



# CLUWnews

June/July 2001, Volume 27, No. 3

Coalition of Labor Union Women

## BARGAINING FOR WORKING FAMILIES

WASHINGTON — When it comes to health care, women are getting squeezed by increased costs to themselves and their families. As the nation begins confronting some big issues like health care access and affordability, prescription drugs, long-term care and others, union women have been negotiating benefits that meet their special needs and address inequities in coverage.

At CLUW's **Bargaining for Working Families and Lobbying for Prosperity Conference**, held here in June, union leaders banded together to develop bargaining strategies to expand women's health care. Led off by a day of lobbying members of Congress, women explained the need for health plan coverage for

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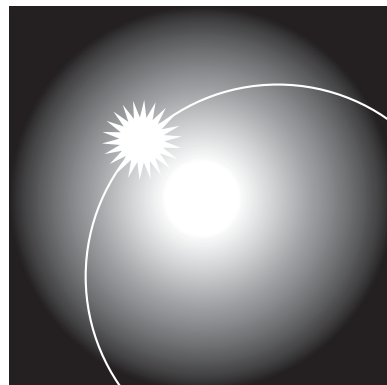


Johnson, greeting Congresswoman Eleanor Holmes Norton, DC Delegate, at CLUW Conference.



Mary McCloud Bethune award winner Evy Dubrow with CLUW's youngest NEB observer Jessica Cook.

## CLUW DESIGNING OUR OWN FUTURE



11th BIENNIAL CONVENTION

**Las Vegas, Nevada  
October 4-7, 2001  
Riviera Hotel & Casino**

## Important Convention Cut-off Dates

### Convention Forms

Convention forms including Registration, Booth registration, Souvenir Journal ads, and Hotel registration are available on [www.cluw.org](http://www.cluw.org) or by contacting the national CLUW office.

### August 31

CLUW Souvenir Journal ads deadline.

### September 4

The number of delegates/alternates a union is entitled to elect to the 2001-2003 National Executive Board will be determined by membership counts on this date.

### September 7

Convention booth reservation deadline. Contact Barbara Van Blake (AFT) at 1-800-238-1133 ext. 4434 for more information.

### September 11

Hotel reservation cut-off date. For reservations, call 1-800-634-6753.

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

Convention Registration Forms are due back to the CLUW Treasurer.

### October 4

11th Biennial Convention Opens.

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## CLUW Point

To respond to labor's challenge of developing young leaders, the AFL-CIO has nurtured special programs like Union Summer that is providing tomorrow's leaders with valuable training and experience to help grow the labor movement and deal with the problems of working Americans. One of CLUW's responses has been a successful program introducing young women to labor and to CLUW.

When Michelle Williams became involved with CLUW, she was determined to make a difference for her and her coworkers at a Bath and Body Shop in Arlington, Virginia. Williams, who knew of CLUW from her active mother Lois Williams (IAM), solicited CLUW to help her organize young women workers riddled with problems and discriminatory practices by this nonunion employer.

By winning representation by UFCW, not only did Williams secure a brave victory for her and her coworkers, she also went on to become CLUW's youngest chapter president. At 24 years old, Williams was recently elected president of the District of Columbia CLUW. Williams credits the mentors and supporters of CLUW for her notable accomplishments. But more importantly, CLUW credits Williams for rejuvenating the union movement.

Since its founding in 1974, CLUW has always empowered women through their unions. CLUW continues to do so today. As we begin designing our own future at the Las Vegas Convention, let's always remember that our future fate lies in the talent, interest and motivation of younger workers. It is their new faces and ideas that will carry on the cause.

But most importantly, unions will only make a difference in elections if we can interest younger voters. Voters age 18-25 have the lowest participation rate in American politics. By exciting and engaging younger members, unions can help change some apathy that is beset in our electoral process.

**I am encouraging all to attend and participate in the Convention sessions for Young Women Workers on Saturday, October 6.** This day-long track offers younger women a great introduction to labor and to CLUW. From a labor history discussion to issue stations, this year's forum promises to be the biggest and the best of all.

Interactive sessions are scheduled so young women can receive information about date rape, pay equity, career planning, workplace safety, financial planning, employee rights, stress and time management and team building.

Because Las Vegas is ripe with young workers in the hotel industry, CLUW is preparing to introduce a larger and more diverse delegation of young women to this Convention. Let's join together to make them as welcome and informed as possible. As we design our own future, let's help build and nourish our future leaders who will soon be guiding the way.

## Moving?

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

CLUW  
 1925 K Street, NW, #402  
 Washington, DC 20006

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Union Affiliation \_\_\_\_\_

## Rulings Provide Key Contraceptive Benefits for Women

Last December, the Equal Employment Opportunity Commission held that the exclusion of comprehensive contraceptive coverage from employee health care benefits violates the Pregnancy Discrimination Act and is illegal.

On June 12, 2001, a federal judge reached the same conclusion, ruling that a drug company that excluded prescription contraceptives, while covering other prescription drugs, devices and preventive care, engaged in sex discrimination prohibited by Title VII of the Civil Rights Act of 1964.

The federal judge found that contraceptive coverage was a "fundamental and immediate health need" of female employees. The employer was ordered to provide immediate coverage for all contraceptive-related services, including the initial visit to the prescribing physician and any follow-up visits or outpatient services on the same terms as such coverage is provided for other drugs and outpatient services.

The recent legal rulings make clear, there is simply no excuse for excluding women from critical coverage in an area of such personal and social importance. Yet, many

female employees do not have this coverage. It is very important that our unions act quickly to include such coverage in benefits packages. Apart from legal obligations to ensure that comprehensive coverage exists, negotiation of such benefits can be an effective organizing tool, especially when women and young workers make up a sizeable percentage of the workforce.

Most importantly, this coverage makes good economic sense. The lack of coverage under most health plans means that women will pay 68% more in out-of-pocket health care costs than men. Although employers often argue that the cost of this coverage is prohibitive, the facts prove otherwise.

If your union has not already taken action to obtain contraceptive coverage, please raise this critical issue as soon as possible. Providing contraceptive coverage as a health care benefit is required by law and will make a difference for our sisters in the workplace. **The CLUW Center for Education and Research is actively working on broadening employer coverage for contraceptive drugs, counseling and other services.** Please contact the CLUW

office for the Health Care Equity Action Kit which includes sample letters to your employer on how to obtain contraceptive coverage and other information to help your union develop an effective policy on this issue. Also for more information call Carolyn Jacobson at 202-223-8360. As usual, CLUW is playing a key role in improving the rights of working women!

## Thank You

Thank you to all of the all of the Sustaining members (\$150), Supporting members (\$75), and Contributing members (\$50) for your support. Due to the large number of contributions, a complete list will be published in the next CLUW News.

### Sustaining (\$150)

Thomas Y. Hobart, Jr.(AFT)  
John M. Massetti(IAM)  
Cheryl Eastburn(IAM)

### Supporting (\$75)

Vivian Whitsel(BCTGM)  
Steve Hahn(AARP)  
Elizabeth Alonso(OPEIU)  
Lynn R. Williams(USWA)  
James M. Alton(UFCW)  
W. Gary Sauter(UFCW)  
Paul E. Almeida(IFPTE)  
Steve Barger(UBCJA)  
Lisa Rink(UAW)

### Contributing (\$50)

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Linda Stephens(AFSCME)  
Braddock Bunch(AFSCME)  
Valentina Judge(OPEIU)  
Barbara J. Walden(BCTGM)  
Ellis H. Holland(IUE)  
Odessa Komer(UAW)  
Madeline Hershman(OPEIU)

## CLUW Auction

Thank you to all who participated in the CLUW Auction in June. This event raised over \$6,000 to help empower women through the labor movement. More "Thank-Yous" will be published in the next News.



# CLUW Health Tip

Brought to you by the CLUW Women's Health Task Force

## WEIGHT CONTROL WILL LESSON YOUR RISK FOR DIABETES

According to the American Diabetes Association (ADA), there are 16 million people in the United States who have diabetes. Unfortunately, 5 million of those don't know it. The ADA defines diabetes as a disease in which the body does not produce or properly use insulin. Insulin is a hormone that is needed to convert sugar, starches and other food into energy needed for daily life. The cause of diabetes is a mystery, although both genetics and environmental factors such as obesity and lack of exercise appear to play roles.

Normally, when you eat food, it is broken down into the form of sugar that is the body's main fuel. The sugar then enters the bloodstream and the increase in sugar sends a signal to the pancreas. The pancreas makes insulin that lets the sugar leave the bloodstream and go to body cells where it is used for fuel.

When you have diabetes, your body can't properly use the energy from the food you eat, resulting in numerous health problems. For those with diabetes, sugar builds up in the bloodstream instead of going to the cells of the body where it is needed for energy.

There are two types of diabetes. Type I diabetes is when the body produces little or no insulin. Type II diabetes is when the body produces insulin, but cannot use it. Type I diabetes requires a daily shot of insulin. Treatment can prevent or delay long-term health problems such as kidney and eye disease.

For those with Type I diabetes, eating about the same amount of food everyday makes it easier for food and insulin to work together. Skipping or delaying meals can lead to problems. Food must be spread out evenly throughout the day to

balance the effects of insulin.

With type II diabetes, extra body fat is a great contributor. Losing excess weight is the best treatment. This is especially true if you have had a type II diabetes for less than ten years. Blood sugar levels go back to normal in some overweight people who lose 15 pounds or more. People with type II diabetes must take insulin pills to lower their blood sugar level. These pills are not the same as insulin and will not work to control type II diabetes.

By controlling diabetes through either weight loss or daily meal planning, women can take control of diabetes and have the energy to live full and active lives while at the same time, prevent or delay more serious effects of this disease. For more information about diabetes, contact the American Diabetes Association at [www.diabetes.org](http://www.diabetes.org).

## The Labor Council for Latin American Advancement (LCLAA)

### "Nuestra Mujer: Surviving the Labor Movement and Politics"

Women's Leadership Training Seminar  
October 4, 2001

A Latina Guide: Surviving the Labor Movement

Guia Latina: Sobreviviendo el Movimiento Laboral

Understanding Violence:

El Abuso No Es Justo!

Raising a Child Within Your Village:

Criando Neustros Hijos con Neustro Pueblo

### Register Today! Regístrate Hoy!

This seminar is in conjunction with the CLUW Convention. All must register to participate in this workshop. All who register for the CLUW Convention are eligible to register for the LCLAA seminar. For more information, contact LCLAA at 202-347-4223 or [natlclaa@aol.com](mailto:natlclaa@aol.com).

LCLAA y NUESTRA MUJER



2001 Leadership Training

# CLUW Awarded \$250,000 AIDS Education Grant

WASHINGTON — For the past several years, the labor movement has led an effort to fight HIV/AIDS through workplace-based education and prevention. With a grant from the Center for Disease Control (CDC), CLUW will carry on this mission by increasing programs nationwide.

In April, CLUW received a quarter-million dollar federal grant to develop and promote AIDS education in the workplace. By strengthening initiatives within existing union structures, CLUW's program will reach the most vulnerable audiences.

According to CLUW President Gloria Johnson, "The workplace is an effective place to educate adults. Working with employers, the CDC and other partners, CLUW will help women take the lead in combatting an epidemic affecting over 36 million adults around the world."

Through "Labor Responds to AIDS," the AFL-CIO has helped put workplace AIDS education and prevention on a global agenda. CLUW's program will build on these efforts and reach other critical domestic audiences such as minority women, low-wage workers and immigrants. Recent signs point to an increase in the percentage of women being infected with the AIDS virus. Today, women represent an estimated 30% of new HIV infections. Women of color represent the majority of these cases.

"The increase in the number of women infected with AIDS is worrisome," Johnson said. "CLUW knows how to provide important health information to working women. The CDC grant could help save thousands of lives by allowing more women than ever before to learn the critical facts about HIV/AIDS."

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## Eleventh Biennial Convention Registration Form

_____	_____
Last Name	First Name
_____	
Address	
_____	
City, State, ZIP	
_____	
Telephone (please include area code)	
_____	
Email address	
_____	
_____	_____
International Union Affiliation	Local Union Affiliation
_____	
National Executive Board Position (for members of the CLUW National Executive Board only)	

### Registration Fees

**\$75**  
**CLUW Member**

**\$25**  
**Retired Member**

**\$20**  
**Student**

I will need child care for \_\_\_\_\_ children, ages \_\_\_\_\_ for \_\_\_\_\_ days.

Please list special requirements, if any \_\_\_\_\_

Check here if you would like to share a room.

**Please return this form before September 11, 2001 to:**

Lela Foreman, National Treasurer  
c/o Gloria Johnson, IUE/CWA  
Coalition of Labor Union Women  
1275 K Street, NW, Suite 600  
Washington, DC 20005

**Please make checks payable to the  
Coalition of Labor Union Women**

The registration fee covers attendance to the convention, admission to the New Technology Conference, a ticket to the Gala Reception, a Convention Kit, educational materials and workshops.

## DETROIT

In March, Metro Detroit CLUW hosted the fourth annual Olga M. Madar Awards Banquet in honor of the labor activist and first national president of CLUW. CLUW President Gloria Johnson joined the awards ceremony and helped present honors to Anne Drake (UAW); Patricia Johnson (APWU); Joyce Pearson (SEIU); Chris Van Haerents (UAW); posthumously Hildred Drew Dale (UAW), Michael Goodwin (OPEIU); Willie Hampton (SEIU); Roger Holbrook (APWU); Donald Steele (UAW) and Rosa Parks, mother of the civil rights movement.

## PHILADELPHIA

Celebrating "Working Women's Awareness Week," the Philadelphia CLUW Chapter hosted an awards ceremony at a garden party and ice cream social. The award winners were Barbara Burgos DiTullio who steps down this year after serving for the past eight years as President of the Pennsylvania Chapter of NOW; Mary Kohler (IAFF) who camped out in front of Philadelphia Mayor Street's office until he and the Fire Fighters Union resolved their contract dispute regarding the treatment of members who suffer from work-related Hepatitis C; Rosalind Spigel (UNITE!), executive director of the Jewish Labor Committee and activist for many groups and causes; United Child Care Union Organizing Committees of Allegheny Child Care Academy and Delaware County Intermediate Head Start Program, both who recently organized; and Lieutenant Sonia Velazquez-Elliott (FOP), the first Latina promoted to Lieutenant in the history of the Philadelphia Police Department.

## SACRAMENTO

Sacramento CLUW celebrated International Women's Day in March by honoring seven local women labor and community activists. The women are Mavis McAllister, organizer for the Carpenters' Union; Ida Sydnor, president of the Sacramento NAACP; labor artist Ellen Dillinger; Jessica Lehman of the Sacramento Living Wage Coalition; and Gail Price, Bonita Pierson and Cathy Buchanan of the Membership Active Team at UC Davis, AFSCME Local 3299.

## SAN FRANCISCO

With a California economy facing a slowdown resulting from rising energy prices, increased layoffs and threats to workers health and safety, CLUW helped workers present a strong and unified voice in Sacramento. A rally at the State Capitol sent an important message to legislators, "Keep California Working!"

[continued on page 7](#)



Above, warning against school vouchers, Catherine Browder (UAW), Connie Cordovilla (AFT), and Eleanor Bailey (APWU) at June NEB singing "My School, My Choice" to the tune of "My Girl."



## Twin Cities

Above, pictured left to right are Twin Cities CLUW President Colleen Van Heel, Secretary Ann Quigley Dubovich, Vice President Lisa Root and Executive Board Member Dan St. Clair who participated in Labor Bowls for Kid's Sake and raised over \$23,000 for children in need.

## Bargaining for Families (continued)

prescription contraceptives, and the necessity of expanding the Family Medical Leave Act and search for solutions to elder care as more workers than ever before are also caregivers to older family members.

A day of speakers and workshops tuned leaders into action steps that would help them organize around these key issues.

Check out the CLUW website for the newly updated "Bushwacks" section.

# local news local news local news local news

Union members asked for improvements in workers' compensation and unemployment programs as well as the enforcement of labor laws that protect people and the economy.



Left: Marlayne Morgan, ESC Business Manager, addresses Labor Energy Forum as Dorothy Fortier, ACLC President, looks on.

## EAST BAY

The California energy crisis spells trouble for consumers as deregulation of electric utilities led to shortages, outages and skyrocketing electricity costs. CLUW members Dorothy Fortier and Marlayne Morgan of the Alameda Central Labor Council cosponsored a forum on this crisis from the perspective of labor unions whose members work for Pacific Gas and Electric, California's largest investor-owned utility.



Above, CLUW national organizer Dessadra Lomax helped organize a "Take Your Daughters to Work Day" protest against Inter Park garages for unfair labor practices with children of the AFL-CIO Solidarity Center Staff.

## WASHINGTON, DC

On June 12, as part of the AFL-CIO's Voice@Work "7 Days in June" campaign, over 75 constituency group members and other activists gathered to hear AFL-CIO Executive Vice President Linda Chavez-Thompson speak about the critical role constituencies play in strengthening the labor movement's connection with local communities. Local coalitions are instrumental in supporting union organizing drives, community and legislative campaigns as well as political election activity. They also heard from workers and organizers at the Washington Blade (TNG/CWA Local 32035) and from the Parking Attendants' Rights Committee (HERE Local 27).



CLUW bids a fond farewell to CLUW Center Director Nicole Kresch who is seeking a master's degree in social work from Catholic University in Washington, DC. She will be greatly missed. CLUW also welcomes two new employees who will be heading the Labor Initiative on HIV/AIDS Awareness and Prevention program. Karen McMillan will join the project as its director and Nicole L. Flowers has accepted the position of administrative assistant.

## Congratulations!

Anita Toth was elected recording secretary of the Sandusky, Ohio Central Labor Council and Jackie Boschok (IAM) was elected as business representative of IAM District Lodge 751 representing 27,000 workers at Boeing in Seattle, Washington.

## 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  
1925 K Street, NW, #402  
Washington, DC 20006

# CLUW Convention

## Organizing in the Internet Age

Thursday, October 4,  
9 AM - 5:45 PM

How can new technology make our work life easier? How can it help us organize and reach wider audiences?

Participate in workshops, panel discussions and special presentations led by CWA President Morton Bahr, Arlene Holt-Baker (assistant to AFL-CIO president), HERE President John Wilhelm and others. Hear about organizing techniques at IBM, Boeing, Delta, WalMart and others.

Learn how to ride the information superhighway, use websites, organize for change, reach younger audiences, mobilize on the Internet and much more.

Don't miss your chance to "click" on to more effective ways to communicate through new technology.

## Convention Workshops, Saturday October 6

Advice for Younger Union Sisters

Working Women's Committees

Organizing College Campuses  
and Recruiting Young Workers

Financial Planning for Women

Women on the Move: Diversity  
in Employment

Domestic Violence: Unions  
Respond

Women in the Global Economy

The Changing Face of the U.S.  
Labor Movement

Securing Contraceptive Coverage

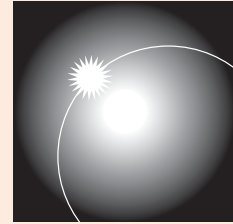
Starting and Strengthening a  
CLUW Chapter

Hostile Hallways In Schools

Ergonomics and Identifying  
Hazards in the Workplace

Avoiding Scams

CLUW DESIGNING  
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