



Hits and Misses

Union Women Say President's Policies Don't Work For Women Who Do

WASHINGTON—For his attempts to eliminate important workplace safety regulations, a welfare plan that will not break the cycle of poverty for women, and numerous court appointments opposed by women's and civil rights organizations, President George W. Bush tops the "Hits" on the CLUW's annual "Hit and Ms" list published as part of Working Women's Awareness Week.

Each spring, CLUW celebrates the accomplishments of women and the "Hit and Ms." list is one way CLUW draws attention to the needs of women who work for a living. Gloria Johnson said, "Most Americans recognize the contributions women make on the job and in our homes and value those accomplishments greatly. However, there are always those who would rather stand in the way of progress than help us meet the needs of our families," she said.

Leading the "hits" is the President, named for several reasons. In one of

his initial acts in office, **George Bush** called for the first-ever repeal of an ergonomics standard of the Occupational Health and Safety Administration (OSHA). OSHA's protective rule would have prevented hundreds of thousands of workplace injuries such as carpal tunnel syndrome. Gloria Johnson said, "This has particularly devastating effects on women who are largely represented in occupations that leave them susceptible to repetitive motion such as typing."

Johnson added, "That action alone would have made him a "hit," but for women, his policies get worse." CLUW is critical of the President's welfare plan that fails to increase education and job training, both of which are necessary to help people achieve self-sufficiency and stay off of welfare. Nine in ten adult welfare recipients are women.

Union women are also critical of the President for his numerous court and agency appointments that unions, women and civil rights organizations oppose, including bypassing Congress and appointing **Eugene Scalia** as Solicitor of the Department of Labor. Scalia was another CLUW "hit" this year because of his extreme positions against ergonomics calling the workplace safety science "junk science."

Other "Hits" that have hindered

Don't Forget

June, 2002

Voice@Work Month,
Gay Pride Month

June 10 (1963)

Effective date of the Civil Rights Act

July 2 (1965)

Effective date of Title VII of the Civil Rights Act

July 19 (1848)

Anniversary of Seneca Falls Convention

August 26, 2002

Women's Equality Day

CLUW September NEB

Look for details soon



the progress of women this year include judicial nominee **Charles Pickering Sr.**, who has a long-standing record of opposing women's rights, abortion rights and other civil rights; and those in Congress and private industry who are pushing to privatize Social Security, a concept that presents greater risk to the retirement security of all Americans, but especially women.

Rounding off the list of "Hits" is **Wal-Mart**, an anti-union company that according to CLUW, continues to be a bad corporate citizen. Among the many reasons Wal-Mart made

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CLUW Point

WALK THE WALK

Across America, Union women are urging lawmakers to improve the lives of working families. They are advocating a "Working Families Agenda" in all 50 states that calls for affordable prescription drugs, a stronger and fairer unemployment insurance system, long overdue

election reform, investor protection, corporate accountability and more. In Washington, much can be done to improve the lives of women by urging Congress to take both preventive and proactive measures to help working families meet our economic and health needs.

When CLUW held its spring NEB meeting here in June, we turned our attention to some of the priorities of working women. When we talked to lawmakers, we were more forceful. Because as we promote policy that betters our lives, we do so in an environment where shrinking federal and state budgets make it more difficult.

Last year, the President pushed a \$1.6 trillion tax cut that helped the wealthiest Americans while nearly wiping out the expected federal budget surplus. The recession and war erased the rest of the surplus. Now the government needs to pay its bills by borrowing from Social Security and the President has proposed cuts in working family programs and new initiatives for working families are unlikely to fit into his budget picture.

In an uncertain economic environment, labor's agenda at the federal level is daunting. We need to help protect civil rights and the rights of immigrant workers. We need to protect and strengthen safety and health laws, education, Social Security and Medicare. We need to promote fair trade, equal pay and an increase in the minimum wage. We need to urge Congress to make some tough choices today that will help the nation and the economy for years to come.

In order to do so, CLUW needs your help more than ever before. Become an active member and an active voice for women in the workplace. Keep yourself informed and learn about the issues. The NEB meeting in Washington not only armed women with the facts to talk sensibly about some of today's issues, it provided an opportunity to meet with lawmakers individually and together so our voices would be heard.

Whether or not you made it to Washington, activism can happen in your workplace, community and even in your own home. Join the **Working Families E-Activist Network** and receive the latest political action alerts, news and information at your desktop. Become involved in CLUW at both the local and national level. Take advantage of Union Summer Schools and pay close attention to union publications, and calls to action. As the old cliché goes, just don't "talk the talk, walk the walk." We need to start walking quickly so America doesn't walk away from its commitment to the needs of today's workers, regardless of age, race and gender.

Federal Campaign Finance Reform: The New Rules

One Small Step-Campaign Finance Reform

In March, campaign finance reform became law and when implemented by year's end, promises to change federal campaign financing in significant ways. While many of these changes are long overdue, there are some serious concerns about conflicts between the Act's limitations on union communications and the First Amendment's guarantees against restricting the expression of ideas.

Although some basic rules about campaign finance have not changed, unions will be prohibited from making direct contributions to candidates for federal elections, including federal political action committees, or to any organization that will use the funds for "express advocacy" in support of political candidates.

Unions will be prohibited from making "soft money" donations to any national party committees or to any national party's Senate or House campaign committees. Unions are also prohibited from making any "targeted" radio or television advertisements that refer to clearly identified candidates within 60 days of a general election or 30 days of a primary. (The term "targeted" means that the communication could reach 50,000 or more people within the candidate's district).

Internet messages that are limited to a union's members are not considered to be "public" communications subject to these limitations. If a union PAC does publish any "electioneering communications," it must specifically identify itself in the ad and must disclose the communication to the FEC.

Additionally, unions can only contribute voluntary funds ("hard money") to federal candidates and political committees. Every union has a political action fund (PAC) that raises money from members and their families for purposes of political activities. Campaign finance reform does not prevent unions from operating PACs. Unions may ask individuals to make contributions of up to \$5,000 per year to the union's PAC. But

dues money or other union treasury funds ("soft money") can never be used for this purpose. Soft money can be used for state or local campaign contributions, if allowed by state law. Soft money can also be used by a union to communicate with its members about elections, candidates or political issues. Contributions for union PACs must be kept separate from other union funds.

Contributions include anything of value, not just dollars. Thus, unions may not provide free goods or services to federal candidates or committees. (Anything paid for with treasury money, such as paid staff time, office equipment, or membership lists qualify as a "contribution"). While union members can volunteer to work for federal candidates or party committees, the time must be their own time and not part of their regular duties. Unions cannot directly recruit volunteers to work for candidates.

The 2000 elections demonstrated that efforts to regulate campaign contributions are long overdue. But many of the "limits" on federal campaign contributions still involve sums that exceed the pocketbooks of most individual union members and their families. The new law does represent an important step in leveling the playing field so that issues of importance to union members and working families won't be buried in an avalanche of funding from opposing corporate interests. But campaign finance reform is not the only change needed to make the nation's election process work. Voters in many states could not be heard due to antiquated election systems and serious flaws in the voter registration process. We need meaningful laws that protect our Constitutional right to vote—and we need aggressive enforcement of voting rights protections already on the books. Campaign finance reform is just one step in achieving fair elections.



Left: Pictured at a rally at the Capitol Building in Lansing are Chapter Vice President Karen Foucault (UAW), Ruben Burks, Barb Brefka (UAW), Beverly Norling (UAW) Chapter President Judy Barber (UAW).

Tri-County Chapter

CLUW shows its support for important unemployment insurance legislation for Michigan workers. Union women in that state helped increase weekly benefits and reduce the waiting period for workers needing unemployment benefits.

Metro Detroit

At a special membership meeting in March, Metro Detroit CLUW received a proclamation from the Wayne County, Michigan Commissioner supporting Women's History Month and urging others to celebrate the historical achievements of women. Additionally, three CLUW Chapter members are running for public office. They are Cheryl Cushenberry (AFSCME) running for County Commissioner, Stevetta Johnson (UAW) running for State Representative; and Edith Lee Payne (associate member) running for County Commissioner.

Philadelphia

Holding its annual Awards Reception and Garden Party, Philadelphia union women honored HIV/AIDS activist Julie Davids; health, women and union activist Carol Rogers and Lynne Fox (UNITE!) who received the chapter's "Union Woman of the Year" award.



Left: Philadelphia CLUW honors Lynne Fox (UNITE!, center) at the Working Women's Awareness Week reception. Also pictured are Theresa Harris Johnson (CLUW Executive Board), Lynne Fox, and Doll Wilson (Philadelphia CLUW VP).

Washington, DC

Union women celebrated Women's History Month in March highlighting women in song, poetry and film. In a piece called "Women-speak" by Gloria Goldsmith (CWA), CLUW Chapter members played the roles of great figures such as Abigail Adams, Harriet Beecher Stowe, Susan B. Anthony, Eleanor Roosevelt and others.

Also in the Washington area, a new school in Prince George's County, Maryland, was named the Mary Harris "Mother Jones" Elementary School. With its' diverse student body and many immigrant families, students, parents, staff and the community wanted the school to have a name that would serve as a source of inspiration and identity for its students.

Equal Pay Day

Arizona CLUW held a joint press conference with BPW and an Equal Pay Day birthday party for Senator Ruth Solmon cosponsored by the AFL-CIO and other community



Left: CLUW also honored Equal Pay day with a special "Speak Out for Equal Pay," on the lawn of the U.S. Capitol. Calling for stronger equal pay legislation were Olympic Gold Medallist Donna de Varona, Professional Soccer Player Ann Cook, Rep. Rosa DeLauro (D-CA), Sen. Edward Kennedy (D-MA), Sen. Hillary Rodham Clinton (D-NY), and AFL-CIO Executive Vice President Linda Chavez-Thompson.

At the microphone is Gretchen Adams, a Wal-Mart employee who told the group about Wal-Mart's systematic underpayment of women. Others who spoke in support were Reps. Eleanor Holmes-Norton and Nancy Pelosi

organizations. **Cleveland CLUW** held a hotdog dinner during an AFL-CIO meeting selling hotdogs to men for a dollar and to women for 73 cents. **DC CLUW** Chapter members and the DC Chapter of Business and Professional Women (BPW) distributed flyers at a busy Capitol metro stop.

Northwest Ohio CLUW wore green shirts on Equal Pay Day to resprent "Money...Where's Ours?" They also invited Ohio Representative Teresa Fedor to discuss legislation for Ohio workers to receive contraceptive coverage in their health insurance. **Oregon CLUW** used an e-mail campaign to ask their members of Congress for equal pay. **NE Texas CLUW** held an Equal Pay Day rally and **Western Tennessee CLUW** made headline news when they passed out Payday candybars at the Legislative Plaza in Nashville. They also were successful in getting a proclamation passed by the Tennessee House and Senate.



Pennsylvania

Non-traditional jobs for women, contraceptive equity and educating women about CLUW were topics at the Pennsylvania AFL-CIO Convention in April. Pictured are Pennsylvania CLUW Vice President Candi Kaplan (AFSCME), Gloria Johnson, Sunsany Checkfield (IATSE) and Barbara Barnes (UA).



East Bay Chapter

Assembly woman Dion Aaroner (D-Berkeley) presents award to East Bay CLUW Chapter leaders Kerry Newkirk and Bennie Bridges.

Well Wishes

CLUW Vice President Barbara Van Blake, who underwent by-pass surgery at Washington Hospital Center in April, is doing fine and getting better each day.

Get well expressions can be sent to:

Barbara Van Blake
4417 7th St., NE
Washington, DC 20017



Above: Philadelphia CLUW Vice President Olga Vivez demonstrates against domestic violence.

Ask A Working Woman

The 2002 "Ask A Working Woman" (AAWW) survey released by the AFL-CIO in May found health care to be a top priority, even higher than wages. Interviewing 1,500 women in the workplace and collecting information from 20,000 more, the survey also found that women are working more hours than before.

CLUW President Gloria Johnson explains, "With health care inflation outpacing the regular rate of inflation by almost two-fold, more and more companies are cutting benefits for today's workers and retirees. Many others are passing on the higher costs to their employees. This has women of all ages very concerned about future health care affordability."

Since 2000, the percentage of working women labeling health care as their "highest priority" has jumped eleven points, with a 12-point increase in the percentage of women who consider health care a top legislative priority.

Looking at the hours spent on the job, 66 percent of working moms spend 40 or more hours per week on the job compared with 60 percent of women without children. In addition to working more hours, women are often working hours that make it difficult to maintain a balance of work and family life. Over one-in-four working mothers work nights or weekends and two-of-five work different schedules than their husbands or partners. Women of color are more likely than whites to work a schedule that is different than their spouses - 52 percent of African-American women, 47 percent of Latina women and 36 percent of white women differ from their spouses.

"Today's working women are struggling to balance the demands

of work and family in a competitive economy," said Linda Chavez-Thompson, Executive Vice Presi-

"Today's working women are struggling to balance the demands of work and family in a competitive economy"

dent, AFL-CIO. "The survey shows their priorities have changed in the last two years as they seek solutions to increasing pressures on the job and at home."

Forty-eight percent of working women saw their job responsibilities and duties increase in the past year, but only half received more pay along with the added responsibilities. In addition, six in 10 working women say the benefits they receive from their employer have remained the same in the past year, while only 28 percent overall received improved benefits.

The survey also finds that working men share the concerns of working women on issues critical to families. For the first time working men were also polled and results show they demonstrate strong support for child care, paid family leave, strengthening working women's rights and fighting gender discrimination and unequal pay.

Contact CLUW electronically!

Send CLUW your email address to info@cluw.org

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

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Hits (cont'd)

the "hit" list for the third time is that its employees are paid \$2 to \$3 dollars an hour less than union members in equivalent jobs, its systematic discrimination against women in promotions and hiring, and a substandard health plan that provides coverage to less than half of its employees and requires workers to pay for nearly half the cost.

When it comes to honoring those who have helped women -- the "Ms." Nominations -- labor salutes many of its own. Since last May, many women have reached greater levels of leadership and CLUW salutes the scores of women now leading their unions and labor federations.

The National AFL-CIO was also named a "Ms" for passing an important "Contraceptive Equity" resolution at its Convention last November that will help union women secure comprehensive contraceptive coverage through union health plans. Despite an EEOC decision and federal court ruling saying that plans that exclude prescription contraceptives are engaging in unlawful sex discrimination, many plans still do not include it. The resolution helps bring needed attention to the issue and should encourage unions to take deliberate action.

Other Ms. Nominations include SBC- Pacific Bell for its generous contribution to the Coalition of Labor Union Women and to all the women and men who were part of the rescue, recovery and counseling efforts related to September 11.



We Honor Him

Monsignor George Higgins,

For more than 60 years, Monsignor Higgins championed the rights of working men and women to join freely in unions to improve their lives, giving unremitting energy, effort, vision and wisdom to America's unions.

AFL-CIO President John Sweeny said, "Throughout his entire life, this "labor priest," as we fondly and admiringly referred to him, fought for and lifted the lives of working men and women - hundreds of thousands of them. Wherever working people were joining together to build a better life, George Higgins was there."

Mentors Needed

The CLUW Young Women Workers Task Force is looking for interested people to be mentors. When young women attend CLUW functions they need to be welcomed and involved. If you are interested in being placed on our mentor list, please contact Toni McBroom at 419-784-3809 or by email tkmcbroom@hotmail.com The Young Women Workers Task Force will be involved in the upcoming September National Executive Board Conference. Your help is needed.

Protect Your Body and Your Wages

Many adults do not take advantage of the protection that vaccines offer. An estimated 50,000 to 70,000 U.S. adults die each year from vaccine-preventable diseases caused by pneumococci, influenza and hepatitis B. Others will be stricken with tetanus or diphtheria. Most adults were vaccinated against tetanus and diphtheria as children. However, booster shots are necessary for the vaccination to remain effective over the years.

School age children are required to get boosters every ten years. All adults should get Td (tetanus and diphtheria vaccine) boosters every ten to 20 years. To prevent bacterial pneumonia and meningitis, adults should receive PPV (pneumococcal polysaccharide vaccine). This is recommended at or before age 60 with a second vaccination at age 65. Any adult with diabetes, respiratory disease, or other chronic health condition should receive this vaccine and not wait until they reach age 60. Influenza vaccine is developed each

year in response to the type of flu that is expected to cause a national outbreak. It is usually administered in the fall and is highly recommended for older people and those with chronic diseases.

Hepatitis B causes liver disease. Hepatitis B vaccine is administered in three doses. The first and second dose are given one month apart. The third dose is given five months later. It is extremely important that health care workers and persons with multiple sex partners receive this vaccine. It is a very safe vaccine but should not be given to persons allergic to yeast.

Your doctor may not routinely check your immunization status or recommend these vaccines. However, if you ask for them, your doctor will usually administer them if they are needed. Take this article with you the next time you visit your doctor and make sure that you get the vaccine protection you need.

Helen Ramirez-Odell, RN; Co-Chair, Women's Health Task Force

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 _____

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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

Contraceptive Equity Laws

Passage of state contraceptive equity laws in Massachusetts and Arizona this spring puts the number of states with such laws at 19.

The two new laws go into effect in January of 2003 and with the new statutes; self-insured/self-funded plans are exempted from coverage. (Some union plans are covered by this exemption.) In those cases, union activists need to use the federal decisions (EEOC and Washington State) in seeking contraceptive equity.

CLUW, in partnership with Planned Parenthood and other organizations, has been instrumental in promoting the issue and providing specific contact information for each state. The best example of how this can and should work in each state is looking to Pennsylvania as an example. Pennsylvania (which was featured in the last issue of this publication), has created a highly effective coalition which includes CLUW, the state fed, local unions, Planned Parenthood and NARAL.

States that already have these laws: CA, CT, DE, GA, HI, IA, ME, MD, MO, NV, NH, NM, NC, RI, TX, VT, WA. For more information on contraceptive equity, contact Project Director Carolyn Jacobson at the National CLUW Office.

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