

BUILDING THE LABOR MOVEMENT AND ORGANIZING FOR THE FUTURE

SEATTLE -- Union women from across the country and across the globe gathered in the great Northwest with one goal in mind, to build the labor movement. CLUW's 12th Biennial Convention, held October 9-12, helped women find ways to use their vision, voices and votes to rebuild the labor movement and to elect worker-friendly political candidates in 2004.

CLUW President Gloria Johnson told the Convention's 900 delegates and guests that the best way to build the labor movement is also

the easiest. "Talk to union women about what unions are doing and about the economic issues we know they care about," she said.

According to a 2003 AFL-CIO poll, although all net growth in union membership is from women, their attitudes about unions are eroding. "Women don't understand the value of unions or know what unions represent them. They also think that unions speak for women instead of helping women speak for themselves," Johnson explained.

However, CLUW is proof positive that women are empowered through their unions and CLUW. Throughout the Convention, delegates listened to the success stories of CLUW women who have reached new heights. One of those women is United Association of Nurses President Cheryl Johnson. She spoke



Washington Senator Patty Murray was one of CLUW's featured convention speakers.

of her journey from a person who refused to join a union all the way to her present seat on the AFL-CIO Executive Council.

"All along the way, CLUW members have encouraged my activism. They told me 'you have to do this. You have to do that.' It was the support of union women that gave me the confidence and willingness to take on new tasks."

One of CLUW's founding goals, organizing the unorganized remains

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AFL-CIO Executive Vice President Linda Chavez-Thompson addressed the Convention urging delegates to volunteer in the 2004 elections, register voters and talk to undecided voters about the issues that matter the most.

2004 is CLUW's 30th Anniversary. Stay tuned for more information on how you can help celebrate!

www.cluw.org



DON'T FORGET

December 1

World AIDS Day

December 10

International Human Rights Day — contact Dessadra Lomax, CLUW National Organizer 202-223-8360 x3 and check out www.cluw.org for information on how to get involved

January 14

Wal-Mart Day of Action II. More information will be available shortly,

and also look for updates on www.cluw.org

January 15-19

2004 AFL-CIO Martin Luther King, Jr. Holiday Observance
Hotel Royal Plaza — Orlando, Florida
For more information contact Eva Walton at 202-637-5274

April 25, 2004

Washington, DC
March for Freedom of Choice

CLUW NEWS

ISSN No. 0199-8919. Published bi-monthly (Jan.-Feb., Mar.-Apr., May-June, July-Aug., Sept.-Oct., Nov.-Dec.) by the Coalition of Labor Union Women
1925 K Street, NW, #402
Washington, DC 20006
P: 202-223-8360
F: 202-776-0537
USPS #335-670

Volume 29, No. 5, Sept/Oct 2003

Annual rates: \$1.50 of membership dues for CLUW News. Dues are \$30.00 for working members, \$15.00 for retirees.

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Periodical postage paid at Washington, D.C.

Postmaster:

Send change of address to:
CLUW News
1925 K Street, NW, #402
Washington, DC 20006

C L U W P O I N T

Your Voice, Your Vote



Gloria T. Johnson, CLUW President

In October, I had the privilege of addressing the Coalition of Black Trade Unionists. Like CLUW, this important AFL-CIO constituency is gearing up for Election 2004 and will be engaging voters on many shared issues. But the one common issue that stands out more than others is affirmative action.

In this nation of democratic representation, both minorities and women are seriously underrepresented in state government, Congress and the Supreme Court. According to the 2000 census, women make up 50.9 percent of the US population. So who can we blame for the fact that the majority gender in the US only holds 11 percent of the seats in the U.S. House of Representatives and 28 percent of the seats in the Senate?

The problem is not just in Congress. With 50 governors serving as heads of state, there are only five women. And looking at our judicial branch, women are a mere 22 percent of the appointments to the highest court in the land.

The same can be said about African-American and Hispanic representation. For example, African-Americans are 12.9 percent of the US population but only fill six percent of the seats in Congress. Several states have larger black populations than others. In many of the states with the highest percentage of African-American populations, there is dramatic under representation in Washington.

Alabama has a black population of 26.3 percent but only 14 percent of its House seats are being served by African-Americans. The same can be said about Louisiana where 14 percent of its House seats are filled by blacks, yet that state has an African-American population of nearly 33 percent.

You get the picture. When it comes to electing the candidates who best reflect our needs, we are sitting back hoping someone else will exercise our voting power for us. We came a long way in the last century to gain voting rights, political power and to stand on equal ground with men. Will we build on our successes or let conservatives turn back our gains? We need to educate and motivate voters.

When it comes to fair hiring and promotion our fight has just begun. This year will be a significant battleground as the White House, Congress and many state legislatures seek ways to dismantle fair job opportunities promoted through affirmative action. CBTU is just one AFL-CIO constituency CLUW will be working with to make sure women, minorities and union members vote next November. From now until Election Day, CLUW's primary goal and focus will be to change the face of Congress and the State legislatures to more closely resemble our own. Now more than ever, its time to use our power and vote!

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Please, Let us know your change of address. Send this coupon to:
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BUILDING, CONT'D

as relevant as ever and a special program was held to reach out to young women workers. But young or old, legislative policies that can harm working families are on the rise with conservatives controlling both houses of Congress and the White House.

CLUW's Convention was held on the 200th anniversary of the day when Lewis and Clark, led by a woman Sacajawea, first entered what is now Washington state. "Imagine how they felt when they saw the huge mountain passes to climb and the raging rivers to cross. Not unlike those explorers, we too are entering a new frontier and have our own set of obstacles to overcome," Gloria Johnson said.

Chief among those obstacles according to AFL-CIO Executive Vice President Linda Chavez-Thompson

is the nation's commander in chief. Chavez-Thompson explained how President Bush has launched numerous attacks on working families including his latest on overtime pay.

To make matters worse Chavez-Thompson said, "George W. Bush is the only President in my lifetime that has destroyed more jobs than he has created." She talked of the importance of the 2004 election and said. "It is our job to make our voices heard. I want to make the sacrifices we've made count."

The importance of the women's vote was also emphasized by other Convention speakers including US Senator Patty Murray and WA State Attorney-General Christine O. Gregoire.

CLUW's primary focus for the remainder of 2003 and 2004 will be



WA State Attorney-General Christine O. Gregoire

educating and mobilizing voters. Johnson announced that all of the National Executive Board meetings and conferences will be focused on Election 2004.

Special presentations were made to the following CLUW women whose success stories were inspirational:

- Katie Jordan (UNITE!) CLUW Chicago Chapter President,
- Ann McLemore (UNITE!), CLUW Pittsburgh Chapter President,
- Helen Ramirez-Odell (AFT), Co-Chair CLUW Women's Health Task Force.

■ CLUW EXPANDS COMMITMENT TO WORKING WOMEN'S HEALTH

With CDC Grant Focusing on Cervical Cancer Awareness

The Coalition of Labor Union Women (CLUW) and the Academy for Educational Development (AED) will partner to coordinate Working Women Reaching Out against Cervical Cancer (Working Women ROCC!), a project aimed at reducing cervical cancer rates and disparities among working women by promoting increased screening and annual follow up for union women and their families.

The five-year project, funded by a grant from the Centers for Disease Control and Prevention (CDC), will educate union members on the risk factors for cervical cancer and the critical need for regular screening to ensure early diagnosis and treatment. Carolyn J. Jacobson, who has served as the director of the CLUW Contraceptive Equity Project since the spring of 2001, will be the outreach director for Working Women ROCC!

For more information, go to www.cluw.org.



■ CONVENTION PHOTOS



left: United Association of Nurses' Cheryl Johnson speaks at the convention.

below: Marie Clarke Walker (right), Executive VP of the Canadian Labour Congress with Canadian sisters, L. Hinton and N. Crooks.



above: Rev. Dr. Flora Wilson Bridges spoke about the power of sisterhood.

right: CLUW "stars" are recognized at the Gala reception.



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

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1925 K Street, NW, #402
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Vision Voices Votes

BUILDING THE LABOR MOVEMENT

CLUW 12th Biennial Convention
October 9-12, 2003 Seattle, Washington

■ CLUW HOSTS HEALTH CONFERENCE AND FAIR IN SEATTLE

According to CLUW President Gloria Johnson, "The best way to prevent companies from cutting or eliminating employee health care benefits for its workers is to unionize." Dr. Stephen Bezruchka, an opening panelist, noted that, "If we rank all the countries in the world using average number of years lived ... (the U.S.) is tied for 26th! Behind all the other rich countries."

"The question we should be asking is why is our country so unhealthy," he said.

He answered his own question: Of the 26 countries referenced above ... "The USA has the lowest percentage of a country's workers unionized. That is the reason for our poor health." He challenged participants to "take on the role of becoming population health doctors! The more successful you are in getting collective bargaining to advance the pay and benefits for ordinary people in this country, and the more you can create a maximum wage and a minimum wage that aren't very far apart, the more USA will be on the road to health."

CLUW hosted a day-long conference in Seattle that looked at strategies for bargaining for improved health benefits and ways women can take better care of themselves through diet, exercise and the latest medical advances.

Outside of having health care benefits, "Diet is one of the key factors for maintaining good health," said conference presenter Dr. Herb Joiner-Bey who maintained that most health problems are caused by improper diets. He urged women to eat more dark green vegetables, both leaf and stem, and to get an adequate amount of omega-3 fatty acids. Improved diet and exercise can prevent women from losing bone

density which leads to painful and debilitating osteoporosis.

Age is another factor that brings on a broad spectrum of health problems. Conference participants examined factors leading to heart disease, cancer, strokes, fractures, diabetes, high blood pressure and Alzheimer's disease.

CLUW member Ruby Jackson (IBT) who attended the conference called it both "wonderful and informative." Jackson said, "The key to changing our nation's health status is education through various agencies and organizations. Knowledge is power, the power to change," she said.

In addition to the conference, a health fair provided even more information that can help women take charge of their health. Visit www.cluw.org/convention03/finalprogram.pdf to view the full convention program.

Thank You

CLUW thanks the Coalition of Kaiser Permanente Unions for providing the conference lunch. The luncheon included presentations by Seattle Postmaster Katherine S. Nash who celebrated the postage plus stamp designed to fight breast cancer, and Claudia Wayne of the National Breast Cancer Coalition. SEIU's Maggie Anderson and Priscilla Kania and AFSCME's Natalie Richards discussed the labor management partnership between Kaiser Permanente and its unions which has led to improved working conditions and health care delivery.

Future CLUW Members

left Girl Scouts at the opening ceremony.

right Participants of "What's My Line," at a young women worker's forum held to introduce a new generation to labor and CLUW.



KUDOS



Gloria Brimm, UAW (left), and Connie Cordovilla, AFT (right) receiving the oath of office as new CLUW national Vice Presidents from Dina Beaumont, CWA.

New CLUW Vice Presidents

Two new CLUW Vice Presidents were elected in interim elections filling vacated positions on the CLUW National Executive Board. Gloria Brimm, assistant director of the UAW Women's Rights Department replaces the recently retired Selene McCoy. Brimm's goal with CLUW is to "motivate and activate women." She was previously with UAW's Education Department and has years of leadership experience working with members in UAW regions.

Also elected as CLUW Vice President was Connie Cordovilla, associate director of AFT's Human Rights and Community Relations Department. Cordovilla has been active in CLUW for many years. Her interests include women's health, HIV/AIDS prevention and contraception. She coordinated



President Gloria Johnson (right) presents the Mother Jones Award to Addie Wyatt.

the exhibit booth program at CLUW's convention in Seattle.

Congratulations CLUW Award Winners

CLUW's most esteemed awards were presented to Rev. Addie Wyatt (UFCW), Millie Hall (OPEIU) and Debbie Shoaf (CWA).

Rev. Addie Wyatt received the "Mother Jones Award," given to the CLUW member who most embodies the spirit of one of labor's greatest women and legends. Wyatt is a CLUW founding member and has dedicated over 60 years to working people and her community in Chicago.



Millie Hall, Metro Detroit Chapter President won the Joyce D. Miller Chapter Recruitment Award presented to the chapter that organizes the most new members. Metro-Detroit CLUW has remained at the forefront of organizing, activism and political education. The award is presented to an outstanding CLUW leader at every convention in honor of CLUW's second president Joyce D. Miller.

Debbie Shoaf, CLUW Missouri State Vice President received the Clara Day Award, which goes to CLUW's most outstanding state vice president. Presented in honor of one of CLUW's founding members Clara Day (IBT), Shoaf has inspired and educated women to increase their participation in CLUW, their unions and the labor

movement. She has even spread the union message through music. Her compact disc, "Out of the Workplace - Back to the Streets," includes such songs as "Mother Jones," "Choices," and



"Sisterhood of CLUW." It is available by contacting her on-line at debbieshoaf@yahoo.com.

CLUW Members Help Hold the Line on Health Care

Showing Solidarity for Striking UFCW Workers

CLUW members are standing up for almost 90,000 striking UFCW workers who hit the streets in a fight to save employer-sponsored health care benefits. These workers were forced to strike to stand up to grocery giants Kroger's, Albertson's and Safeway when they proposed to eliminate health care benefits for all future supermarket workers and to shift massive costs to employees under their existing health coverage plans.

In October, CLUW members joined demonstrations in Southern California led by UFCW and the AFL-CIO where 70,000 workers were trying to draw the line against corporate greed. As health care costs continue to spiral, companies all across the country are trying to reduce and eliminate benefits for current employees and retirees.

In the union's fight to save important health care benefits, UFCW International President Doug Dority



CLUW members showed their support for locked out workers at Darigold Dairy.

warned the companies that they have miscalculated the strength of the support for the striking workers from members of the community. He pointed to the labor, religious, civil rights and women's organizations including CLUW that think it is wrong for profitable companies to take away health care from working families.

"It is not a simple matter of tighter family budgets to pay for health care," Dority said. "Working families will have to choose between food or rent and health care."

In addition to strikers and their supporters, workers nationwide are worried about the impact of the supermarkets' decision to eliminate health benefits. "These are battlegrounds in the national fight over health benefits at work," Dority explained. "If these supermarket chains can kill health care in So. California, then all employers will feel that they can get away with eliminating benefits."

Please help striking UFCW members by contributing to UFCW's hardship fund:

UFCW Strike Hardship Fund
attn: Joe Hansen,
Secretary-Treasurer
1775 K Street NW
Washington, DC 20006

New CLUW Resolutions and Amendments

CLUW 2003 Convention Resolutions by title:

Maintaining Overtime Pay Protection for American Workers
December 10 — A Day for Bargaining Freedom
Pass HR 676 — U.S. National Health Insurance Act
Protect Our Postal Workers
Support Candidates Who Support Health Care
Stop FTAA
Save Women's Lives: March for Freedom of Choice
Angeline's Union Deserves a Contract In Honor of Morris "Moe" Biller
Establishment of National Labor History Month
Support Working Women ROCC! (Reaching Out Against Cervical Cancer)
Promoting Girl Scouts Union Awareness
American Labor Studies Center
Fairer Treatment for International Students and Scholars
Support the Labor Project for Working Families

Constitutional amendments were adopted which addressed:

Filling vacancies in the office of State Vice-Presidents in the absence of an Alternate SVP as well as increasing financial accountability and reporting requirements for State Vice-Presidents. Amendments also established CLUW standing committees for Women in the Global Community, Sergeant-at-Arms, Women's Health and Young Women Workers.

For full copies of adopted resolutions and constitutional amendments, please check out www.cluw.org or contact the national office.



APWU delegation enjoying the convention ceremonies.



Power Walk CLUW held a power walk for the homeless in Seattle, raising close to \$2,500 to benefit the Noel House programs for homeless women.

■ Labor Speaks Up on HIV/AIDS

CLUW is calling on you to speak out on World AIDS Day

CLUW is calling on the labor movement to join in the commemoration of **"World AIDS Day," December 1, 2003**. Since 1988, "World AIDS Day" is observed annually on December 1. It serves to strengthen global efforts to address the challenges of AIDS. This year's day focuses on fighting the stigma and discrimination associated with HIV/AIDS, the major obstacles to effective HIV/AIDS prevention and care.

Fear and stigma prevent people from informing themselves and talking about AIDS with their children and partners. They also prevent many from being tested for HIV, the first step toward treatment. People suspected of having HIV may be turned away from health care services, denied housing and employment, shunned by their friends and colleagues, or turned down for insurance coverage.

There has been much progress in the war against HIV/AIDS. Due to recent advances in treatment, many in the United States who have access to healthcare are able to live longer, healthier and productive lives. But those who don't have access to

healthcare tend to delay treatment and the disease becomes unmanageable.

The numbers speak to how much remains to be done to control HIV/AIDS:

- Worldwide 38.6 million adults and 3.2 million children are living with HIV and 5 million people became infected annually.
- In the United States, the number of new AIDS diagnoses increased from 41,227 cases in 2001 to 42,136 cases in 2002, the first apparent increase since 1993.
- An estimated 850,000 to 950,000 persons in the United States are infected with HIV, but only about 25% are aware that they are HIV-positive.

So on December 1, take some time to remember those who have lost their lives to AIDS. Perhaps you can take a hot meal to a person infected by HIV or give him or her a hug. Let them know you care.

For more information contact: Karen McMillan, HIV/AIDS Program Director, 202-223-8360, ext. 7, 202-776-0537 (fax) or kmcmillan@cluw.org.



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