



CLUWnews

Jan/Feb 2000, Volume 26, No. 1

Coalition of Labor Union Women

Equal Pay Day 2000

May 11 is Equal Pay Day and union women will stand together for change. Early planning by CLUW chapters across the states will help make this year's events bigger and better than ever before.

From Philadelphia to the San Francisco Bay Area, previous Equal Pay Day events organized by CLUW drew attention to a problem that hurts working women and families. Although women are the majority of the U.S. workforce, their wages still lag behind men's by 27 percent.

"It's a simple question of fairness," said CLUW President Gloria Johnson, who is calling on all CLUW chapters to use this year's date as an opportunity to discuss the issue with employers, community leaders, state and federal lawmakers and the news media.

Most importantly Johnson explained, is an ongoing discussion of the equal pay issue with women voters who will determine the winners and losers of key state races and the Presidential election.

Johnson, who serves on the Board of Directors of the National Committee on Pay Equity (NCPE), is urging chapters to adopt NCPE organizing ideas including:

- Equal Pay Day rallies, keynote speakers and advertisements.
- Marches to the capitols and courthouses.

- Encouraging governors, mayors and local officials to issue Equal Pay Day proclamations.
- Postcard campaigns.
- Public posters and displays.
- Handouts, flyers and fact sheets.

For more Equal Pay Day ideas, or to share stories of successful events, please contact NCPE at (202) 331-7343 or contact the National CLUW Office.

Don't Forget

March

Women's History Month

April 27

Take Our Daughters to Work Day

April 28

Workers' Memorial Day

May 11

Equal Pay Day

May 15-21

CLUW Working Women's Awareness Week: Women Count!

Coming Soon

Watch for CLUW's revamped web site!



CHARLES AUSTIN/FOCAL POINT IMAGE

ISSN No. 0199-8919. Published bi-monthly (Jan.-Feb., Mar.-Apr., May-June, July-Aug., Sept.-Oct., Nov.-Dec.) by the Coalition of Labor Union Women
1126 16th Street, NW
Washington, DC 20036
P: (202) 466-4610
F: (202) 776-0537
USPS #335-670

Volume 26, No. 1
Jan/Feb 2000

Annual rates: \$1.50 of membership dues for CLUW News. Dues are \$25.00 for working members, \$10.00 for retirees.

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Periodical postage paid at Washington, D.C.

Postmaster:

Send change of address to:

CLUW News

1126 16th Street, NW

Washington, D.C. 20036

CLUW Point

Gloria T. Johnson, President

A Hundred-day Agenda

In January, a true champion in the fight for equal pay Lisa M. Newell passed away from breast cancer. A senior trial attorney for the U.S. Justice Department, Newell represented labor unions and individuals in class action lawsuits around pay equity issues. As co-counsel for

AFSCME in 1983, Newell helped win a landmark case on "comparable worth" resulting in the State of Washington paying millions of dollars in back pay and raises to 15,000 state employees.

Newell was only one of many soliders on the battlefield for pay equity. The long struggle for equal pay is slowly paying off. No longer is the idea taking a back stage to the cast of other issues on the American political stage. It's still not playing a leading role, but it is slowly creeping into the nation's consciousness.

In his State of the Union Address, President Clinton called for pay equity. The Administration is beginning to focus national attention on a problem that needs to be solved quickly and it's up to CLUW to help boost this issue onto its agenda.

With Congress only scheduled to meet 100 times in the year 2000, many contend meaningful legislation won't happen this year. In addition, the Presidential election will leave many issues looming until well after Inaugural Day.

So with Congress unlikely to act this year, how does equal pay remain on the national agenda? Think of Lisa Newell and the call of all working women. It's the call of your unions and the call of CLUW sisters. Congress may make excuses, but why must you? It's time to get busy and to organize for change.

After record U.S. economic growth fueled by the women workers who dominate the workforce, women are still paid about a quarter less than male counterparts. Hot economy or not, women are hot over pay inequity and as the Presidential candidates know, "working women vote!" Al Gore knows it. He sometimes uses pay equity as a rallying point around women voters and the media take note. So women too must note how all candidates score on the equal pay test.

One of our jobs is to let the would-be President know "we vote for fairness!" Election 2000 is an opportunity for CLUW to elevate the issue and let it be known that pay equity's time has come. We must make the most of Pay Equity Day in May and every other opportunity we find to talk about the issue.

We will use our power at the ballot box, in our unions, workplaces and neighborhoods to make at least one point clear. The time has come for equal pay. Watch for Equal Pay Day information in the News, CLUW mailings and through co-sponsoring organizations. Don't follow the lead of Congress, make the most out of your next hundred days.

Legal News

Campaign for Family Leave Income Needs Support

By Mary K. O'Melveny, CLUW General Counsel

The Family and Medical Leave Act (FMLA) was an important breakthrough for employees trying to balance work and family concerns. However, because the 12 weeks of guaranteed leave is unpaid, many employees (particularly those without unions) cannot afford this guarantee. The bipartisan Family Leave Commission found that two-thirds of employees who did not take family or medical leave explained that they could not do without the lost income. Other studies indicate that one in ten family or medical leave takers must go on public assistance when they take leave.

A few states such as New York currently offer temporary disability insurance (TDI) which provides partial wage replacement to employees whose inability to work is due to non-work related reasons. However, even this coverage is limited and does not protect workers who need newborn child care leave or who must care for other family members. Important efforts are under way to make the FMLA more accessible by making it more affordable.

President Clinton's budget proposals would earmark \$20 million in planning grants to states to develop new programs to provide financial support for workers on family leaves. Last November, the Labor Department responded to the President's recommendation to develop a proposed regulation that would allow working parents to use state unemployment insurance benefits to cover some of their leave following the birth or adoption of a child. This proposal would allow states to voluntarily provide benefits

to new parents, and it must to be finalized without further delay

Other initiatives are being actively discussed which would provide unemployment or disability insurance benefits to employees with seriously ill family members or who are recovering from their own serious illness. Support for such proposals is building in a number of states, including California, Connecticut, Iowa, Maryland, Massachusetts, New Hampshire, New Jersey, Vermont and Washington. The estimated cost of providing unemployment benefits is relatively low. In Massachusetts, for example, supporters of this legislation estimate that the cost is below \$1.25 per week per employee. California recently ordered a study of the costs involved in significantly increasing TDI benefit caps.

These and other important efforts to make FMLA leave more accessible by making it more affordable need strong and vocal support at the state legislative level from every CLUW member. Women's groups, the labor movement and various community coalitions are active in working on these issues. Even if we have to wait for a new Congress to expand the FMLA's coverage, changes in the state level can happen now. Let your state legislators hear from you, your co-workers and friends about your support of these measures. More information on the Campaign for Family Leave Income can be obtained from the National Partnership for Women & Families and from the AFL-CIO's Working Women's Department.

Thank You

CLUW wishes to thank the following contributing (\$50), Sustaining (\$75) and Supporting (\$150) members:

Contributing Members (\$50)

Estevan M. Trujillo (Painter & Drywall Finishers)
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Denver Area Labor Federation
Rita M. Corrigan (UAW)
Marla J. Des Ermia (IAM)
Cindy Hounsell
Diana Kay Moyers-Siebels (UBC)
Mary J. Snyder (BCTGM)
Ken Young

To become a contributing, sustaining, or supporting member of CLUW, please make checks payable to:

Lela Foreman
National CLUW Treasurer
1126 16th Street, NW
Washington, DC 20036

Your contributions will help empower women through the labor movement.



CLUW Labor Education Scholarship

Look for Awards Application Information

What better way to reach out to both mature and young women workers than to help provide financial assistance to CLUW members who are pursuing labor union studies this year? Be on the lookout for the application form in the CLUW news and online at www.cluw.org

Dorothy Height Receives CLUW Award for Civil Rights

CLUW named National Council of Negro Women Inc. President and CEO Dorothy Height as the winner of its Mary McLeod Bethune Award, presented each year to the person that most embodies the spirit of McLeod Bethune, Dr. Martin Luther King, and other champions of civil rights.

According to CLUW President Gloria Johnson, "Dorothy Height was the run-away winner for leading a lifelong struggle for equality and human rights for all people."

To help a new generation of women spread the word of equality and social justice, CLUW has also established a \$500 labor studies scholarship as part of the Bethune Award. Scholarships are awarded to an individual selected by Height and future Bethune Award winners.

Established in 1999, the Mary McLeod Bethune Award winners are named each year on Martin Luther King Day. Last year's winner was U.S. Rep. Maxine Waters (D-CA). Recognized in the Women's Hall of Fame and by Presidents Regan, Bush and Clinton, Height's life exemplifies her passionate commitment for a just society and a better world.

Height joined the National Council of Negro Women (NCNW) in 1937 as a pioneer in civil rights activities. Working closely with Dr. Martin Luther King, Roy Wilkins, Whitney Young, A Philip Randolph and other leaders, she participated in almost every major civil rights event in the 1950s and 60s.

As President of NCNW, Height has a long list of accomplishments. She has been instrumental in NCNW-sponsored food, child care, housing and career educational programs that embody the principles of self-reliance. Height has helped NCNW develop model national and international community-based programs, send scores of women to Freedom Schools of the civil rights movement and has spearheaded countless voter registration drives.

Johnson said, "As we begin the new century, we search for the same vision of Height, Bethune, Dr. King and others—a vision of a world blind to gender, color and race. But as we dream of full equality, we must never forget the struggles of the past. It is a great honor to present the CLUW award to a living legend of civil and human rights."

CLUW Participates in Summit

In February, CLUW participated in the U.S./African Trade Union Summit on HIV/AIDS in Washington, DC. Gloria Johnson was a speaker at the Summit where she was joined by (clockwise from left) CLUW Officer Marsha Zakowski (USWA), Assistant Director of the AFL-CIO International Affairs Department Juliette Lenoir, CLUW Recording Secretary Jean Hervey (UNITE!) and CLUW Corresponding Secretary Josephine LeBeau (AFSCME).



2000-2001 CLUW State Vice President List

| State | First Name | Last Name | Union | Title |
|-------|------------|----------------|--------|--------|
| AZ | Laura | Roth | OPEIU | AZ SVP |
| CA | Jean | Taylor | APWU | CA SVP |
| CT | Helene | Shay | AFSCME | CT SVP |
| DC | Susan | Holleran | AFSCME | DC SVP |
| FL | Barbara | Engle | AFM | FL SVP |
| GA | Saundra | Brown | BCTGM | GA SVP |
| IL | Delores | Wasmund | AFSCME | IL SVP |
| IN | Joanne | Sanders | IATSE | IN SVP |
| KY | Janice | Yankey | UAW | KY SVP |
| MA | Fannette | Felix | IUE | MA SVP |
| MD | Chris | Hall | IAM | MD SVP |
| MI | Rosemary | DiPonio | OPEIU | MI SVP |
| MN | Janet | Nelson | AFSCME | MN SVP |
| MO | Debbie | Shoaf | CWA | MO SVP |
| NJ | Juanita | Ray | OPEIU | NJ SVP |
| NY | Louise | Debow | AFSCME | NY SVP |
| OH | JoAnn | JohnTony | AFSCME | OH SVP |
| OR | Kim | Caldwell | AFSCME | OR SVP |
| PA | Candi | Kaplan | AFSCME | PA SVP |
| TX | Rosa | Walker | CWA | TX SVP |
| VA | Marjorie | Brotherton | APWU | VA SVP |
| WA | Patricia | Harrison Stell | UBC | WA SVP |
| WI | Nevada | Davis | AFSCME | WI SVP |

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

2000-2001 CLUW Alternate SVP List

| State | First Name | Last Name | Union | Title |
|-------|------------|---------------|--------|--------------|
| CA | Kelsa | Smith | CWA | CA Alternate |
| CT | Annette | Bradstreet | AFSCME | CT Alternate |
| FL | Cynthia | Hall | AFT | FL Alternate |
| IL | Elizabeth | Van Der Woude | CWA | IL Alternate |
| IN | Susan | Fuldauer | OPEIU | IN Alternate |
| KY | Sue | Cook | CWA | KY Alternate |
| MA | Lisa | Cockerline | IUE | MA Alternate |
| MD | Diane | Burke | SEIU | MD Alternate |
| MI | Annie | Graham | UAW | MI Alternate |
| MN | Mary | Goldman | SEIU | MN Alternate |
| MO | Rhonda | Frazier | ATU | MO Alternate |
| NY | Joanna | Miller | UAW | NY Alternate |
| OH | Dorothy | Aron | UAW | OH Alternate |
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| PA | Bonnie | Boyer | UMWA | PA Alternate |
| TX | Hazel | Stehlik | TWU | TX Alternate |
| WA | Susan | Moyer | IAM | WA Alternate |

Learn about all the great women of American History.

Visit the National Women's Hall of Fame in Seneca Falls, New York or www.greatwomen.org





Margaret Blackshere

Blackshere Elected to Top Union Post

The first woman has been elected to lead the Illinois AFL-CIO. CLUW member Margaret Blackshere (AFT), who served as secretary-treasurer of the federation for the past seven years, succeeds Donald Johnson. Blackshere ran a campaign based on inclusion and aggression.

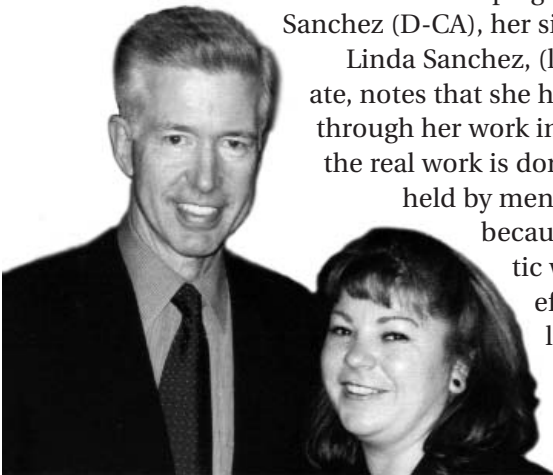
A union member for over 35 years, Blackshere taught kindergarten before serving as her local union president and as a state vice president of the Illinois Federation of Teachers. Chicagoland Chamber of Commerce President Gerald Roper told the *Chicago Sun-Times*, "Having a female at the helm of the state AFL-CIO will bring a whole new perspective to their agenda."

Blackshere is running a pro-family, pro-union, pro-CLUW agenda. Under her leadership, the AFL-CIO will fight for equal pay and living wage legislation as well as paid parental leave through workers' compensation.

Sanchez to Serve Orange County

CLUW congratulates Linda Sanchez (IBEW), who was elected Executive Secretary-Treasurer of the Orange County Central Labor Council in California. Prior to her election, Sanchez was a compliance officer for the Labor Management Cooperative Trust of IBEW Local 441 where she was very active in organizing as well. Sanchez also ran a successful field campaign for U.S. Representative Loretta Sanchez (D-CA), her sister, who was reelected in 1998.

Linda Sanchez, (left), a UCLA Law School graduate, notes that she has realized something ironic through her work in the labor movement. "A lot of the real work is done by women but the titles are held by men," said Sanchez. "I'm excited because I've got some real enthusiastic women who want to help this effort. It's always good to feel like there's nothing that we can't do together."



Moving?

Please, Let us know your change of address. Send this coupon to:

CLUW
1126 16th St., NW
Washington, DC 20036

Name _____

Address _____

City, State, ZIP _____

Union Affiliation _____



CLUW Calendars by Kids

Michael Melendez, left, cover artist of CLUW Calendar by Kids, poses with a CLUW Certificate of Achievement for his work. Grandson of Chicago CLUW member Helen Ramirez (AFT), Michael was one of twelve kids whose drawings serve as an inspiration to unionists of all ages. Remember, it's not too late to purchase the 2000 calendars. Available for \$5.00 each or 4 for \$15.00, please make checks payable to CLUW and send your orders to the National CLUW Office.



Rocking the Boat: Voices of Women at Work!

Inspired by the book, *Rocking the Boat: Union Women's Voices, 1915-1975*, by Brigid O'Farrell and Joyce L. Kornbluh, CLUW has created a beautiful poster of photos celebrating the diversity in occupations help by union women. Designed as CLUW's contribution to Women's History Month in March, look for the poster at the March NEB or call the National CLUW Office to place your orders. Posters will feature photos like the one at left of IBEW lineworkers.



CLUW Honors Reverend, Dr. Addie L. Wyatt

On Valentines Day, a special tribute was held honoring CLUW sister and Vice President Emerita Rev., Dr. Addie Wyatt (above). Sister Wyatt is not only a founding member of CLUW, but continues to serve the organization today. From CLUW's first Convention at the Pick-Congress Hotel in 1974, to the 10th Biennial Convention and 25th Anniversary Celebration of CLUW, sister Wyatt has been an inspiration to so many women of CLUW and the labor movement as a whole.

With an unfaltering commitment to social change, Addie Wyatt's dedication to the labor movement did not end with her retirement from UFCW in 1984. She continues to this day to achieve social, political and community progress with spiritual excellence. CLUW thanks Addie Wyatt for carrying the spirit, vision and leadership that has bettered the lives of women and union members everywhere.

Contraceptive Coverage: CLUW'S Got You Covered

CLUW members Carolyn Jacobson (BCTGM) and Caroline York (AFSCME) were selected to participate in an Alan Guttmacher Institute (AGI) meeting in February to assess opportunities for advancing contraceptive coverage issue in private-sector health insurance policies.

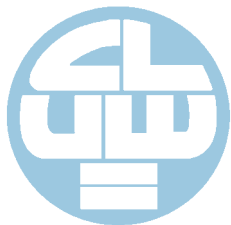
AGI is a nonprofit corporation that focuses on reproductive health research. Its studies were cited in the 1998 congressional decision to include a comprehensive contraceptive coverage benefit under the Federal Employees' Health Benefits Plan.

Jacobson was also instrumental in gaining contraceptive coverage included in BCTGM's International Health Benefits Fund, along with CLUW sisters Mary Peterson and Felisa Castilo.

The AGI meeting brought together a diverse group of individuals including large and small employers who purchase coverage, insurers who structure and offer coverage, and union representatives, such as Jacobson and York, who negotiate for coverage and represent CLUW's Reproductive Rights Project. Look to the CLUW News

and the CLUW web site for further developments about this exciting new initiative!

In addition, CLUW President Alice Moore Jones (UAW) and chapter member Clara Faatz (UWUA) appeared in the television program, "Why Reproductive Rights are Important to Labor Union Members." Produced by Labor Vision, Inc., the program aired in St. Louis in January. Jones and Faatz appeared in a segment of the show explaining how contraceptive coverage by health insurance plans remains inequitable between women and men. **To order a copy of the program, send a \$10.00 check to the National CLUW Office. Please include a note that the payment is for the Labor Vision production.**



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