



May/June 1999
Volume 25, No. 3

CLUW

News

Coalition of Labor Union Women

TENTATIVE CONVENTION AGENDA

Wednesday, September 1

- Committee Meetings
- LCLAA Womens' Conference
- Convention Registration Opens

Thursday, September 2

- Convention Registration
- Convention Exhibits
- "Organizing for the 21st Century" Conference
- First Time Attendees Orientation Session

Friday, September 3

- Convention Registration
- Opening Plenary Session
- International Guests Forum
- Workshops
- CLUW Gala Reception

Saturday, September 4

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

Sunday, September 5

- Closing Plenary Session
- Installation of National Officers

See pages 5-7 for more Convention information

Guess Who's Turning 25?

COME CELEBRATE A QUARTER CENTURY OF CLUW

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Twenty-five years ago women came to Chicago to form an organization that could help change their lives. An organization for union women to help unions work for them. Over those twenty five years, CLUW has helped women become more active participants in their unions and communities leading to better pay, better jobs, safer places to work and a brighter future for all working women and men.

On September 2-5, 1999, CLUW members will gather in Chicago once again to celebrate the organization's past, present and future. Come join what promises to be the most exciting convention in CLUW's quarter century. (Look for more convention details on page 5 or to request a full convention schedule, contact the CLUW National Office or www.CLUW.org).

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Organizing for the 21st Century

Thursday, September 2, 1999
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



CLUW Point

By Gloria T. Johnson,
President



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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Officers Directory 1997-1999

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CLUW News Editor — Steve Hahn

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Young Women Workers

CLUW's Young Women Workers Forum at the Convention is a chance to reach out to a new generation of workers and show them the union way. Whether it's telling them about the union wage advantage, the power of sisterhood, standing as one on issues of common concern, or organizing around important legislative and collective bargaining initiatives, the future of labor is in young workers' hands. The Young Women's Workers Forum will show tomorrow's leaders how to make their voices heard!

When I began my working days, oh let's just say several years ago, there weren't many other women around. There were even fewer women professionals, and about zero professionals of color. Today, a woman can be what she wants to be. Thank you unions and thank you CLUW.

Although being young back then had its plusses, the victories for women over CLUW's 25 years have made contemporary youth a whole lot better. Because CLUW sisters have been knocking down stereotypes, fighting for equal pay, turning away discrimination, pushing affirmative action and helping make workplaces more friendly to the women who have families to care for, new entrants to the workforce face far better conditions than those of 10 or 20 years ago.

When I was a girl, for the most part, women were secretaries or worked in light manufacturing. There were no women police and firefighters, truck drivers or electricians. Today, not only are women the majority of workers, but they do the jobs once only held by men. Thank you unions and thank you CLUW.

Just ask Quad Cities CLUW President Lori Harris. Quad Cities reached out to young women showing them that with the power of unions, there are no limits. It hosted a Girl Scout Labor Activity Day and demonstrated that the doors to all careers are open. With women professionals from various fields, the girls got to splice electrical wire, sit in a tractor trailer truck, examine a patrol car and meet the women who helped knock down the barriers to these jobs once only held by males.

Filling these girls heads with possibilities is a great way to demonstrate the power of unions. It's because of unions women earn more and have safe and healthy places to work. It's because of unions and affirmative action that women can hold these non-traditional jobs and live up to their full potential.

(continued on page 3)

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 _____

Please Print

The Power of the Union Card

WASHINGTON — After a day of lobbying members of Congress for equal pay, affirmative action and other needs for women in the workplace, CLUW held a special day-long conference on union organizing here in June.

Developed by the CLUW Minority Issues Committee and the National Staff, the conference gave women a chance to learn how to best address the needs of minority women workers—the fastest growing segment of the American workplace. “For labor to continue to be a dynamic presence in the life of workers, it must reflect the faces of those it represents,” explained CLUW President Gloria Johnson.

U.S. Equal Employment Opportunity Commission Chair Ida Castro was a special guest speaker, as were leaders from many unions who talked about how women are gaining power through their unions. CLUW held workshops to help union members identify and characterize the best techniques for reaching out to minority women.

Cuc Vu, senior program specialist for the Working Women’s Department of the AFL-CIO said, “Unions are a girl’s best friend.” The workshop Vu helped lead, “Advantages and Benefits of Joining a Union,” matched the characteristics of the American dream with the benefits of a union contract.

“If your dream is better pay, women and people of color benefit the most,” Vu said. “The union wage advantage for everyone is 32 percent. But union women earn 39 percent more than non-union women, African-Americans 45 percent more and Latinos make 54 percent more.”

CLUW members agreed to take action to help attract more minority women. “From reaching out to more university women, to building better relationships with constituency groups and advocates such as the George

Meany Center, immigrants rights groups and a variety of trade organizations, the women at the conference really began thinking outside of the norm,” said Johnson. “CLUW will be a force in building stronger unions by recruiting, educating and mobilizing the women who are the backbone of today’s diverse workplace.”

*CLUW Point
(continued from page 2)*

The CLUW Convention presents another great opportunity to reach out to young women. The second Young Women Workers Forum “Future Voices: Union Voices,” on Saturday, September 4, gives CLUW the chance to show young workers their true power. Tell every young woman in and around Chicago to come to the free forum to learn about the union wage advantage, develop leadership skills, achieve education and career goals, mobilize around important issues, and make themselves heard.

As we turn 25, think of the what we’ve done over the past quarter of century. Think of the progress we’ve made. But as we remember our accomplishments, we must not forget that the future is endless only if we develop interest among a new generation of women. Because quite frankly, we aren’t there yet.

Women are only earning 74 cents to the dollar, anti-affirmative action sentiment is flaring up in wildfires and the burdens of balancing work and family life is out of control. We need to reach out to young women and find those who want to take us the rest of the way there. Don’t miss the Young Women’s Workers Forum.



Gloria Johnson with CLUW Alternate Delegate Carolyn Parker (CWA). Thanks to all who donated items to the CLUW Auction in June which helped raise over \$4,500.

Thank You!

CLUW wishes to thank the following continuing, supporting and sustaining members.

Contributing Members (\$50)

Paul E. Almeida (IFPTE)
Sally Ann Buchmann (MARD)
Catherine Collette (AFSCME)
L. Giuliani (IAM)
Judy G. Harden (UAW)
Lynn Kearney (AFT)
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Clara Day (IBT)
Susan Dunlop (CWA/TNG)
Susan E. Holleran (AFSCME)
Ann Liu
Paul R. Salemme (IAM)
Joe Thibadeau (BCTGM)

To become a contributing, supporting or sustaining member of CLUW, make checks payable to CLUW Treasurer Lela Forman and mail them to CLUW, 1126 16th Street, NW, Washington, DC 20036.



Local News

Quad-Cities

On both sides of the Illinois-Iowa border, CLUW sisters on the Mississippi showed youngsters the true meaning of "girl power." In a special labor project with the Girl Scouts of America, Quad-Cities CLUW in cooperation with the Quad City Federation of Labor and the Teamsters held a labor activity day in March.

Portrayed on page one of the Quad-City Times Metro section, the day gave girls an opportunity to learn that all careers are open to women. From firefighters to police officers, and truck drivers to machinists, women who hold non-traditional jobs showed girls how to splice electrical wire, operate a semi-truck, build wooded tool caddies and check equipment in a patrol car. Most importantly to those who attended the event, the day demonstrated that girls can do anything!



Cleveland

Gloria Johnson pictured at the 25th Anniversary celebration of Cleveland CLUW. The Chapter's Berthina E. Palmer plaque, recognizing outstanding service to unions and the community, was presented to Barbara Walden (BCTGM).

Northwest Pennsylvania

CLUW welcomes its newest chapter in Pennsylvania. At the CLUW NE B meeting in June, CLUW welcomed new chapter members and Ann McCandles and Linda Howard (USWA).



Convention Speakers

The following is a partial list of the many exciting presenters and speakers at the CLUW Convention.



Vice President Al Gore

Vice President Gore and President Clinton have led this country into a period of sustained economic growth marked by 16.7 million new jobs, and the lowest combined rate of unemployment, inflation, and mortgage rates in 28 years. CLUW is especially pleased to announce that Vice President Al Gore will speak on Friday, September 3.



Linda Chavez-Thompson

As Executive Vice President of the AFL-CIO, Chavez-Thompson is one of the most dynamic women in organized labor and the highest ranking woman in the movement. A repeated guest speaker of CLUW, Chavez-Thompson has led the way for women at the AFL-CIO and at AFSCME where she was an International Vice

President. CLUW is proud to welcome back Chavez-Thompson to its 25th Anniversary.



Rene Redwood

Previously the Executive Director of Americans for a Fair Chance, Rene Redwood has been on the frontlines in the fight for affirmative action. Prior to that position, Ms. Redwood held the post of Special Assistant to the Secretary of Labor at the U.S. Department of Labor addressing glass ceiling, affirmative action and diversity in the workplace

issues. Researching, analyzing and collecting data on the barriers that prevent women and minorities to advance to managerial, executive and leadership positions, the Wall Street Journal recognized the reports produced under her direction as the "gospel on the issue."



Jennifer M. Granholm

Jennifer Granholm made history when she "shattered the glass ceiling" and was selected Michigan's first female attorney general in November 1998. She is the state's first new attorney general in 37 years, following the retirement of the legendary Frank J. Kelly.

Granholm was a federal prosecutor in the U.S. Attorney's Office achieving a 98 percent conviction rate. She also was the head lawyer for Michigan's largest county, Wayne County where she saved taxpayers 87 percent of the money the county was spending defending lawsuits against the

county. She is recognized as one of Michigan's top ten lawyers of the year and was named "Outstanding Michigander" by the Michigan Jaycees.



Patricia Friend

Pat Friend is the international president of the Association of Flight Attendants (AFA). Her union represents 45,000 workers at 23 carriers in the United States. Friend is one of seven women on the AFL-CIO Executive Council and sits on several AFL-CIO committees including the

Committee on Working Women, Public Affairs, Organizing, Social Policy, International Affairs and the Committee on the Future. Friend serves as chair of the North American Committee/Civil Aviation Section of the International Transport Workers Federation which represents over 5 million transport workers worldwide.



William Lucy

Lucy, who worked closely with Dr. Martin Luther King in the struggle for civil rights, is a founder and president of the Coalition of Black Trade Unionists, an organization of unionists dedicated to the needs of African-Americans and minority workers. Lucy is Secretary-Treasurer of the American Federation of State, County, and Municipal

Employees (AFSCME), a member of the AFL-CIO Executive Council, and Vice President of the AFL-CIO's Industrial Union Department, Maritime Trades Department and Department of Professional Employees.



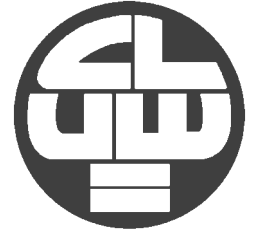
George Becker

President of the United Steel Workers of America, Becker has been a strong player on the domestic and international stage. He has reorganized his union and merged in many new members from the United Rubber Workers and the Aluminum, Brick and Glass Workers Union. As a member of the AFL-CIO Executive Council, Becker

chairs its key Economic Policy Committee. He is an executive committee member of the International Metalworkers Federation and chairman of the world rubber council of the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM). Becker was appointed to President Clinton's Export Council and the U.S. Trade and Environmental Policy Advisory Committee.



CLUW's Tenth Biennial Convention Workshops and Roundtables



The CLUW Convention is a chance to learn. Get the information you need to become an informed voice for women at work. Learn how to best respond to the pressing issues that affect our lives.

Workshops and Roundtables Include:

Domestic Violence: What Unions Can Do

Learn more about Congressional efforts to strengthen the Violence Against Women Act and how unions can help respond to a problem that affects all too many women today.

Sexual Harassment: How to Take Back Control

Learn your rights, the union rules and the workplace policy that can help stop sexual harassment on the job.

Living with Breast Cancer

At a special roundtable discussion, participants will explain how they overcame the emotional trauma associated with breast cancer. A panel of CLUW sisters who are breast cancer survivors will share their stories of strength and courage.

Affirmative Action: Where Do We Go From Here?

Anti-affirmative action forces have stormed the states of California and Washington and are heading to Michigan and Florida. Participants of this roundtable will hear what worked and what didn't in the battle against attempts to turn back the hands of time.

Juggling Act: Meeting the Demands of Work, Family and Union Responsibilities

At this roundtable, CLUW members will hear how men and women can meet these challenges and how their unions can help.

Contraception: Bargaining for Coverage

Learn how to bargain for a way to improve the reproductive health of women. Find out how CLUW chapters can help women mobilize for the inclusion of contraceptive coverage in health insurance plans.

AFL-CIO Constituency Groups: The Year 2000

How can the many diverse voices of labor work together to help workers from all walks of life? Representatives from AFL-CIO's major constituency groups will discuss how labor's rainbow of diversity reaches common goals.

Census 2000: Everyone Counts

How will the outcome of Census 2000 affect working families and minorities? Come find out why everyone counts.

Organizing for Immigrant Rights

American workers are often forced to compete with those willing to work for little. Explore immigrant worker rights and look at new laws that give immigrants the possibility of legalizing their status.

Social Security: CLUW's Plan for Action

How can CLUW form a plan of action to best address the security retirement needs of working women? Come join the continuing debate of how to make Social Security a sound retirement pillar for women today and tomorrow.

Meeting the Needs of Mature Women Workers

From mid-career to pre-retirement, mature workers have special needs. Explore ways to promote the security, health and independence of mature women workers.



Coalition of Labor Union Women

TENTH BIENNIAL CONVENTION

REGISTRATION FORM

Registration Fee \$65

Retirees \$25

••••• This is Not a Credential Form for Delegates •••••

Please type or print clearly

Last Name First Name

Address

City State Zip

Telephone (please include area code)

International Union Affiliation Local

National Executive Board Position
(for members of the CLUW National Executive Board Only)

I will need child care for

	# of children	ages	days needed

Special requirements if any

Check here if you would like to share a room.

Please return this registration form to:

Lela Foreman, National Treasurer, **Coalition of Labor Union Women**

1126 16th Street, NW Washington, DC 20036

Make all checks payable to the Coalition of Labor Union Women.

REGISTRATION FORM

This is not a delegate credential form. This form only registers you to attend the convention. Delegate credential forms will be mailed to all elected delegates after August 9, 1999. However, you are encouraged to register for the convention prior to the outcome of the delegates selection process.

Stand Up and Be Counted! Census 2000

Every year, over \$100 billion in federal funds are awarded to localities based on census numbers. The AFL-CIO has become a partner with the Census Bureau to make sure you're not miscounted. Make government work for you, help your community thrive and get help in times of need by filling out your census form.

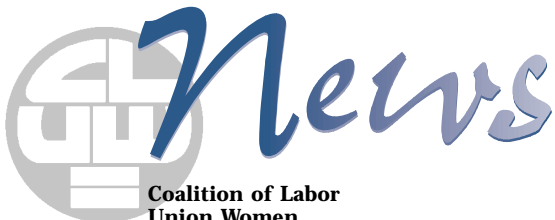
Census 2000 will be the largest peacetime effort in the history of the U.S. More than 285,000 census takers and support personnel will be needed to account for the anticipated 118 million housing units and 275 million people across the nation. But it isn't the size that makes

Census 2000 important. It's all the things we will learn about ourselves.

Federal dollars supporting schools, employment services, housing assistance, highway construction, hospital services, programs for the elderly and more are distributed based on census figures. The Census Bureau needs your help to recruit candidates for census taker positions in every community and neighborhood across the nation. To find out more about becoming a Census Bureau recruiting partner call 1-888-325-7733.

Contraceptive Coverage Approved for Federal Government Employees

WASHINGTON -- Some good news for family planning supporters is the Senate approved contraceptive coverage for most federal employees. As part of the Treasury-Postal Appropriations Bill, a provision was included to ensure federal employees access to contraceptives through their health plans. The plan has yet to be acted on by the House of Representatives, but action is expected soon. Since the coverage is only for federal employees, CLUW members should check with their unions to see if contraceptive coverage is part of their employee contracts. To obtain the language of the Appropriations Bill concerning access to contraceptive coverage, contact the CLUW Center.



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