



Countdown to November

The mid-term elections are right around the corner and CLUW members are working hard to help elect candidates that support working families. With important state and federal races at stake, turning out a huge number of women and union voters will help women develop an effective voice in state legislatures and Congress.

CLUW developed a 10-point plan for helping elect those who support us. As the final months of the campaigns approach, CLUW Chapters should be reaching some critical steps in its 10-point plan. CLUW encourages all chapters to plan and execute steps 7-10 and help make a difference in November.

7. Phone Bank Operation

- Secure phone bank location
- Conduct phone bank training
- Secure phone list
- Develop phone message

8. Develop GOTV Plan

9. Massive GOTV

- Develop GOTV materials
- Plan literature drops
- Train GOTV volunteers
- Develop GOTV phone message
- Begin GOTV phone calls
- Develop GOTV transportation systems

10. Accountability

- Monthly reports to National CLUW office, State Federation, CLC and International Union
- Bi-weekly reports to National CLUW office, State Federation, CLC and International Union (ex. voter registration, issue forum, petition campaign)

CLUW's full 10 point program can be found at www.cluw.org under "Political Action Campaign 2002".

Breaking the Glass Ceiling

One of CLUW's founding missions has been to empower women through the labor movement. This summer, CLUW pays special tribute to two women who are climbing their way to the top.

Elizabeth Bunn

Current CLUW Vice President Elizabeth Bunn(UAW) was elected Secretary-Treasurer of the UAW at its 33rd Constitutional Convention held in June. Bunn occupies the highest post held by a woman in UAW history.

As Secretary-Treasurer, Bunn is the chief financial officer of the UAW and directs various administrative departments

In addition, Bunn directs the UAW Technical, Office and Professional (TOP) Department, a post she has held since she was elected Vice President of the union in 1998. She is also director of the UAW Women's Department.

Before her election to Secretary-Treasurer, Bunn served as a UAW Vice President where the union put Bunn's collective bargaining, political action and leadership skills to work with a number of key duties. In addition to her assignment as head of the TOP Department, she also served as director of the UAW Competitive Shops/Independents, Parts,

Don't Forget

August 26

Women's Equality Day

August 30- September 2

Labor in the Pulpits Program—click on to www.cluw.org for more information

September 15-October 15

Hispanic Heritage Month

September 26-29

CLUW NEB
Designing Our Own Future Conference
Crowne Plaza Hotel, Philadelphia, Pa.
See p. 5 for details

October

Domestic Violence Awareness Month, Breast Cancer Awareness Month, National Disability Awareness Month

continued on page 7

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CLUW Point

Social Security Protects Women, Let's Protect Social Security

The stock market roller coaster ride investors have been on since the collapse of Enron has left us all with motion sickness. Those who put their faith and savings into companies like Enron, AOL/Time Warner, MCI and

others are suddenly feeling green under the gills. In fact, the whole nation became nauseous after stock gains instantly became losses.

What resulted from corporate scandals and the bear market is renewed interest in preserving Social Security. This guaranteed retirement income remains the nation's best safety net for protecting older Americans.

Women rely on Social Security more so than men. Not only is Social Security our major source of retirement income, we can rest assured that its benefits are safe, reliable and guaranteed for life.

Additionally, Social Security helps reduce the gender gap between men and women. Women need extra financial security later in life because they live longer. But even before retirement, women earn less and spend fewer years in the workplace because we take on more caregiving responsibilities than men and are not always as well poised as men to save and invest for our retirement years.

Social Security isn't broken. In fact, it can continue to pay full benefits for over 30 more years. But a wave of Baby Boomers that will eventually pull more from Social Security than what taxpayers put in, will make it necessary to shore up the program's solvency for generations to follow. We must look for ways to preserve the program for our children and grandchildren.

Those who believe Wall Street is the answer for greater returns on our Social Security funds are now thinking twice. Americans have lost faith in what Wall Street brokers had coined the "fail safe" way of handling the Social Security challenge-- putting more and more money into stocks. Could their promise of greater returns help? Perhaps for some who are most skilled and prepared to invest. But the majority of women can't afford to gamble away a safety net that keeps millions of older Americans out of poverty.

Wall Street's promise of greater returns comes with much greater risk. Currently, Social Security trust funds are invested in some of the safest instruments available. As things stand, the money will be there for us so think twice when someone tells you the stock market is the divine answer to Social Security solvency. We have all been humbled by Wall Street's mortality.

When we address the program's long-term solvency, we must make sure that any changes will help, not hinder the program's ability to continue to provide a safe, reliable and guaranteed benefit to all Americans.

Social Security solvency promises to be a big issue in the fall election and the next session of Congress. Learn more about this program and how it helps women. Don't let Wall Street traders trade away retirement security. Protect our families' golden years by opposing risky Social Security privatization schemes that could punish hard working Americans when they need help the most.

Thank You

Thank you to all of the Sustaining members (\$150), Supporting members (\$75), and Contributing members (\$50) for your support.

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Moving?

Please, Let us know your change of address. Send your updated information to:

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

Chinese Daily News

CLUW Supports Workers Fight for Recognition

The 150 TNG-CWA members at the Chinese Daily News need your help. They voted for union representation more than a year ago, but their employer refuses to recognize the union and bargain with them. The CWA has established a website for those interested in contacting the News' parent company, United Daily News in Taiwan. CLUW encourages all of its members to support these workers. Information can be accessed at: www.cwa.union.org/international/uniteddailynews

Scholarship Winners

Congratulations to the 2002 CLUW Labor-Education Scholarship Winners

The following awardees received \$500 scholarships to be used for financial support to improve their skills, knowledge and leadership within the labor movement:

The Feminist Majority — "Stop Gender Apartheid in Afghanistan" Campaign

Jeanette Davis(IUE/CWA)
Mary Flanagan(APWU)
Nancy LeMont(IAM)
Audrey Terrell(UAW)
Kelsa Smith(CWA)

Wal-Mart: Just the Facts

CLUW continues to support the UFCW's campaign to improve the lives and working conditions for employees at the nation's largest employer and the world's largest retailer -- Wal-Mart stores. This following facts are about Wal-Mart and what CLUW members can do to stand up for workers.

Wal-Mart operates 3,100 stores in the U.S., had \$191 billion in sales last year and employs more than 962,000 workers. On average, Wal-Mart workers are paid \$2 to \$3 an hour less than UFCW members in equivalent jobs. Fewer than two out of every five Wal-Mart workers participate in the company's health insurance program, and those who do pay nearly half of the company's cost. These high health care costs force many Wal-Mart employees to take coverage offered by their spouse's employer, shifting the costs and the burden to other employers, and straining the resources of local health services providers and taxpayer-supported medical care.

Despite its low wages, substandard benefits, and massive use of imports from countries that use child and prison labor, Wal-Mart remains popular - even among union members. Educating Wal-Mart's union shoppers about the company's practices is a key part of the UFCW's efforts to motivate those shoppers to help bring an end to Wal-Mart-imposed working conditions by helping Wal-Mart workers improve their lives by organizing a union.

Wal-Mart remains staunchly anti-union. The company has gotten hand-picked Arkansas judges to twice issue nationwide injunctions against UFCW to keep information about unions out of its workers' hands. In response, the UFCW has mounted an aggressive outreach effort through the Internet, commu-

nicating at least weekly with nearly 4,000 current Wal-Mart workers.

The National Labor Relations Board has issued 20 complaints in less than a year covering hundreds of allegations of unfair labor practices committed by Wal-Mart. While the UFCW has won only one and lost only one election thus far, the NLRB is holding up at least six elections until it can remedy company unfair labor practices.

In June 2001, six current and past Wal-Mart workers filed a class action suit in federal court charging the company with systematic discrimination against women in hiring and promotions. The suit charges that Wal-Mart fails to provide equal assignments, promotions, training, and pay, and retaliates against those who complain about these practices. Women, who make up more than 72 percent of Wal-Mart's hourly sales employees, hold only one-third of management positions, compared with 56 percent of management positions among Wal-Mart's top 20 competitors.

The suit points out that males are disproportionately assigned to some departments, such as furniture, electronics, hardware, sporting goods, and guns, while females are concentrated in departments such as customer service, cosmetics, housewares, toys, fabrics, and clothes. The suit alleges that male-dominated departments and jobs are better paid and offer greater opportunities for advancement than the female-dominated positions and departments. Wal-Mart's pay practices also are being challenged in a dozen other suits.

Source: UFCW, March 2002

WAL★MART®

What CLUW Can Do

Individual CLUW Members

The UFCW does not advocate a Wal-Mart boycott. If you do shop at Wal-Mart, let the employees know that as union members and customers, you support Wal-Mart workers and are willing to help them win union representation so they can gain a real voice on the job for fair treatment and better wages and benefits.

Let Wal-Mart management know that union members object to the company's anti-union propaganda, pressure, and fear tactics to which employees are subjected.

Tell Wal-Mart management that unions and communities will monitor their actions and hold managers accountable for depriving employees of their right of free choice to join a union.

CLUW Chapters

Organize field trips to Wal-Mart Stores, wearing union t-shirts, jackets, hats, and other paraphernalia, and talk with workers about the value of belonging to a union.

Participate in meetings when Wal-Mart's location plans affect zoning, sprawl and tax abatement issues.

State Vice Presidents and CLUW Officers

Participate in all of the activities listed above, as individuals and in their roles of helping coordinate local chapter activities.

The UFCW will keep in close touch with CLUW to alert states and chapters that are being targeted in the UFCW's ongoing efforts to communicate with Wal-Mart workers about the benefits of organizing a union.

Glass Ceiling (cont'd)

and Suppliers (IPS) Department.

Other assignments during her term included overseeing the Consumer Affairs, Conservation, and Recreation Departments of the union and she created and headed the UAW's Work & Family Resource Unit, the only such technical department in any international union.

Rebekah L. Friend

CLUW sister Rebekah L. Friend, Business Representative for IBEW Local 387, was unanimously elected as the President of the Arizona State AFL-CIO, at the organization's 2002 convention. The Arizona State AFL-CIO represents over 135,000 Union members in Arizona. Friend is the first woman president since the founding of the organization in 1914.

Sister Friend has been in IBEW Local 387 over 22 years, beginning her career in support services at Arizona Public Service Company. She is a founding member of the Coalition of Labor Union Women in Arizona and is currently serving her third term as the organization's President. Sister Friend is also an Executive Board

member of the Central Arizona Labor Council and serves on many other labor and community boards. She also spearheaded the establishment of the Caesar Chavez holiday for Arizona, which was adopted by the legislature in 2000.

Friend is a proven leader in the labor movement and her abilities will bring a new vitality to the organization. Sister Friend said she will focus on organizing, politics, and improving the status of union women in Arizona.



CLUW has been helping Union women break the glass ceiling since 1974. Pictured here, one of CLUW's founding members, Helen Quirini(IUE).
(from CLUW archives).

Conference Registration Form

Please fill out the form below and mail it with your \$20 Conference Registration fee (a special \$10 Registration fee is available for students and young workers). Make check payable to CLUW and mail by September 11 to:

Coalition of Labor Union Women,
c/o Yvonne Cohen
1925 K Street, NW
Suite #402
Washington, DC 20006
Phone (202) 223-8360 or Fax (202) 776-0537

Name _____

Phone _____

Address _____

City _____

State _____ Zip _____

E-Mail _____

Union Affiliation _____

My position on the CLUW National Executive Board is:

- | | | |
|---|---|--|
| <input type="checkbox"/> National Officer | <input type="checkbox"/> Union Delegate | <input type="checkbox"/> Union Alternate |
| <input type="checkbox"/> Chapter President | <input type="checkbox"/> Chapter Delegate | <input type="checkbox"/> Chapter Alternate |
| <input type="checkbox"/> State Vice President | <input type="checkbox"/> Alternate State Vice President | |

Other Attendees:

- ☐ State Coordinator ☐ NEB Guest Observer

My Conference Registration Fee is:

- ☐ Enclosed ☐ To Be Paid

Hotel reservations MUST be made by contacting the Crowne Plaza directly at 800-843-2355 or 215-561-7500. Reservation deadline is September 11.

Designing Our Own Future Conference

sponsored by
**The CLUW Media/
Communications
Committee and the Young
Women Workers TaskForce**

Friday, September 27, 2002
10 am-5 pm
Crowne Plaza Philadelphia
1800 Market Street
Philadelphia, PA
Lunch Provided

Luncheon Speaker
Kim Gandy, President
National Organization of
Women (NOW)



Above: DC CLUW Chapter sponsored the trolley tour at the June NEB. From left: Sue Klein (AFGE); Yvonne Cohen (OPEIU) Chapter Executive Board; Bonnita Spikes (SEIU), Chapter Treasurer; Cynthia Collins (SEIU); Susan Holleran (AFSCME), State VP-DC; and Veronica Turner (SEIU), DC Chapter VP.

Capitol Area

The CLUW National Executive Board met here in June at its annual Legislative Conference. CLUW members met with members of Congress and urged action on important items on the working women's agenda.

Northwest Ohio CLUW

Standing out against sweatshops
Working moms know August means shopping for new school clothes for the kids. Northwest Ohio CLUW wants mom's to be aware of clothes manufactured in sweatshops and to look for the "Made in the USA" and union label.

Hosting a youth fashion show at their July meeting, children models wore clothes manufactured in sweatshops with Aretha Franklin's "Think" sending a poignant musical message to would-be shoppers. The children then modeled the clothes made in the USA and smiled and danced with pride. CLUW also used the opportunity to teach the girls about the Seneca Falls Convention and the beginning of the women's rights movement.



Left: CLUW thanks OPEIU for its generous contribution of \$5,000 presented by Carol Dupuis (OPEIU), Secretary-Treasurer, on June 8th

Right: Barbara Van Blake's nephew, Carlton Tarver, tells the remarkable story of Barbara's life at the June NEB when Barbara received a CLUW Success Story award. She and other members of her family overcame great odds in the South to reach positions of prestige and greatness. Van Blake, led and organized teachers in Florida before the civil rights movement made inroads in most of the United States. Also pictured is Connie Cordovilla of AFT.



Left: The No. Va. CLUW Chapter petitioned for its charter. From left: Tandu-la Lomax; Dessadra Lomax, CLUW National Organizer; Sally Davis (AFT), No. VA CLUW Chapter Pres.; Margie Brotherton, CLUW State Vice President; and Karen Duncan (NTEU).



Left: CLUW meets with delegations from Algeria, Tunisia, and Morocco. **Front row,** from left: Bonnita Spikes, CLUW DC Chapter, Treasurer; **Second Row,** Sheila Love, DC Chapter Secretary; Yvonne Cohen, CLUW Office Manager, DC Chapter Executive Board Member; Susan Phillips, CLUW Treasurer; Carol Rosenblatt, CLUW Executive Director; **Last Row,** Dessadra Lomax, CLUW National Organizer.

Pennsylvania

Workers at Temple University and Daimler-Chrysler now have contraceptive coverage in their union-negotiated health plan thanks to the assistance of CLUW's Contraceptive Equity Project. Philadelphia CLUW is working to save employers money in health care costs and improve the reproductive health of women through it's "Campaign for Contraceptive Coverage". The Pennsylvania AFL-CIO and the Philadelphia Central Labor Council of the AFL-CIO have endorsed bills in the state legislature that promote contraceptive coverage in employer-sponsored health plans. Unions are beginning to examine their health plans, institute coverage when they have the authority to do so, and demand it in negotiations. The Laborers' International Union of NA Local 332 recently added full coverage to their union-administered plan. The State Council of Machinists (IAM) held a seminar on this issue and they are now reviewing their member's plans.

Philadelphia

The Philadelphia NOW Chapter held a reception celebrating local women activists. Among those honored was Francesca Alvarado, Executive Board



Above: Maryland AFL-CIO Secy.-Treas. Donna Edwards, gives greetings to the NEB

Member of both Philadelphia CLUW and Philadelphia NOW. Francesca has single-handedly forged strong working relationships between CLUW and local women's rights organizations and the Latina community. She has translated many materials into Spanish, including the brochures developed to build the Campaign for Contraceptive Equity in Pennsylvania. Francesca can always be counted on to come to every meeting, participate in every demonstration, brainstorm great ideas, sign up new members, solicit donors, make financial contributions, AND she brings her two young feminist daughters to every event as well!

We congratulate our Sister for this very deserving recognition.

Massachusetts

One of CLUW's founding principles is to encourage women to run for political office and we are pleased that CLUW Massachusetts State Vice President, Faye Morrison has decided to do just that. She is running for State Representative for the First Middlesex District. For more information about Faye's campaign you can contact her at: 978-448-0162 or at fayem01852@yahoo.com

Corrections

In the last issue of the News, Olga Vivez was misidentified as Philadelphia CLUW Vice President. Vivez is one of the national Vice Presidents of NOW. The person pictured with her was Francesca Alvarado, a Philadelphia CLUW Board member and a member of the Philadelphia NOW Board.

Also in the last issue of NEWS under Equal Pay Day activities, CLUW failed to give credit to the UAW Local 1853 Women's Committee in Spring Hill Tennessee who spearheaded Equal Pay Day activities by passing out Payday candy bars in downtown Nashville. Their activities made the front page of the largest newspaper in Tennessee and Channel 4 news. They were successful in obtaining a proclamation from the Tennessee House and Senate. CLUW members and AFL officials joined forces with the UAW on these actions.

Help CLUW remain strong and growing.

If you are attending any type of function where you think someone would be interested in joining the CLUW, please let us know. CLUW has membership brochures and other information available. Contact National CLUW Organizer Dessadra Lomax at (202) 223-8360 or dlomax@cluw.org

Understanding Headaches

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

Headaches are a common pain. Occasional headaches that are relieved by rest or over-the-counter medications are not a great concern. But headaches that are frequent and severe may be something more serious.

The most common headaches are classified as tension-type headaches, which may be a sign of an underlying cause. Medical evaluation, rather than medication may help treat underlying anxiety or depression.

Migraines lead to lost work and productivity. Most migraine sufferers (70%) are women. Hormones affect women's headaches and migraines are the most frequently reported side effect of oral contraceptives.

About 28 million Americans suffer from migraines. According to the Diamond Headache Clinic in Chicago, the economic cost of migraines is high—150 million days are lost from work or school in the United States and \$13 billion is lost in productivity each year.

Recent research shows that migraines are caused by a spread of nervous activity in the brain where pain centers are located. Nausea, vomiting and sensitivity to light often occur. Family history of migraines may also indicate those more likely to experience migraine symptoms.

Additionally, migraines may be triggered by stress, fatigue, or oversleeping. The headache may occur after the emotional release when a crisis is resolved. Dietary factors such as processed meats, aged cheese, smoked and pickled foods, excessive caffeine, MSG used in Chinese cooking, and alcoholic beverages (especially red wine), have been linked to migraines.

Medical evaluation should begin with a complete health history. Persons are often asked to keep a detailed headache diary to help identify headache triggers and to determine the effect of medications and other therapies. A variety of prescription drugs and non-prescription therapies are available to prevent and treat migraines. Avoiding known triggers, and maintaining a regular eating and sleeping schedule is very helpful in preventing migraines for many people.

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.

☐ \$30 ☐ \$15 (retiree)

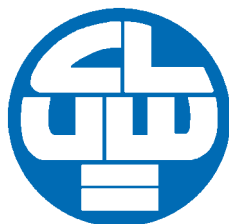
I am a member of a bona fide collective bargaining organization.

Signature_____

Date_____

MAIL TO:

Susan Phillips, CLUW Treasurer
c/o CLUW
1925 K Street, NW, #402
Washington, DC 20006



**Coalition of Labor
Union Women**

1925 K Street, NW, Suite 402
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