grassroots base with significant turnouts from childcare and group home workers – at least half of everyone who came – plus faithful allies in union and faith communities.

On April 14, 2012, Gail Taylor attended a luncheon with Vallie Stearns hosted by Thomas Mulcair, Leader of the Opposition, and put in a plug for pay equity at federal level, making connections to their email list on an equity bill based on 2004 recommendations by the Pay Equity Task Force.

On April 17, 2012, the Regional Committee held a meeting for transition purposes, since Gail Taylor will leave the province this spring or summer. Pam Coates put her name forward for the Southwest Board position and will attend the AGM on May 19th; Don Uhryniw offered to facilitate the Regional Committee. Materials will be transferred paper and electronic files. Need for new membership was discussed among other go-forward issues.

OUR PARTNERS

We wish to thank all of our partners:

- New Brunswick Home Support Association
- Canadian Labour Congress, Atlantic Region
- Moncton and District Labour Council
- New Brunswick Federation of Labour
- Common Front for Social Justice
- Regroupement féministe du Nouveau-Brunswick
- Canadian Union of Public Employees, New Brunswick Division
- New Brunswick Union of Public & Private Employees
- New Brunswick Nurses' Union

Common Front for Social Justice

The Coalition is a member of the Common Front for Social Justice, an organization that seeks to create a more humane society built on the principles of universal respect and dignity, a New Brunswick without poverty where both the wealthy and the less fortunate are assured decent living conditions, where the social assistance and minimum wage allow people to live, not just survive.

One of the Common Front's four priorities is to extend the Pay Equity Act to people working in the private sector. In the past year, it participated in the Coalition's post card campaign and also introduced an awareness campaign called: "New Brunswick, Close to our Heart" which proposed a progressive income tax that would help alleviate the deficit. The CFSJ organized several activities to promote the elimination of poverty and the increase of social assistance rates.

Regroupement féministe du Nouveau-Brunswick

The Coalition is a member of the Regroupement Feministe du Nouveau Brunswick (RFNB), whose mission is to assert the interests of New Brunswick francophone women in all their diversity, to engage in political action and to defend and promote women's rights from a feminist perspective while ensuring their participation as citizens.

Some of the RFNB's main activities included:

- Demanded that the provincial government take into account the needs of women in the elaboration of the provincial budget and public policies
- Concerted actions directed to the public and the provincial government following the abolition of the Advisory Council on the Status of Women
- Forwarded the issue of equality between men and women in the Acadian community (for example, through pilot projects putting in use gender-based analysis with other community sector organizations)
- Addressed the representation of women in news coverage within francophone media in NB.

FINANCIAL STATEMENTS

The 2011-2012 financial statement was reviewed by Louise Belliveau, C.A. As of February 29, 2012, the account balance was of \$1,041 and the term deposits \$42,000, of which \$19,458 represented the amount of subsidies deferred to the year 2012-2103.

MEMBERS

As of April 30, 2012, the Coalition had a total of around 775 individual members. Our member organizations are:

1. Acadian Peninsula & District Labour Council
2. Annabel Gay Women's Institute
3. Association acadienne des artistes professionnel.le.s du Nouveau-Brunswick
4. Association acadienne et francophone des aînées et aînés du Nouveau-Brunswick
5. Association des bibliothécaires, professeures et professeurs de l'Université de Moncton
6. Association des bibliothécaires, professeures et professeurs retraités de l'Université de Moncton
7. Association des employés de l'Université de Moncton
8. Association francophone des établissements de soins spéciaux du Nouveau-Brunswick
9. Association des juristes d'expression française du Nouveau-Brunswick
10. Association du personnel administratif et professionnel de l'Université de Moncton
11. Association for Community Living (Grand Falls)
12. Association francophone des municipalités du Nouveau-Brunswick
13. Association francophone des parents du Nouveau-Brunswick
14. Association of University of New Brunswick Teachers
15. Atelier des Copains Co-op Ltée
16. Ateliers Hironnelles
17. Bakery, Confectionary and Tobacco Workers and Grain Millers International Union, local 406
18. Bathurst & District Labour Council
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 Public Employees, Maritimes Regional Office
25. Canadian Union of Public Employees, Local 1159
26. Canadian Union of Public Employees, Local 2116
27. Canadian Union of Public Employees, local 2745-3
28. Canadian Union of Public Employees, Local 813
29. Canadian Union of Public Employees, Local 4598
30. Canadian Union of Public Employees- New-Brunswick
31. Canadian Union of Postal Workers, Fundy-105 Women's Committee
32. Centenary Queen Square United Church
33. Crossroads for Women
34. Common Front for Social Justice
35. Communications, Energy and Paperworkers Union of Canada
36. Communications, Energy and Paperworkers Union of Canada, local 506
37. Dames d'Acadie de Dieppe
38. Dames d'Acadie de Moncton
39. Écllosion Inc.
40. Edmundston & District Labour Council
41. Fédération d'alphabétisation du Nouveau-Brunswick
42. Fédération des étudiants et étudiantes du Centre universitaire de Moncton (FÉÉCUM)
43. Femmes acadiennes et francophones de Bertrand
44. Femmes acadiennes et francophones de Bouctouche
45. Femmes acadiennes et francophones de Caraquet
46. Femmes acadiennes et francophones de Cocagne
47. Femmes acadiennes et francophones de Lamèque
48. Femmes acadiennes et francophones de Shippagan
49. Filles de Marie-de-l'Assomption
50. Fredericton & District Labour Council
51. Homeless Women's Shelter Service Inc.
52. Institut féminin de Grande-Digue
53. Institut féminin de Rivière du Portage
54. Maison de passage
55. Miramichi & District Labour Council
56. Miramichi Emergency Centre for women Inc.
57. Moncton & District Labour Council
58. Moncton Regional Learning Council
59. NB Media Co-op
60. NB Rebelles-Fredericton
61. New Brunswick Association of Social Workers
62. New Brunswick Child Care Coalition
63. New Brunswick Council of Nursing Home Unions
64. New Brunswick Federation of Labour
65. New Brunswick Home Support Association
66. New Brunswick Nurses Union
67. New Brunswick Teachers' Federation
68. New Brunswick Union of Public and Private Employees
69. New Brunswick Voices of Women for Peace
70. Regroupement féministe du Nouveau-Brunswick
71. Restigouche & District Labour Council
72. Religieuses de Notre-Dame-du-Sacré-Coeur
73. Saint John & District Labour Council
74. SERFNB - Cercle Alcide-F.-LeBlanc
75. Services à la famille Népisiguit
76. Société de l'Acadie du Nouveau-Brunswick
77. Société des enseignantes et enseignants retraités francophones du Nouveau-Brunswick(SERFNB)
78. Stimulation à l'enfance inc.
79. Student Alliance of New Brunswick
80. Support to Single Parents
81. Union of the Municipalities of New Brunswick
82. Urban Core Support Network
83. YWCA of Moncton