



CLUWnews

Jan/Feb 2003, Volume 29, No. 1

Coalition of Labor Union Women



People's Campaign

Justice at Wal Mart

Scores of CLUW members rallied on behalf of Wal-Mart workers to demand that America's largest corporation conform to American values. On Nov. 21, more than 300 organizations joined the UFCW and participated in a "National Action Day" demonstrating at 100 Wal-Mart stores. "National Action Day" demonstrators want Wal-Mart to chart a new course that steers the company away from being a low wage, low benefits, high turnover operation to one that provides good jobs with living wages and affordable health care.

The purpose of this "People's Campaign" for Wal-Mart employees is to not only get the company to address wages and benefits, but to also demand an end to rampant sex discrimination, forced "off the clock" work requirements, and harassment of employees who try to organize unions.

CLUW Treasurer Susan Phillips (UFCW) said, "CLUW sisters have been in the forefront of efforts to bring justice to Wal-Mart workers. This is a women's struggle. More than 70 percent of Wal-Mart's workers are women, and women control 90 percent of all consumer dollars spent in the U.S. By joining hands across the



Above: The St. Louis Chapter of CLUW along with UFCW Locals 88, 655 and 881 nominated Wal-Mart to be Grinch of the Year. Pictured (l/r): Clara Faatz, Recording Secretary; Laverne Bradley; Carol Johnson, Vice President.

cash register—as cashiers and as consumers—CLUW and other concerned women truly can make a difference in the economic future of women across America."

Presently, Wal-Mart is facing 38 state and federal lawsuits for forcing employees to work off the clock. The company is also charged with NLRB violations in 25 states for violations of workers rights to organize. For the latest information about the "People's Campaign" and what CLUW members can do, visit www.cluw.org.

URGENT ACTION ALERT

The Bush administration is trying to pack the federal courts with ultraconservative judges with views and records hostile to workers, civil rights and environmental and consumer protections. Tell your senators to stand up against these court-packing plans. CLUW members are urged to voice their opposition to the nominations of Charles Pickering and Patricia Owen. You can make your voices heard on the Working Families E-Activist Network at www.aflcio.org.

The CLUW National Officers Council has issued a statement opposing the threatened war in Iraq. Go to www.cluw.org to see the full text.

Don't Forget

January

Cervical Cancer Awareness Month, a time to make sure you are getting screened regularly, in accordance with your clinician's recommendations.

January 15

Martin Luther King Jr's Birthday

January 22

30th Anniversary Roe v. Wade

February

Black History Month

March

Women's History Month

March 8

International Women's Day

March 13-16

National Executive Board Meeting and Women in the Global Economy Conference
Crowne Plaza
Phoenix, Arizona
click on www.cluw.org for more information

June 5-8

National Executive Board Meeting
Washington, DC
details will be forthcoming

October 9-12

12th Biennial Convention
The Westin
Seattle, Washington

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***New e-mail for CLUW Executive Director Carol Rosenblatt is csrosenblatt@cluw.org**



CLUW Point

VOTER EDUCATION REACHING YOUNGER WOMEN

Reasons for the new balance of power in Congress as a result of November's elections will be debated by political scientists and pundits for years to come. From concerns over national security to the lack of defining voting issues that separated the candidates, union members lost representation in Congress that would have prioritized the needs of working families and women.

But every cloud has a silver lining. November's silver lining is that more and more young voters are lining up behind pro-worker and pro-women candidates. According to pollster Celinda Lake, Democrats made great strides with young women voters gaining nearly nine percentage points among that constituency.

Why this shift? Women, especially young women, want equal pay for equal work, affordable health care, reproductive choice, quality schools, safe places to live and work, fair trade and clean environments here and abroad. These are many of the issues CLUW helps promote and with our energy focused on attracting younger members, perhaps some of our efforts are paying off.

However, today's political reality means that our work has only just begun. With more conservative leadership in both houses of Congress, a President who has led us into a deficit, a looming war with Iraq, a slumping economy, a growing mistrust of corporations and an upcoming Presidential election that will create more partisanship and gridlock, women who want responsive government will have to work harder than ever.

Become part of the CLUW and AFL-CIO's Working Families Network and stay on top of the developments that can change our lives. Pay close attention to legislative calls to action from CLUW, our unions and other women's advocates. Remain vocal by participating in our democratic process and keep educating others--especially younger women who are the future of the labor movement and CLUW.

CLUW is making good use of new technology by making it easier for us to get the information we need and to contact our representatives in Congress. This network will make it simple to weigh in on the important decisions that will affect our lives.

In this issue of the News you will read about the threat to reproductive choice posed by conservative judicial nominations that will drastically change the composition of the courts. This is just one example of why our collective voices need to be heard. Election Day was by no means a defeat. It only means we will have to use our heads and our two feet to protect the progress we've made for women in the workplace.

Moving?

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

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Affirmative Action Under Fire

For minorities, "diversity" is the heart of the American dream. But the Supreme Court may make it increasingly difficult for disadvantaged minorities to be admitted to state and private learning institutions.

The Supreme Court will review race-conscious admissions programs in *Grutter v. Bollinger*, a case involving the University of Michigan's diversity plan. This school takes race and ethnicity into account when deciding which students will be admitted to its' undergraduate programs.

The Court last looked at this issue almost 25 years ago when the University of California set aside 16 percent of the places in its medical school for "educationally or economically disadvantaged minorities." The Court rejected the university's "fixed quota" approach, but in six different opinions could not agree how a university might consider race.

Since that time, California voters outlawed affirmative action and minority enrollment at state universities fell dramatically. The same is expected at institutions nationwide if the Court finds the University of Michigan's program to be unconstitutional.

Challenges to the University of Michigan's admissions standards were brought forth by white students who were rejected in favor of minorities with comparable or lesser qualifications. Their case is being represented by conservative legal groups who have been trying to end affirmative action in employment and government contracting.

Historically, race has been a negative factor for minorities as white students benefited from admissions preferences similar to those granted to children of alumni. In fact, students, professors and civil rights advocates are concerned that admissions standards don't go far enough to remedy the historical discrimination and social disadvantages stemming from racism.

Regrettably, race still matters in our society. Minorities are often products of segregated, substandard, inner-city schools and lack the funding to pay for college. Race-blind admissions standards do nothing to remedy this problem.

The social, political, and economic value of access to educational opportunities cannot be overstated. The Michigan case result may mean entire groups of people lose out. As a society, we can't afford to let this happen.

Stopping Sweatshops

With the help of CLUW, the campaign to stop GAP sweatshops has gained international media attention as activists, workers, labor leaders, politicians and celebrities have joined the effort. Thousands of people across the United States have pledged not to buy Gap over the holiday season.

As part of the AFL-CIO's "Holiday Celebration of Who We Are," CLUW members distributed "Don't Buy Me Gap" leaflets at Washington, DC Metro stops.

A few of the Gap's abuses include:

- Workers in two Gap factories in Cambodia have been beaten with lead pipes and driven out of their plants for union organizing, a right given them by Cambodian law.

- Workers in two Gap factories in Lesotho have complained of severe health and safety violations in their factories, including one worker who was shocked by an open electrical wire in her factory.
- Gina Form Bra company in Thailand, a Gap underwear contractor, has engaged in severe union busting, keeping workers from organizing for their human and labor rights.

To find out how to tell the Gap that you are not buying from them and to share this message with others, go to www.unionvoice.org/campaign/anti-gap.

Get Active

Become Part of the Working Families Network

With the help of the AFL-CIO, CLUW is building an easy-to-use system to communicate through e-mail with its' members and to identify activists by issues and help mobilize them for action by connecting them directly to their legislators by e-mail.

To become part of the network, send your e-mail addresses to Renee Barnes at rmbarnes@cluw.org.

The Online Frontline for Working Women; www.cluw.org

Log onto CLUW's improved website for the latest news and information about working women and take quicker action on the important issues that affect our lives.

HIV/AIDS Program News

Workplace Posters Now Available

CLUW and the AFL-CIO jointly sponsored a poster with the goal of sending a united message that unions oppose the stigma and discrimination against those with HIV/AIDS. The poster's message "AIDS Doesn't Discriminate. Neither Should Workplaces" is to raise awareness about stigma and discrimination, which are major obstacles to effective HIV/AIDS prevention and care.

People with HIV and AIDS have suffered from stigma and discrimination since the epidemic began. Because of the stigma and discrimination, society was slow to respond to AIDS and people put off AIDS testing and disclosing their HIV status to sexual partners and friends.

Free copies of the poster are available by contacting Karen McMillan at 202-223-8360 ext. 7 or kmcmillan@cluw.org. The poster can also be downloaded in a PDF format from www.cluw.org

President Gloria Johnson Promotes Public-Private Partnerships to Prevent AIDS

In November, President Gloria Johnson participated in the Centers for Disease Control and Prevention's (CDC) live satellite broadcast: Public-Private Partnerships: A New Model for Community Mobilization Against AIDS. Johnson called for a renewed commitment from the labor movement and suggested four key things union members can do to help:

- Educate stewards about the rights of people with HIV/AIDS;
- Encourage locals to negotiate with companies on ways to protect workers with HIV/AIDS;
- Encourage locals to develop AIDS workshops and conferences, and;
- Encourage collaborations between

locals and community-based organizations.

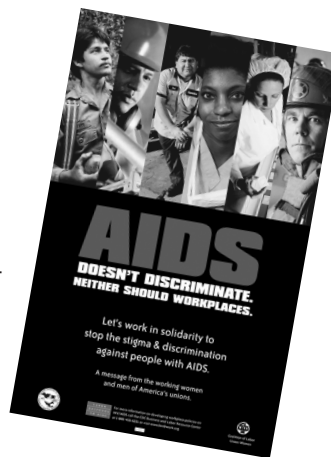
The CDC broadcast can be viewed on line at www.phppo.cdc.gov/phtn/web-cast/hiv11-21/default.asp

CLUW Chapters Rising to the Challenge of HIV/AIDS

CLUW Chapters are rising to the challenge of HIV/AIDS and forming partnerships with community-based organizations. Philadelphia CLUW President Kathy Black (AFSCME) has established a task force, participated in an AIDS Walk raising over \$1500, coordinated a health fair on HIV/AIDS with Philadelphia Fight (a local AIDS activist organization) and participated with Philadelphia ACT UP (an AIDS advocacy organization) to protest against Coca-Cola's refusal to provide AIDS treatment to workers and their dependents in developing countries.

Detroit Chapter President Millie Hall (UAW) organized a health forum and invited HIV/AIDS Project Director, Karen McMillan to talk about current issues impacting women and HIV/AIDS. Twin Cities Chapter President Kate Kline (MNA) met with the Minnesota AIDS Project and Tim Geelan, state AFL-CIO and Pride at Work to discuss ways to develop training programs for unions and stewards. Oregon Pioneer CLUW walked behind the CLUW banner at a local AIDS walk. Kansas State Coordinator Joan Flaherty (AFGE) organized a training seminar for women and civil rights activists which included information on HIV/AIDS.

Keep up the good work and please keep the HIV/AIDS project director informed of your activities.



Thank You

To become a contributing, supporting, or sustaining member of CLUW, please make checks payable to CLUW Treasurer Susan Phillips at the National CLUW Office.

Contributing (\$50)

Susan Schill Quinn
Janet Pierce(UAW)
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Election Outcome Threatens Reproductive Choice

Republicans, who gained control of both houses of Congress after the November election, will now chair and hold the majority of seats on important committees. With this control comes the ability to appoint nominations to the Supreme Court who most closely represent the views of the party in power.

When it comes to protecting a woman's right to choose, no Senate committee is as important as the Judiciary Committee which will have the first say on confirming the President's Supreme Court nominations. The majority of Senators who will serve on that committee are pro-life. Therefore pro-choice Senators will be forced to filibuster to prolong debate and block confirmation votes on unsuitable nominations. It takes 41 votes to sustain a filibuster and may be the only way left to slow down a conservative war against legal abortions.

Through his nominations for federal judgeships, President Bush is already trying to stack the courts with conservative, anti-choice judges—and with *Roe v. Wade* hanging on by a slim 5-4 margin in the Supreme Court, just one more anti-choice judge could overturn this important decision.

To help raise awareness of the importance of a woman's right to choose, the Philadelphia CLUW chapter in conjunction with others was successful in getting the Philadelphia City Council to adopt a resolution declaring January 22 on the anniversary of *Roe vs. Wade* as "Reproductive Choice Day." Other CLUW chapters are urged to promote this resolution with both public and private entities. CLUW is also supporting the Feminist Majority Foundation's "Never Go Back" campaign that is generating support for the filibuster strategy. CLUW members can sign the "Never Go Back" petition and learn how to get involved by visiting www.NeverGoBack.org.

Union Women Win Contraceptive Coverage for Dow Jones Workers

A settlement reached in December with Dow Jones & Co and CWA to provide contraceptive coverage in all of the company's medical plans is part of a growing trend of health plan equity spearheaded by union women.

Regardless of gender, Dow Jones workers will now receive contraceptive coverage in all health plans, plus retroactive reimbursement for contraceptive coverage purchased by current and former employees since Jan. 1, 2001.

Three members of the Independent Association of Publishers Employees, CWA Local 1096, supported by Planned Parenthood Federation of America and the U.S. Equal Employment Opportunity Commission, had charged that Dow Jones limited contraceptive coverage and excluded it completely from one plan option discriminating against female employees.

According to CLUW President Gloria Johnson, this discrimination is not unique to any particular company. The CLUW Contraceptive Equity Project has been helping thousands of union women save money and improve their health.

"Women who want to remain in control of their reproductive freedom, shoulder an additional health care expense – the cost of contraceptives," said Johnson.

This settlement makes it clear that all health insurance plans that an employer provides must include contraceptive equity.

If you haven't followed through yet in your own union, now is the opportunity to do so.

For more information, go to www.cluw.org

Help The UN Fund Its Population Activities

President Bush will not authorize the spending of the \$34 million both houses of Congress approved for the United National Fund for Population Activities (UNFPA). This fund is used for contraception, family planning, safe child births, protecting women from genital mutilation, and AIDS prevention in the poorest countries in the world.

Director of the UNFPA Thoraya Ahmed Obiad said \$34 million would have prevented 2 million unwanted pregnancies, 800,000 induced abortions, 4,700 maternal deaths and 77,000 infant and child deaths.

As a symbolic protest, "Friends of UNFPA" are asking for \$1 donations to be sent to the United Nations (FPA) at 220 East 42nd Street, New York, NY 10017.

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Washington, DC

Together We Can!

Congratulations to Veronica Turner (SEIU, CLUW MD State VP and Metro DC Chapter Vice President) who was elected to the Maryland House of Delegates in November. Turner's valuable union and political experiences will benefit women and working families throughout the state of Maryland. Turner served as President, Secretary-Treasurer and Vice President of her union SEIU Local 63, and has been very active in union, Maryland and Democratic party politics. In addition to her numerous affiliations with organizations including CLUW, CBTU, Planned Parenthood and the NAACP, Turner is a member of the Prince George's County Democratic Central Committee, Vice President of SEIU Maryland State Council 54, delegate to the Metro Washington Council AFL-CIO, a past Democratic National Convention delegate and a member of the Prince George County Women's Political Caucus.



New York

CLUW's Campaign for Contraceptive Equity is making great strides and provided the latest information to the AFL-CIO New York State Federation meeting in December. The women pictured left to right are Ida Torres (RWDSU-UFCW), CLUW Contraceptive Equity Project Director Carolyn Jacobson and Cassandra Berrocal (RWDSU-UFCW).

New Jersey

Southern New Jersey CLUW President and State AFL-CIO Secretary-Treasurer Laurel Brennan was featured in the publication Garden State Woman, a local resource on health, fitness, careers, travel and more. From her roots with the Ladies Garment Workers in Pennsylvania, to becoming the first woman to serve in a New Jersey AFL-CIO leadership position, a cover story article about Brennan speaks volumes about her remarkable accomplishments. This story and others can be viewed at www.gswoman.com.

Middle Tennessee

This CLUW chapter in the Volunteer State thanks the state federation for its support. Tennessee AFL-CIO President James G. Neeley with (right to left) Coalition of Labor Union Women Middle Tennessee Chapter Coordinator Florence Sak (UAW) and Joan Hill, Research and Education Director (PACE).

Tri-County (MI)

CLUW members showed their support of United Way of Bay County when they joined a kickoff fund drive breakfast at the UAW Local 362 Union Hall. Left to right are UAW CLUW sisters Bev Norling, Chapter VP Karen Foucault, President Judy Barber and Recording Secretary Jennie Culberson.



local news local news local



Philadelphia (left)

CLUW members (left to right) Diane Mohney (PFT) and Barbara Russella (HERE) march at an anti-war rally in Philadelphia. The Philadelphia CLUW chapter passed an anti-war resolution.



St. Louis

Above, left: Union Women supported the candidacy of CLUW member Judy Davidson (UFCW) who ran for a seat in the Missouri legislature

Above, right: Metro St. Louis CLUW members rallied at Wal Mart in support of the workers campaign for justice.



CLUW Membership Application

Name _____
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 City, State, ZIP _____
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 Email _____

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

Congratulations!

CLUW founding member and former National Executive Board member Dolores Huerta (UFW) received the Puffin/Nation Prize for Creative Citizenship in November. Each year the prize is presented by the policy group Nation Institute to an individual who has "challenged the status quo through distinctive, courageous, imaginative and socially responsible work of significance."

Huerta who co-founded the UFW 40 years ago with Cesar Chavez when they organized California farm workers, has spent over four decades working on behalf of migrant workers, women and the poor. Huerta has been a lifelong fighter for labor rights and negotiated the first union contract for UFW with Schenley Wine Company in 1966.

More Thank You's!

CLUW extends very special thanks to the organizational support and contributions it received to help make the **Philadelphia NEB** such a success:

- Pennsylvania AFL-CIO
- AFSCME District Council 47
- AFSCME Local 2187
- Temple/AFSCME Local 1723
- Philadelphia Joint Board UNITE!
- Philadelphia APWU
- Philadelphia Finance Department
- Employees Local 696
- Philadelphia CLUW
- IAM District 1
- California Capitol CLUW
- San Francisco CLUW
- East Bay CLUW
- Los Angeles CLUW
- Inland Empire CLUW
- CA CLUW
- Philadelphia Federation of Teachers
- APWU (National)

In the last issue of the News, several members were not listed as "**Sustaining**" (\$150) members:

- Cheryl L. Johnson (IBT)
- Robert Roach Jr. (IAM)
- A. Jeanne Graham (BCTGM)
- Andrew Stern (SEIU)
- Anna Burger (SEIU)
- Patricia Ford (SEIU)
- Thomas Woodruff (SEIU)
- Eliseo Medina (SEIU)
- Dolores Gorczyca (IFPTE)
- Ida Torres (RWDSU)
- Bill Lucy (AFSCME)

CLUW appreciates the contributions of all members and is especially thankful of the support of its' Sustaining members.

Heart Disease and Women

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

A recent survey of more than a thousand American women found that the majority think their greatest health risk is cancer. However, cardiovascular disease, which leads to heart attacks and strokes, is today's greatest health risk for women. Over a half-million American women (505,000) die from heart disease each year.

When comparing the genders, heart disease kills 50,000 more women than men each year. In fact, one out of every two female deaths is due to heart disease or a stroke. Even, if a woman survives her first heart attack, she is more likely than a man to have a second heart attack within a year.

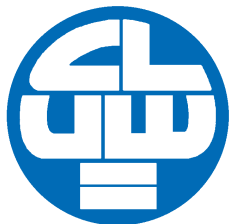
Gender differences are also important when recognizing and treating heart disease. When raising health issues with the public, cardiologists and other health specialists say there are misperceptions. They point out that it is hard for the public to view heart disease as a women's issue when it has been identified as a men's health problem for so long now.

One of the problems is that symptoms of a heart attack in women are often much different than the symptoms experienced by men. The classic symptoms experienced by men may include severe pain and tightness in the

center of the chest, pain in the shoulders and arms, and shortness of breath or difficulty breathing. Symptoms of heart attack in women may be similar, but they are often much more subtle. The pain may be so low in the chest that it is considered to be abdominal or stomach pain. Pain may be felt in the jaw, neck or back, and there may be nausea and extreme fatigue. Sometimes women wait too long to get to a doctor because they do not realize they are having a heart attack. Sometimes women have been told they have the flu when they are experiencing a heart attack.

The most important thing one can do when a heart attack is suspected is to call the local emergency system, take an aspirin to help prevent blood clots, and get to a doctor immediately.

It is important for women to have regular check-ups to detect risk factors and the need for treatment such as medications to lower blood pressure or cholesterol. Reducing the risk for heart attacks is the same for both men and women. Detection, treatment and preventive research is a woman's best defense. This includes a healthy diet, achieving a healthy weight, exercising, not smoking, and getting diabetes and high blood pressure under control.



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