



March/April 1999
Volume 25, No. 2

CLUW

News

Coalition of Labor Union Women

Important 1999 Convention Cut-Off Dates

JUNE 2 Union Delegate/
Alternate Candidate Forms are
due back to your Union
Coordinator postmarked no later
than this date. (See page xx for
list of Union Coordinators).

JULY 2 Elections of union and
chapter delegates/alternates must
be held no later than this date.

**Convention resolutions and
amendments to the constitution**
must be postmarked and sent to
the CLUW National Office by
this date.

**You must be a regular member
in good standing by this date
to run or vote for the 1999-2001
National Executive Board.**

AUG 2 The number of dele-
gates/ alternates a union is enti-
tled to elect to the 1999-2001
National Executive Board will be
determined by membership
counts on this date.

AUG 9 Hotel reservation
cut-off date.

Signed Convention Delegate/
Alternate Credential Forms are
due back to the CLUW National
Office.

**CONVENTION
REGISTRATION FORMS are
DUE back to the CLUW
National Office.**

SEPT. 2 10th Biennial
Convention Opens.

**Please see page 6 for more
Convention highlights.**



CLUW Chapters Take a Charge at Equal Pay

In the CLUW Convention city, "A call for more change" read the photo caption in the Chicago Sun Times describing an Equal Pay Day event. **Chicago CLUW** sisters let the people of Illinois know that "74 cents makes no sense." This, referring to the fact that women workers earn 26 percent less than men, but do the same work and incur equal, and often times greater, financial burdens.

With the help of unions and 15 other women's groups, Congresswoman Jan Schakowsky (D-IL) joined Chicago CLUW's co-sponsored event to let everyone know that "74 cents just doesn't cut it." Those were also the words on the giant sheet cake the sisters used to make the important message sweet.

All across the country, CLUW Chapters took action to help close the wage gap between male and female workers. "There was no stopping the CLUW

members from speaking out on one of the greatest economic injustices in present day America," said CLUW President Gloria Johnson who applauded the reports of chapter action.

Kansas City Metro CLUW decided Equal Pay Day was the time to talk about the union wage advantage. It passed out flyers showing how union representation boosts wages for all workers. Pointing out a huge social advantage of equal pay for men and women Kansas City Metro President Chere Chaney (CWA) said, "Raising women's wages increases family income and cuts poverty."

Long Island, NY, CLUW President Jane D'Amico (CSEA) helped organize a way to grab attention. Long Island CLUW pointed out today's wage disparity by staffing information booths at worksites and selling snacks to men for a dollar and to women for 74 cents — the current hourly wage difference between male and female workers.

In Massachusetts and Indiana, CLUW took the issue straight to lawmakers. **Massachusetts CLUW** issued a letter to the State Senate asking them to take action on the issue. **Indiana CLUW** showed lawmakers how pay inequity takes a "bite" out of women's earnings.

Thanks to CLUW and other labor and women's groups, the Indiana House of



Central Indiana Chapter members share a moment of laughter at Equal Pay Day rally. From L-R: Kathy Clayton, Renee Sharpe, and Susan Fuldauer.

continued on page 6



CLUW Point

By Gloria T. Johnson,
President



The Power of the Union Card

Coming of age in 1950's America meant dealing with discrimination to America's core. Minority women had little chance of any true career development. It wasn't until the great civil rights struggles of the 1960s and anti-discriminative employment laws of the 1960s and 1970s that barriers for minority women in the workplace began to slowly erode.

As far as we have come, we have much further to go. Barriers to the advancement of minorities haven't disappeared. Affirmative action is constantly under attack. Just look what happened when California voters scrapped that state's affirmative action program. More important than the opportunities lost for those minorities already in the workplace, minority enrollment in state universities has since dropped significantly. It hurts to think about the dreams and plans that have been altered forever.

No one can argue about labor's support of civil rights and there has been no better place for minority women workers than in unions. Labor leaders of yesterday and today understand numbers matter, strength is colorblind, and gender is equal. Unions have secured advancement opportunities for minority women that would never had been possible if employers had the only say. Minority union sisters earn 40 percent more than those not in unions.

Yes minority sisters, unions make us strong. And for labor to build on its strength, it must continue to grow. In order to do so, it must remain a true voice of workers by accurately reflecting the workplace and its increasing number of minorities.

If I can share one simple cliché from many history lessons in life —some things never change. Discrimination will always exist in some shape and form, and strength will always be in numbers. Two simple reasons why CLUW and its Minority Issues Committee want our sisters to tout the true power of the union card.

Simply said, the card has its privileges. Just ask the non-union hotel employee in Southern California if she knows the difference between her pay and that of a HERE-represented employee of another hotel. Just tell the nurse at a Pennsylvania non-union health clinic to give a quick exam to the paid vacation package and tuition reimbursement she could have if she worked for the SEIU-represented facility down the highway. Or how about asking the non-union carpenter in Maryland to measure what she could have saved if she had the same accident coverage the union contractor had in the building next door?

The power of the union card is simple. What else leads to better earnings, gives you an advocate in the workplace, a voice for health and safety, a force for economic justice, and instant access to endless consumer benefits such as low-interest mortgages, union buying programs and much more? Unions and union privileges.

And wake up brothers and sisters because the face of the American workplace has forever changed. Nor longer is the workplace white and male. The workplace is a rainbow of diversity and unions are what make its colors shine bright. Empowering minority women empowers all women. It's time to start talking about the power of the union card!

COALITION OF LABOR UNION WOMEN MEMBERSHIP APPLICATION

I want to help empower women through the labor movement by becoming a member of the Coalition of Labor Union Women.

Name _____
Address _____
City _____
State _____
Zip _____
Phone _____

Enclosed are my CLUW dues for one year.

\$25 \$10 (retiree)

I am a member of a bona fide collective bargaining organization.

Signature _____

Date _____

MAIL TO:

Lela Foreman, CLUW Treasurer
c/o CLUW
1126 16th Street, NW
Washington, DC 20036

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SAVING SOCIAL SECURITY

- CLUW Members Say *No* to Privatization -

PALM SPRINGS, CA — “Allowing Wall Street to gamble with the nation’s Social Security system spells danger for millions of working women who rely on the retirement income the program provides,” said CLUW President Gloria Johnson as she warned working women about the downsides of privatizing Social Security at a special CLUW Conference held here in February.

Although there is no immediate crisis, with the Baby Boomer generation reaching retirement age, the increased number of older people in the nation will create a deficit for Social Security by the year 2036. Because so many women rely on Social Security and the problem has risen to the forefront of Congressional debate, CLUW members want to make sure Social Security pays full benefits for generations to come.

Johnson said, “Compared with men, women have longer life expectancies, spend shorter periods of time in the workforce, are paid less and are more likely to be widowed. All of these factors contribute to the need for women to have more, not less, retirement security. With the ups and downs of financial markets, it’s important to make sure we protect one of the most comprehensive and important family protections, not turn it over to private profiteers.”

At the Palm Springs conference, CLUW members heard from an expert panel on the past, present and future

of Social Security and received the latest information about today’s program from a number of exhibitors.

They also heard from Bennie Bridges (AFGE), who spoke on behalf of AFGE President Bobby Harnage about how privatization would affect the delivery of Social Security services. She warned CLUW about potential job loss.

With the future solvency of Social Security expected to become a campaign issue in the upcoming election cycle, CLUW members want to play a role in helping focus public attention on an issue which will affect us all.

Sue Moyer (IAM), said, “Along with pensions and savings, Social Security is a pillar of retirement security. The Social Security Conference was extremely helpful, not only in understanding a complex program and its history, but to learn how to protect the retirement security of myself, my parents, and my children.”



CLUW's expert Social Security presenters — pictured l-r: Kilolo Kijakazi, senior policy analyst, Center on Budget and Policy Priorities; Carmela Lacayo, executive director, Asociacion Nacional Pro Personas Mayores; Marie Monrad, director, AFSCME Public Policy Department; Moderator Kathleen Yasuda (APALA); Cynthia Hounsell, executive director, Women's Institute for A Secure Retirement; .

Thank You!

Contributing Members (\$50)

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Arthur Cheliotis (CWA)
Maria Cordone (IAM)
Kimberly Funk (IBT)
Sue Goulding (UAW)
Christine L. Hall (IAM)
Day Higuchi (AFT)
Pat Lehman (IAMAW)
Bridgett O'Farrell (UAW)
Dana McCracken (AFGE)
Debra A. Nixon (MEA/CRUE)
Sarah Palmer Amos (UFCW)
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Jeannie Graham (BCTWU)
Mary Ann Robinson (UFCW)
Bonita Strauss (OPEIU)
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Local 4 SEIU

To become a contributing (\$50), supporting (\$75), or sustaining (\$150) member of CLUW, please make checks payable to CLUW Treasurer Lela Foreman at 1126 16th Street, NW, Washington, DC 20036. Your contribution will help empower women through the labor movement.

In Memory Of

At every CLUW Convention, we pay tribute to our sisters and brothers who passed away since the previous Convention. To make sure that our sisters and brothers are remembered, please submit the names of those to be memorialized. If you have additional names to submit, please duplicate the form.

Name of the Deceased _____

Address _____

Date of Birth _____

Union (National _____ Union (Local) _____

Position in Union (note if it was local, district, international or other) _____

Additional Comments _____

Submitted by _____

Address _____

Chapter/Union _____

Please send the memorial submissions to CLUW: In Memoriam at the CLUW National Office, 1126 16th Street, NW, Washington, DC 20036

Lobbying For Health Standards

WASHINGTON — “Thousands of working women who are at risk of developing on-the-job injuries could be spared pain, injury, and disability if OSHA’s proposed ergonomics standard is implemented,” said Gloria Johnson and other CLUW leaders on Working Women’s Awareness Week in May.

Using Working Women’s Awareness Week as a way to draw attention to a silent epidemic, CLUW is pushing the federal Occupational Health and Safety Administration (OSHA) to implement an ergonomics standard to prevent work-related musculoskeletal disorders.

Johnson said, “600,000 workers each year suffer from serious injuries caused by overexertion and repetitive strain and 63 percent of those are women. It’s even more alarming when you consider women only make up 46 percent of the workplace.”

Using letters to the editor, local press releases and other ways to attract attention, CLUW is helping raise awareness for public hearings to be held by OSHA later this year. Stay tuned. You could help save other women from a lifetime of pain.

Moving?

Please let us know your change of address. Send this coupon to:
 CLUW • 1126 16th St., NW • Washington, DC 20036

Name _____
 Street _____
 City _____ State _____ Zip _____
 Union Affiliation _____

Are you at increased risk for breast cancer?

If you are a pre-menopausal woman between the ages of 23 and 47 with an increased risk for breast cancer, you may be eligible to join an important new study. The Capital Area SERM Study is being conducted in Bethesda, Maryland at the National Cancer Institute and National Naval Medical Center.



Call 1-888-624-1937

HOTEL REGISTRATION FORM

GROUP NAME: Coalition of Labor Union Women				GROUP DATES: August 30 - September 4		CONV CODE: HCLUW		
GUEST NAME: _____ <small>LAST FIRST MIDDLE</small>						ARRIVAL DATE: _____ <small>(EST TIME)</small>		
COMPANY: _____						DEPARTURE DATE: _____		
STREET: _____								
CITY, STATE, ZIP: _____						PHONE: _____		
GOLD PASSPORT MEMBERSHIP NUMBER & LEVEL: _____								
SHAREWITH'S NAME: _____				ARRIVAL DATE: _____		DEPARTURE DATE: _____		
ACCOMMODATIONS <small>(PLEASE CIRCLE RATE SELECTION)</small>	SINGLE <small>1 KING BED</small>	DOUBLE <small>1 KING BED</small>	DOUBLE <small>2 DBL BEDS</small>	TRIPLE <small>2 DBL BEDS</small>	QUAD <small>2 DBL BEDS</small>	SUITES	1 BDR	2 BDR
REGENCY CLUB	\$189.00	\$224.00	\$224.00	\$259.00	\$294.00	STATE	\$950	\$1104
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4. ANY CHANGES MADE TO THIS RESERVATION WITHIN 48 HOURS OF ARRIVAL DATE (INCLUDING EARLY DEPARTURE) ARE SUBJECT TO AN ADMINISTRATIVE FEE.
5. CHECK IN TIME IS 3:00 P.M. CHECK OUT TIME IS 12:00 NOON, AFTER 12:00 NOON, ADDITIONAL CHARGES WILL APPLY.
6. RESERVATIONS MUST BE RECEIVED NO LATER THAN **Monday, August 9, 1999**

ORGANIZING FOR THE 21ST CENTURY

Thursday, September 2, 9 am – 5 pm

Hyatt Regency Chicago

Don't miss "Organizing for the 21st Century," CLUW's kick-off to the 10th Biennial Convention, at the Hyatt Regency Chicago, on Thursday, September 2, from 9 a.m. to 5 p.m.

Celebrate the power of CLUW and the power of labor by joining other trade unionists in building a stronger labor movement. The conference will address current

organizing issues and the challenges of preserving the collective bargaining process. It also includes a series of workshops on these important topics:

- ▶ The right to organize
- ▶ Organizing around issues
- ▶ Internal and External Organizing
- ▶ Mobilizing on college campuses
- ▶ How to Get Involved
- ▶ Skills Building

Future Voices.... Union Voices

CLUW Hosts 2nd Young Women Workers Forum

Saturday, September 4, 4-6 p.m.

Hyatt Regency Chicago

They're back, energetic and ready to rock the labor movement! Come hear what the future of labor has to say about the jobs of today and tomorrow as CLUW hosts its second Young Women Workers Forum at the Chicago Convention.

Tell every young woman you know, in Chicagoland and neighboring areas, to take time out for an absolutely free listen to how to make more money, develop leadership skills, achieve education and career goals, mobilize around important issues and make yourselves heard! Convention goes and the public alike, don't miss the Young Women Workers Forum.

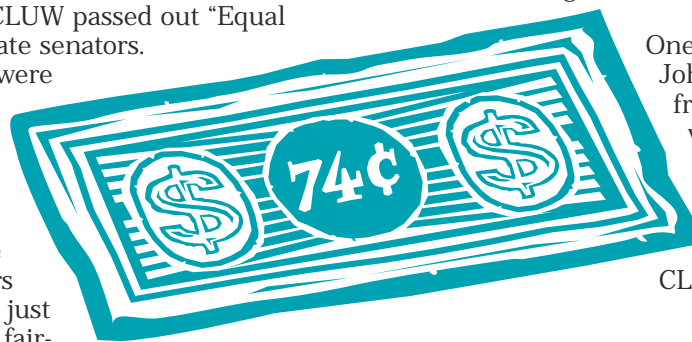


continued from page 1

Representatives passed a wage discrimination act. However, action is doubtful in the Indiana Senate. To help raise some brows, CLUW passed out "Equal Payday" candy bars to state senators.

Females and minorities were given full-size bars. Males received bite-sized ones with instructions to ask the females why they got the short shrift. Indiana State Vice President Joanne Sanders said, "In Indiana, it's not just about money. It's about fair-

ness. It's time for equal pay. It deserves a fair legislative hearing!"



One thing's for certain explained Johnson, "Equal pay got a hearing from people around the country who know that a bar of soap is 89 cents and a gallon of gasoline is \$1.29, whether your male, female, purple, brown or gray, equal pay deserves its day and CLUW sisters are leading the way."

"We Didn't Come Here to Swap Recipes... Not Then, 1974 – Not Now, 1999!"

Tentative Convention Agenda

WEDNESDAY, SEPTEMBER 1

Convention Registration Opens
Convention Committees Meet

THURSDAY, SEPTEMBER 2

Convention Committees Meet
"Organizing for the 21st Century" Conference
Exhibits Open
First-Time Attendees Session

FRIDAY, SEPTEMBER 3

Opening Convention
Plenary Session
Issue Workshops
International Guest Forum
CLUW Gala Reception

SATURDAY, SEPTEMBER 4

Plenary Session
Young Women Workers Forum
1999-2001 Union Delegates and National Executive Board Elections
Election of National Officers

SUNDAY, SEPTEMBER 5

Closing Plenary Session
Installation of National Officers
Convention Adjourns



CLUW CONVENTION

SOUVENIR JOURNAL

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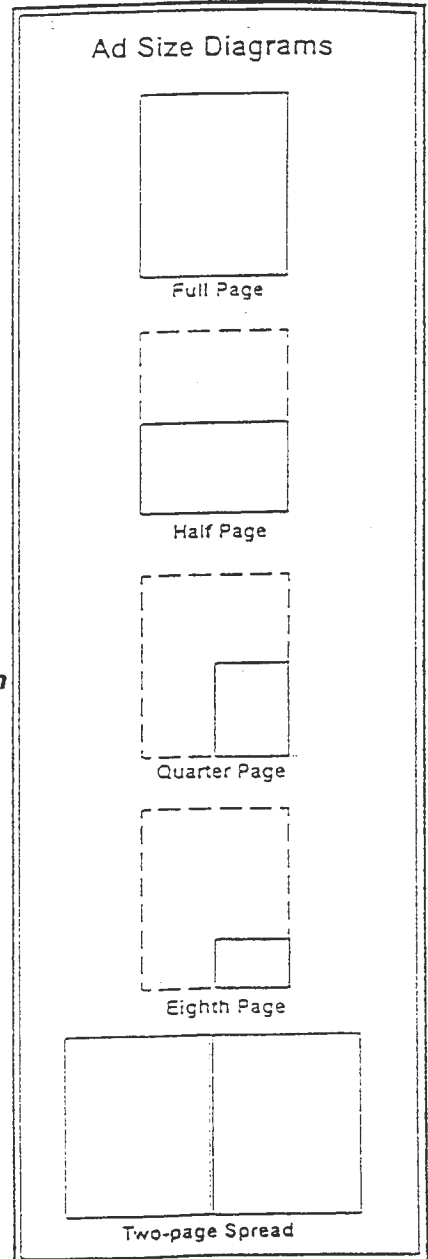
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